



SWISS POST

**SOCIAL REPORT ON
UNIFORM PROCUREMENT 2024**

Fair Wear Foundation



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1. FOREWORD

The 2024 sustainability results in the [Sustainability Report 2024](#) clearly show that Swiss Post has provided a high-quality universal service and exceeded the federal government's legal requirements, climate reduction measures are beginning to take effect, customers are satisfied with the services and employees enjoy working for Swiss Post. The annual financial result was successfully stabilized for the first time in three years. In the 2021–2024 strategy period, Swiss Post has set the course for a sustainable future and implemented effective measures for the environment, customers and employees, as well as along the supply chain and for the Swiss population.

Swiss Post is lowering its greenhouse gas emissions continually and aims to reduce them within its in-house operations by at least 42 percent by 2030 compared to 2021. From 2030, the remaining emissions will be removed from the atmosphere and stored. From 2040, Swiss Post wants to achieve its net zero target across the entire value chain. Swiss Post's ambitious climate and energy targets remain on track in 2024. Greenhouse gas emissions from our own operations (Scope 1–2) have remained stable, while emissions across the value chain (Scope 3) were significantly reduced by around 18 percent compared to the previous year. For more general information on environment, customers, employees, procurement and economic and social added value please read the [Sustainability Report 2024](#).

This report outlines Swiss Post's uniform procurement activities for the 2024 financial year and highlights the key achievements made during this period. In 2024, Swiss Post also expanded its supplier base by onboarding three new partners: Holik international s.r.o., Firma Dziwiarska StanRys, and Emme Leder GmbH. In addition, new uniforms for the PostalNetwork division were successfully procured and are scheduled for rollout in 2025.

2. SWISS POST'S GENERAL COMMITMENT TO HRDD IN ITS SUPPLY CHAINS

Every year, Swiss Post purchases goods, services and construction services worth almost 3 billion francs from its suppliers. This procurement volume gives the company a significant responsibility towards people and the environment. Swiss Post is committed to fair supply chains and chooses socially responsible suppliers with clear targets for reducing greenhouse gases. In doing so, it is pursuing the following strategic goals: to reduce greenhouse gas emissions along the supply chain by 25 percent by 2030 and by 90 percent by 2040 (base year 2021).

HRDD PROCESS IN PROCUREMENT

Swiss Post sees its suppliers as partners helping to shape a sustainable future. An important basis for each partnership is acceptance of the **Supplier Code of Conduct for Responsible Procurement**, which among other things commits suppliers to respecting human rights, paying fair wages, prohibiting child labour and protecting the environment and climate along the supply chain. The Code of Conduct is based on Swiss and international standards, including the ILO standards for the protection of workers and the United Nations Guiding Principles on Business and Human Rights, which apply in Switzerland and abroad.

Swiss Post is committed to fair supply chains and chooses socially responsible suppliers with clear targets for reducing greenhouse gases. In doing so, it is pursuing the following strategic goals: to reduce greenhouse gas emissions along the supply chain by 25 percent by 2030 and by 90 percent by 2040 (base year 2021). Swiss Post uses a management system based on the OECD Due Diligence Guidance for Responsible Business Conduct to ensure adherence to the provisions of the Supplier Code of Conduct for Responsible Procurement.



Swiss Post is currently developing a group-wide Human Rights Due Diligence (HRDD) policy, which is expected to be published in 2025. The policy will be aligned with the OECD Guidelines and the UN Guiding Principles on Business and Human Rights, and will apply across the entire Swiss Post Group, including all subsidiaries.

