



# Swiss Post corporate wear social report

Reporting period (1 January 2021 – 31 December 2021)



<https://www.post.ch/en/>

<https://www.post.ch/en/about-us/responsibility>

**FAIR WEAR MEMBER SINCE 13 JUNE 2012**



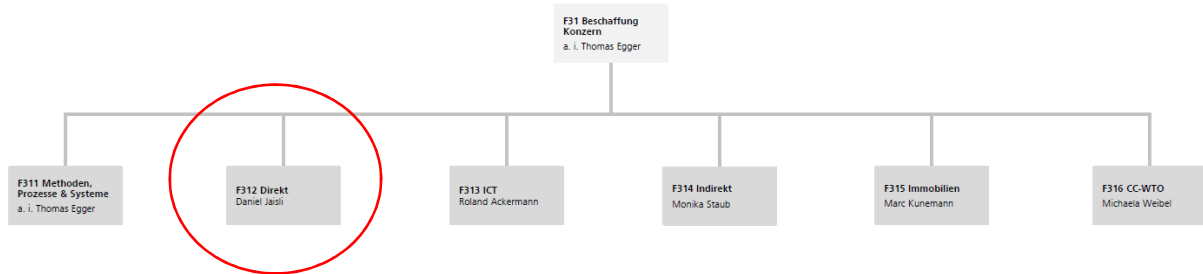
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# Swiss Post corporate wear social report

## Organizational chart



## Summary: 2021 goals and achievements

Swiss Post takes its social, environmental and economic responsibilities seriously. We're acting now – for tomorrow, for future generations, for the sustainable development of our environment and society.

[Sustainability – Swiss Post – Swiss Post Annual Report 2021](#)

[Global Reporting Initiative Index 2021 \(swisspost.ch\)](#)

Swiss Post endeavours to strike the right balance between commercial success, an environmentally-friendly approach and social responsibility, while taking account of the needs of current and future generations. As regards sustainability, Swiss Post wishes to remain one of the leading postal companies internationally and to lead by example in Switzerland.

### Economically, ecologically and socially responsible

#### Our five CR fields of action



### Achieving global sustainability goals

Swiss Post makes an important contribution to achieving the 17 **Sustainable Development Goals (SDGs)** set by the UN as part of the 2030 Agenda for Sustainable Development.

#### Swiss Post's focus



Responsible procurement has been incorporated into Swiss Post's corporate responsibility strategy 2021–2024.

In all product groups and along the entire Swiss Post value chain, social, ethical and environmental criteria play an important role, in particular procurement practices, child and forced labour, human rights and social and environmental assessment of suppliers.

Swiss Post is the proven universal service provider of postal services and payment transactions in Switzerland, while PostBus forms the backbone of urban and rural mobility. The services the Group provides make a significant contribution to the Swiss economy and its sustainable development.

Swiss Post continuously strives to meet the Fair Wear Foundation's Code of Labour Practices to ensure socially acceptable and safe working conditions in all factories where our workwear items are produced. Improvements are initiated in conjunction with manufacturers where necessary. Until disrupted by COVID-19, we conducted audits on a three-year cycle.

Given that the risks in terms of socially responsible procurement are particularly high in the clothing sector, Swiss Post has taken far-reaching measures in this area, becoming a member of the Fair Wear Foundation (FWF) in 2012. By becoming a member of the Fair Wear Foundation, Swiss Post is committed to strict inspection and sustainable implementation of social standards at its clothing suppliers.

In low-risk countries, which account for 75.7 percent of the procurement volume, both social standards inspections and training on the Code of Ethics and Social Responsibility and the Fair Wear Foundation's Code of Labour Practices are conducted at factories every three years by Swiss Post itself or by Elevate. In the high-risk country of Bulgaria (24.3 percent), they are carried out by the Fair Wear Foundation itself.

## COVID-19

We maintain a continuous dialogue with our suppliers regarding COVID-19. All our production sites are working in compliance with COVID-19 measures. Workers who have been infected have all recovered, and there have been no adverse cases thus far.

All factories have remained open, and wages were paid on time. Due to coronavirus infections in the factories and transport companies, there were some delays to the delivery of goods in 2021. We have accepted that the delivery delays were due to COVID-19, and we ensured that no problems arose for the suppliers as a result.



In 2020, Swiss Post sent its own signal of solidarity with its COVID-19 stamp for people in urgent need of help.

<https://www.post.ch/en/about-us/news/news/2020/solidarity-stamp-proceeds-will-go-to-people-who-need-help-now>

## Statement from top management

As a universal provider in the fields of communication and logistics, the backbone of mobility between urban and rural areas and a payment transactions partner, Swiss Post contributes vital added value to the Swiss economy. We want to play our part in ensuring sustainable development, and we take our responsibility very seriously.

**(Roberto Cirillo, CEO of Swiss Post)**

In terms of sustainability, Swiss Post wishes to become one of the leading procurement organizations in the postal industry. It is therefore committed to socially responsible working conditions and ecological compatibility by means of due diligence and supply chain control.

