

Swiss Post corporate wear social report

Reporting period (1 January 2020 – 31 December 2020)



<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

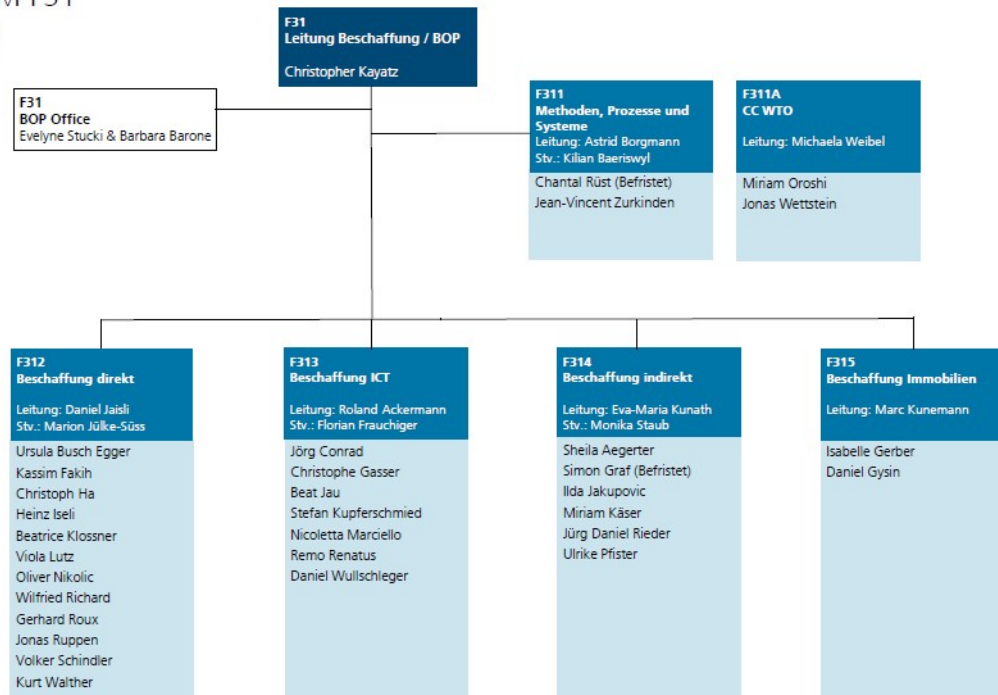
Organizational chart

FINANZEN

ORGANIGRAMM F31

BESCHAFFUNG

März 2021



Summary: goals and achievements 2020

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.

<https://geschaeftsbericht.post.ch/20/ar/en/sustainability/>

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.

[Our contribution to achieving the global Sustainable Development Goals - Swiss Post](#)

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 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.

Responsible procurement has been incorporated into Swiss Post's procurement strategy and is also one of the five areas of action in the corporate responsibility strategy 2017–2020. 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.

Given that in the clothing sector, in particular, the risks in terms of socially responsible procurement are high, 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 and Sumations. In the high-risk country of Bulgaria (22 percent) they are carried out by the Fair Wear Foundation itself.

Swiss Post is continuously striving to meet Fair Wear Foundation's Code of Labour Practices to ensure socially acceptable and safe working conditions in all factories where our workwear item is produced, and improvements are initiated together with producers where necessary. Apart from one Swiss supplier, all workwear producers had been inspected and were subject to monitoring.

COVID-19

We maintain a continuous dialogue regarding COVID-19 with our suppliers. Two factories in Italy and one factory in Portugal were closed between 19 March and 2 May 2020. One factory in Poland was closed three times.

All our production sites are working in compliance with COVID-19 measures. The infected workers, who number between 2-13 workers depending on the factory, have all recovered; there were no negative cases thus far.

All other factories have remained open and wages were paid on time. In 2021, producers suffered a loss of revenue of approx. 10-40% due to missing private sector orders.

Due to coronavirus infections in the factories and in the transport companies, there were delays in the delivery of goods in 2020. We have apologized for the delivery delays due to COVID-19 and we ensured that no problems arose for the suppliers as a result.



Swiss Post sent its own signal of solidarity with its COVID-19 stamp for people who urgently need 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 communications 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)

"It is a priority for Swiss Post to choose suppliers which produce clothing in a socially, ecological acceptable manner. We want to lead by example through our own initiative and be ahead of what is expected from us as a responsible organization in our field."

