

Post and Politics

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Swiss Post fulfils its social responsibility

Background

As Switzerland's second largest employer and as a company under federal ownership, Swiss Post is aware of bearing great social responsibility. Within the scope of its commercial possibilities, the Swiss Federal Council expects it to pursue an ethical and sustainable strategy and to provide an appropriate number of jobs throughout Switzerland.

Facts and figures

Jobs

Of Swiss Post's 52,000 employees in Switzerland, around 10,000 work in peripheral regions: most hold location-based jobs, such as at a post office or at PostBus, but one fifth works in func-

tions which do not depend on location, such as payment processing or customer service. By providing jobs outside urban agglomerations, Swiss Post consciously seeks to support the balance between peripheral regions and metropolitan areas.

Employees

Whether in cities or in the countryside – on its way towards a future without a residual monopoly, Swiss Post depends on motivated and committed employees. It therefore pursues a progressive human resources policy, resting on the principle "Together with our employees we are strong". Swiss Post thus pledges itself to a dynamic, performance- and team-driven corporate culture, a respectful way of dealing with one another, an open communication, attractive development

opportunities and a responsible implementation of changes within the company.

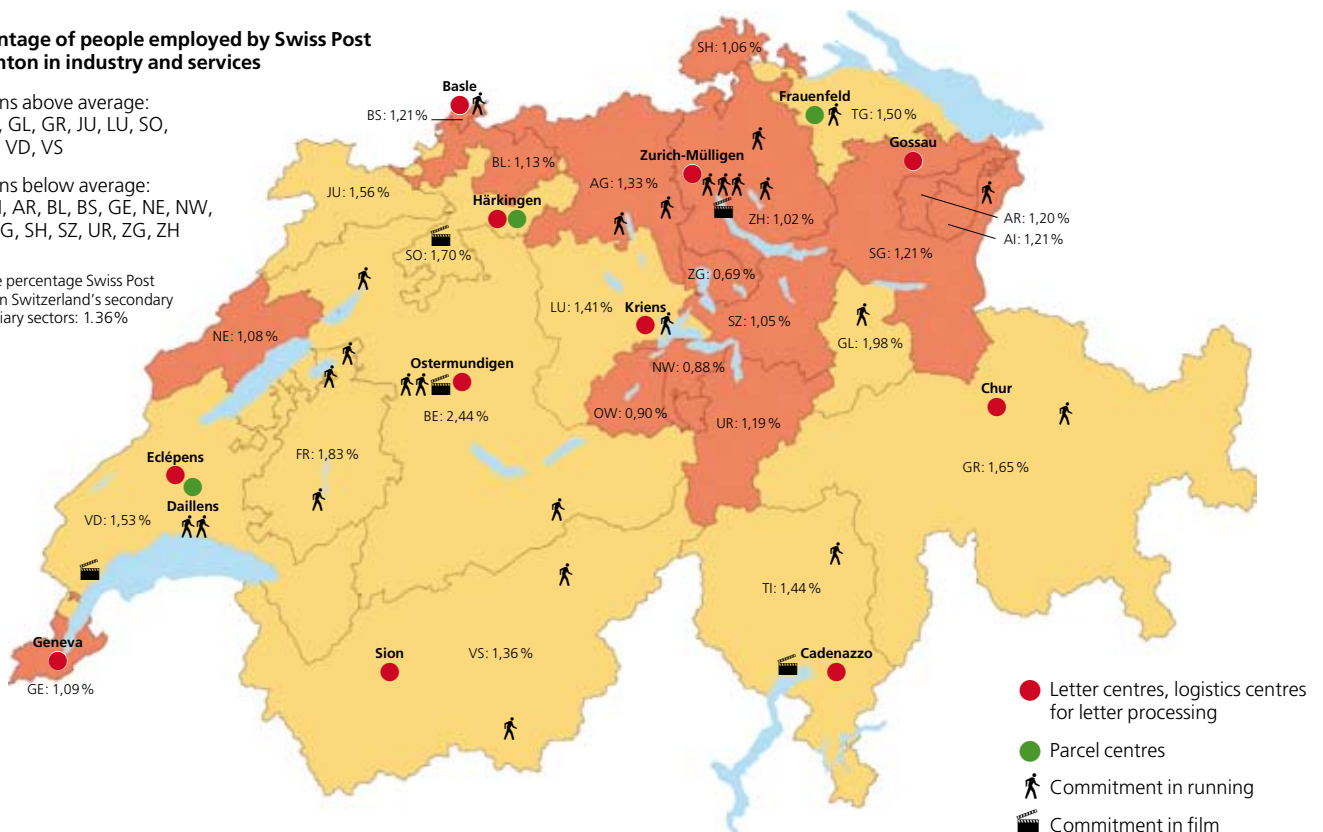
Work-life balance is a further central concern of Swiss Post's human resources policy. Employees should be able to conciliate work, family and leisure – in accordance also with their respective phase of life.

