



www.swisspost.ch/procurement

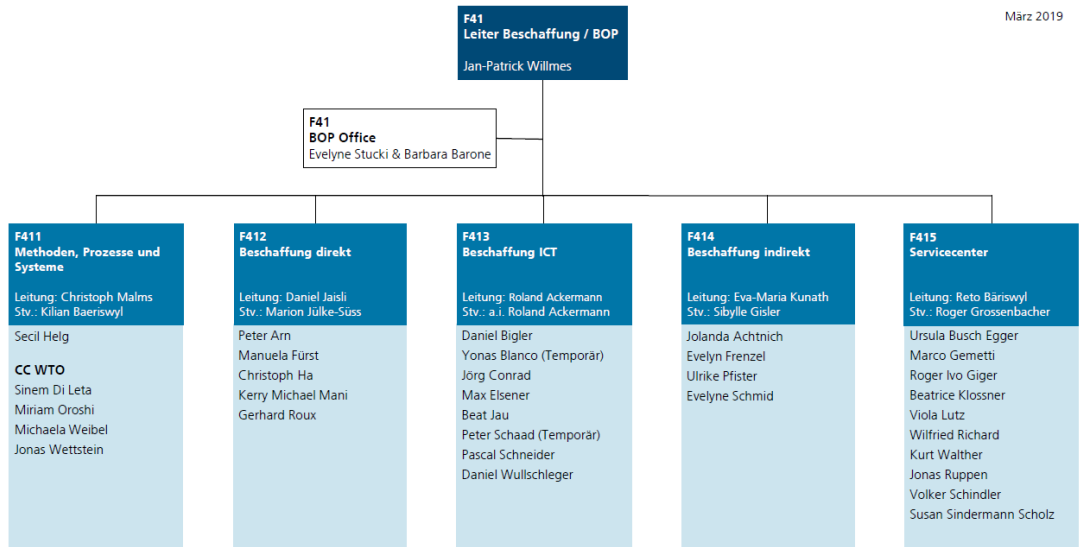
Start date membership

13 June 2012

Reporting period (financial year)

1 January 2018–31 December 2018

Organizational chart





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Summary: goals and achievements 2018

Swiss Post joined the worldwide Fair Wear Foundation on 13 June 2012. We joined Fair Wear Foundation to ensure that Swiss Post clothing is produced in a socially acceptable manner and that improvements can be specifically initiated together with producers where necessary.

The globally active Fair Wear Foundation is committed to sustainable clothing production. Using a multi-stakeholder approach, it brings together industry associations, trade unions and non-governmental organizations (NGOs) as equal partners in order to enforce ILO labour standards for the employees and promote transparency in the garment industry.

The apparel industry is leading to unbelievable ecological and social problems worldwide. The social conditions in the sewing factories are a touchstone for the procurement offices. The due diligence along the entire supply chain is becoming increasingly important for consumers. Over the next few years, the industry will undergo comprehensive transformation through digitalisation and sustainability. The digital linking of the individual stages of the supply chain will provide consumers with information on the use of chemicals, logistics data and working conditions.

The most important aspect of the future will be the recycling economy, i.e. to produce uniforms with minimum waste, with a longer service life in terms of quality and fashion. Together with Swiss Railways and Swiss Army we are currently conducting a wear test with compostable shirts and blouses.

With the adoption of the 2030 Agenda and its Sustainable Development Goals (SDGs) to corporate strategy, Swiss Post will be more active in pursuing responsible business practices to avoid reputational and operational risks linked to environmental, social and ethical performance of the suppliers.

The procurement organization of Swiss Post, will include the three SGD's namely SDG8 "decent work and economic growth" SDG12 "responsible consumption and production" SDG13 "measures to protect the climate" to its procurement strategy 2021-2024.

It is a challenge to ensure sustainable supply chains while focusing on our five procurement targets **efficiency, effectivity, compliance, sustainability and innovation**. Swiss Post is striving to adopt socially responsible behaviour in supply chains, act in the interests of society, protect the environment and treat people fairly.