**(Anne Wolf, Head of CR)**

## Broader trends

As its owner, the Federal Council expects Swiss Post to pursue sustainable and ethical principles in its strategy and sets out requirements to this end. Social, ethical and ecological criteria play an increasingly important role in all procurement transactions. We are making a significant contribution to the Sustainable Development Goals (SDGs) 3, 7, 8, 9, 11 and 12 set by the UN in the 2030 Agenda for Sustainable Development. We remain committed to the ten principles of the UN Global Compact.



## **Performance of workwear procurement based on the Sustainable Developments Goals (SDGs)**

### **SDG 8 Decent work and economic growth**

We promote long-term, inclusive and sustainable economic growth, full and productive employment and decent work for all. Swiss Post supports productive full employment for all women and men, including young people and people with disabilities, with equal pay for the same work. It protects employment rights and promotes a safe working environment for all employees. It categorically opposes forced labour, modern slavery and child labour and demands the same from its suppliers.

- Swiss Post's suppliers must sign its Code of Ethics and Social Responsibility, and uniform suppliers also sign the FWF CoLP.
- The OECD Due Diligence Guidance for Responsible Supply Chains in the Garment & Footwear Sector defined targets in 2017. Swiss Post has been implementing these targets in its supply chain since 2017. The OECD Due Diligence Guidance for Responsible Business Conduct provides practical support to avoid adverse impact relating to workers, human rights, the environment, bribery and corporate governance associated with operations in supply chains.

### **SDG 12 Responsible consumption and production**





Swiss Post promotes sustainable consumption patterns and the sustainable management and efficient use of natural resources, as well as sustainable public procurement procedures. With its services, Swiss Post helps to increase the frequency of use and recycling rate of resources, thereby ensuring that consumption in Switzerland is more sustainable. It systematically incorporates sustainability information into its reporting and, as far as possible, provides customers and employees with knowledge about sustainable development and incentives for living in harmony with nature.

Swiss Post's strategic target, based partly on the **Science Based Targets Initiative (SBTi)**, is "climate neutrality for delivery by 2030 at the latest, and for Swiss Post Ltd by 2040".

By 2030, we aim to reduce CO<sub>2</sub> emissions by 46 percent in our own work environment. In order to achieve Swiss Post's strategic climate goals, we will support the business in the workwear items segment by reducing CO<sub>2</sub> emissions at Scope 3 by 13 percent (in the value chain).

- Swiss Post collects old clothing, coffee capsules, routers and PET bottles and ensures they are recycled professionally.

- The Swiss Red Cross and Swiss Post cooperate to recycle high-quality textiles and promote social integration. Since 2015, we have been working with the Swiss Red Cross (SRC) in the Bern-Mittelland district to give used Swiss Post clothing a second lease of life. Nearly-new clothes are sold by the Red Cross in its second-hand shops. The proceeds go to social projects. Good-quality clothes with small defects are partly donated to Swiss Mountain Aid via Tell-Text. Mountain farming families receive the clothing for free. Items of clothing that can no longer be worn are thermally recycled. Since 2018, a part of the clothing has been given to BEWO (Berufliche Eingliederung und Werkstätte Oberburg) for upcycling into promotional items. In 2021, a total of 15 tonnes of clothing and shoes were collected.
- Swiss Post incorporates sustainability criteria into service tenders. It requires major suppliers to undergo a risk evaluation.
- In 2021, Swiss Post was for the seventh time awarded the highest status of “Leader” by the Fair Wear Foundation, for comprehensive social standards in the manufacture of clothing.

