



Swiss Post

Corporate wear social report

Reporting period 1 January 2022 – 31 December 2022



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

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

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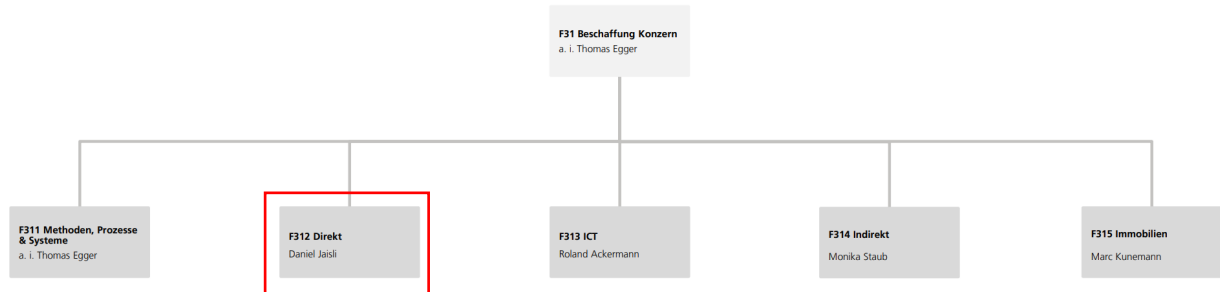
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Swiss Post corporate wear social report

1 Organizational chart



2 Summary: 2022 goals & achievements

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

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. In 2022, nine audits were performed.

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 78 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 (22 percent), they are carried out by the Fair Wear Foundation itself.

Until 2021, Swiss Post required suppliers to have an Oeko-Tex® Standard 100 or Bluesign certificate for fabrics. Since 2022, it has also taken other environmental risks into account. This includes asking for indicators to measure environmental impact during audits (e.g., CO₂ emissions, water consumption, etc.) or checking the use of recyclable materials.

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. COVID-19 cases were audited by Swiss Post using the Fair Wear Foundation Health and Safety Checklist during the audits.

Ukraine Conflict

Ukrainian refugees are employed in two Swiss Post uniform factories. They are satisfied with the working conditions and receive the same social benefits as local employees.

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)

We want to take a pioneering role in the area of sustainable procurement. With the “responsible procurement” project, Swiss Post aims to anchor sustainability and compliance with human rights due diligence obligations more firmly in the procurement process in general and in the procurement organization as well.

(Thomas Egger, Head of F3 Finance Services)

Broader trends

We are currently reviewing the implementation of a broader human rights due diligence process along the entire value chain in accordance with the OECD Due Diligence Guidance for Responsible Business. The existing whistle-blowing system is being expanded so that complaints regarding violations of human rights and environmental due diligence obligations can be reported by suppliers and affected parties. 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 Development 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 CO₂ emissions by 42 percent in our own work environment. To achieve Swiss Post's strategic climate goals, we will support the business in the workwear items segment by reducing CO₂ emissions at Scope 3 by 25 percent (in the value chain). The remaining emissions are neutralized. For more information, please check:

[Climate and energy | Swiss Post](#)

- 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-Tex. 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 2022, a total of 18.2 tonnes of clothing and shoes were collected, of which 11.2 tonnes could be reused.
- Swiss Post incorporates sustainability criteria into service tenders. It requires major suppliers to undergo a risk evaluation.
- In 2022, Swiss Post was for the eighth time awarded the highest status of “Leader” by the Fair Wear Foundation for its comprehensive social standards in the manufacture of clothing. In the last year’s audit, Swiss Post even scored five points higher than in the previous year.

 <p>TARGET 8-8</p> <p>PROTECT LABOUR RIGHTS AND PROMOTE SAFE WORKING ENVIRONMENTS</p>	<p>SDG 8.8</p> <ul style="list-style-type: none"> ✓ When conducting audits, checking compliance with labour rights and safe working environment is a key issue. Nine audits were conducted with acceptable results (no child or slave labour).
 <p>TARGET 12-5</p> <p>SUBSTANTIALLY REDUCE WASTE GENERATION</p> <p>TARGET 12-6</p> <p>ENCOURAGE COMPANIES TO ADOPT SUSTAINABLE PRACTICES AND SUSTAINABILITY REPORTING</p>	<p>SDG 12.5</p> <ul style="list-style-type: none"> ✓ Swiss Post enables the recycling or upcycling of used clothing in cooperation with the Swiss Red Cross and the disability organization BEWO. In 2022, 18.2 tonnes of clothes and shoes were collected for good cause. 11.2 tonnes could be reused and some of them turned into upcycling products such as backpacks. ✓ Shirts are packed in recycled polybags with reduced materials inside. <p>SDG 12.6</p> <ul style="list-style-type: none"> ✓ Swiss Post provides transparent and comprehensive information on sustainability aspects.