With its corporate health management, Swiss Post is expanding its long-standing health promotion efforts and tying together all measures into one cohesive system. Amongst these measures are the campaign «Lift and carry safely» which aims to avoid hazardous behaviour when handling heavy loads, the health promotion campaign on the issue of nutrition, or the deployment of physiotherapists at Swiss Post's production facilities. A positive development was achieved with

Percentage of people employed by Swiss Post by canton in industry and services

- Cantons above average:
BE, FR, GL, GR, JU, LU, SO, TG, TI, VD, VS
- Cantons below average:
AG, AI, AR, BL, BS, GE, NE, NW, OW, SG, SH, SZ, UR, ZG, ZH

Average percentage Swiss Post of jobs in Switzerland's secondary and tertiary sectors: 1.36%



Source: FSO (Federal census of enterprises 2001), Swiss Post, Swisstopo, GIS Competence Centre, Geneva

regard to occupational accidents, which have been reduced by 18.8 percent since 2001.

Swiss Post consciously invests in vocational training, continuing education and the promotion of young talent. In 2008, throughout Switzerland 1,670 young people (+ 10 percent compared to 2007) completed their OPET-approved training. Swiss Post employs over 100 human resources specialists in order to ensure its staff continuing education. One goal of its human resources policy is to ensure its position as an attractive employer, not least to stand its own in the war for talent and secure the required specialists and young recruits.

As shown by annual independent surveys, employee motivation and satisfaction remains constant at a high level. And this despite the fact that Swiss Post has been subjected to widespread change over the past ten years and must prepare its employees for an open market.

Value creation for all

Over three quarters of the value created goes directly to employees. Furthermore, the Federal Treasury received 300 million Swiss Francs out of profits earned in 2007.

Culture

Swiss Post contributes to a rich and varied cultural life. It supports the Locarno Film Festival, the Solothurn Film Festival, Visions du Réel in Nyon and the Zurich Film Festival. The Swiss Youth Symphony Orchestra (SJSO) tours all of Switzerland twice a year thanks to PostFinance's contribution. Swiss Post furthermore supports Berne's Museum of Communication – a unique institution in Switzerland.

Sports

Swiss Post's commitment as regards sports aims to cast a wide net: the company seeks to promote health and fitness within the population at large and amongst employees. Since 2005, efforts have been focused on running. Swiss Post supports Switzerland's main running events, each of which brings together tens of thousands of participants. In the field of ice hockey, PostFinance is the main sponsor of the Swiss Ice Hockey Association (SIHA) and encourages young talent by endowing the project «Top Scorer» with half a million Swiss Francs.

Charities

Traditionally, Swiss Post has worked side by side with the foundations Pro Juventute and Pro Patria. Swiss Post charges a premium on stamps sold under these names, which it passes on to both organisations. This amount accounts for roughly 14 percent of Pro Juventute's and around half of Pro Patria's budget.

Swiss Post charges no processing fee for payments into Swiss Solidarity's account, which in 2008 represented an equivalent value of around 35,000 Swiss Francs. And in 2008, 16,401 children wrote a letter to Father Christmas and received a small present. In the context of the campaign "2x Christmas", 62,500 parcels were brought in and distributed by the Swiss Red Cross to families in Switzerland and social institutions in Eastern Europe.

Procurement

Swiss Post expects its suppliers to act in an exemplary manner. Since 2006, they must sign an Ethics Code which pledges them to respecting human rights, banning discrimination and child labour, observing locally established minimal wages and working hours and assuming their responsibility towards the environment.

Environment

Swiss Post is aware of its responsibility towards the environment. It therefore seeks to preserve resources, reduce ecological risk and bring to the market eco-friendly services and products at attractive conditions.

Based on a Group-wide environmental management system, over the past ten years Swiss Post has taken hundreds of measures aimed at reducing the consumption of water, energy and paper as well as waste. Since 2000, it thus lowered its overall environmental impact (totality of environmental burdens such as energy and water consumption, waste, etc.) by 14.6 percent. In particular, over the same period, Swiss Post reduced its fuel consumption by 6 percent, despite a 19 percent increase in the number of journeys

transporting people and goods. Starting in 2009, under the label "pro clima" customers can send letters, parcels and goods in a climate-neutral way. Swiss Post compensates CO₂ emissions by investing in climate protection projects and by purchasing CO₂ certificates which meet the independent "Gold Standard".

And abroad?

Swiss Post's activities abroad are expanding and the company also assumes its social responsibility in this sphere, within the bounds of its commercial leeway. Swiss Post employees worldwide are hired on the basis of individual employment contracts. These are based on the respective country's labour legislation and on established industry standards. Production and working conditions at foreign suppliers are regularly controlled by independent auditors on behalf of Swiss Post. Swiss Post also assists postal organisations in developing countries on site with specialists and equipment.

The position of Swiss Post

- Swiss Post fulfils its social responsibility in a variety of ways. Because it is convinced of the necessity of a strong community and an intact environment, it contributes towards these goals.
- Swiss Post views its social responsibility as an opportunity: to meet current and future customer needs, to be able to rely on motivated and productive employees, to produce in an energy- and hence cost-efficient manner, as well as to keep benefiting from its good reputation.
- Social responsibility has a price. Swiss Post can only act in a social and ecological manner if it is commercially successful.

Swiss Post's environmental targets

Environmental aspect	Target for 2010
Non-renewable heat consumption	Reduce consumption by 10% compared to 2000
Fuel consumption	Reduce consumption by 8% compared to 2000
Non-renewable electricity consumption	Increase consumption by max. 5% compared to 2000
Paper consumption	Stabilise consumption at 2000 level
Percentage of renewable electricity	Renewable electricity accounts for 1% of 2000 consumption level
Percentage of renewable heat	Renewable heat accounts for 3% of 2000 consumption level
Water consumption	Stabilise consumption at 2000 level