Christopher Kayatz (Chief of Procurement CPO)

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. Swiss Post has outlined its efforts in a corporate responsibility strategy. Swiss Post increasingly puts sustainable procurement into focus throughout the entire value chain in its sustainability strategy. Social, ethical and ecological criteria play an increasingly important role in all procurement transactions.

We are making a verifiable contribution to the UN Sustainable Development Goals 3, 7, 8, 9, 11 and 12, as well as to the Federal Council's Sustainable Development Strategy for Switzerland. We remain committed to the ten principles of the UN Global Compact.

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

Until 2030, we aim to reduce CO₂ emissions by 46 percent in our own work environment. In order to achieve the strategic goals of Swiss Post for climate, regarding workwear items we will support the business to reduce 13% of CO₂ emissions at Scope 3 (in the value chain) during the next strategy period.

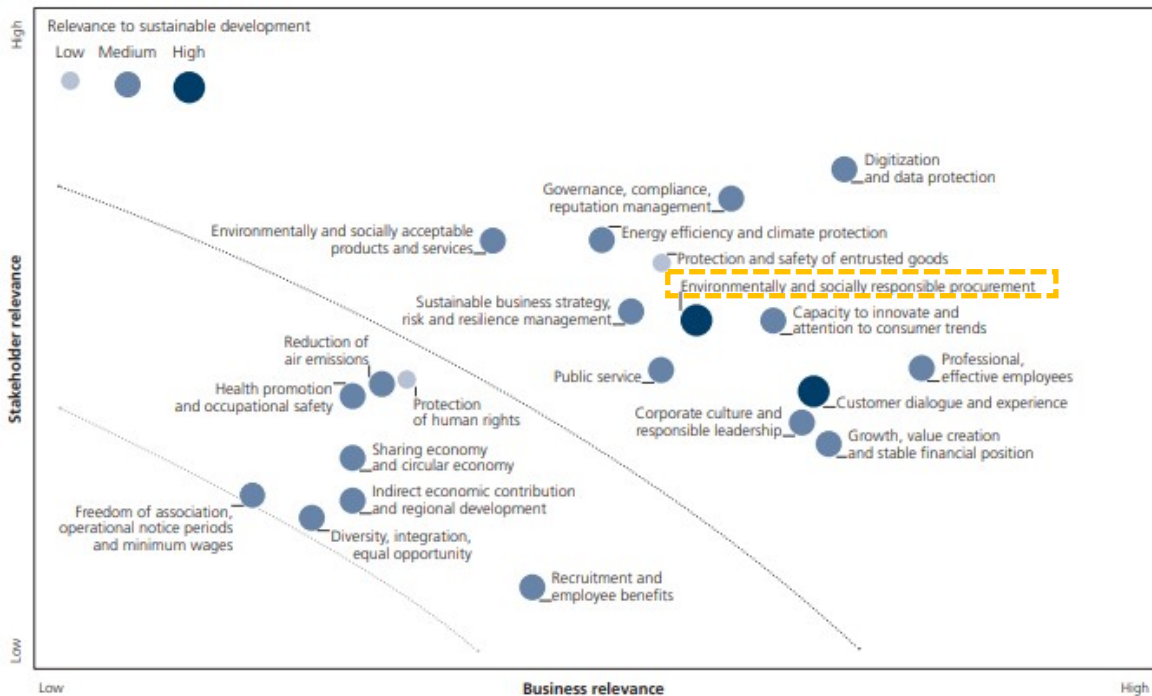


Relevance matrix

The relevance matrix of Swiss Post based on surveys and a series of expert interviews incorporating 192 internal and external opinions shows stakeholder relevance and business relevance in the two axes.

The relevance to sustainable development is indicated by the size and colour of the respective circles. The material topics identified serve as a basis for the development of the overall strategy and the CR priorities.

