



Social Accountability Policy Statement

Our Values

TNT Express aspires to be a leader in social accountability within the transportation industry by promoting a positive culture with respect to human rights and the continuous improvement of working conditions. To meet with these aspirations we subscribe to the United Nations Global Compact.

Our Commitment

TNT Express as a global transport operator is committed to managing our operations in a way that complies with all relevant employment legislation. In order to support implementation of our values we will adopt the SA 8000 guidance for managing social accountability throughout our operations. This commitment is underpinned by the TNT Code of Business Principles.

Our Principles

TNT Express will continuously identify, assess, manage and improve the elements of our operation that impact on social accountability. In line with sound business practice we will:

- Conduct our business with fairness, honesty, integrity and respect for the interests of our stakeholders.
- Comply with the laws and regulations within the countries in which we operate.
- Prevent the use of child labour and forced labour, improve health and safety, support freedom of association, prevent discrimination, implement performance management and manage compensation and working hours.
- Implement a management system that establishes responsibilities, supporting policies, monitoring methods and a review process of our performance.
- Provide awareness training on social accountability and where required job specific training for employees.
- Encourage suppliers and contractors to support our principles and commitment on social accountability and introduce programmes aimed at supporting these principles.

Policy Control and Review

Copies of this policy will be displayed at all TNT Express locations, communicated to every employee and be available to all other interested parties. Policy changes will be approved by the Group Managing Director and communicated by the Director of Corporate Social Responsibility and Quality.

Martyn Wright
Managing Director- KSA