In its corporate responsibility strategy, Swiss Post focuses on climate and energy, as well as areas of action in the social sphere, which include responsible procurement. The concept of due diligence is established as a core principle of responsible procurement organization. In addition, the focus of responsible procurement is increasingly on supply chain transparency and our work with suppliers because that is where the greatest degree of scope for improvement is to be found. Our efforts have a positive impact on all those involved, from direct suppliers in the value chain to our suppliers' subcontractors.

In 2018 Swiss Post was awarded the highest status of "Leader" for the sixth time by FWF. The specified requirements as part of the audit action plans have been implemented successfully to a large extent. Since 2014, 100% of garment suppliers are subject to monitoring.

New technologies and consumer change will change the world's second largest industry in near future once again.

Corporate Procurement Swiss Post

Jan-Patrick Willmes
Head of Procurement



Swiss Post's mission for socially responsible procurement

Code of Labour Practices of Fair Wear Foundation

Swiss Post already introduced a Code of Ethics and Social Responsibility for all suppliers in 2006. For clothing procurement, Swiss Post abides by the working guidelines of Fair Wear Foundation. The code is displayed in the factories in the respective national language. The goal of Fair Wear Foundation is to improve working conditions in the garment industry. Fair Wear Foundation requires compliance with the following Code of Labour Practices: <https://www.fairwear.org/labour-standards/>

1. Employment is freely chosen

There must be no use of forced labour.

2. There is no discrimination in employment

Recruitment, wage policy, admittance to training programmes, employee promotion policy, policies of employment termination, retirement, and any other aspect of the employment relationship shall be based on the principle of equal opportunities, regardless of race, colour, sex, religion, political affiliation, union membership, nationality, social origin, deficiencies or handicaps (ILO Conventions 100 and 111).

3. No exploitation of child labour

There must be no use of child labour. Prospective employees may not be employed before they have reached the age of completion of compulsory schooling and on no account may they be employed under the age of 15.

4. Freedom of association and the right to collective bargaining

The right of all workers to form and join trade unions and bargain collectively shall be recognised. (ILO Conventions 87 and 98) The company shall in those situations in which the right to freedom of association and collective bargaining are restricted under law, facilitate parallel means of independent and free association and bargaining for all workers. Workers' representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to carry out their representation functions. (ILO Convention 135 and Recommendation 143)

5. Payment of a living wage

Wages and benefits paid for a standard working week shall meet at least legal (if it has been defined) or industry minimum standards and always be sufficient to meet basic needs of workers and their families and to provide some discretionary income. (ILO Conventions 26 and 131). Deductions from wages for disciplinary measures shall not be permitted nor shall any deductions from wages not provided for by national law be permitted. Deductions shall never constitute an amount that will lead the employee to receive less than the minimum wage. Employees shall be adequately and clearly informed about the specifications of their wages including wage rates and pay period.

6. No excessive working hours

Hours of work shall comply with applicable laws and industry standards. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every seven-day period. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate. (ILO Convention 1)

7. Safe and healthy working conditions

A safe and hygienic working environment shall be provided, and best occupational health and safety practice shall be promoted, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Appropriate attention shall be paid to occupational hazards specific to this branch of the industry and assure that a safe and hygienic work environment is provided for. Effective regulations shall be implemented to prevent accidents and minimise health risks as much as possible (following ILO Convention 155). Physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment, and intimidation by the employer is strictly prohibited.



8. Legally binding employment relationship

Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment. Younger workers shall be given the opportunity to participate in education and training programmes.

1. Sourcing strategy

1.1. Sourcing strategy & pricing

When purchasing clothing, Swiss Post's concern is that its employees are attired purposefully, attractively and uniformly. We try to buy from countries where a reasonable rule of law will be respected. 100% of clothing items are procured from Europe. Our procurement strategy 2017-2020 in a nutshell:

Sustainability	Social: acceptance by manufacturers of Swiss Post's Code of Ethics and Social Responsibility and Fair Wear Foundation's Code of Labour Practices Trust: long-term relationships with the producers
Compliance	Complying with laws, other regulations and standards
Efficiency	Economical: best value for money
Effectivity	Local sourcing, materials chosen locally from the production region
Innovation	Using innovative materials: long garment lifecycle

In 2014 we specified that each supplier is required to fill in a detailed product calculation sheet "DNA" for all materials used, including their supply sources and web page. This will allow us to view the whole supply chain, including material and workmanship, prices and transport, offering better traceability of each article.