Post CH Ltd relevance matrix



List of key events, achievements and failures

<p>TARGET 8-7</p> <p>END MODERN SLAVERY, TRAFFICKING AND CHILD LABOUR</p>	<p>TARGET 8-8</p> <p>PROTECT LABOUR RIGHTS AND PROMOTE SAFE WORKING ENVIRONMENTS</p>	<p>SDG 8.7</p> <ul style="list-style-type: none"> ✓ 2 audits were initialized in Italy with acceptable results, no child, slavery work ✓ 2 audits were cancelled in Bulgaria due to COVID-19 <p>SDG 8.8</p> <ul style="list-style-type: none"> ✓ With the participation of other customers, we have started with FWF and BILPS in the context of social dialogue in Bulgaria with the wage gap analysis
<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 2020 around 19 tonnes of clothes and shoes were collected for a good cause. The clothes are made into upcycling products like as backpacks in the spirit of sustainability ✓ Shirts are packed in recycled polybags with reduced materials inside initialized. <p>SDG 12.6</p> <ul style="list-style-type: none"> ✓ In an independent assessment of corporate governance by EcoVadis, Swiss Post received the best possible "Platinum" award ✓ Swiss Post provides transparent and comprehensive information on sustainability aspects <ul style="list-style-type: none"> • Swiss Post lost the FWF's coveted leader status in the Brand Performance Check on 7 July 2020. We will do our best to regain our leader status

Swiss Post's mission for socially responsible procurement of workwear Code of Labour Practices of Fair Wear Foundation

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 of Fair Wear Foundation. The code is displayed in the factories in the respective national language. The goal of Fair Wear Foundation is to improve working conditions in the garment industry. Fair Wear Foundation requires compliance with the following Code of Labour Practices:

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

1. Employment is freely chosen

There must be no use of forced labour.

2. 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).

3. 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.

4. 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 recognised. (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)

5. 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 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 specifications of their wages including wage rates and pay period.

6. No excessive working hours

Hours of work shall comply with applicable laws and industry standards. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week 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)

7. 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 assure 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 (following 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.

8. 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 programs.

Sourcing strategy

SOURCING STRATEGY & PRICING

For Swiss Post, continuity is more important than short-term financial success. We strive to develop fair and long-term relationships with producers. 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.

However, we expect our suppliers to perform successfully in the audits. Where there is a need for an improvement, we expect that they improve these points and are prepared for dialogue with us.

When purchasing workwear items, Swiss Post's concern is that its employees are attired purposefully, attractively and uniformly. We try to buy from countries where a reasonable rule of law will be respected. 100% of workwear items are procured from Europe.

Our procurement strategy 2017-2020 in a nutshell:

Sustainability	Socially acceptable and environmentally-friendly production with a long-term relationship. All producers accept Swiss Post's Code of Ethics as well as 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 lifecycle of clothing items by using innovative materials

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 web page. This allows us to view the whole supply chain, including material and workmanship, prices and transport, offering better traceability of each article.

The producers for Swiss Post pay their workers more than the minimum wage of the respective country. However, the topic of living wages is still a challenge for the whole garment sector, so we have started a social dialogue to analyse this topic with FWF.

PRODUCTION CYCLE

Swiss Post plans the 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 material and to meet the delivery dates. It is between one to five deliveries required. There is no overtime in the supply chain, all of our first and second-tier suppliers produce in Europe.

FACTORY RELATIONS

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

1. Does the supplier agree to adhere to Swiss Post's Code of Ethics and Social Responsibility as well as Fair Wear Foundation's Code of Labour Practices and does it pledge to comply with them?
2. Is the producer prepared to complete the questionnaire of Swiss Post for workwear suppliers, which requires transparency about price calculations, wages and along the entire supply chain?
3. Does the supplier have a valid audit document?
4. Does the supplier have the required expertise, technology and qualified staff available?
5. 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 negotiated, a social audit will be organized and paid for by Swiss Post. Only after successful completion of the social audit will the cooperation will begin, and be subject to continuously monitoring via corrective action plans.