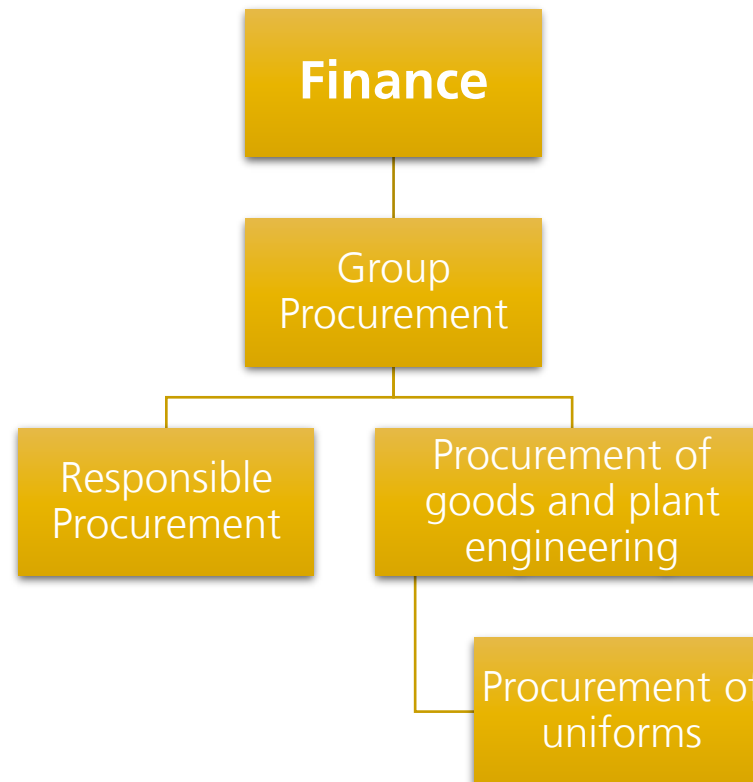
As part of the management cycle, Swiss Post carries out an annual risk assessment for all suppliers with regard to human rights and environmental matters. In 2024, it used an external rating platform to assess 8,340 suppliers for ethical, social and environmental risks. Potential risks relating to human rights are often found in the upstream supply chain. In the clothing risk product group, Swiss Post is familiar with the clothing manufacturers and manufacturer subcontractors that produce work clothing for Swiss Post. All suppliers produce their products in the EU. On the basis of long-standing collaboration with the Fair Wear Foundation, Swiss Post can prevent sector-specific risks such as unfair pay and child, forced or slave labour in the procurement of uniforms.

Swiss Post has been applying mandatory sustainability criteria with a weighting of at least 15 percent for procurement volumes over 150,000 francs since 2023. This means that in addition to price and quality, it also takes environmental and social aspects into account when awarding contracts, choosing for example suppliers that pursue targets and measures to reduce greenhouse gas emissions, have a performance rating in the area of sustainability or have certified health and safety management systems in place. Staff in purchasing receive regular training on the topics of sustainable procurement and human rights due diligence.

Since 2023, suppliers, affected parties in the supply chain and other stakeholders can also use the externally operated, anonymous PostCourage whistleblowing platform to report concerns or tip-offs relating to human rights abuses or environmental breaches in the supply chain. Swiss Post has informed its suppliers about the whistleblowing platform and provided them with a poster setting out the reporting process. The ability to report observations and concerns regarding the supply chain is firmly embedded in the Supplier Code of Conduct for Responsible Procurement. By accepting the Code of Conduct, suppliers undertake to assist Swiss Post with the processing of reports wherever possible and to take appropriate measures in the event of human rights abuses. To further raise awareness of the existence of the whistleblowing platform, Swiss Post personally informs suppliers of product groups where employees are exposed to greater risks. In the relevant on-site assessment with its suppliers, Swiss Post has added questions about awareness of the whistleblowing platform.

3. ORGANIZATIONAL CHART

Responsibility for uniform procurement lies within Group Procurement. The buyer maintains direct relationships with suppliers and producers and is supported by the Responsible Procurement Team, ensuring that sustainability and human rights standards are fully integrated into sourcing decisions. The Responsible Procurement Team oversees procurement activities across the entire group and provides strategic guidance on ecological and social criteria. Within the team, one dedicated expert is specifically responsible for the commodity group “uniforms” and for all matters related to the Fair Wear Foundation. This person works in close collaboration with the buyer to ensure alignment with Fair Wear standards.



4. RESPONSIBLE PROCUREMENT STRATEGY

At Swiss Post, continuity and long-term partnerships are at the heart of our procurement philosophy. These are defined in Swiss Post's **Supplier Code of Conduct for Responsible Procurement** and aligned with the **Fair Wear Foundation's Code of Labour Practices**.

UNIFORM PROCUREMENT STRATEGY 2021-2024

Our strategy for sourcing uniforms is based on seven core pillars:

1. **Supply Chain Transparency** – Including increased traceability down to tier 3
2. **On-site Assessments and Training** – Regular on-site assessments and capacity building at garment factories.
3. **Corrective Action Plans** – Systematic monitoring and follow-up of improvement measures.
4. **High-Quality, Durable Materials** – Preference for innovative fabrics with long service life.
5. **Efficient Logistics** – Sourcing with the shortest possible delivery routes to minimize CO₂ emissions.
6. **Transparency and Accountability** – Public reporting through our Social Report and Fair Wear Brand Performance Check.
7. **Reliable Partnerships** – Commitment to long-term relationships with suppliers who meet our compliance standards.