1.2. Organization of the sourcing department

On behalf of the different units, the purchasing staff are responsible for procurement and supply. Final approval is given by the Head of Procurement Management.

1.3. Production cycle

Swiss Post plans the production cycles on a long-term basis. In July communicates the planned order quantities for the coming year, so that the suppliers have sufficient time to plan the production and procurement of material and to meet the delivery dates. It is between one to five deliveries required.

1.4. Supplier relations

Swiss Post attaches great importance to direct cooperation with producers. We use the following criteria for the selection of new suppliers and their sub-contractors:

- Does the supplier agree to Swiss Post's Code of Ethics and Social Responsibility as well as Fair Wear Foundation's Code of Labour Practices and does it pledge to comply with them? Is the producer prepared to complete the questionnaire of Swiss Post for uniform suppliers, which requires transparency about price calculations, wages and along the entire supply chain?
- Does the supplier have the required expertise, technologies and qualified staff available? Is there sufficient capacity and finances for producing the required number of units?

1.5. Integration monitoring activities and sourcing decisions

As a member of Fair Wear Foundation as well as the UN Global Compact, we are committed to our corporate responsibility. Responsible procurement is embedded in Swiss Post’s strategy for 2017-2020. Our sourcing decisions will be influenced as explained below:

The management and employees of the producer firstly receive training in the FWF Code of Labour Practices Post (i.e. 8 ILO core labour standards). as well as in Swiss Post’s Code of Ethics and Social Responsibility, followed by a social audit. The supplier only receives an order after successful completion of the training and audit.

Where major issues are found in a re-audit or are reported within the complaints procedure, our company will urge the garment suppliers to take immediate action. Our suppliers have to initiate continuous improvements according to FWF’s CAP concept.

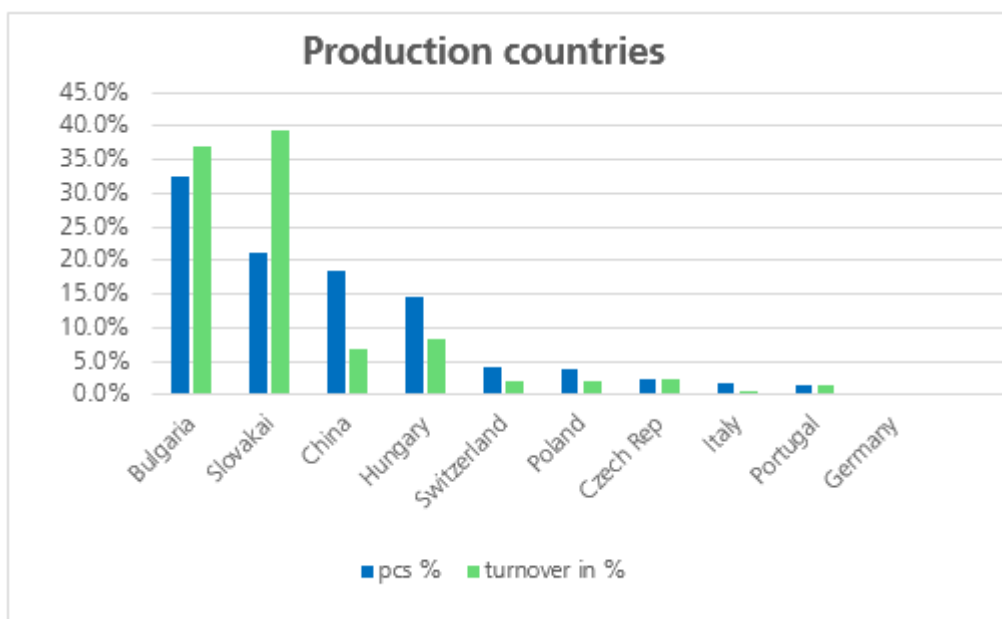
In case of non-performance or unwillingness to improve labour conditions, we reserve the right to take action for the next round, ending the business relationship in accordance with contract terms (orders already placed must be produced to ensure the delivery of the goods).