3 Sourcing strategy

3.1 Human rights due diligence

Swiss Post's human rights due diligence process for the procurement of uniforms and shoes takes the individual measures set out in the OECD Due Diligence Guidance for Responsible Business into account. It is aligned with the ILO Declaration on Fundamental Principles and Rights at Work, relevant ILO Conventions and Recommendations, and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.

Identifying the impact of potential human rights violations in the supply chain is the first step in effectively preventing and addressing human rights abuses. Swiss Post has introduced a systematic approach to the value chain through a country risk and supplier analysis, which is updated every year.

In a first step, industry risks are identified in the countries where the uniforms are produced. Subsequently, the individual production plants are reviewed. Here, the business model (whether working directly or through a general contractor), spending and capacity utilization by Swiss Post are essential to identify potential financial risks. In a second step, the significant industry risks are analyzed and prioritized for each production facility based on the severity and probability of occurrence of damage (e.g. child labour). In a third step, the data is consolidated and submitted to management as a risk analysis.

Actions in the supply chain

- Prevent risk (purchasing practices)
- Internal controls (audits, training, improvement actions)
- Support of suppliers (dialogue with suppliers)
- Involvement of Fair Wear Foundation
- Contacting other customers of the supplier
- Termination of the relationship through a responsible exit strategy

3.2 Sourcing strategy & pricing

For Swiss Post, continuity is more important than short-term financial success. Swiss Post's core values are embedded in its Code of Ethics and Social Responsibility as well as in Fair Wear Foundations' code of labour practices.

- We strive to develop fair and long-term relationships with manufacturers.
- We aim 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 dressed in a purposeful, aesthetically pleasing and uniform manner.
- We try to buy from countries where reasonable rule of law is 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:

Sustainability	Socially acceptable and environmental-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.
Compliance	Complying with laws, other regulations and standards.
Efficiency	Best value for money.
Effectiveness	Local sourcing, materials chosen locally from the production region.
Innovation	Ensuring a long-life cycle for clothing items by using innovative materials.
CO₂ reduction	Through SBTi, we are committed to reducing CO ₂ emissions by 25 percent 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. Every year we audit the wages on behalf of ILO and Wageindicator.org data. In Bulgaria, Italy and Poland the wages have not yet been verified.

3.3 Organization of sourcing department

The Uniform Procurement team is located in the F312 unit and consists of two persons and is supported by the F30 team regarding sustainability. Sourcing decisions are made within the team and approved by the Head of Procurement. Whenever possible, we strive to work directly with producers.

Intermediary relations

We work with five intermediaries which carry out production in seven factories. Two of these intermediaries carry out production in their own production plants as well as at two subcontracted factories. The other three intermediaries always carry out production at subcontracted factories. We usually produce accessories with intermediaries due to the small quantities involved.

All intermediaries have been trained according to Swiss Post's Code of Conduct and FWF's Code of Labour Practices before signing the contracts by Swiss Post. We have had 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 other countries, it's a big challenge to coordinate the communication between intermediary and subcontractor. 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 direct dialogue.

3.4 Production cycle

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

3.5 Factory relations

Swiss Post puts great importance on 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.