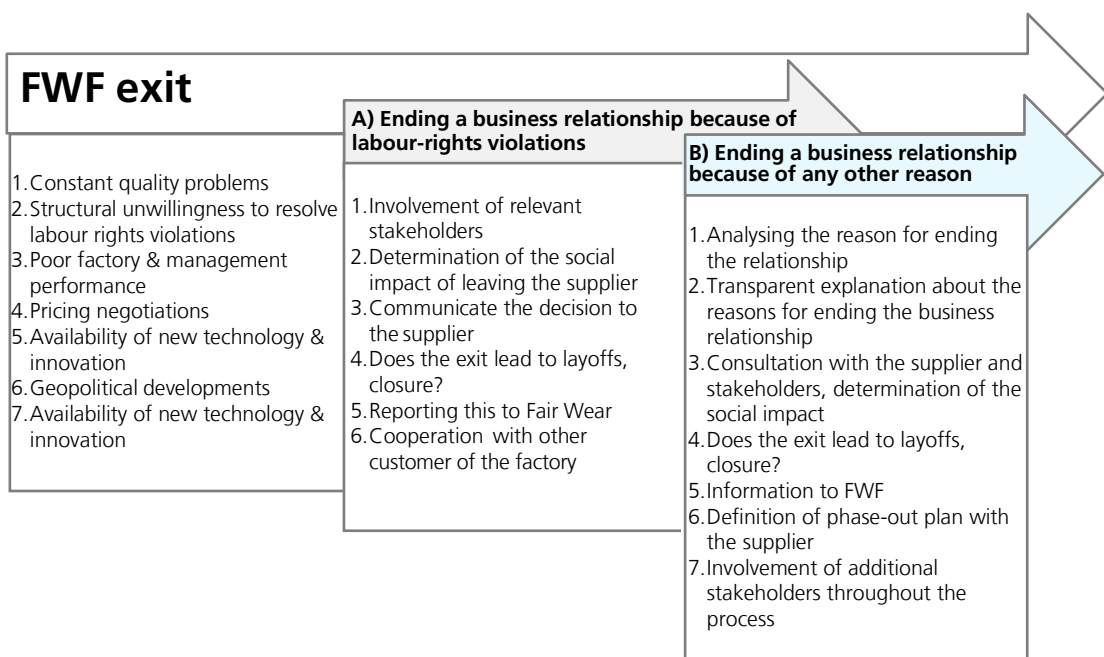
- The tie supplier of our intermediary in Italy ended its production activity before COVID-19, so we started to produce with another Italian subcontractor through the same intermediary after completion of the audit.
- There is no more production of knitted shirts in Lithuania, because of the circumstances connected to migrant workers. We had to place the orders in July 2019 for the year 2020 in Portugal, because the audit results at that time were not available, otherwise we would not have been able to meet the delivery dates.

- Meanwhile the challenges with migrant workers were resolved in cooperation with two other Swiss customers in a positive way. There was no negative social impact because of our small production share (0.8%) in this factory. The exit has been agreed with the intermediary.
- The production in Lithuania was intended as a trial for future cooperation, but due to the incidents and because of process-related reasons we decided to go with one supplier.

INTEGRATION OF MONITORING ACTIVITIES AND SOURCING DECISIONS

As a member of Fair Wear Foundation as well as the UN Global Compact, we are committed to responsible procurement, which is embedded in Swiss Post’s strategy for 2017-2020.

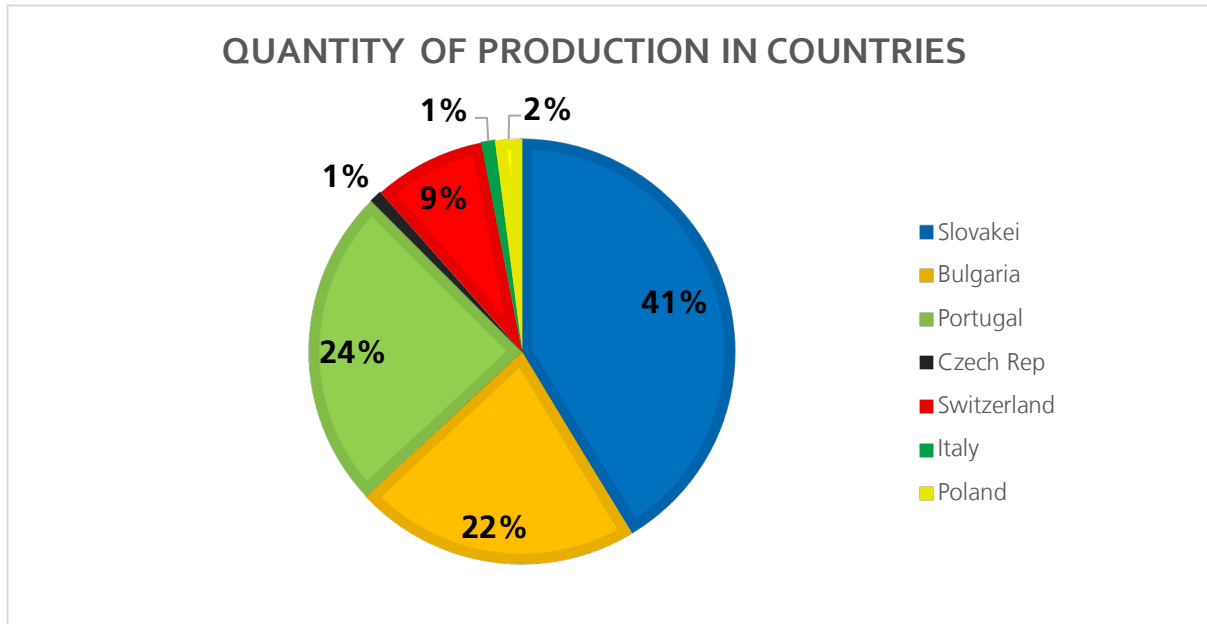
- There were no changes in sourcing decisions in 2020.
- The decision for a new Italian tie subcontractor was taken after successfully completing a social audit.
- The suppliers do not change very often at Swiss Post. In terms of ending business relationships, we are guided by FWF’s exit strategy.
- There were no tensions in 2020.