2. Coherent system for monitoring and remediation

In 2018 a total of 97,777 garment items were produced by 11 suppliers in 17 factories in 10 countries for Swiss Post. This was a challenge not only for procurement and logistics, but also for monitoring social standards.

Swiss Post provides its employees with 92 different types of garments in over 2,000 sizes: classic suits for women and men, outdoor clothing, knitted goods, T-shirts and sweatshirts, casual trousers, shirts and blouses, work clothing and accessories (belts, ties, caps and gloves).

Swiss Post has terminated its relationship in 2018 with China. There was no orders for Jordan. The factory in Hungary has been closed



Audit programme

100% of the garment suppliers had been audited based on turnover without external suppliers. All factories have received factory training. The audits were carried out by FWF and Swiss Post.

All manufacturers audited

Swiss Post already audited all of its suppliers in risk countries prior to joining Fair Wear Foundation. Currently, 100% of the procured volumes are from audited factories. The detected non-compliant issues are largely eliminated.

Product group	Production country	Audits 2012	Audits 2013	Audits 2014	Audits 2015	Factory trainings 2015	Audits 2016	Factory trainings 2016	Audits 2017	Factory trainings 2017	Audits 2018	Factory trainings 2018
Business suits	Slovakai 4	CH Post			CH Post	CH Post					CH Post	
Outdoor	Slovakai 1	CH Post			CH Post	CH Post					CH Post	
	Slovakai 2				CH Post	CH Post					CH Post	
	Slovakai 3				CH Post	CH Post					CH Post	
Casual pants	Bulgaria 1	FWF			FWF		FWF				FWF	
Woven Shirts	Slovakai 5			CH Post		CH Post			CH Post	CH Post		
Knitted goods	Hungary			CH Post					CH Post	CH Post	CH Post	CH Post
	China 1		FWF	FLA	FWF		FWF					
	Czech Rep.	CH Post		CH Post								
Work garments	Portugal				Post CH	CH Post						
Security vests	Slovakai 3	FWF			Post CH							
Tie and scarves	Italy 1				CH Post	CH Post						
	Italy 2											
	China 2		FWF		FWF			FWF	FWF			
Belts	Germany											
Gloves	Switzerland				CH Post	CH Post						
Head wear	Bulgaria 2			FWF					FWF			FWF
	Poland 1			CH Post								
	Poland 2			CH Post								
	Bulgaria 2			FWF								
		5	2	8	11	8	1	2	4	2	6	2

Results and improvement measures

Six factories in three countries were audited in 2018, one by FWF, five Swiss Post. In addition, one factory training sessions was conducted by Swiss Post and one by FWF.

At these sessions, employees of the factories receive explanations of the FWF's Code of Labour Practices (including the eight ILO core labour standards as well as Swiss Post's Code of Ethics and Social Responsibility).

	Assessment of non-compliance 2018	
	Bulgaria1	Bulgaria 2
Working Policies of the FWF		
Forced labour	0	0
Discrimination	0	0
Child labour	0	0
Freedom of association	0	0
Right to collective bargaining	1*	1*
Living wages	1*	1*
Adequate working hours	0	0
Occupational safety & health protection	1	1*
Legally binding employment relationship	0	0

0 = No non-compliance detected

1* = Special case because country conditions/laws/planning

1 = Non-compliance detected

	Corrective Action Plan 2018	
	Bulgaria1	Bulgaria 2
Working Policies of the FWF		
Forced labour	0	0
Discrimination	0	0
Child labour	0	0
Freedom of association	0	0
Right to collective bargaining	1*	1*
Living wages	partially solved	pending
Adequate working hours	0	0
Occupational safety & health protection	confirmed by supplier	mostly solved
Legally binding employment relationship	0	0

0 = No non-compliance detected

1* = Special case because country conditions/laws/planning

Forced labour and child labour

The audits in 2018 did not give any indication of forced labour or child labour.

Discrimination

The audits in 2018 did not give any indication of discrimination.

Freedom of association and the right to collective bargaining

Swiss Post encourages the supplier's management to allow the creation of worker committees.

Living wages

FWF membership entails a commitment to a living wage in the production factories. Most of the producers pay their employees significantly more than the minimum wage of the respective country. In terms of wages, improvements have been made at suppliers.

