

## Posti Corporate Responsibility Principles

Posti is a reliable and open bearer of its corporate responsibility.

Posti is committed to corporate responsibility in its entrepreneurship. Posti realizes its responsibility towards society, environment and all of its stakeholder groups.

Posti's corporate responsibility principles are based on the company's values. The Code of Conduct, addressing all employees of Posti Group Corporation, contains more detailed guidelines of compliance with laws and regulations, the applicable principles of fair business, principles regarding equality and non-discrimination, guidelines relating to the avoidance of conflicts of interest, the prohibition of unethical commercial practices, and environmental responsibility principles. The Code of Conduct also contains a more detailed description of the consequences of non-compliant behavior.

The principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights and the UN Sustainable Development Goals (SDGs) have been taken into account in the alignment of Posti's corporate responsibility. The Global Compact contains principles on human rights, environment and corruption. The Guiding Principles outline the corporate responsibility to respect human rights. SDGs include principles to secure sustainable development.

If the national legislation differs from the Posti Corporate Responsibility Principles, the more demanding rules will be followed.

We require our partners to comply with the principles Posti has outlined for corporate responsibility.

We monitor the results of our corporate responsibility work and report them in our sustainability report and according to the Global Reporting Initiative (GRI).

Posti's corporate responsibility is divided into social responsibility, personnel responsibility, environmental responsibility and financial responsibility. In Posti's materiality analysis, the most important focus areas are defined as being a responsible service provider, sustainable business, creating value for stakeholders and engaged multi-skilled employees. The areas are not separated from one another, instead, they are interlinked.

### Social Responsibility

Reliability has always been the key principle of Posti's operations. Social responsibility forms a part of our everyday activity.

Posti's functional and efficient infrastructure produces reliable services for all customer groups. Posti processes all information and product flows securely and confidentially.

Posti provides its customers in Finland with information and product flow management services throughout the country.

Posti engages in ethical, open, and transparent operations with all its stakeholder groups.

Posti supports neither directly nor indirectly political parties, organizations or individual politicians.

## **Personnel Responsibility**

Posti wants to be the best employer in its sector and to follow shared values in all of its operations.

Posti is a major employer, offering diverse tasks to its staff. As a workplace Posti is equal, international, diverse and respectful of different people.

The Posti way of leadership is based on the shared values of Posti Group. Good leadership supports the attainment of the company's goals and fosters a positive work climate.

Posti actively promotes its personnel's well-being at work. Well-being at work is invested in at every stage of the careers of employees.

## **Environmental Responsibility**

Posti identifies, evaluates, and manages areas of its operations that have an impact on the environment, and its environmental policy includes a commitment to reduce the negative environmental impacts of Posti's own activities. Through its services, Posti also helps its customers and society at large to reduce environmental loads.

Posti systematically reduces the energy consumption and emissions of its transports and properties.

Posti offers carbon-neutral services for all its delivery products.

New digital services developed by Posti also reduce the environmental load.

## **Financial Responsibility**

Posti complies with responsible business practices in all of its activities.

Posti wants to grow profitably because only a financially sound company can realize its corporate responsibility.

Posti makes long-term financial plans, anticipating changes in the market, customer demands, and its risk scenarios both in Finland and abroad.

Posti develops innovative, effective solutions for physical and digital services.

Posti Group Corporation's financial reporting complies with the International Financial Reporting Standards (IFRS). Posti's Disclosure Policy describes how the duty of disclosure concerning financial reporting is met. The transparency of Posti's governance is assured by compliance with the Finnish Corporate Governance Code for listed companies.

These principles have been approved by Posti's Board of Directors on November 25, 2016.