

GirlsTakeover campaign reminds of posti's commitments to promoting equality and non-discrimination

Elmiina Rantanen from Valkeakoski took over the role of Posti's CEO for one day on March 4th in the Plan International's GirlsTakeover campaign. The initiative not only serves as a way to advance the position of young people in society, but also underscores Posti's ongoing commitments to promoting equality, non-discrimination, and inclusion.

Posti is committed to these goals through four concrete programs and guidelines: the [equality and non-discrimination program](#) and the [sustainability program](#) (both updated last year), [Posti's HR policy](#), and the [Employee Code of Conduct](#).

Equality and non-discrimination program

The equality and non-discrimination program is the action plan of a committee with the same name, representing both employees and the employer. For the 2024–2026 period, the key areas of the program include:

- Zero tolerance for bullying and harassment
- Equal pay
- Equal recruitment
- Work–life balance
- Accessibility and availability
- A diverse, equal, and inclusive work community

Sustainability program

Posti's sustainability program forms the foundation for all sustainability work carried out within the company. The first theme of the program focuses professional growth and a caring culture: We want to take care of our people and help them grow.

We focus on building a caring work culture and caring leadership as well as ensuring physical and mental safety and well-being, setting an example in diversity, equity and inclusion, and enabling professional growth.

Posti tracks the development of diversity, equity, and inclusion, among others, through these goals:

1. Increasing diversity. Minimum of 40% females and males are represented in senior leadership (CEO -1 ja CEO -2) by the end of 2026. Now, the Group-level share of women in senior leadership is 38.8%.
2. Increasing the experience of inclusion. We aim to achieve a score of 8.0 in Peakon employee survey question on fair and equal treatment by the end of 2026. October 2023 result was 7.4 (April 7.5), Peakon's global benchmark is 8.4.
3. Education and awareness raising. All employees have attended training on diversity, equity and inclusion. The participation percentage for leaders was 68% at the end of 2024. The target for other employees is 90% by the end of 2025.

HR policy

Posti's HR policy sets internal guidelines for the processes and practices concerning personnel. It defines criteria for leadership and supervisory work, promoting equality, fair and non-discriminatory recruitment, advancing health, well-being, and safety, and fostering a positive work atmosphere.

Employee Code of Conduct

Posti's Employee Code of Conduct contains the key rules and guidelines that all Posti employees and Group companies must adhere to. It sets standards for promoting human rights, equality, non-discrimination, ethical business practices, health and safety, and information security.