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Coherent system for monitoring and remediation

- In 2020 a total of 187,516 workwear items were produced by 10 suppliers in 15 factories in 7 countries for Swiss Post. Swiss Post provides its employees with 87 different types of garments in 2,206 sizes. 100% of the workwear items was produced in Europe.



Audit programmes

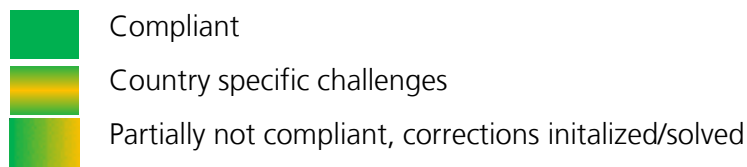
Swiss Post had already audited all of its suppliers in high-risk countries prior to joining Fair Wear Foundation. Currently, all of the procured volumes are from audited factories except one supplier, which produces its goods in Switzerland. The suppliers listed below also include intermediary offices. The two audits in 2020 in Italy were carried out by Elevate.

Production country	FWF factory no	Production category	% Production capacity for Swiss Post in 2020	FWF COLP & Swiss Post's SCE signed	Last audit year	Audit team	WEP / Factory training
Slovakia	2109	Outdoor	14%	Yes	2018	Swiss Post	Swiss Post
Slovakia	5339	Outdoor & Security vests	80%	Yes	2018	Swiss Post	Swiss Post
Slovakia	5340	Outdoor	60%	Yes	2018	Swiss Post	Swiss Post
Slovakia	4121	Business clothing	2%	Yes	2018	Swiss Post	Swiss Post
Slovakia	4098	Woven Shirts	10%	Yes	2017	Swiss Post	Swiss Post
Bulgaria	4102	Casual Pants	43%	Yes	2018	FWF	FWF
Bulgaria	7558	Caps & Gloves	30%	Yes	2107	FWF	FWF
Portugal	14356	Knitted T-Polos Shirts	10%	Yes	2019	Elevate	-
Portugal	4108	Workwear	5%	Yes	2015	Swiss Post	Swiss Post
Czech Republic	4111	Knitted wool items	20%	Yes	2014	Swiss Post	Swiss Post
Poland	4120	Hats	1%	Yes	2014	Swiss Post	Swiss Post
Poland	7834	Knitted caps	1%	Yes	2014	Swiss Post	Swiss Post
Italy	7833	Scarves	1%	Yes	2020	Elevate	-
Italy	33370	Ties	1%	Yes	2020	Elevate	-
Switzerland	14357	Belts	8%	Yes	-	-	-

CORRECTIVE ACTION PLAN INFORMATION

The non-compliant issues identified in the factories have largely been eliminated. 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	Compliant	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



Forced labour

The audits in 2020 did not give any indication of forced labour.

Discrimination

The audits in 2020 did not give any indication of discrimination.

