



DHL Group, ITF and UNI adopt new OECD Protocol and initiate annual regional dialogue meetings for the first time

Bonn, December 4, 2024: DHL Group (DHL) and the Global Union Federations, the International Transport Workers' Federation (ITF) and UNI Global Union (UNI), have today adopted a new OECD Protocol. Having engaged in constructive dialogue on employment and working relationships for many years, the parties have agreed to continue working closely together. For the first time, they have agreed to hold additional regional dialogue meetings annually, to reinforce the new protocol and strengthen their relationship.

The revised Protocol was approved by all parties following the annual high-level meeting between ITF's and UNI's General Secretaries and the Board Member for Human Resources at DHL Group, held in August 2024. It was then signed by the German National Contact Point for the OECD Guidelines for Multinational Enterprises on 2 December 2024 in Berlin.

To reinforce the Protocol, in 2024, the Global Union Federations and DHL developed a joint approach to organize one annual regional dialogue meeting for the first time, which aims at facilitating information exchange between ITF, UNI and DHL and fostering good relationships.

The German National Contact Point welcomed the progress made between all three parties since the first OECD Protocol was signed in 2016.

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Note to editors:

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Signing: from left to right: Front: *Anne-Kathrin Röthemeyer* (German National Contact Point). Back: *Lillian Ueng* (DHL Group), *Oliver Roethig* (UNI), *Stephen Cotton* (ITF).

Group picture: from left to right: *Oliver Roethig* (UNI), *Dr. Mathias Kaufmann* (DHL Group), *Lillian Ueng* (DHL Group), *Andreas Hoffmann* (DHL Group), *Dimitris Theodorakis* (UNI), *Heike Ausprung* (DHL Group).

Press release



Group), *Anne-Kathrin Röthemeyer* (German National Contact Point), *Matt Draper* (Unite), *Stefan Thyroke* (ver.di), *Stephen Cotton* (ITF), *Noel Coard* (ITF), *Inga-Lena Heinisch* (ITF).

Media Contacts

DHL Group

Media Relations

Sabine Hartmann

Phone: +49 228 182-9944

E-mail: pressestelle@dhl.com

On the internet: group.dhl.com/press

Follow us at: twitter.com/DHLglobal

International Transport Workers' Federation

Rosalyn Smith

Phone: +44 7770 728229

E-mail: smith_rosalyn@itf.org.uk

UNI Global Union

Leonie Guguen

Phone: +41 79 137 5436

E-mail: leonie.guguen@uniglobalunion.org

DHL Group is the world's leading logistic company. The Group connects people and markets and is an enabler of global trade. It aspires to be the first choice for customers, employees, investors and green logistics worldwide. To this end, DHL Group is focusing on accelerating sustainable growth in its profitable core logistics businesses and Group growth initiatives. The Group contributes to the world through sustainable business practices, corporate citizenship, and environmental activities. By the year 2050, DHL Group aims to achieve net-zero emissions logistics.

DHL Group is home to two strong brands: DHL offers a comprehensive range of parcel, express, freight transport, and supply chain management services as well as e-commerce logistics solutions. Deutsche Post is the largest postal service provider in Europe and the market leader in the German mail market. DHL Group employs approximately 594,000 people in over 220 countries and territories worldwide. The Group generated revenues of approximately 81.8 billion Euros in 2023.

The logistics company for the world.



The **International Transport Workers' Federation (ITF)** is a democratic, affiliate-led federation of transport workers' unions recognised as the world's leading transport authority. We fight passionately to improve working lives, connecting trade unions and workers' networks from 147 countries to secure rights, equality and justice for their members. We are the voice of the 20 million women and men who move the world.

Representing 20 million workers in 150 countries, **UNI Global Union** builds power and lifts standards in the services sectors—including post and logistics—through strong unions and effective collective bargaining. We are united for a sustainable and inclusive global economy, for democracy built upon a foundation of social and economic justice and for decent work for all.