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ThinkResponsible.

4th Sustainability Report 2018/2019

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Memberships of associations

GLS Germany: Bundesverband Paket und Expresslogistik e.V. (BIEK)

GLS Denmark: Danish Transport and Logistics Association (DTL); Confederation of Danish Enterprise

GLS Poland: FORUM PRZEWOŹNIKÓW EKSPRESOWYCH (FPE)

GLS Italy: Federazione Italiana Trasportatori (FEDIT)

GLS Belgium: Koninklijke Federatie van Belgische Transporteurs en Logistieke Dienstverleners (FEBETRA); Vereniging voor Inkoop en Bedrijfslogistiek (VIB)

Business partner approval process and Supplier Code of Conduct

The GLS Group is committed to the very highest standards in terms of its business practices. Any GLS employee who is involved in the selection of business partners, and who therefore acts on behalf of the GLS Group, is responsible for ensuring that business partners are selected in accordance with an appropriate selection procedure. In this regard, we have also drawn up a comprehensive Supplier Code of Conduct (https://gls-group.eu/EU/en/compliance), which was implemented on a Group-wide basis in the 2018/19 financial year. The Supplier Code of Conduct sets out the expectations we have regarding our suppliers, such as in the areas of environmental and social responsibility. It is therefore a central part of the business partner approval process.

Transport partners

In accordance with the procedure for selecting business partners, which is applied at all GLS national subsidiaries, all standard contracts with transport partners contain a specific clause obligating the transport partner to comply with all applicable local legislation. GLS national subsidiaries also take additional measures according to local circumstances where necessary; examples of such measures include partner codes of conduct especially for transport partners, the aim being to establish suitable guidelines for such partnerships. GLS Germany, for example, has revised its Partner Code of Conduct **(https://gls-group.eu/EU/en/compliance)**

UK Modern Slavery Act

The GLS Group is part of the Royal Mail Group. Royal Mail plc is committed to preventing all forms of modern slavery and forced labour within the company and its supply chain. For more information on the 2017/18 Royal Mail statement on the Modern Slavery Act, please refer to https://gls-group.eu/EU/en/compliance.