

Press release

Diversity in action – Deutsche Post DHL Group shows its colors on IDAHOBIT

- True to the motto: "Delivered with Pride", Deutsche Post DHL Group has symbolically added the colors of the rainbow to the logos of its Deutsche Post and DHL brands on the flags in front of its operating sites on the occasion of IDAHOBIT, the International Day against Homophobia, Transphobia and Biphobia.
- Thomas Ogilvie, Board Member for Human Resources: "All employees should be accepted by us as they are, because we want the best working conditions for everyone."

Bonn, May 12, 2021: To mark IDAHOBIT, the International Day against Homophobia, Transphobia and Biphobia, Deutsche Post DHL Group is setting an example for diversity by hoisting Deutsche Post DHL Group rainbow flags at its Post & Parcel production facilities across Germany, the company's headquarters in Bonn and many operating sites worldwide. After lighting up the Post Tower in rainbow colors in 2020 on the occasion of IDAHOBIT, the Group is once again making it clear this year that it sees diversity among its employees as an enrichment and a great strength. "At our company, no one should have to hide because of their sexual orientation or gender identity. All employees should be accepted by us as they are, because we want the best working conditions for everyone", says Thomas Ogilvie, Board Member for Human Resources and Labor Director at Deutsche Post DHL Group.

"Living diversity and promoting inclusion is an integral part of our corporate culture", he adds.

"IDAHOBIT is a reminder that core values of freedom and human dignity must be protected and defended through respect and acceptance, also with regard to sexual orientation and gender identity."

This is why Deutsche Post DHL Group also promotes networks such as RainbowNet, a network for gay, lesbian, Intersexual and transsexuals employees and allies which was founded in 2008. It is intended to help ensure that all employees can go about their work unhindered, regardless of their sexual orientation or gender identity. It also creates more openness and respect across the employee community. Deutsche Post DHL Group is also a founding member of the PrOut@Work Foundation, a foundation that aims to increase awareness around the LGBTQ+ community in the workplace in ways

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that can be seen, felt and experienced. "In order to get closer to the goal of a discrimination-free and inclusive working world, we need strong partners like Deutsche Post DHL Group. Only together can we make full use of talents and energies," says Albert Kehrer, Board Member of the PROUT AT WORK-Foundation.

Diversity at Deutsche Post DHL Group

Deutsche Post DHL Group has many initiatives and activities dedicated to different aspects of diversity, such as gender, nationality, ethnicity, religion, age, sexual orientation, sexual identity and disability. These range from trainings and workshops through to employee networks, pocket guides on the topic of LGBTQ+, the refugee initiative and collaborative projects within the Group's GoTeach program that support young people from disadvantaged backgrounds on successful career paths. Deutsche Post DHL Group is also a member of the "Charta der Vielfalt", a corporate initiative in Germany to promote diversity in companies and institutions.

This commitment is also positively evaluated by external awards, with all of the Group's divisions having already received Top Employer certification. In addition, the DHL Express was named the world's second-best employer by Great Place to Work in 2020, and Deutsche Post DHL Group was named Prout Employer 2021 by the PROUT AT WORK-Foundation.

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You can find the press release for download as well as further information on dpdhl.com/pressreleases

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Deutsche Post – Die Post für Deutschland

Deutsche Post is Europe's largest mail services operator, and market leader in the German mail and parcel market. With its powerful Deutsche Post brand and a workforce of about 155,000 employees committed to service excellence, the company is recognized both as "Die Post für Deutschland". The Deutsche Post portfolio combines the present and future of postal and communications services, ranging from mail and parcel delivery to secure electronic communication and dialog marketing for private and business customers. The company has been a pioneer in new postal technologies, carbon neutral shipping and e-commerce logistics solutions.

Deutsche Post is part of Deutsche Post DHL Group. The Group generated revenues of more than 66 billion euros in 2020. With sustainable business practices and a commitment to society and the environment, the Group makes a positive contribution to the world. Deutsche Post DHL Group aims to achieve zero-emissions logistics by 2050.