We require wage data from all suppliers at the beginning of the year and compare it with wageindicator.org. We carefully accompany and review the development of the wages in all factories yearly.

Adequate working hours

The audits in 2018 did not give any indication of overtime.

Occupational safety and health protection

Workplace security and health protection in factories are the highest priority for Swiss Post Procurement.

The shortcomings related to occupational safety particularly refer to incorrectly positioned fire extinguishers, unmarked emergency exits, missing chain gloves in the cutting department, missing needle protection and missing anti-static mats at the ironing stations.

Swiss Post points out deficiencies to the manufacturers, presents approaches for improvement and videos, and requests photos or other materials to document implementation. The results can be considered positive overall.

Legally binding employment relationship

In all factories 100% of the workers have full insurance.

2.1. Factories in eastern Europe

Bulgaria 1

The garment workers on average earn above the statutory minimum wage. Inefficient supply chain planning with communication inefficiencies occurred in one order to our Bulgarian partner. We are currently evaluating mitigation and potential compensation effort.

Bulgaria 2

This is a very small factory with 22 workers. The workers interviewed state they are satisfied with their working conditions. There is no CBA or TU in the factory.

China 1 and China 2

Both factories have a relatively stable workforce. Workers are satisfied with the overall working conditions at the factory.

There was no audits in plant 1 and plant 2 in China, due to termination of business relations.

2.4. Factories in low risk countries

Our remaining suppliers in Italy, Slovakia, Czech Republic, Hungary, Portugal and in Switzerland are family owned small and medium-sized enterprises (SME).

They are aware of their social responsibilities and take good care of their workers. The eight core labour standards of the ILO are embedded in the labour laws and are adhered to. Swiss Post conducts audits and factory training sessions in a three-year cycle in Italy, Slovakia, Portugal, Hungary, the Czech Republic and Switzerland.

Training sessions of this type are popular with both management and workers. Workers in the factories often express their thanks because Swiss Post as an employer makes the effort to check local working conditions and supports producers in implementing the improvements on an ongoing basis.

2.5. External production

In 2018, we worked with two external suppliers: one supplier delivers very small quantities of clothing and the other one is a shoe supplier.

However, it is important to note that the supplier may change each year for one-off staff initiatives depending on supply. This also depends on whether the order is for work shoes or security shoes. We generally know where the shoes are manufactured. As a result, we are only able to have a minor influence on the supply chain of external suppliers. All external suppliers have already completed the FWF questionnaire for external suppliers.

3. Complaints procedure

The FWF Code of Labour Practices is posted in the local language at all factories where it is clearly visible for employees. In addition, employees can also find contact details on the notices, including the telephone number and e-mail address of Fair Wear Foundation, to which they can turn in the event of a complaint. So far, there have been no complaints in the factories in which Swiss Post produces clothing. There were no complaints in 2018.

The complaints process is defined as described:

- Fair Wear Foundation reviews the complaint and sends it to Swiss Post, which in turn initiates improvement measures in the relevant production operation.
- After successful implementation of the improvements, but also in the event that the complaint is not resolved, the complaint in question is published on the website www.fairwear.org
- The name of the manufacturer is not mentioned.

4. Training and capacity building

4.1. Activities to inform staff members

Three employees in Corporate Procurement are responsible for purchasing all Swiss Post clothing and for Fair Wear Foundation project. As we have been a member since 2012, Fair Wear Foundation has been established as the norm for clothing procurement. Swiss Post employees were informed of Fair Wear Foundation's activities in the new 2015–2018 clothing catalogue and in the internal Swiss Post staff newspaper, Intranet and in Postconnect.

4.2. Activities to inform intermediaries/agents

Intermediaries have come to understand the importance of Fair Wear Foundation's guidelines. As a result, Post CH Ltd is taking steps to directly contact the intermediaries' factories more often. This is done in consultation with the intermediaries. We often get praise from producers for our commitment.

4.3. Activities to inform manufacturers and workers

We usually combine our visits to suppliers' premises for production monitoring with FWF topics (factory training sessions). Managers and workers take this opportunity to clarify Fair Wear Foundation Code of Labour Practice.