Child labour

The audits in 2020 did not give any indication of child labour.

Freedom of association and the right to collective bargaining

Swiss Post encourages the supplier’s management 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 producers pay their employees significantly more than the minimum wage of the respective country.

We require wage data from all suppliers at the beginning of the year and compare it with wageindicator.org. We carefully accompany and review the development of the wages in all factories each year.

As part of social dialogue, we have started the wage analysis with FWF and at one supplier in Bulgaria regarding this topic.

Adequate working hours

The audits in 2020 did not give any indication of overtime.

Occupational safety and health protection

Workplace security and health protection in factories are the highest priority for Swiss Post Procurement. The shortcomings related to occupational safety particularly refer to incorrectly positioned fire extinguishers and unmarked emergency exits.

Swiss Post points out deficiencies to the manufacturers, presents approaches for improvement and videos, and requests photos or other materials to document implementation. The results can be considered positive overall.

Legally binding employment relationship

100% of the 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 as well as the FWF's requirement. Since the beginning, we were in contact with the factories .

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

- Missing orders from the private sector
- 10% - 40% loss of revenue
- Unplanned quarantine days of the workers.

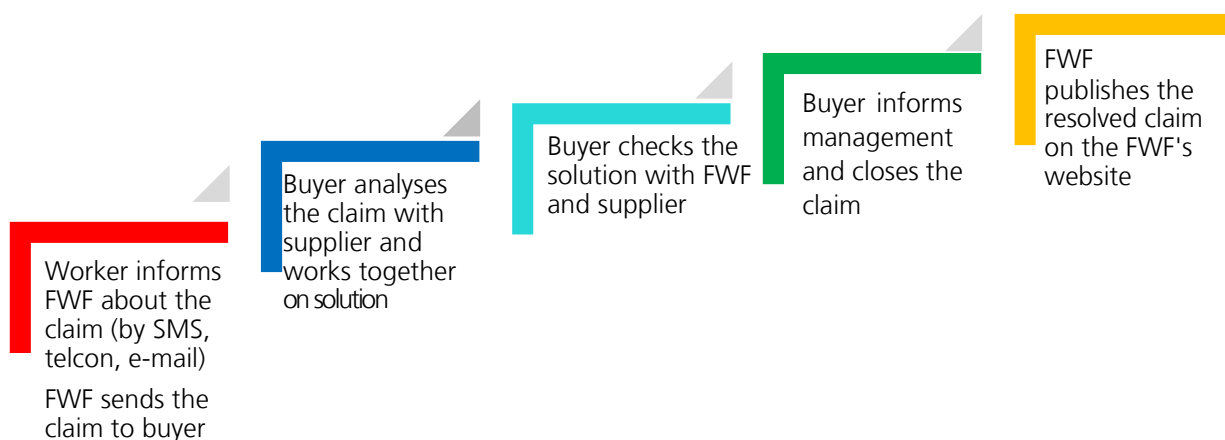
COVID-19 Factories April 2020 - December 2020							
Production country	FWF factory no	Production category	Factory open *except lock down period	Hygiene regulations, mask and distance requirement followed	Infected workers	Layoff workers	Negative financial impact
Slovakia	2109	Outdoor	Yes	Yes	Yes	No	minus 20%
Slovakia	5339	Outdoor & Security vests	Yes	Yes	Yes	No	minus 10%
Slovakia	5340	Outdoor	Yes	Yes	Yes	No	minus 20%
Slovakia	4121	Business clothing	Yes	Yes	Yes	No	minus 10%
Slovakia	4098	Woven Shirts	Yes	Yes	Yes	No	minus 20%
Bulgaria	4102	Casual Pants	Yes	Yes	No	No	N/A
Bulgaria	7558	Caps & Gloves	Yes	Yes	No	No	N/A
Portugal	14356	Knitted T-Polos Shirts	Yes	Yes	Yes	No	bearable
Portugal	4108	Workwear	Yes	Yes	Yes	No	bearable
Czech Republic	4111	Knitted wool items	Yes	Yes	Yes	No	minus 25%
Poland	4120	Hats	Yes	Yes	Yes	No	minus 20%
Poland	7834	Knitted caps	Yes	Yes	Yes	No	bearable
Italy	7833	Scarves	Yes	Yes	No	No	minus 40%
Italy	33370	Ties	Yes	Yes	Yes	No	minus 40%
Switzerland	14357	Belts	Yes	Yes	No	No	minus 10%