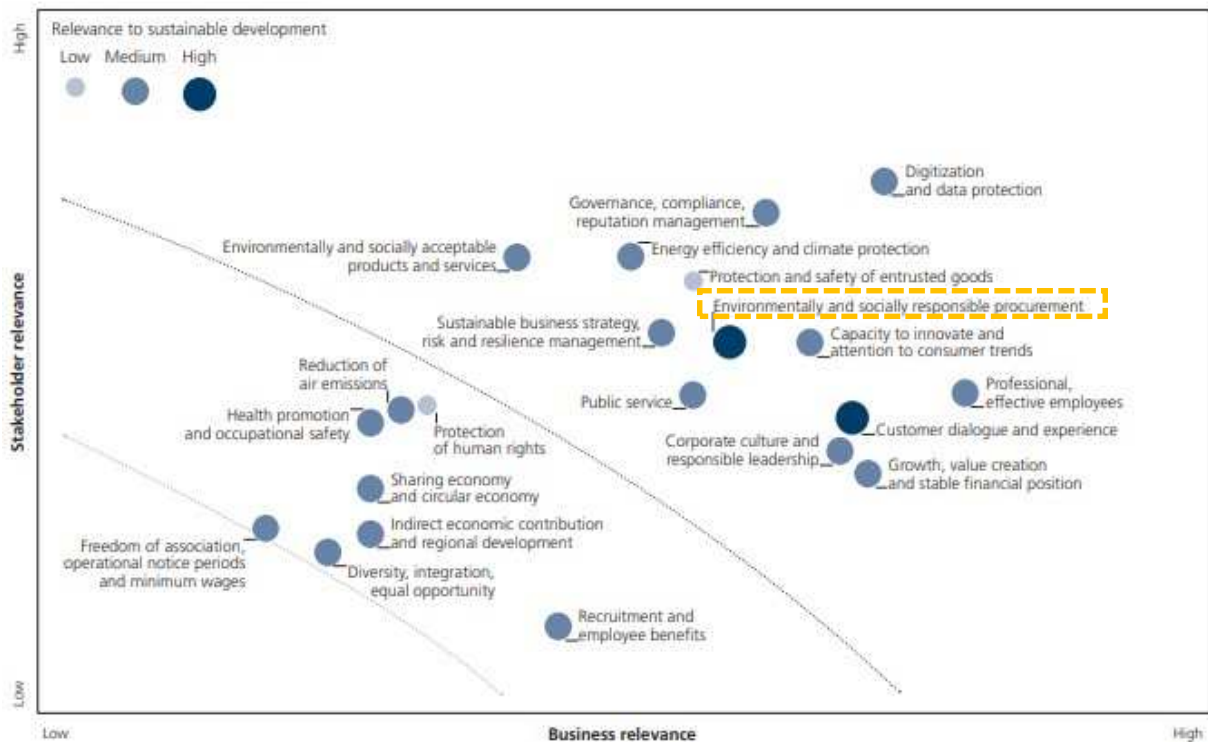
<p><b>TARGET 8-7</b></p>  <p><b>END MODERN SLAVERY, TRAFFICKING AND CHILD LABOUR</b></p>	<p><b>TARGET 8-8</b></p>  <p><b>PROTECT LABOUR RIGHTS AND PROMOTE SAFE WORKING ENVIRONMENTS</b></p>	<p><b>SDG 8.7</b></p> <ul style="list-style-type: none"> <li>✓ One audit was conducted in Bulgaria with acceptable results (no child or slave labour)</li> <li>✓ All other planned audits were cancelled due to COVID-19</li> </ul> <p><b>SDG 8.8</b></p> <ul style="list-style-type: none"> <li>✓ In 2020, with the participation of other customers, we launched a wage gap analysis in conjunction with FWF and BILPS. This is part of a wider social dialogue in Bulgaria. The wage data is currently being analyzed</li> </ul>
<p><b>TARGET 12-5</b></p>  <p><b>SUBSTANTIALLY REDUCE WASTE GENERATION</b></p>	<p><b>TARGET 12-6</b></p>  <p><b>ENCOURAGE COMPANIES TO ADOPT SUSTAINABLE PRACTICES AND SUSTAINABILITY REPORTING</b></p>	<p><b>SDG 12.5</b></p> <ul style="list-style-type: none"> <li>✓ Swiss Post enables the recycling or upcycling of used clothing in cooperation with the Swiss Red Cross and the disability organization BEWO. In 2021, around 15 tonnes of clothes and shoes were collected for a good cause. The clothes are turned into upcycling products such as backpacks, in the spirit of sustainability</li> <li>✓ Shirts are packed in recycled polybags with reduced materials inside</li> </ul> <p><b>SDG 12.6</b></p> <ul style="list-style-type: none"> <li>✓ Swiss Post provides transparent and comprehensive information on sustainability aspects</li> </ul>



## Relevance matrix

The Swiss Post relevance matrix, which is based on surveys and a series of expert interviews incorporating 192 internal and external opinions, shows stakeholder relevance and business relevance on the two axes. The relevance to sustainable development is indicated by the size and colour of each circle. The material topics identified serve as a basis for the development of the overall strategy and the CR priorities.

Post CH Ltd relevance matrix



## Swiss Post’s mission for socially responsible procurement of workwear

### The Fair Wear Foundation Code of Labour Practices

Swiss Post introduced a Code of Ethics and Social Responsibility for all suppliers in 2006. For clothing procurement, Swiss Post abides by the working guidelines issued by the Fair Wear Foundation. The code is displayed in factories in the relevant national language. The goal of the Fair Wear Foundation is to improve working conditions in the clothing industry. The Fair Wear Foundation requires compliance with the following Code of Labour Practices:

<https://www.fairwear.org/about-us/labour-standards>

### Employment is freely chosen

There must be no use of forced labour.

### **There is no discrimination in employment**

Recruitment, wage policy, admittance to training programmes, employee promotion policy, policies of employment termination, retirement, and any other aspect of the employment relationship shall be based on the principle of equal opportunities, regardless of race, colour, sex, religion, political affiliation, union membership, nationality, social origin, deficiencies or handicaps (ILO Conventions 100 and 111).

### **No exploitation of child labour**

There must be no use of child labour. Prospective employees may not be employed before they have reached the age of completion of compulsory schooling, and on no account may they be employed under the age of 15.

### **Freedom of association and the right to collective bargaining**

The right of all workers to form and join trade unions and bargain collectively shall be recognized (ILO Conventions 87 and 98). The company shall, in those situations in which the right to freedom of association and collective bargaining are restricted under law, facilitate parallel means of independent and free association and bargaining for all workers.

Workers' representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to carry out their representation functions (ILO Convention 135 and Recommendation 143).