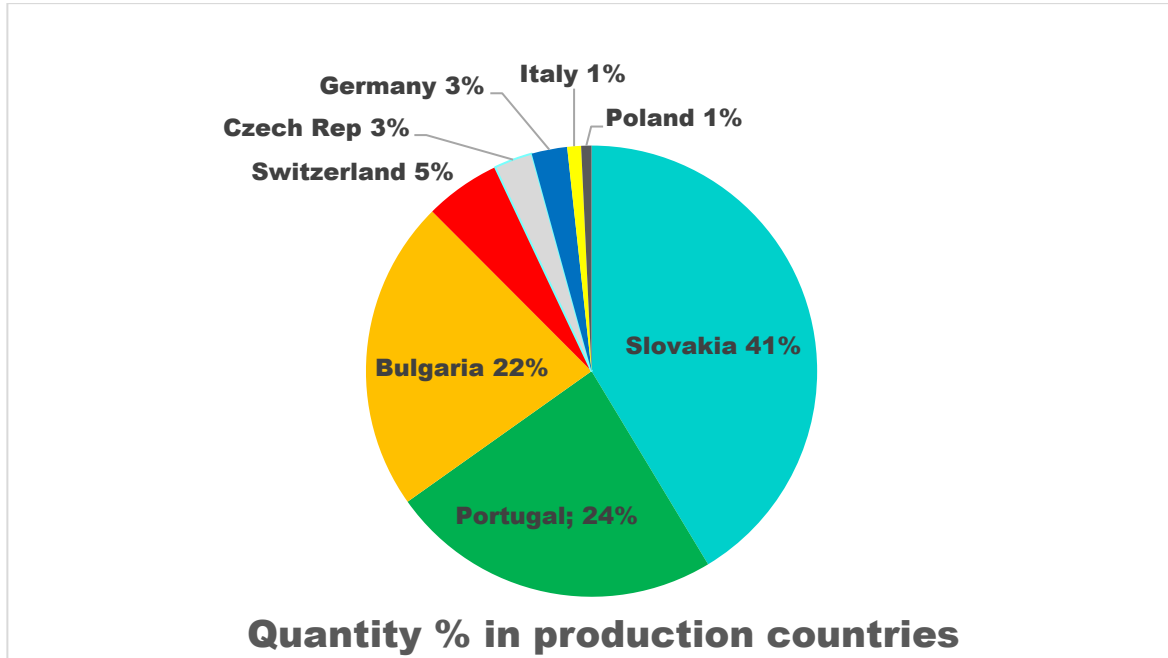
3.6 Integration of monitoring activities and sourcing decisions

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 Strategy for 2021–2024.

- The suppliers do not change very often at Swiss Post. In terms of ending business relationships, we are guided by FWF's exit strategy. All suppliers respect and implement code of labour suppliers.
- There was one change in sourcing decision due to a lack of transparency. We ended our cooperation with a subcontractor in 2022 and carried out a request for quotation for this product group. As part of a responsible exit strategy, this subcontractor will continue to produce 50 percent of the required products in 2023, giving it nine months to acquire new customers.

4 Coherent system for monitoring and remediation

In 2022, a total of 248,641 workwear items were produced for Swiss Post by 10 suppliers in 14 factories based in eight countries.



Companies with no further audit since the outbreak of the COVID-19 pandemic were selected for an audit. Our audits involve taking preventive measures and educating our suppliers about our values and expectations. We place high importance on worker safety, verifying fair wages and overtime worked.

Audit List 2022

Audits 2022

Production country	Factory no	Audit date	Last audit date	Production category	% capacity for Swiss Post	SEK& FWF CoLP signed	Audit conducted by	Traning
Switzerland	14357	29.03.2022	N/A	Belts	7%	Yes	Swiss Post	Yes
Germany	33698	24.04.2022	N/A	Knitted caps	6%	Yes	Elevate	N/A
Slovakia	2109	27.06.2022	05.12.2018	Outdoor	7%	Yes	Swiss Post	Yes
Slovakia	4121	28.06.2022	04.12.2018	Business wear	6%	Yes	Swiss Post	Yes
Slovakia	5339	29.06.2022	03.12.2018	Outdoor & Vests	41%	Yes	Swiss Post	Yes
Slovakia	4098	30.06-01.07-2022	27.09.2017	Shirts	15%	Yes	Swiss Post	Yes
Czech Rep.	4111	31.08.2022	17.10.2014	Knitted articles	27%	Yes	Swiss Post	Yes
Portugal	4108	28.09.2022	19.11.2015	Work-wear articles	2%	Yes	Swiss Post	Yes
Portugal	14356	29.09.2022	16-17.09.2019	Knitted articles	7%	Yes	Swiss Post	Yes

The Fair Wear Foundation Code of Labour Practices

Swiss Post introduced a Code of Ethics and Social Responsibility for all suppliers in 2006. For its procurement of clothing, 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>

4.1 Results of the audits by the end of 2022

Employment is freely chosen

There must be no use of forced labour.

- ✓ The audits did not give any indication 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).

- ✓ The audits did not give any indication of discrimination.

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.

- ✓ The audits did not give any indication of child labour.

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).

- ✓ Those are guaranteed under existing laws, except in Switzerland where there is no CBA in the leather industry.

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.

- ✓ Most of the manufacturers pay their employees significantly more than the minimum wage in the relevant country. We carefully review the development of wages in all factories each year.

