



# Posti's Human Rights Principles



**Contents**

**1. Introduction ..... 3**

**2. Posti's Human Rights Commitment..... 3**

**3. Posti's Human Rights Due Diligence ..... 4**

**3.1 Posti's Human Rights Impacts..... 4**

**3.2 Preventing and Mitigating Impacts ..... 4**

**3.3 Reporting and Communication ..... 4**

**4. Grievance Mechanisms ..... 5**

**5. Remedy ..... 5**

## 1. Introduction

Posti Group Corporation respects human rights in accordance with these principles both in its own operations and throughout its value chain. We strive to identify risks of adverse human rights impacts, prevent them, and mitigate and remedy any impacts caused or contributed.

These principles complement Posti's Code of Conduct and specify Posti's approach to human rights. Together with Posti's Code of Conduct, Supplier Code of Conduct and Posti Group policies, they form Posti's common principles and ethical standards and define how human rights are considered in all of Posti's operations.

Posti's Leadership Team approves these principles and is responsible for their compliance across all Posti Group companies. These principles are owned by Posti's Sustainability & Stakeholder Relations Team. The business units and group functions implement the principles in their own operations.

## 2. Posti's Human Rights Commitment

Posti Group Corporation is committed to respecting all internationally recognized human rights as defined in the International Bill of Human Rights and the fundamental principles and rights of working life defined in the International Labour Organization (ILO) Declaration. We operate in accordance with the UN Guiding Principles on Business and Human Rights (UN Guiding Principles) and the OECD Guidelines for Multinational Enterprises. In addition, we are committed to implementing the principles of the UN Global Compact.

Respect for human rights encompasses all our operations, and we expect the same from our suppliers and partners. We avoid causing or contributing to adverse human rights impacts. We act with due diligence in accordance with the UN Guiding Principles. Our human rights commitment applies to our own employees and our value chain workers, customers, other partners and local communities.

We respect our employees' right to organize, join or not join associations and trade unions, and negotiate collectively with the company. We encourage our employees to engage in dialogue with the company's management and encourage employees to report any concerns or grievances.

We do not use child and forced labor, nor do we cooperate with suppliers or subcontractors who use such labor.

In addition, Posti is committed to respecting and promoting the health and safety of its employees, preventing discrimination and complies with working hours legislation in accordance with the principles of the ILO.

We also expect our suppliers and partners to respect these fundamental human rights at work.

### **3. Posti's Human Rights Due Diligence**

We are committed to human rights diligence and to the continuous development of the process. In accordance with this obligation, we identify and assess potential and actual impacts in our own operations and value chain and strive to prevent and mitigate impacts effectively.

#### **3.1 Posti's Human Rights Impacts**

Posti assessed the human rights impacts of its operations and value chain in spring 2024. The impact assessment was conducted in collaboration with internal stakeholders, consulting human rights experts and relying on Posti's double materiality analysis and written sources, such as reports from various nongovernmental organizations and authorities.

Posti's salient human rights impacts are related to the occupational safety of its own employees and value chain workers, harassment and threat of violence faced by employees in their work, working conditions of value chain workers, and data protection of its own employees and consumers.

We will continue and complement this assessment and dialogue with stakeholders to deepen our understanding of already identified or new emerging human rights impacts both in our own operations and throughout our value chain. Human rights impact assessment is integrated as a separate process into the Group's risk management process. We are developing practices to enable continuous impact assessment.

We are also developing methods to enable continuous impact assessment.

#### **3.2 Preventing and Mitigating Impacts**

We target measures to prevent and mitigate human rights impacts where we assess the risk of adverse impacts to be greatest. In doing so, we consider the severity and likelihood of the impact in accordance with the UNGP principles.

The measures are developed together with the key group functions and business groups and in cooperation with internal and external stakeholders and, where possible, with affected stakeholders and/or their legitimate representatives.

We monitor the realization of human rights in our own operations and value chain in various ways, such as through occupational safety processes, internal audits, supplier self-assessment surveys and audits.

Monitoring measures are also developed as part of our human rights due diligence

#### **3.3 Reporting and Communication**

We report transparently and openly on our human rights work annually in our sustainability report.

These principles are publicly available on our website. We also communicate about human rights internally through various channels to raise awareness of our human rights commitment and processes among our employees.

We engage in dialogue on human rights with our employees and other internal stakeholders. Dialogue is also conducted with our suppliers in connection with the procurement process. In addition, we rely on reports from organizations and authorities regarding human rights risks further down the value chain.

#### **4. Grievance Mechanisms**

Posti has anonymous reporting channels available for both personnel and subcontractors in eight different languages. Posti's Compliance function handles all reports confidentially.

In addition to the reporting channel, human rights-related issues can also be reported through the following channels:

- Data protection breaches are reported to [privacy.incident@posti.com](mailto:privacy.incident@posti.com).
- Occupational safety incidents are reported to the Falcony system or to the supervisor
- Physical security incidents are reported to [corporate.security@posti.com](mailto:corporate.security@posti.com)
- Customers can report concerns also through customer service channels.

In addition, Posti has an equality feedback channel and various discussion forums, such as the Equality and Non-Discrimination Committee, through which human rights-related issues can also be raised.

#### **5. Remedy**

We are committed to taking appropriate action to remedy any adverse human rights impacts we have caused or contributed to through appropriate and effective measures. We also expect our suppliers remedy impacts they have caused to employees or local communities and impacts to which they have contributed.

If adverse human rights impacts are identified in Posti's own operations, we initiate an investigation. We strive to prevent broader impacts and, as appropriate, remedy any damage already caused. Additionally, we review our practices to prevent recurrence.

If human rights-related issues are identified in Posti's goods or service value chain, we initiate an appropriate investigation. We agree on remedial measures with the partner in question and use our influence to ensure that they are implemented and sufficient, even if we have not contributed to the impacts.