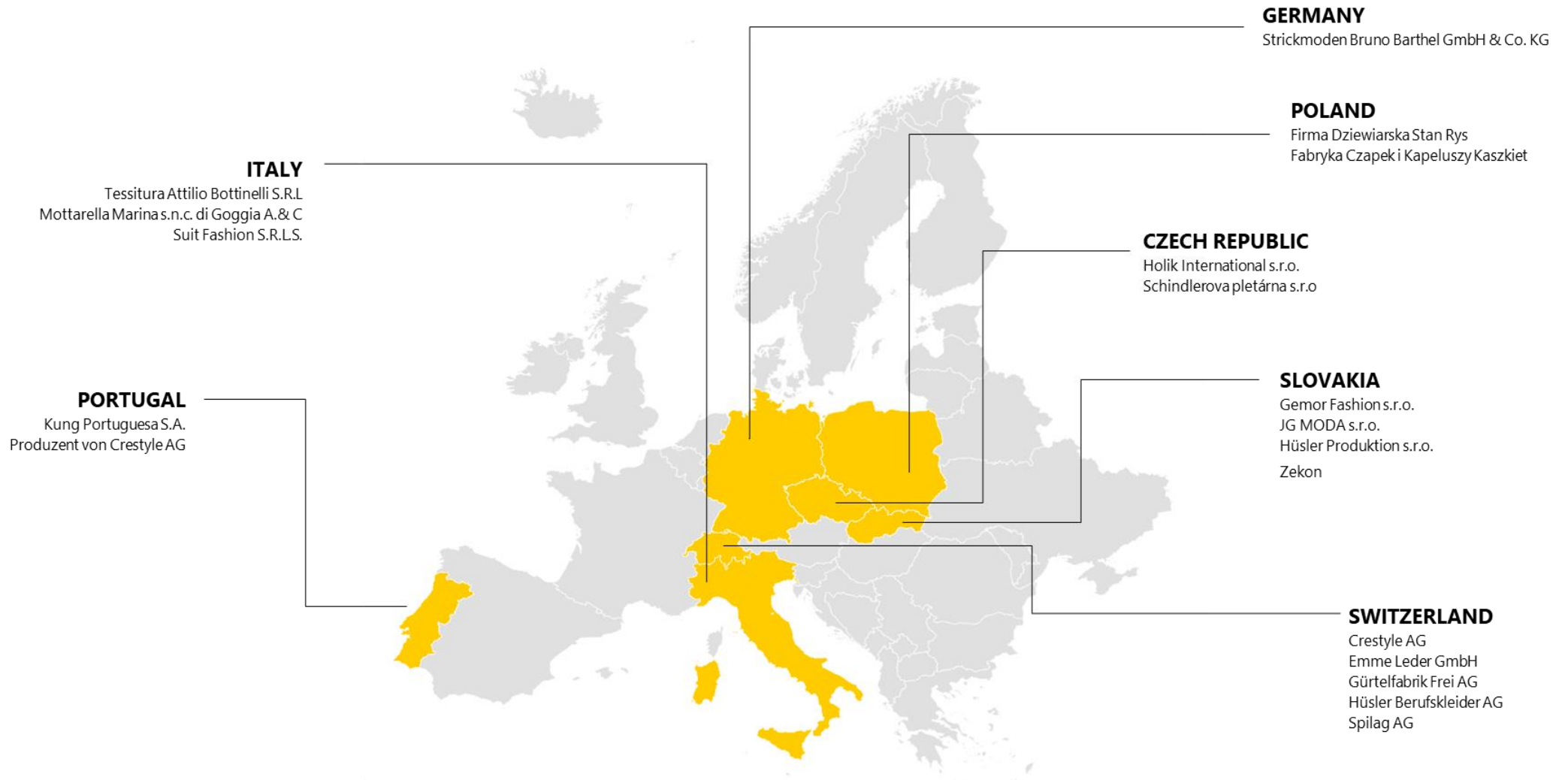
Since 2014, all suppliers are required to complete a detailed open-book product costing sheet. This includes the origin and sourcing of all materials, pricing, labour, and transport data – allowing for full traceability across the supply chain.

