

DHL Group

Supplier Diversity Statement

DHL Group is a global and multicultural business group that recognizes the value diversity brings to our employees, customers and communities. It is our firm belief that having a diverse supplier pool aligned to the markets we serve helps to build customer loyalty, strengthens the communities in which we operate, makes us stronger as an organization, and gives us a competitive edge. For these reasons, DHL Group has drawn up this globally applicable **Supplier Diversity Statement** to provide diverse suppliers with an equal opportunity to be included in our strategic sourcing and procurement process.

DHL Group is committed to the development of a diverse supplier base. We promote an inclusive work environment that values the diversity of our employees as per our **Diversity, Equity, Inclusion, and Belonging Statement** and our **Human Rights Policy Statement** and we extend these principles to our suppliers.

Our **Code of Conduct** guides our employees worldwide in their day-to-day work, in all business units and regions, to create an environment of genuine diversity and inclusion rooted in our values of Respect & Results. In this way, we help create shared value by generating wealth and employment for underrepresented groups. To support our objectives, we rely on the contributions of businesses owned by individuals of varied backgrounds to help us deliver the best service, with the greatest value, to an increasingly diverse marketplace.

We are committed to equal opportunity and reject any forms of discrimination or harassment based on gender, ethnic and national origin, race, color, religion, age, disability, sexual orientation and identity or any other characteristic protected by law.

Guided by our **Supplier Code of Conduct**, we expect our suppliers to commit to an inclusive work environment and equal opportunities. We also expect our suppliers to share our commitment to respect human rights with their business partners, and to conduct their business in an ethical manner and act with integrity. At the same time, we encourage our employees to be inclusive in their daily business decisions when selecting the best supplier to meet our business needs.

Qualified diverse suppliers that seek to do business with us must demonstrate the ability to be reliable and provide competitively priced high-quality goods and services.

Diverse suppliers can include women-owned, veteran-owned, minority-owned, disabled-owned, LGBTQ+-owned, disadvantaged, and other small businesses, **where applicable**.