### **Payment of a living wage**

Wages and benefits paid for a standard working week shall meet at least legal (if it has been defined) or industry minimum standards and always be sufficient to meet the basic needs of workers and their families and to provide some discretionary income (ILO Conventions 26 and 131). Deductions from wages for disciplinary measures shall not be permitted, nor shall any deductions from wages not provided for by national law be permitted. Deductions shall never constitute an amount that will lead the employee to receive less than the minimum wage.

Employees shall be adequately and clearly informed about the details of their wages, including wage rates and pay period.

### **No excessive working hours**

Hours of work shall comply with applicable laws and industry standards. In any event, workers shall not be required to work in excess of 48 hours per week on a regular basis and shall be provided with at least one day off for every seven-day period.

Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate (ILO Convention 1).

## **Safe and healthy working conditions**

A safe and hygienic working environment shall be provided, and best occupational health and safety practice shall be promoted, bearing in mind the prevailing knowledge of the industry and of any specific hazards.

Appropriate attention shall be paid to occupational hazards specific to this branch of the industry and to assuring that a safe and hygienic work environment is provided for. Effective regulations shall be implemented to prevent accidents and minimize health risks as much as possible (as per ILO Convention 155).

Physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment, and intimidation by the employer are strictly prohibited.

## **Legally binding employment relationship**

Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment.

Younger workers shall be given the opportunity to participate in education and training programmes.

# **Sourcing strategy**

## **Sourcing strategy and pricing**

For Swiss Post, continuity is more important than short-term financial success.

- We strive to develop fair and long-term relationships with manufacturers.
- We tend to work with high-quality factories, which produce top-level quality.
- We arrange independent FWF and third-party audits in the factories where our workwear is produced. We expect our suppliers to perform successfully in the audits.
- Where there is a need for improvement, we expect the suppliers to improve on these points and to be prepared to conduct dialogue with us.
- When purchasing workwear items, Swiss Post's concern is that its employees are attired in a purposeful, aesthetically pleasing and uniform manner.
- We try to buy from countries where a reasonable rule of law will be respected.
- 100 percent of our workwear items are produced in Europe.
- Near-sourcing is preferred.

## Workwear procurement strategy 2021–2024

The procurement strategy for workwear is built on five pillars, as described below:

<b>Sustainability</b>	Socially acceptable and environmentally-friendly production with long-term relationships. All producers accept Swiss Post's Code of Ethics and Social Responsibility and the Fair Wear Foundation's Code of Labour Practices.
<b>Compliance</b>	Complying with laws, other regulations and standards.
<b>Efficiency</b>	Best value for money.
<b>Effectiveness</b>	Local sourcing, materials chosen locally from the production region.
<b>Innovation</b>	Ensuring a long life cycle for clothing items by using innovative materials.
<b>CO<sub>2</sub> reduction</b>	Through SBTi, we are committed to reducing CO <sub>2</sub> emissions by 13% along the value chain by 2030 – for example, through short transport routes.

In 2014, we specified that each supplier is required to fill in a detailed product calculation sheet "DNA" for all materials used, including their supply sources and webpage. This allows us to view the whole supply chain, including materials, manual labour, prices and transport, offering better traceability for each item.

Swiss Post's manufacturers pay their workers more than the minimum wage in the relevant country. However, the topic of living wages is still a challenge for the whole clothing sector, so in 2020, we launched a social dialogue in conjunction with FWF to analyze this topic.

### Production cycle

Swiss Post plans its production cycles on a long-term basis. In July, planned order quantities are communicated for the coming year, so that the suppliers have sufficient time to plan the production and procurement of materials and to meet the delivery dates. Between one and three deliveries are required. There is no overtime in the supply chain, and all of our first- and second-tier suppliers manufacture items in Europe.

### Factory relations

Swiss Post attaches great importance to direct cooperation with manufacturers. The following criteria are decisive for the selection of new suppliers and their subcontractors:

- Does the supplier agree to adhere to Swiss Post's Code of Ethics and Social Responsibility and the Fair Wear Foundation's Code of Labour Practices?
- Does the supplier have a valid audit document?

- Is the supplier prepared to complete Swiss Post's questionnaire for workwear suppliers, which requires transparency regarding price calculations and wages along the entire supply chain?
- Does the supplier have the required expertise, technology and qualified staff available?
- Is there sufficient capacity and finance for producing the required number of units?

If all of the points described above are fulfilled and the prices are negotiated, a social audit and factory training will be organized and paid for by Swiss Post. The cooperation will begin only after successful completion of the social audit and will be subject to continual monitoring via corrective action plans.

1. A subcontractor of our intermediary in Slovakia has ceased production, and all workers have been acquired by a saddlery. These items will be manufactured at the intermediary's own factory.
2. A German intermediary has ceased production of our items at its subcontractor in Poland due to the small quantities involved and now manufactures these goods at its own factory in Germany. The subcontractor has consented to this and been awarded larger contracts for other customers by the intermediary.

## Intermediary relations

We work with four intermediaries, which produce in six factories in four countries and six direct suppliers together. The selection of the intermediary depends on the product. Accessories we produce usually with intermediaries, because of small quantities.

All intermediaries have been trained according Swiss Post's Code of Conduct, FWF's Code of Labor Practices before signing the contracts by Swiss Post.