We remain committed to the following procurement principles:

- Developing fair, long-term business relationships with high-quality manufacturers
- Conducting third-party on-site assessments before starting a partnership
- Supporting continuous improvement through dialogue and measurable progress
- Ensuring employees are professionally, functionally, and uniformly outfitted
- Prioritizing suppliers located in countries with sound legal systems
- Sourcing **100% of our workwear from within Europe**

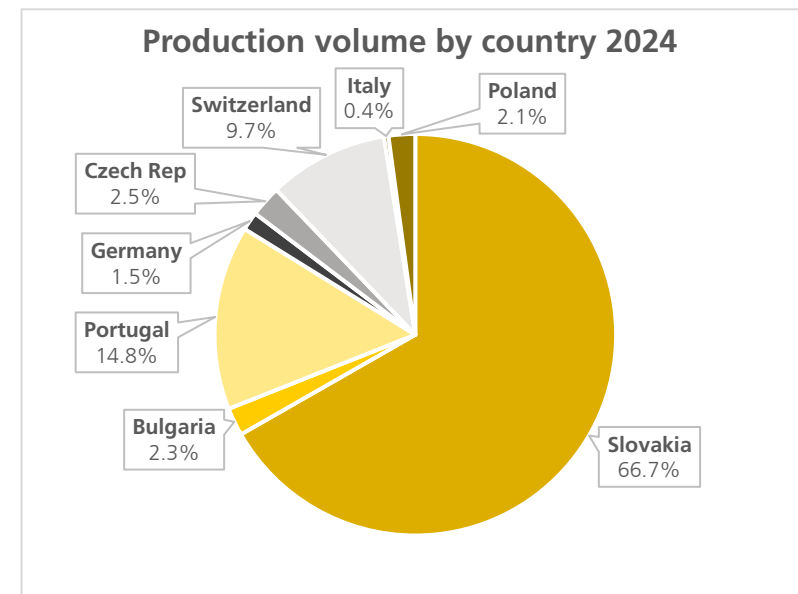
Looking ahead, the next strategy period will place a stronger emphasis on ecological sustainability, including the integration of environmentally friendly materials.

5. PRODUCTION



PRODUCTION UPDATES 2024

In 2024, Swiss Post's workwear continued to be manufactured exclusively within Europe, with the highest production volumes in Slovakia. Additional manufacturing partners are located in low-risk European countries, including Portugal, Italy, Switzerland, Germany, the Czech Republic, and Poland. Many of these suppliers have been working with Swiss Post for several years and are regarded as trusted partners – over 70% of Swiss Post's total purchasing volume for uniforms came from suppliers with whom the company has maintained **long-standing business relationships of at least five years**. These enduring collaborations reflect our commitment to stable and transparent relationships. By keeping production within Europe, Swiss Post also benefits from shorter transport routes, resulting in lower CO₂ emissions. This contributes to our overarching group-wide climate and energy target.



During the year, three new suppliers were onboarded – Holik international s.r.o., Firma Dziewiarska StanRys, and Emme Leder GmbH. These suppliers were selected, among other reasons, to support the production of a new uniform collection for the PostalNetwork division, scheduled for rollout in 2025. Where any non-conformities were identified during the assessments, we collaborated closely with the suppliers to develop and implement corrective action plans (CAPs), which were rigorously monitored to ensure timely and sustainable improvements. A third-party on-site assessment has only been conducted for Holik international s.r.o. Further audits are planned for the 2025 financial year, as several suppliers are due for re-assessments. The other newly onboarded suppliers will be included in this process. In addition, Swiss Post discontinued its collaboration with a subcontractor in Bulgaria, following the termination of the business relationship by Bruno Barthel, our intermediary partner.

SUPPLIERS



Crestyle AG

Lettenstrasse 7
6343 Rotkreuz
Switzerland

Product groups:

T-Shirts and Polo-Shirts

Subcontractor: Producer in Portugal

Country risk*: ● ○ ○

Challenges:

Based on the latest audit report, no significant risks or challenges have been identified for this subcontractor.

However, there is a shortage of skilled labor, and recruiting sewing professionals in Portugal is becoming increasingly difficult.

Last on-site assessment: 2022



Emme Leder GmbH

Gerberstrasse 13a
3550 Langnau
Switzerland

Product groups:

Belts

Subcontractor:

Country risk*: ● ○ ○

Challenges:

During the last audit, occupational safety risks were identified, addressed and remedied.

Last on-site assessment: 2024



Firma Dziwiarska Stan Rys

ul. Kostrogaj 5
09-400 Plock
Poland

Product groups:

Cardigans

Subcontractor:

Country risk*: ● ○ ○

Challenges:

During the last audit, occupational safety risks were identified, addressed and remedied.

Last on-site assessment: 2024

SUPPLIERS



Gemor Fashion s.r.o.

Kosicka 44
8001 Presov
Slovakia

Product groups:

Softshell jackets, parkas, rain jackets, rain pants, polo shirts, quilted gilets, sweaters

Subcontractor:

JG MODA s.r.o.
Družstevná 310/37
082 16 Záhradné
Slovakia

Country Risk*: ● ○ ○

Challenges:

Based on the latest audit report, no significant risks or challenges have been identified at either the supplier or the subcontractor.