All production factories received training. These efforts include the following areas:

- Swiss Post's expectations of suppliers and information about Swiss Post's Code of Ethics and Social Responsibility and its importance in their daily life
- Information on FWF (Fair Wear Foundation) work practices
- Information on health protection and workplace safety and overtime with ILO cartoons
- Communication, grievances and/or complaints mechanisms.

All these issues will be checked during audits and the progress will be monitored with the CAPs and re-audits. Swiss Post is compiling corrective action plans on the basis of the audit results.

Factory training sessions are conducted on an ongoing basis during supplier visits in accordance with the requirements of individual suppliers. In 2018 five factory audits and one training sessions were conducted by Swiss Post.

5. Information management

Information about all audits and audit measures conducted by Fair Wear Foundation, the ILO's Better Work partnership programme and Swiss Post is stored both in our Fair Wear Foundation Clothing files under the year and Swiss Post's company filing system.

All of our suppliers are obliged to send us correct information via the supplier questionnaire. We plan factory visits for the following year in December of the previous year. We visit suppliers in three years cycle when they are producing our goods and combine it with an audit and factory training session.

6. Transparency and communication

Swiss Post intends to create transparency and inform the public about its sustainable activities with communication on Fair Wear Foundation. This relates to internal and external measures.

For the internal and external communication of the membership with Fair Wear Foundation, the CSR department of Swiss Post supports the Procurement department. Swiss Post's CSR department informs the general public about our FWF membership and the results of the measures stated in the work schedules on our website, on the intranet and in the press.

7. Stakeholder engagement

We are in dialogue with the ILO (International Labor Organization), BAFU (Federal Office for the Environment), SECO (State Secretariat for Economic Affairs) as well with the NGOs Brot für alle and Erklärung von Bern. We study all the country reports from the FWF and also from other sources.

8. Corporate social responsibility

8.1 Corporate social activities

Swiss Post lives up to its social responsibility. It is committed to addressing social issues, supports numerous foundations and charitable organizations and promotes sport and culture.

It also gets involved internationally, for example by working with postal organizations in developing countries. In addition, it focuses on sustainable procurement.

Society

With its wide range of services, Swiss Post makes a significant contribution to the accessibility of all people and regions in Switzerland.

It provides basic postal and payment transaction services throughout Switzerland.

PostBus makes a valuable contribution to Switzerland's development and progress, as it makes outlying villages and hamlets accessible, significantly increasing the mobility of their inhabitants.

Pro Patria

Pro Patria, a foundation for the support of collections to promote Swiss cultural and social work, is supported by the surcharge on the Pro Patria special stamps.

2 x Christmas

2 x Christmas is a charitable campaign conducted jointly by the Swiss Red Cross (SRC), the Swiss public broadcasting organisation SRG SSR and Swiss Post.

Over the Christmas period, people donate food and day-to-day necessities. Swiss Post transports them free of charge to a SRC logistics center, where they are sorted and forwarded to those in need by Swiss Post employees and SRC volunteers.

In 2018, the 2 x Christmas campaign celebrated its 23rd anniversary and collected 58,399 parcels. The donated goods are distributed to people in need in Switzerland. In addition families and social institutions in Moldova, Bosnia and Herzegovina and Kyrgyzstan are supported.

College for Collaborative Mobility (cocomo)

In the run-up to the World Collaborative Mobility Congress, Swiss Post is again sponsoring the mobility academy to run the College for Collaborative Mobility ("cocomo").

This encourages future mobility experts to develop sustainable mobility concepts using practical methods and to network with key decision-makers in the Swiss mobility sector

Children and Youth

Children and young people matter a great deal to Swiss Post. For this reason, we support Pro Juventute, provide schools with free equipment, launch educational projects for young people and help Santa out with the Christmas mail.

Pro Juventute

Swiss Post levies surcharges on its Pro Juventute stamps. Pro Juventute uses the revenue this generates to support children and young people, and their parents, with a wide range of services and programmes.

PostDoc

Swiss Post provides schools with free age-appropriate teaching materials on the subject of communication, from kindergarten to commercial college level. PostDoc supports teaching that is interesting, varied and practical, and is tailored to cantonal curricula.