We have positive and less positive challenging experiences with them, as described below:

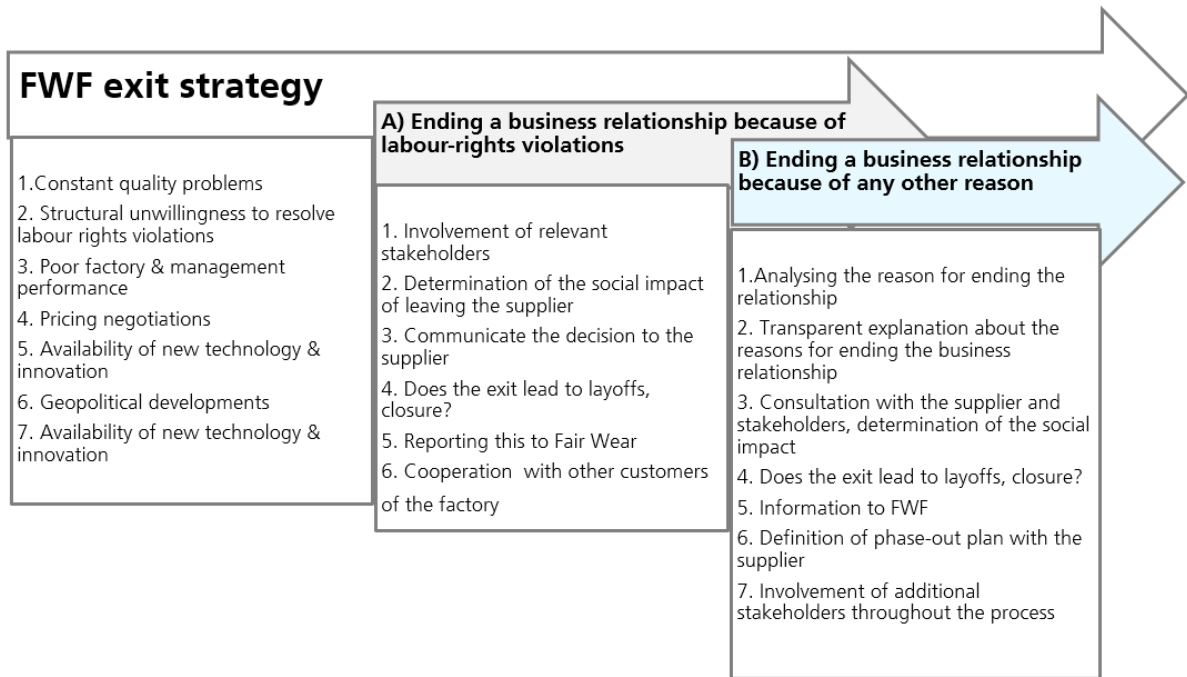
- 1) Positive: For instance, in Portugal the intermediary supports us in all aspects of the production, in quality, in commercial and sustainability issues without any delay.
- 2) Less positive: In some countries, it's a big challenge to coordinate the communication between intermediary and producer. Their cooperation with Swiss Post is insufficient in terms of transparency and effective communication. We try to solve the challenges pragmatically with some subsidiaries through dialogue.

## Integration of monitoring activities and sourcing decisions

As a member of the Fair Wear Foundation and the UN Global Compact, we are committed to responsible procurement, which is embedded in Swiss Post's CR Strategy for 2021–2024.

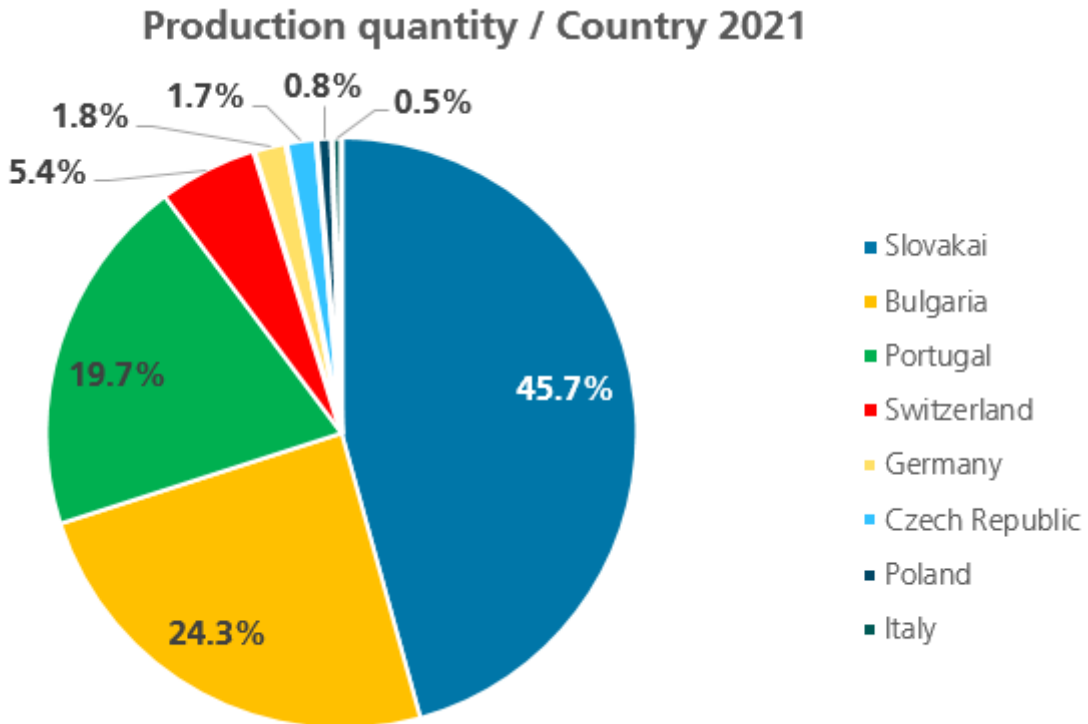
- There were no changes in sourcing decisions in 2021.