Last on-site assessment: 2022

* As of the end of 2024, Gemor Fashion s.r.o. outsourced its cutting process to a subcontractor. This change was only brought to our attention during the preparation of this report. The subcontractor was not recorded in our systems for 2024 but will be accounted for in the 2025 financial year.



Gürtelfabrik Frei AG

Hofackerstrasse 5
8537 Nussbaumen
Switzerland

Product groups:

Belts

Country Risk*: ● ○ ○

Challenges:

Based on the latest audit report, no significant risks or challenges have been identified. The supplier emphasizes that balancing ecological requirements with economic competitiveness is a particular challenge at the Swiss production site.

Last on-site assessment: 2022**Holik International s.r.o.**

Za Dvorem 612
763 14 Zlin
Czech Republic

Product groups:

Gloves

Country Risk*: ● ○ ○

Challenges:

During the last audit, occupational safety risks were identified, addressed and remedied.

Last on-site assessment: 2023

SUPPLIERS



Hüsler Berufskleider AG

Lenzbühl/Gloten
8370 Sirmach
Switzerland

Product groups:

Pants, blouses, shirts, outdoor work clothing

Production:

Hüsler Produktion s.r.o.
Svätoplukova 1339/8
95704 Bánovce nad Bebravou
Slovakia

Country Risk*: ● ○ ○

Challenges:

During the last audit, risks in the area of occupational safety were identified.

Last on-site assessment: 2022



Spilag AG

Oholten 17
5703 Seon
Switzerland

Product groups:

Work trousers, work gilets, coats

Production:

Kung Portuguesa S.A.
Apartado 6142 Quterio
4476-908 Porto
Portugal

Country Risk*: ● ○ ○

Challenges:

Based on the latest audit report, no significant risks or challenges are known. There is a shortage of skilled workers and recruiting seamstresses in Portugal is becoming increasingly difficult.

Last on-site assessment: 2022



Schindlerova pletárna s.r.o

Kyjovsk 998
40746 Krasna Lipa
Czech Republic

Product groups:

Cardigans

Country Risk*: ● ○ ○

Challenges:

Based on the latest audit report, no significant risks or challenges are known.

Last on-site assessment: 2022

SUPPLIERS



Strickmoden Bruno Barthel GmbH & Co. KG

Clemens-Winkler-Str. 6a
09116 Chemnitz
Germany

Product groups:

Hats, gloves, caps

Subcontractor:

Fabryka Czapek i Kapeluszy Kaszkiet
Grajcar i Szmidla Spolka Jawna ul. Sopocka 6/8
42-200 Czestochowa
Polen

Country Risk*: ● ○ ○

Challenges:

Based on the latest audit report from the supplier and subcontractor, no significant risks or challenges are known.

Last on-site assessment: 2022



Tessitura Attilio Bottinelli S.R.L

Via Volta N.9
22079 Villa Guardia
Italy

Product groups:

Ties and foulards

Subcontractors:

Mottarella Marina s.n.c.
di Goggia A.& C
Via Brugnini 25
23013 Cosio Valtellino
Italien

Suit Fashion S.R.L.S.
Via Monte di Pruno 24
84020 Colliano (SA)
Italien

Country Risk*: ● ○ ○

Challenges:

During the last audit, occupational safety risks were identified at both subcontractors. Recruiting new seamstresses is a challenge in Italy.

Last on-site assessment: 2020



ZEKON, akciová spoločnosť Michalovce

Štefana Tučeka 851 / 23
071 01 Michalovce
Slovakia

Product groups:

Pants, skirts and dresses

Country Risk*: ● ○ ○

Challenges:

In the last audit, employees were found to have worked overtime, but this was communicated in advance and properly remunerated.

There is a shortage of qualified seamstresses in the labor market.

Last on-site assessment: 2022

INTERMEDIARY PRODUCTION

Swiss Post prefers to work directly with product manufacturers. If an intermediary is involved, they must first complete training aligned with Swiss Post's Supplier Code of Conduct for Responsible Procurement and the Fair Wear Foundation's Code of Labour Practices before entering into any contractual agreement. This ensures that all parties share a commitment to ethical standards from the very beginning of any contractual relationship.

PRODUCTION CYCLE

Swiss Post plans its production cycles on a long-term basis. In May/June, planned order quantities 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 dates. At this stage the open book calculation (OBC) can also be updated. Costing and pricing can be adapted and agreed for the next year. Orders are typically delivered in multiple shipments throughout the year, ensuring flexibility and alignment with actual demand while supporting our suppliers in managing their capacity efficiently.

