

# Human Rights Policy

Human rights are generally defined as fundamental rights inherent to all people, regardless of nationality, gender, ethnicity, language, religion or any other status and characteristic.

## bpostgroup commitment

**Respect for human rights and human dignity lies at the core of bpostgroup's fundamental values.**

bpostgroup<sup>1</sup> has always been committed to the highest standards of ethical behavior in the protection and promotion of human rights, including compliance with applicable laws and regulations. As bpostgroup is expanding into many new countries, and as some of these fundamental rights come under pressure, bpost group has decided to explicitly and publicly disclose a Human Rights Policy illustrating bpostgroup's strong commitment to human rights and ethical standards.

This Human Rights Policy complements bpostgroup's Code of Conduct, which sets out the norms, values and minimal standards of behavior and conduct expected of all our employees, contractors and consultants, ensuring our success as a sustainable, responsible company.

**bpostgroup promotes and respects human rights as recognized by:**

- the **United Nations Universal Declaration of Human Rights (UDHR)** enacted in 1948 by the United Nations and containing 30 high-level principles that established the modern scope of "human rights";
- The core **fundamental instruments** identified by the **International Labor Organization (ILO)** which is the international organization under the United Nations responsible for developing and overseeing international labor standards;

- the **Principles of United Nations Global Compact (UNGC)**: these principles remind that all businesses everywhere, regardless of size or sector, have a baseline responsibility to respect human rights.

## Scope of the policy

**This Human Rights Policy applies to all people involved in the bpostgroup's business, in the context of all decisions, strategies, operations, activities, projects and other business of the group.**

This Policy, updated on a regular basis, is publicly available on bpostgroup website.

## Objectives of the policy

**The Human Rights Policy sets out the fundamental principles embedded in bpostgroup business operations, strategy and culture to:**

- ensure that bpostgroup does not engage in activities that directly or indirectly violate human rights;
- prevent the negative consequences arising from any human rights violations, illegal or fraudulent acts, or other practices on individuals' well-being, bpostgroup's reputation, and the continuity of our business;
- globally contribute to the respect, support and promotion of human rights.

<sup>1</sup> bpost SA/NV and its subsidiaries collectively form the bpostgroup.

It is our corporate responsibility to uphold these principles throughout our entire organization. As a consequence, the Human Rights Policy is integrated into bpostgroup's core governance documents (including the Code of Conduct and Supplier Code of Conduct) to ensure that the Policy is applied as widely as possible.

## Policy statement

**bpostgroup conducts its business and activities in a manner that respects human rights and their underlying principles. In that respect, bpostgroup respects and supports the following core principles:**

- 1 Diversity and inclusion:** bpostgroup strives to be a highly diverse company in terms of its workforce and is committed to creating and supporting a collaborative workplace culture. bpostgroup has designed and adopted a **Diversity Policy** aimed at creating diversity and inclusion awareness within the group. The purpose of this Diversity Policy is to support bpostgroup employees and management in building a culture where diversity and inclusion are a daily practice. bpostgroup does not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind.
- 2 Freedom of association and collective bargaining:** bpostgroup respects its employees' right to join, form or not join a labor union, or to have legally recognized employee representation in accordance with local law;
- 3 Forced labor, human trafficking and modern slavery:** all employment within bpostgroup is voluntary. bpostgroup prohibits the use of all forms of forced labor whatsoever, any form of human trafficking or modern forms of slavery;
- 4 Child Labor:** bpostgroup does not use child labor in any of its operations or facilities. bpostgroup fully respects all applicable laws establishing a minimum age for employment, in order to support the effective abolition of child labor worldwide;
- 5 Decent work hours, remuneration and benefits:** bpostgroup compensates its workers in accordance

with (i) local labor laws and market practices and (ii) terms of applicable union agreements. bpostgroup works to ensure compliance with applicable wages, work hours, overtime and benefits under local laws and regulations;

- 6 Health, safety and wellness at work:** one of bpostgroup's top priorities is the implementation of a framework and conditions designed to ensure occupational health and safety and workplace wellness for its employees, in particular in order to minimize the risk of occupational accidents and illnesses. bpostgroup works to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts;
- 7 Business partners and commercial relationships:** bpostgroup expects and encourages suppliers and partners to uphold the same values and implement similar policies and practices.

## Reporting, investigation and corrective actions

**bpostgroup has a zero-tolerance regarding violations of human rights and there are no exceptions to this Human Rights Policy.**

Any violations of this Human Rights Policy must be reported to the established channels provided for in the **bpostgroup Code of Conduct**, on a confidential basis as the case may be.

Reports of potential violations will be investigated and, if substantiated, remedial actions (including but not limited to termination of employment or commercial relationship, or potentially reference of the matter to the appropriate enforcement authorities) will be taken.

## Compliance

**Compliance with bpostgroup policies is carefully monitored.** The Board of Directors of bpost SA/NV oversees bpostgroup's commitment to human rights on a regular basis and take decisions and actions for enhancements to this Policy, as appropriate.

## More information

For more information or details about bpostgroup codes and policies, please see <https://bpostgroup.com/sustainability/people> and **bpostgroup Code of Conduct**.