Santa Claus campaign

Every year, Swiss Post receives almost 20,000 letters from children addressed to Santa Claus. Swiss Post sends these children a gift and a response in their own language.

PostFinance Trophy

The PostFinance Trophy, Switzerland's largest national school ice hockey tournament, inspires young sportsmen and women.

International projects

Expertise and practical help for postal organizations: Swiss Post supports postal organizations in developing countries, either directly or in close collaboration with the Universal Postal Union (UPU)

Swiss Post supports the Universal Postal Union in improving the quality of postal services worldwide, thus making the global postal network more efficient. We provide experts for projects abroad, support seminars financially and use our experience to train line managers.

We also help postal organizations in developing countries by providing resources – since 2012, for example, Swiss Post has financed photovoltaic equipment on rooftops of postal offices in Togo.

Sustainable procurement

Swiss Post adheres to economic, ethical, social and ecological standards (e.g. FWF, FSC, UN Global Compact) in its procurement, and it expects the same from its partners and suppliers.

Since 2017 the strategic suppliers will be assessed by EcoVadis Tool

Recycling of clothing: “A second lease of life for Swiss Post clothes”

Since 2015, we have been working with the Swiss Red Cross (SRK) in the Bern-Mittelland district to give used Swiss Post clothing a second lease of life. Nearly-new clothes are sold by the Red Cross in its second-hand shops.

The proceeds go to social projects. Good-quality clothes with small defects are partly donated to Swiss Mountain Aid via Tell-Text. Mountain farming families receive the clothing for free. Items of clothing that can no longer be worn are thermally recycled.

Memberships

Association for Environmentally Sound Energy (VUE)

As a VUE member, Swiss Post supports the promotion of renewable energies and ecological energy products.

United Nations Global Compact and Network Global Compact Switzerland

This worldwide UN initiative aims to promote sustainable development and social commitment in companies. Companies must align their business activities and strategies with ten universally accepted principles relating to human rights, employment standards, environmental protection, and anti-corruption measures.

Postal-sector climate protection initiatives

We participate in the initiatives of PostEurop and International Post Corporation (IPC). Together, we set international standards for the sector and cut the CO₂ emissions attributable to postal services.

By 2025, the international postal sector is aiming to achieve a 25 percent reduction in carbon emissions per letter mail and per parcel, from a 2013 baseline.

8.2 Environmental activities

Protecting the climate is a long-term mission which calls for targeted action. Swiss Post has therefore created an action plan to increase its CO₂ efficiency by 25 percent by the end of 2020 (based on 2010). We report annually on our actions in our comprehensive GRI Report

https://geschaeftsbericht.post.ch/18/ar/app/uploads/EN_Post_Nachhaltigkeitsbericht_2018.pdf

The actions can be summarized as follows:

A vision of emission-free mail delivery

There are more than 6,000 electric scooters powered by electricity from renewable resources in operation. By the end of 2016, Swiss Post had replaced its entire fleet of petrol scooters. It focuses on innovative mobility solutions. The company is constantly modernizing its vehicle fleet to reduce environmental pollution and uses increasing numbers of electric, hybrid or biogas-powered vehicles.

Efficient logistics

With a bundle of measures that also optimize the capacity utilization of vehicles and routes, Swiss Post is reducing empty runs and saving on fuel and costs.

Eco-driving

Swiss Post offers its drivers eco-driving training. Measuring equipment and other incentives ensure that the fuel-saving driving techniques are put into practice in daily operations

Building optimization

Swiss Post is optimizing its buildings in terms of energy and resource efficiency. New buildings, such as the new Swiss Post headquarters, are built in accordance with the MINERGIE®, MINERGIE-ECO® or DGNB standards.

Solar electricity from Swiss Post roofs

Swiss Post is installing more and more photovoltaic systems on the roofs of its buildings and contributing to eco-friendly electricity production.

Pilot and flagship projects

Swiss Post implements pilot and flagship projects that have a strong positive impact, e.g. for alternative driving systems, renewable energies or innovative technologies (e.g. fuel cell buses).

Transparency in operations

Swiss Post's CO₂ emissions are measured and reported in compliance with strict international standards (e.g. ISO 14064–1:2006, Greenhouse Gas Protocol, revised edition 2004).