- The suppliers do not change very often at Swiss Post. In terms of ending business relationships, we are guided by FWF’s exit strategy. There were no tensions in 2021.



### Coherent system for monitoring and remediation

In 2021, a total of 240,753 workwear items were produced for Swiss Post by 10 suppliers in 15 factories based in eight countries.



## Audit programmes

The one audit in Bulgaria in 2021 was carried out by FWF. All other planned audits were cancelled due to COVID-19.

Production country	FWF factory no	Production category	% Production capacity for Swiss Post in 2021	FWF COLP & Swiss Post's SCE signed	Last audit year	Audit team	WEP / Factory training
Bulgaria	7558	Caps & Gloves	30%	Yes	2021	FWF	FWF
Italy	7833	Scarves	1%	Yes	2020	Elevate	-
Italy	33370	Ties	1%	Yes	2020	Elevate	-

## Factories and corrective action plans

The non-compliant issues identified and CAPs initialized are shown below. All factories are aware of their social responsibilities and take good care of their workers.

Overview of CAP's by Country	1. Free Employment	2. No Discrimination	3. No Child Labour	4. Freedom of Association and CBA	5.1 Payment of Legal Wage	5.2 Payment of Living Wage	6. No Excessive Overtime	7. Safe & Health Working Conditions	8. Legally Binding Employment Relationship
Slovakia	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
Bulgaria	Compliant	Compliant	Compliant	Country specific challenges	Country specific challenges	Country specific challenges	Compliant	Country specific challenges	Compliant
Portugal	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Country specific challenges	Compliant
Czech Republic	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
Italy	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Country specific challenges	Compliant
Poland	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
Switzerland	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
Germany	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant

## Results of the audits by the end of 2021

### Forced labour

The audits did not give any indication of forced labour.

### Discrimination

The audits did not give any indication of discrimination.

### Child labour

The audits did not give any indication of child labour.

## **Freedom of association and the right to collective bargaining**

Swiss Post encourages management at suppliers to allow the creation of worker committees; in some countries, these issues are guaranteed under existing law. There is no renewed CBA in Bulgaria.

## **Payment of legal wages / living wages**

FWF membership entails a commitment to the payment of a living wage in the production factories. Most of the manufacturers pay their employees significantly more than the minimum wage in the relevant country. We require wage data from all suppliers at the beginning of the year and compare this data with [wageindicator.org](https://www.wageindicator.org). We carefully support and review the development of wages in all factories each year. In 2020, as part of our social dialogue, we launched a wage analysis in conjunction with FWF at one supplier in Bulgaria. It is a challenging topic.

## **Adequate working hours**

The audits did not give any indication of overtime.

## **Occupational safety and health protection**

Workplace safety and health protection in factories are the highest priority for Swiss Post Procurement. The occupational safety shortcomings relate in particular to incorrectly positioned fire extinguishers and unmarked emergency exits. Swiss Post points out deficiencies to the manufacturers, presents approaches and videos for improvement and requests photos or other materials to document implementation. The results can be considered positive overall.

## **Legally binding employment relationship**

100 percent of workers have full insurance in all factories.

## **Monitoring COVID-19 in the factories**

Since April 2020, Swiss Post has followed the ILO Action in the Global Garment Industry and the FWF's requirements. Since the beginning of the pandemic, we have been in contact with the factories. There were no requests for help from the supplier side in 2021.

It is important for Swiss Post to protect garment workers' income and health. Swiss Post paid all invoices on time, or even before the due dates. There were no bankruptcies in the supply chain, no dismissals and no deaths. The challenges for the factories were and remain:

- Missing and reduced orders from the private sector, loss of revenue
- Delayed raw material deliveries, reduced transport options
- Unplanned quarantine days among workers



