

# DHL GROUP HEALTH & WELLBEING POLICY STATEMENT

## 1. BACKGROUND

Supporting the health and wellbeing (H&W) of our employees is essential for DHL Group. As THE logistics company for the world, we fulfill our purpose of connecting people and improving lives. Achieving this depends on healthy and engaged employees working in an environment that promotes H&W, supported by our values of Respect and Results. This is an important component of sustainable productivity and our best-in-class service quality.

Our H&W approach is based on the understanding that prevention activities in the workplace can contribute significantly to disease prevention in society.

## 2. OUR POSITION

We regard health as a state of physical, mental and social wellbeing, and not merely as the absence of illness. Work can be a fundamental source of satisfaction and thus health. For us, a healthy workplace is one where employees and managers work together to promote the H&W of all employees and the sustainability of their workplace. This also includes fostering inclusion in everyday work by creating an environment where everyone is accepted and can perform at their best every day. As a global company, we value the diversity of our employees as a genuine strength.

This H&W Policy Statement complements the DHL Group Occupational Health & Safety Policy Statement and the DHL Group Code of Conduct – our foundation and benchmark for all guidelines and regulations ensuring responsible conduct within the Group.

## 3. OUR SCOPE

This policy statement applies to our employees across all Business Units globally. This approach is designed to help our employees develop a healthy lifestyle, create a healthy working environment and promote healthy interaction. We expect our partners to share our commitment to H&W, and to provide a work environment that is safe and conducive to good health.

## 4. PURPOSE OF DHL GROUP HEALTH & WELLBEING ACTIVITIES

Our goal is to enable our employees to better manage their health and the factors that affect it, thereby improving their health.

At DHL Group, we strive to remain an Employer of Choice and a great company to work for, the Provider of Choice for our customers, and Investment of Choice for our stakeholders. With our H&W activities, we intend to positively impact these three bottom lines:

- Employer of Choice

Strengthening the H&W knowledge of our employees and fostering their ability to understand change as a part of life and opportunity to learn – all embedded in a respectful leadership and team culture – is key to ensuring the sustainable H&W of our workforce.

- Provider of Choice

A healthy workplace with a supportive culture enables our employees to deliver their best performance over the long term, to meet challenges positively, and to achieve best-in-class customer satisfaction.

• Investment of Choice

Complying with relevant legal and regulatory requirements is foundational to all our activities. With a forward-looking approach to managing relevant health risks and opportunities, we

- ensure business continuity for our investors and customers,
- support the achievement of attractive returns for our shareholders and stakeholders, and
- make a positive impact beyond the borders of our company.

## 5. KEY RESPONSIBILITIES

Leadership responsibility is key to establishing and further developing our H&W culture. To promote the H&W of our employees over the long term, we expect our managers to create healthy working environments.

We also expect all employees to take personal responsibility in this regard, which includes promoting respectful and appreciative cooperation. We encourage our employees to commit themselves to their H&W.

The Business Units of DHL Group are bringing the DHL Group's H&W Policy to life. All related activities are supervised by the company's Human Resources Board and ultimately by the Corporate Board.

## 6. CORE ELEMENTS OF CREATING A CULTURE OF HEALTH AND WELLBEING AT DHL Group

- a. We respect all our employees and offer them a great company to work for. We are aware of the importance of the workplace as one of the largest prevention platforms worldwide. With our commitment to the health and wellbeing of our employees, we also contribute to supporting public health activities.
- b. Creating a supportive and trusting company culture, designing a healthy work environment and encouraging our employees to live a healthy lifestyle is a crucial part of our leadership responsibility.
- c. We aim to support the individual H&W competence of our employees with a wide range of development opportunities, including our Certified training, which promotes a culture guided by mutual respect, openness, honesty and a spirit of trust and cooperation.
- d. To support the H&W of our employees, we strive to offer scientifically proven health management measures that are continuously optimized. In order to achieve this, we connect our global and cross-divisional expertise with external expertise from organizations such as the World Health Organization. We focus our interventions on four dimensions: organizational culture, prevention and screening, behavior change, and disease & condition management.
- e. Our approach and programs to support change strengthen the change agility of our employees and build resilience in the face of challenges and transformation. We support leaders to compassionately guide people positively through challenges and change.
- f. We strive to create a sense of belonging for all our employees, to be a safe and fair employer, and to respect and appreciate all our employees with a team culture that supports every employee to bring their authentic self to work every day.
- g. As part of our risk management, we regularly analyze and report company-relevant health risks and adjust our preventive measures accordingly.
- h. We work together with our customers, suppliers and business partners to fulfill these policy principles and require all suppliers to apply them as they are stated in the DHL Group Supplier Code of Conduct.

## 7. FINAL PROVISION

DHL Group's Health and Wellbeing Policy statement is adopted by the Board of management on 22. 06. 2023

### Further information

- DHL Group Code of Conduct
- DHL Group Supplier Code of Conduct
- DHL Group Diversity and Inclusion Statement
- DHL Group Occupational Health & Safety Policy Statement
- DHL Group Data Privacy Policy
- DHL Group's Go Green Policies Guidelines
- DHL Group's Stakeholder Engagement Guideline
- DHL Group's Reports (e.g. annual report)

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