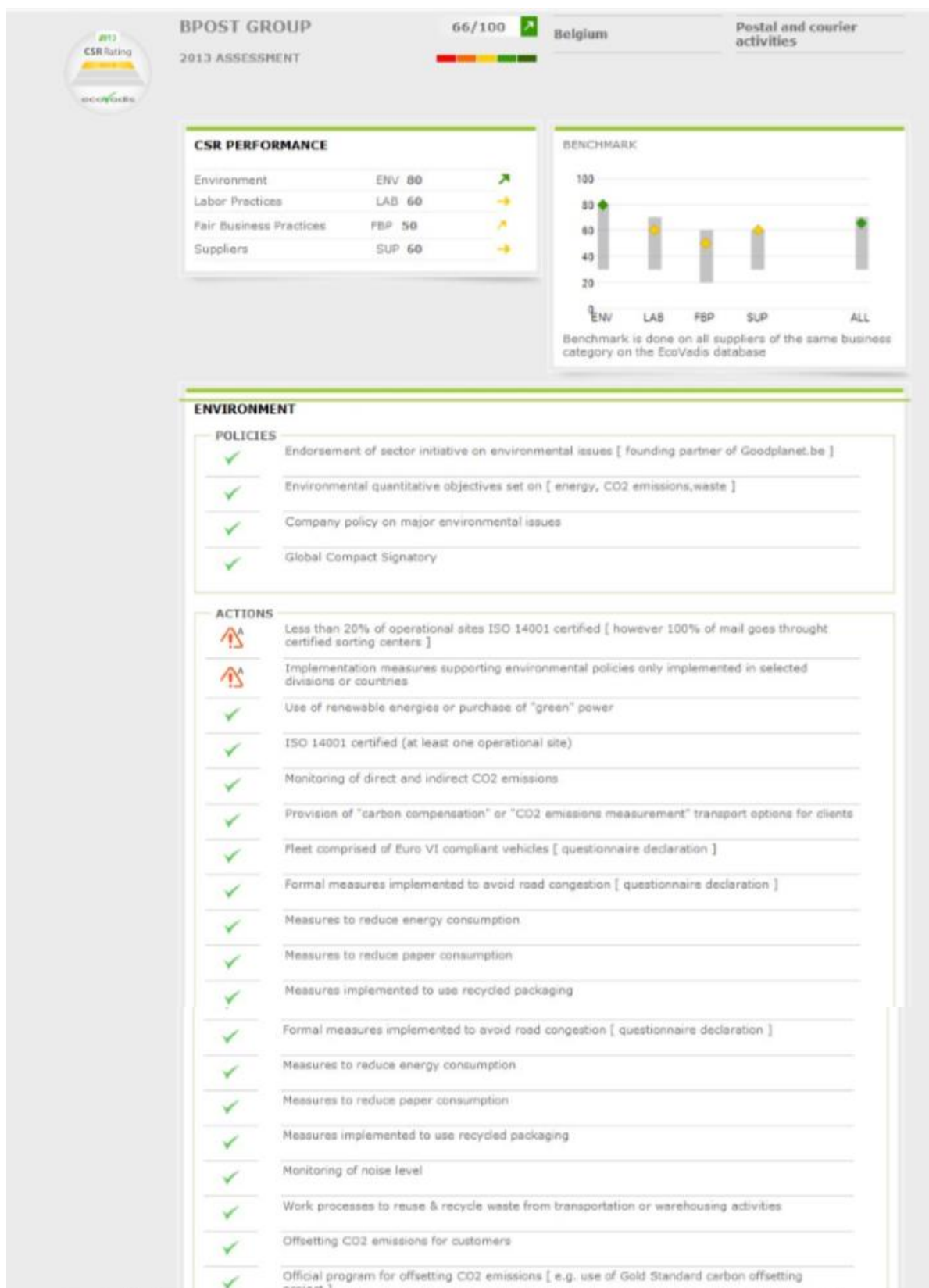


Appendix F

Bpost Group EcoVadis assessment (2013)



- ✓ Company wide work processes for labeling, storing, handling and transporting hazardous goods & chemicals
- ✓ Measures implemented to recycle toners & ink cartridges
- ✓ Measures implemented to recycle paper/carton waste
- ✓ Measures to optimize transports or reduce CO2 emissions from transport
- ✓ Eco-Driving training provided
- ✓ Monitoring direct CO2 emissions