EXTERNAL PRODUCTION

Swiss Post worked with three external suppliers in 2024. One supplier delivered very small quantities of tie pins, while the other two external suppliers were shoe and bag suppliers. These items are part of the overall workwear range and, in some cases, must comply with specific occupational standards and safety requirements.

6. RISKS

Respect for human rights is a core value at Swiss Post and forms an integral part of the Supplier Code of Conduct for Responsible Procurement. The company is committed to reducing risks along its supply chain and building sustainable, long-term relationships with its suppliers and stakeholders. The Code of Conduct addresses environmental, social, and governance issues and is fully aligned with the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Responsible Business Conduct. **All uniform suppliers are required to accept both this Code and the Fair Wear Foundation (FWF) Code of Labour Practices**, along with FWF membership requirements.

Swiss Post operates a **hybrid sourcing model** when awarding contracts:

- a) Direct contracting with production companies
- b) Procurement through intermediaries

Swiss Post conducts an annual risk analysis for all existing uniform suppliers, which forms part of its ongoing due diligence process. The risks inherent in both sourcing approaches are reviewed annually and addressed where necessary. This process includes:

- Identification of the respective production site
- Evaluation of the production volume and capacity allocated to Swiss Post
- Assessment of the overall production risk and its relevance for Swiss Post
- Country, sector and supplier specific risk analyses, updated annually and verified by the Fair Wear Foundation

In addition to supplier-specific evaluations, **Swiss Post conducts an annual risk analysis for all existing uniform suppliers**, which forms part of its ongoing due diligence process. On a broader scale, a **group-wide risk assessment** is conducted across all Swiss Post suppliers, covering the entire Group. Although uniform suppliers represent only a small proportion of the Group's total supplier base, they are treated as a **high-risk product category** and are therefore subject to enhanced due diligence measures.

Swiss Post follows a systematic approach to identifying and assessing actual and potential human rights risks in its uniform supply chain. **Risk identification begins at the supplier selection stage.** All potential suppliers are required to complete a comprehensive self-assessment questionnaire before any contractual agreement is signed. In the case of formal tenders, this questionnaire is distributed as part of the procurement process and must be accepted by all applicants. Based on the information provided, Swiss Post conducts an independent on-site assessment prior to entering into any business relationship. Swiss Post does not engage in any form of collaboration with suppliers who are not willing to undergo a verified 3rd party social on-site assessment. This ensures that human rights risks are identified and addressed from the outset. Where necessary, tailored training and corrective measures are implemented to close identified gaps and strengthen supplier performance in line with our expectations.

The most significant risks identified in our uniform supply chains are related to **occupational health and safety (OHS)**. Swiss Post actively addresses these issues through supplier-specific corrective action plans and continuous engagement with factory management. **OHS risks were also observed during the onboarding audits of the three new suppliers – Holik international s.r.o., Firma Dzięwiarska StanRys, and Emme Leder GmbH.** Through corrective action plans and close monitoring, most of the identified issues were successfully resolved by the end of 2024.

A further structural risk in the clothing sector is the **payment of unfair wages**, which continues to be a widespread issue across the industry. To mitigate this, Swiss Post carries out an annual review of its suppliers using data from the independent WageIndicator Foundation. This process compares actual wages paid by suppliers to country-specific living wage benchmarks. **For 2024, Swiss Post can confirm that all uniform suppliers paid a living wage to their employees.**

Beyond factory-level risks, Swiss Post also witnesses broader challenges such as the **shortage of skilled labour** and **demographic changes** in European manufacturing countries, both of which may impact long-term supply stability. In addition, limited production capacity at suppliers in Eastern Europe and the shortage of manufacturers in Europe with the expertise to produce technical garments and accessories present further challenges. An ageing workforce at our production locations and a lack of young professionals entering the industry further add to these difficulties.

7. ON-SITE ASSESSMENTS, CORRECTIVE ACTIONS AND MONITORING

ON-SITE ASSESSMENTS AND CORRECTIVE ACTIONS

Swiss Post conducts on-site assessments at regular intervals to verify social compliance and working conditions at production sites. For **existing suppliers, on-site assessments are generally carried out every three years**. Where deficiencies are identified, they are jointly discussed with the supplier, and concrete improvements are agreed upon. Swiss Post actively monitors the implementation of these measures to ensure timely and sustainable progress. The last on-site assessments of nine contracted suppliers were conducted in 2022, with all related corrective action plans now fully implemented. **The next major round of assessments is scheduled for 2025**. Swiss Post primarily works with producers in the EU with whom we maintain long-standing business relationships. This long-term co-operation contributes to a relatively low risk exposure across our tier 1 and tier 2 supply chain.