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).

- ✓ The audits did not give any indication of overtime.

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 is strictly prohibited.

- ✓ Workplace safety and health protection in factories are the highest priority for Swiss Post Procurement. The occupational safety shortcomings relate 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

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.

- ✓ All workers have full insurance in all factories.

CAP's List 2022

The non-compliant issues have been identified and CAPs initialized are shown below. All factories are aware of their social responsibilities, they respect the rules and take good care of their workers.

4.2 External production

In 2022, 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.

CAP's 2022	Switzerland		Germany		Slovakia=4 factories		Czech Rep		Portugal=2 factories	
	14357	CAP's	33698	CAP's	2109-4121 5339-4098	CAP's	4111	CAP's	14356 4108	CAP's
Employment is freely chosen	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A
There is no discrimination in employment	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A
No exploitation of child labour	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A
Freedom of association and the right to CBA	Partial	No CBA	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A
Payment of a living wage	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A
No excessive working hours	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A
Safe and healthy working conditions	Partial	Pending	Partial	Done	Partial	Done	Yes	N/A	Yes	N/A
Legally binding employment relationship	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A	Yes	N/A
Energy consumption datas available	Yes	N/A	Yes	N/A	Yes	N/A	Yes	Yes	Yes	N/A

5 Complaints handling

In 2022 Swiss Post received a complaint from the sub-contractor of the intermediary because of increasing energy prices. After receiving the complaint, Swiss Post organized a meeting with all involved parties. The energy costs were compensated together with the intermediary. The subcontractor declared itself satisfied with this solution and appreciated the support of Swiss Post and FWF. It should be pointed out that 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.

6 Training and capacity building

6.1 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, ensuring they receive periodical information from FWF.

6.2 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.

6.3 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

7 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 and Follow-Up list. All suppliers and their subcontractors are audited and trained in three-year cycles during the time they manufacture our goods.

8 Transparency & 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 FWF membership.

9 Stakeholder engagement

We are aware of country risk reports published by the FWF and other sources such as the ILO, OECD, Amfori, Wage Indicator, etc.

10 Corporate social responsibility

Swiss Post's information on anti-corruption (page 7, GRI 205) and gender equality (page 7, GRI 405) is published in the GRI Report 2022.

[Global Reporting Initiative Index 2022 \(post.ch\)](#)

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

[Corporate responsibility | Swiss Post](#)

- 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.

10.1 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.

Postage stamp fund

Anyone who buys a special stamp with a surcharge is contributing to a good cause: a portion of the money directly supports well-known organizations such as Pro Patria and Pro Juventute. Further money feeds into the postage stamp fund. Swiss Post uses this fund to promote various cultural and social projects, often with a focus on youth work: architectural culture education for children and young people in Lower Engadine by Creacumün, the Hommage 2021 exhibition on the occasion of 50 years of women's suffrage, the NCBI prevention project on sexual assaults among young people or the raising of awareness of sustainable consumption by the Bio-vision Foundation. These supposedly small amounts are making a big impact: more than 200 projects have already received money from the postage stamp fund over the past 30 years.

2 x Christmas

"2 x Christmas" is a charitable campaign conducted jointly by the Swiss Red Cross (SRC), Coop, SRG SSR and Swiss Post. During the Christmas period, the public donates food and everyday items. Swiss Post transports these items free of charge to the SRC logistics center in Wabern (Bern), where they are sorted by Swiss Post staff and SRC volunteers before being distributed to those in need in Switzerland and abroad. In 2022, the 2 x Christmas campaign collected more than 54,000 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.

Santa Claus campaign

More than 38,000 letters written by children for Santa Claus arrive at their destination every year. And, in most cases, there is also a reply – thanks to the Swiss Post employees who give Santa Claus a helping hand in the run-up to the big day.

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.

10.2 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 CO₂ 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:

- Climate neutrality of Swiss Post Ltd from 2030 in its own operations (Scopes 1, 2; –42 percent by 2030 and neutralisation of rest; Scope 3 -25 percent by 2030; base year 2021).
- Climate neutrality of Swiss Post Ltd by 2040 in the entire value chain (–90 percent by 2040 and neutralization of rest; base year 2021), reaching our ambitious net zero target.
- 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.

More information can be found on [Climate and energy | Swiss Post](#)

Exemplary in energy

The “Exemplary in energy” initiative contributes to the implementation of the Swiss Confederation’s energy strategy 2050. The federal government and 18 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 \(admin.ch\)](#)