



Statement:

PostNL Group Statement on Slavery and Human Trafficking

PostNL N.V., makes this statement pursuant to section 54(1) of the UK Modern Slavery Act 2015 (the "**Act**") for the financial year ending 31 December 2018.

PostNL N.V., as a parent company issues this statement on behalf of itself and each of its subsidiaries that are subject to the Act. For the purposes of this statement PostNL N.V., and each of its subsidiaries subject to the Act are collectively referred to as "**PostNL**".

Overview

PostNL is committed to protecting and advancing human rights and it works strenuously to protect against violations of human rights in its operations and its supply chains. We fully support both the Act and the equivalent anti-slavery and human trafficking legislation in force in the countries in which we operate. We are committed to maintaining and improving our systems to guard against all forms of slavery, forced or compulsory labour, servitude and the trafficking of persons ("slavery and human trafficking") in our own operations and in our supply chain.

We have a zero-tolerance approach to modern slavery and human trafficking and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery or human trafficking is not taking place anywhere in our own business or in any of our supply chains. We expect the same high standards from all of our (sub)contractors, suppliers and other business partners, and we expect that our suppliers will hold their own suppliers to the same high standards, in line with the PostNL Business Principles and Sustainable Supply Chain Policy.

1.1.1 Our business and company structure

PostNL is a provider of mail, parcel, e-commerce and logistical solutions. PostNL N.V., has its head office in the Netherlands. PostNL has almost 38,000 employees, and operates in more than 10 networks across 13 countries with key operations in the Benelux.

PostNL is active in the UK with its UK subsidiaries G3 Worldwide Mail (UK) Limited ("**G3 Worldwide**") and Adeptiv Marketing Limited ("**Adeptiv**"). Adeptive is active in the direct mail and digital marketing business. G3 Worldwide forms part of Spring Global Delivery Solutions, providing mail, parcel and return solutions to business worldwide.

For an overview of our structure and business please be referred to our [website](#) or our [annual report](#).



Our Supply Chains

As a domestic and cross-border mail, parcel, e-commerce and logistic solutions provider PostNL has complex supply chains in multiple jurisdictions. We are committed to working with our suppliers and other stakeholders to get to grips with any areas of risks relevant to slavery and human trafficking and to mitigate such risks.

Our Policies

We are committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business. PostNL operates its business in compliance with all applicable laws and regulations. PostNL has adopted formal policies and procedures to ensure that employees and suppliers carry out business in an ethical and responsible manner. Our policies with relevance to slavery and human trafficking are:

- PostNL [Business Principles](#)
- PostNL [Group Policy on Human Rights](#)
- PostNL [Group procedure on fraud prevention](#)
- PostNL [Sustainable Supply Chain Policy](#)
- PostNL Group procedure on [whistleblowing](#)

Additionally, we conduct our business, and expect our suppliers to so, in accordance with our [General Conditions of Purchase](#). Furthermore, suppliers and subcontractors are expected to sign the [Set of Guidelines for Suppliers and Contractors](#).

Due Diligence Processes

The PostNL Integrity Committee advises and assists the Board of Management of PostNL in developing, implementing and monitoring PostNL group policies and procedures aimed at enhancing integrity and ethical behavior, and as such amongst others to identify and assess potential slavery and human trafficking risk areas and to monitor and mitigate the risk of slavery and human trafficking occurring in our supply chains, and preventing fraud. This committee oversees investigations based on reports of possible breaches filed under the PostNL Business Principles, the PostNL Group procedure on Whistleblowing and the PostNL Group procedure on fraud prevention. The committee advises and makes recommendations to line management, the Board of Management, the Supervisory Board and / or the Audit Committee of PostNL with regard to integrity related issues. It also collects, analyses and reports regularly to the Board of Management and the Supervisory Board of PostNL regarding the investigations of (potentially) serious breaches of the PostNL Business Principles and the general trends in the character, background and number of incidents. More information can be found [here](#).

In addition, PostNL encourages its stakeholders to report any situation in conflict with the PostNL Business Principles in accordance with the PostNL Group procedure on whistleblowing.



Supplier Adherence and Tracking Performance

PostNL expects all of its suppliers and (sub)contractors to act in a responsible manner, in accordance with all prevailing local and international legislation and in accordance with the provisions of the PostNL Business Principles.

To ensure that our suppliers and (sub)contractors live up to our values we have in place the PostNL Sustainable Supply Chain Policy and we require our suppliers to comply with the same. The maintenance and enforcement of the PostNL Sustainable Supply Chain Policy is the responsibility of the Group Procurement & Services department.

For the business units of PostNL a Sustainable Supply Chain Protocol (containing guidance on risk classification, follow-up actions, guidelines, checklists) is [available](#).

Our effectiveness in combatting Slavery and Human Trafficking

In order to maintain and continually improve supplier and (sub)contractor performance we:

- Assess the sustainability risk of our suppliers and (sub)contractors;
- Share best practices and work with our suppliers and (sub)contractors to eliminate or reduce supply chain risks;
- Implement a set of guidelines for suppliers and (sub)contractors, which address relevant social and environmental issues such as child labour, slavery and human trafficking, freedom of association, hazardous substances etc. Suppliers and (sub)contractors are required to sign up to this set of guidelines; and
- Develop and maintain management systems that establish responsibilities, targets, monitoring methods and a review process of our supplier and (sub)contractor performance. These management systems will be reviewed annually and revised taking into consideration changes in technology, legislation and / or company requirements.

Training our People

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide a company-wide integrity programme ensuring that the PostNL Business Principles are applied consistently throughout the organisation.

February 2019