As part of the onboarding process for our new suppliers, an on-site assessment was conducted by the end of 2023 for Holik International s.r.o. The other two new suppliers were visited by Swiss Post during the 2024 business year, and an initial internal assessment, including the development of corrective action plans (CAPs), was carried out. **Since many long-standing suppliers are scheduled for re-assessments in 2025, these two new suppliers will be included in that process.**

HOLIK INTERNATIONAL S.R.O.

ON-SITE ASSESSMENT	ISSUE	CORRECTIVE ACTIONS
October 2023	A system should be implemented to ensure that all fire hydrants remain unobstructed at all times.	All fire hydrants have been made accessible at all times.
	Emergency evacuation drills should be conducted at least once a year and must include all employees of the facility.	A comprehensive evacuation drill was conducted as follow-up action; pictures have been sent by supplier.

FIRMA DZIEWIARSKA STANRYS

ON-SITE ASSESSMENT	ISSUE	CORRECTIVE ACTIONS
June 2024	Chemicals and cleaning agents must be stored in a newly acquired, appropriate cabinet.	Cleaning agents are too big to be stored in a closed cabinet. They are stored on a shelf instead.
	All chemicals and cleaning agents must be clearly labeled with their contents.	All containers have been labeled.
	A complete inventory list of all chemicals and cleaning agents must be created, stored in the cabinet, and kept up to date at all times.	An list is maintained and stored visibly inside the cabinet.
	Needle guards must be installed on all sewing machines.	Needle guards have been installed.
	Hearing protection must be made available and provided free of charge to employees. Workers must be able to access protection when needed and must be informed about the risks and consequences of working without hearing protection.	Hearing protection is now freely available.
	The raised flooring in front of the ironing stations is unstable, with gaps between the wooden planks posing a tripping hazard. As discussed, a more stable and closed platform should be installed.	A new, stable platform with closed surface has been installed at all ironing stations.
	Walkways in the factory must be marked clearly using high-visibility tape. These paths must always remain unobstructed, and boxes may only be stored outside of the marked walkways.	Walkways are clearly marked with tape, and storage outside these areas is enforced.
	Emergency exit doors must be illuminated at all times, easy to open, and must not require a key to be unlocked in case of an emergency.	All emergency exits are now fully accessible at all times.
	A centralized overview should be introduced to record all employee overtime hours throughout the working year.	A tracking system has been implemented.

EMME LEDER GMBH

ON-SITE ASSESSMENT	ISSUE	CORRECTIVE ACTIONS
June 2024	There is no evacuation plan in place.	An evacuation plan has been created.
	No fire drills have been conducted to date.	No documented date for the last fire drill but an active request with the Langnau Fire Department to conduct a fire drill is available.
	Emergency exits are not marked visibly.	Emergency exits have been marked visible.

MONITORING

Swiss Post closely monitors the implementation and effectiveness of its corrective actions. Procurement maintains direct contact with all uniform suppliers and plays a central role in ongoing dialogue, which ensures timely identification and resolution of potential issues. Together with the Responsible Procurement Team, procurement maintains a close collaboration with the Fair Wear Foundation (FWF), enabling an overview of the activities across the supply chain. Swiss Post is currently working on identifying suppliers further down the supply chain, up to tier 3 (fabric suppliers). This is a complex and resource-intensive task that will require time and close collaboration with our partners.

8. COMPLAINTS PROCEDURE

Swiss Post is committed to ensuring that workers in its supply chain have safe and accessible channels to raise complaints related to human rights violations. Employees at production sites have the opportunity to report grievances directly to Swiss Post or through the Fair Wear Foundation's (FWF) independent complaints mechanism. The FWF contact information is clearly displayed at all relevant factory locations, ensuring that workers are aware of this option.

Swiss Post reviews incoming complaints carefully and seeks constructive solutions in collaboration with the supplier and, where necessary, with the support of FWF. When a complaint is found to be justified, Swiss Post determines appropriate remediation measures.

In 2024, **no complaints were received** through either the FWF grievance mechanism or Swiss Post's reporting channels.

As part of its responsibility, Swiss Post verifies at the beginning of each business relationship whether the supplier has an internal grievance mechanism in place and raises this topic again during follow-up visits. However, in its **Brand Performance Check 2024**, the Fair Wear Foundation noted that while Swiss Post ensures workers are informed about the FWF complaint mechanism, there is currently no **systematic approach to actively monitor or improve factory-level grievance mechanisms**. Swiss Post takes this feedback seriously and will evaluate options to further strengthen the monitoring of grievance procedures at supplier level.