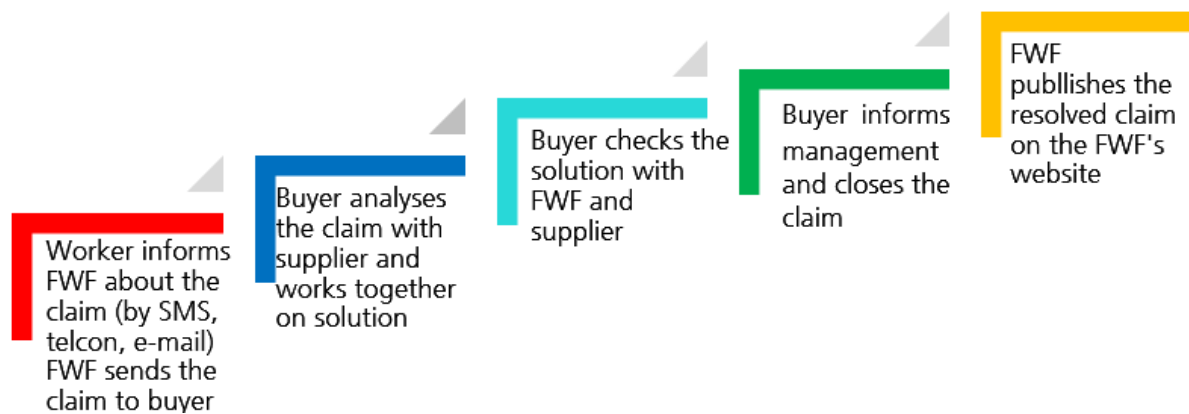
COVID-19 Factories April 2020 - December 2021						
Production country	FWF factory no	Production category	Factory open *except lock down period	Hygiene regulations, mask and distance requirement followed	Infected workers	Layoff workers
Slovakai	2109	Outdoor	Yes	Yes	Yes	No
Slovakai	5339	Outdoor	Yes	Yes	Yes	No
Slovakai	4121	Business clothing	Yes	Yes	Yes	No
Slovakai	4098	Woven Shirts	Yes	Yes	Yes	No
Slovakai	8244	Security vests	Yes	Yes	Yes	No
Bulgaria	4102	Casual Pants	Yes	Yes	Yes	No
Bulgaria	7558	Caps & Gloves	Yes	Yes	Yes	No
Portugal	14356	Knitted T-Polos Shirts	Yes	Yes	Yes	No
Portugal	4108	Workwear	Yes	Yes	Yes	No
Czech Republic	4111	Knitted wool items	Yes	Yes	Yes	No
Poland	4120	Hats	Yes	Yes	Yes	No
Germany	33698	Knitted caps	Yes	Yes	Yes	No
Italy	7833	Scarves	Yes	Yes	Yes	No
Italy	33370	Ties	Yes	Yes	Yes	No
Switzerland	14357	Belts	Yes	Yes	No	No

## External production

In 2021, we worked with two external suppliers: one supplier delivered very small quantities of tie pins, while the others were shoe suppliers. All external suppliers have already completed the FWF questionnaire for external suppliers.

## Complaints handling

In each factory, the FWF Code of Labour Practices is visible for all employees in the local language, displaying contact details that can be used for complaints, including the telephone number and e-mail address of the contact person. In 2021, there were no complaints in the factories in which Swiss Post items are manufactured. The complaints process is defined below:



## Training and capacity building

### Activities to inform staff members

As we have been a member since 2012, FWF has been established as the norm for clothing procurement. All staff members are registered with the Fair Wear Force portal, so they receive periodical information from FWF.

### Activities to inform agents

Intermediaries are trained on the Fair Wear Foundation's guidelines. As a result, Swiss Post is taking steps to make direct contact with the intermediaries' factories more often. We do not work with agencies.

### Activities to inform manufacturers and workers

New production factories receive training before auditing. We do not simply demand that suppliers make improvements; we encourage this through collaborative dialogue. These efforts include the following issues:

- Swiss Post's expectations of suppliers and information regarding Swiss Post's Code of Ethics and Social Responsibility and its importance in daily life
- Information on FWF (Fair Wear Foundation) Labour Practices
- Information on health protection, workplace safety and overtime via ILO cartoons
- Respectful treatment of workers
- Ensuring the well-being of workers
- Communication, grievances and/or complaints mechanisms

## Information management

Information about all audits and CAPs conducted by the Fair Wear Foundation or third parties is stored on the FWF Fair Force portal. All suppliers and their subcontractors are audited and trained in three-year cycles during the time they manufacture our goods. This process has been disrupted due to COVID-19.

## Transparency and communication

Swiss Post is perceived as credible thanks to transparent communication, publicizing its activities via the Fair Wear Foundation. Swiss Post's CR department informs the general public and internal departments about our FWF membership.

## Stakeholder engagement

We are in dialogue with SECO (State Secretariat for Economic Affairs) and with the NGO “Brot für alle”. We are aware of country risk reports published by the FWF and other sources such as the ILO, OECD, Amfori, Wage Indicator, etc.

## Corporate social responsibility

Swiss Post’s information on anti-corruption (page 5, GRI 205) and gender equality (page 7, GRI 405) is published in the GRI Report 2021.

[Global Reporting Initiative Index 2021 \(swisspost.ch\)](https://www.post.ch/global-reporting-initiative-index-2021)

Swiss Post’s corporate responsibility strategy can be found on the Internet:

<https://www.post.ch/en/about-us/responsibility/our-priorities>

- Swiss Post is a member of the UN Global Compact (UNGC).
- Swiss Post’s Code of Conduct for employees prohibits discrimination and corruption.
- Swiss Post’s Code of Ethics and Social Responsibility makes suppliers aware of discrimination and corruption.
- Swiss Post’s Corporate Responsibility Charter reflects the CR strategy and policy.
- All buyers receive training in compliance issues twice a year.