EXTERNAL PRODUCTION

In 2020, we worked with three external suppliers: one supplier delivered very small quantities of tie pins, 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 in the local language is visible for all employees, displaying details including the telephone number and e-mail address of the contact they can turn to for complaints to be read. There were no complaints in 2020 in the factories in which Swiss Post produces. The FWF's process of complaints handling is shown below:



Training and capacity building

ACTIVITIES TO INFORM STAFF MEMBERS

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

ACTIVITIES TO INFORM AGENTS

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

ACTIVITIES TO INFORM MANUFACTURERS AND WORKERS

New production factories receive training before auditing. These efforts include the following areas:

- Swiss Post's expectations of suppliers and information regarding Swiss Post's Code of Ethics
- The importance of social responsibility in their daily life
- Information on FWF (Fair Wear Foundation) work practices
- Information on health protection and workplace safety and overtime with ILO cartoons
- Respectful treatment of the workers
- Taking care of the well-being of workers
- Communication, grievances and/or complaints mechanisms

All these issues are checked during training sessions and progress is monitored with the CAPs and re-audits. Swiss Post compiles corrective action plans on the basis of the audit results. We have been working with the factories for a long time so we are able to follow the social impact.

Information management

Information about all audits and CAPs conducted by 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 produce our goods.

Transparency and communication

Swiss Post is perceived as credible through transparent communication by publicizing its activities on 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 from the FWF and from other sources such as the ILO, OECD, BCG, Amfori, Wage Indicator etc.

Corporate social responsibility

Swiss Post's anti-corruption (page 5 GRI 205) and gender equality (page 7 GRI 405) information are published in the GRI Report 2020.

https://geschaeftsbericht.post.ch/20/ar/app/uploads/EN_Post_GRI-Index_2020.pdf

- Swiss Post is a member of the UN Global Compact UNGC
- Swiss Post's Code of Ethics and Social Responsibility makes suppliers aware of discrimination and corruption
- Swiss Post's Code of Conduct for employees prohibits discrimination and corruption
- All buyers receive training in compliance issues twice in 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 also gets involved internationally, for example by working with postal organizations in developing countries. In addition, it focuses on sustainable procurement.

Swiss Post's corporate responsibility strategy can be summarized as follows:

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

Society

With its wide range of services, Swiss Post makes a significant contribution to the accessibility of 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 for the support of collections to promote Swiss cultural and social work, is supported by the surcharge on the Pro Patria special stamps.

2 x Christmas

2 x 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 a SRC logistics center, where they are sorted and forwarded to those in need by Swiss Post employees and SRC volunteers. In 2020, the 2 x Christmas campaign celebrated its 24th anniversary and collected more than 60,000 parcels (physical 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 curricula.

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 Universal Postal Union 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 – since 2012, for example, Swiss Post has financed photovoltaic equipment on rooftops of postal offices in Togo.

Recycling of clothing: “A second lease of life for Swiss Post clothes”

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 is given to BEWO (Berufliche Eingliederung und Werkstätte Oberburg). In 2020, a total of 19 tonnes of Swiss Post garments and shoes were collected.

Sustainable procurement

Swiss Post adheres to economic, ethical, social and ecological standards (e.g. FWF, FSC, UN Global Compact) in its procurement, and it expects the same from its partners and suppliers. Since 2017, 235 strategic suppliers have been assessed by EcoVadis Tool.

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 Network Global Compact Switzerland

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 of PostEurop and 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 25 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.

It is continuing to implement 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:

- CO₂ reduction by 2024 (-46% by 2030, base year in each case 2019) in its own operations
- CO₂ reduction by 2024 (-13% by 2030, base year in each case 2019) in the value chain
- Climate neutrality of delivery by 2030 at the latest, and of Swiss Post Ltd by 2040
- Strive to achieve the target values from the Confederation's exemplary energy and climate model 2026/2030 and fully utilize the 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 Confederation's energy strategy 2050.

<https://www.vorbild-energie-klima.admin.ch/vbe/en/home.html>

The federal government and 15 companies affiliated with the Confederation are to serve as role models by making a contribution 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 on this committee.