In cases where repeated dialogue and remediation efforts fail, Swiss Post applies the responsible exit strategy as defined by the Fair Wear Foundation. Terminating a business relationship is always considered a last resort. However, if this step becomes necessary, Swiss Post ensures that it is carried out in accordance with Fair Wear's responsible exit principles. The supplier is informed in advance to allow sufficient time for planning and securing alternative orders. The business relationship with Casablanca in Bulgaria was terminated in 2023, and as part of this, there was a final order in 2024. No business relationships with suppliers were terminated in 2024.

9. TRAINING & CAPACITY BUILDING

EMPLOYEES

Within the group, the Responsible Procurement Team plays a key role in educating procurement employees on ecological and social issues related to sourcing. These training programs are made available via the company's internal platform, ensuring widespread access and engagement. In addition, employees responsible for the procurement of uniforms regularly consult the Fair Wear platform to stay informed on the latest industry developments.

SUPPLIERS AND WORKERS

The FWF Code of Labour Practices (CoLP) serves as the foundation for sustainable collaboration with our suppliers. This standard provides guidelines that inform both employees and management about their labor rights. Any new supplier wishing to collaborate with us must commit to complying with and implementing this labor code. Additionally, we require all suppliers to sign the company-wide Supplier Code of Conduct for Responsible Procurement.

To raise awareness of our commitment to fair working conditions, we require all factories to display the "Worker Information Sheet" in prominent locations from the start of production. These sheets are an essential part of our efforts to ensure transparency and promote fair labor practices throughout our supply chain.

10. STAKEHOLDER ENGAGEMENT

A key task for any sustainable company is to involve all relevant stakeholders. As a publicly owned company with a universal service obligation and as one of Switzerland's biggest employers, Swiss Post has numerous stakeholders. Swiss Post maintains close and regular contact with its suppliers, who are among the key stakeholders in our uniform supply chain. Our engagement is built on long-term relationships, trust, and continuous dialogue. We engage with workers through third-party on-site assessments that include worker interviews conducted independently and anonymously. Findings from these assessments are discussed with suppliers to jointly develop and monitor corrective action plans.

Beyond our supplier engagement, Swiss Post is in regular contact with other key stakeholders, including the Swiss Textile Federation and other enterprise affiliated with the Confederation, with whom we discuss shared challenges and best practices in responsible procurement and human rights due diligence. These exchanges strengthen our ability to identify emerging risks and align with industry expectations. As enterprise affiliated with the Confederation, Swiss Post is subject to a high level of accountability. Strategic developments are regularly discussed in quarterly meetings with our owner representatives. Furthermore, Swiss Post submits an annual report on the fulfilment of its strategic goals and discloses key information in publicly available reports. More on stakeholder engagement can be found in our [sustainability report 2025](#).

In terms of policy development, Swiss Post is currently preparing a group-wide Human Rights Due Diligence (HRDD) policy, scheduled for implementation in 2025. This policy will cover not only Swiss Post Ltd. but also all affiliated subsidiaries, ensuring a coherent and comprehensive approach across the entire Group.

PARTNERSHIPS

Swiss Post has various partnerships. In 2024, there were no additional collaborations that focused specifically on the textile industry. Please visit [our website](#) to see all our partnerships.

11. FUTURE ACTIONS & COLLABORATION

In response to the feedback received in the 2024 Brand Performance Check, we have initiated an internal review of the gender topic and grievance mechanisms within our supply chain. **These topics will receive increased attention in our work for the 2025 business year.** To support this, we engaged in an exchange with other Fair Wear member brands, following the Fair Wear Member Meeting in October 2024.

GENDER

We currently collect gender-specific data from all our garment factories, including detailed information on worker lists, wages, and working hours. Our initial assessment of our sourcing countries confirmed that the textile sector is predominantly staffed by older women – a demographic trend that poses a long-term risk of workforce decline and loss of sectoral expertise. Until now, we have not conducted in-depth analysis of the gender data we collect. In the coming year, we aim to build on this foundation by analysing data at both factory and country levels.

GRIEVANCE MECHANISM

We currently ensure that all our suppliers are informed of the Fair Wear grievance mechanism, and we inquire about internal complaint channels during the onboarding process and regular follow-up visits. However, we recognize the need to take a more active role in evaluating the effectiveness of factory-level grievance systems. Going forward, we will work to more systematically monitor the implementation and functioning of these mechanisms and intervene when necessary to ensure workers have access to reliable and trusted channels for raising concerns. Fair Wear's resources and recommendations will serve as a guide for this process.