## Corporate social activities

Swiss Post lives up to its social responsibility. It is committed to addressing social issues, supports numerous foundations and charitable organizations and promotes sport and culture.

It is also involved in international issues, such as working with postal organizations in developing countries. In addition, it focuses on sustainable procurement.

## Society

With its wide range of services, Swiss Post makes a significant contribution to accessibility for all people and regions in Switzerland. It provides basic postal and payment transaction services throughout Switzerland.

PostBus makes a valuable contribution to Switzerland’s development and progress, as it makes outlying villages and hamlets accessible, significantly increasing the mobility of their inhabitants.

## Pro Patria

Pro Patria, a foundation that collects donations in order to promote Swiss cultural and social work, is supported by the surcharge on the Pro Patria special stamps.

## **2 × Christmas**

2 × Christmas is a charitable campaign conducted jointly by the Swiss Red Cross (SRC), the Swiss public broadcasting organization SRG SSR and Swiss Post.

Over the Christmas period, people donate food and day-to-day necessities. Swiss Post transports them free of charge to an SRC logistics center, where they are sorted and forwarded to those in need by Swiss Post employees and SRC volunteers. In 2021, the 2 × Christmas campaign celebrated its 25th anniversary and collected more than 60,000 parcels (both physically and online).

The donated goods are distributed to people in need in Switzerland. Families and social institutions in Eastern Europe are also supported.

## **Children and young people**

Children and young people matter a great deal to Swiss Post. For this reason, we support Pro Juventute, provide schools with free equipment, launch educational projects for young people and help Santa out with the Christmas mail.

### **Pro Juventute**

Swiss Post levies surcharges on its Pro Juventute stamps. Pro Juventute uses the revenue this generates to support children and young people and their parents with a wide range of services and programmes.

### **PostDoc**

Swiss Post provides schools with free age-appropriate teaching materials on the subject of communication, from kindergarten to commercial college level. PostDoc supports teaching that is interesting, varied and practical and is tailored to cantonal curriculums.

## **Santa Claus campaign**

Every year, Swiss Post receives almost 20,000 letters from children addressed to Santa Claus. Swiss Post replies to these children in their own language and sends them a gift.

### **PostFinance Trophy**

The PostFinance Trophy, Switzerland's largest national school ice hockey tournament, inspires young sportsmen and -women.

## **International projects**

Expertise and practical help for postal organizations: Swiss Post supports postal organizations in developing countries, either directly or in close collaboration with the Universal Postal Union (UPU). Swiss Post supports the UPU in improving the quality of postal services worldwide, thus making the global postal network more efficient. We provide experts for projects abroad, support seminars financially and use our experience to train line managers.

We also help postal organizations in developing countries by providing resources – for example, in 2012, Swiss Post financed photovoltaic equipment on the rooftops of post offices in Togo.

## Memberships

### Association for Environmentally Sound Energy (VUE)

As a VUE member, Swiss Post supports the promotion of renewable energies and ecological energy products.

### UN Global Compact and Global Compact Network Switzerland & Liechtenstein

This worldwide UN initiative aims to promote sustainable development and social commitment in companies. Companies must align their business activities and strategies with ten universally accepted principles relating to human rights, employment standards, environmental protection and anti-corruption measures.

### Postal sector climate protection initiatives

We participate in the initiatives established by PostEurop and the International Post Corporation (IPC). Together, we set international standards for the sector and cut the CO<sub>2</sub> emissions attributable to postal services. By 2025, the international postal sector is aiming to achieve a 20-percent reduction in carbon emissions per letter and per parcel, from a 2013 baseline level.

### Environmental activities

Swiss Post minimizes the undesirable effects of its business activities on the environment (with a focus on climate and energy), while enhancing the positive effects. Continuously, it implements its existing climate and energy policy and bases its targets on the recommendations of the Intergovernmental Panel on Climate Change (Science Based Targets initiative, SBTi). In doing so, it is pursuing the following strategic goals:

- CO<sub>2</sub> reduction by 2024 in its own operations (–46 percent by 2030; base year in each case 2019).
- CO<sub>2</sub> reduction by 2024 in the value chain (–13 percent by 2030; base year in each case 2019).
- Climate neutrality for delivery by 2030 at the latest, and for Swiss Post Ltd by 2040.
- Striving to achieve the target values from the Swiss Confederation's Exemplary Energy and Climate model 2026/2030 and to fully utilize existing economic photovoltaic potential.

<https://www.post.ch/en/about-us/responsibility/what-we-do>

## **Exemplary in energy**

The “Exemplary in energy” initiative contributes to the implementation of the Swiss Confederation’s energy strategy 2050. The federal government and 15 companies affiliated with the Confederation are to serve as role models by contributing towards restricting global warming to less than 1.5 degrees: they are continuously increasing their energy efficiency and consistently switching to renewable energies. Swiss Post is represented in this committee.

[Exemplary Energy and Climate \(admin.ch\)](#)