RESULTS

- ✓ Comprehensive reporting on environmental issues
- ⚠ Only 11-20% of Euro V compliant fleet
- ✓ Company with innovative practices concerning environmental issues (see 360°) [Bpost has reduced its CO2 emissions by 35% in five years Between 2007 and 2012]
- ✓ CSR report follows GRI guidelines
- ⚠ A majority of vehicles only Euro IV compliant
- ⚠ 0% of fleet equipped with driving style meter
- ⚠ Claims low noise vehicles (<83 dB) not applicable
- ✓ The company combined Scope 1 and 2 emissions in tons of CO2e per revenue have decreased since previous year
- ✓ The company combined Scope 1 and 2 emissions in metric tons CO2e per full time equivalent (FTE) employee have decreased since previous year
- ✓ External verification of the GHG reporting methodology [by SGS Belgium as per ISO 14064 standards]
- ✓ Reporting on the GHG emissions reduction/target achievement rate
- ✓ Company reports to Carbon disclosure project (CDP)
- ✓ Reporting on total distance driven
- ✓ Reporting on average fuel consumption
- ✓ Reporting on fleet renewed in year n-1
- ✓ Reporting on electricity consumption

LABOR PRACTICES & HUMAN RIGHTS

POLICIES

- ✓ Comprehensive policies on major labor and human rights issues
- ✓ Company public commitment to promote and facilitate structured social dialogue
- ✓ Global Compact Signatory
- ✓ Official targets to reduce occupational injury & illness

ACTIONS

- ⚠ Declares labor practices and human rights measures effectively implemented for all employees but no supporting documentation available
- ⚠ No OHSAS 18001 certification [or equivalent]
- ✓ Joint labor management health & safety committee in operation
- ✓ Specific measures implemented for the integration of handicapped people

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✓	Company wide collective agreement signed on working conditions, including agreement on remuneration
✓	Whistle blowing procedure active on discrimination issues
✓	Specific measures on discrimination issues [e.g GENDER program for promotion of women in senior management]
✓	Monitoring employees' satisfaction
✓	Official measures to promote work and life balance
✓	Employee health & safety detailed risk assessment
✓	Monitoring of road fatalities
✓	Transparent recruitment process communicated clearly and formally to all candidates
✓	Regular assessment (at least once a year) of individual performance
✓	Company specific health care program for employees
✓	Active preventive measures for stress
✓	Company specific pension plan for employees
✓	Safety driving training programs for all drivers
✓	Official measures to anticipate or reduce layoffs and associated negative impacts (e.g. financial compensation, outplacement service)
✓	Tools implemented for optimizing mobile workers working pattern
✓	Provision of skills development training
✓	Measures for preventing substance abuse
✓	Company specific training or awareness programs for managers on discrimination issues
✓	Setting of individual career plan for all employees

RESULTS

✓	Comprehensive reporting on labor practices and human rights issues
⚠	Company subject to controversies regarding its labor & human rights practices (see 360°)
✓	Reporting on accident severity rate
✓	Reporting on accident frequency rate
✓	CSR report follows GRI guidelines
✓	Reporting on average hours of safety training

FAIR BUSINESS PRACTICES

POLICIES



Comprehensive policy on major business ethics issues (e.g. corruption issues)



Global Compact Signatory



Public endorsement of external code of ethics [e.g Code of Conduct of Business & Society Belgium]

ACTIONS



Ethics committee in place



Audit process to verify compliance with code of conduct



Specific approval procedure for sensitive transactions (e.g. gifts, travel)



Communication of Code of Ethics to all employees



Risk assessment on business ethics conducted upstream to define policies



Signature acknowledgement of anti-competitive practices policy required for all concerned employees



Implementation measures supporting business ethics policies implemented for more than 80% of employees



Services or products accessible to people with disabilities [special project to annually improve the accessibility of post offices]



Whistle blowing procedure active or disciplinary measures reported on corruption & bribery issues

RESULTS



Basic reporting on business ethics issues



Company subject to controversies regarding business ethics issues (see 360°)



No information on percentage of employees trained on business ethics issues (web-based or in person)

SUSTAINABLE PROCUREMENT

POLICIES



Labor practices policies also cover subcontractors



Sustainable procurement policy on both environment and social factors



Policy to purchase paper/carton or wood materials coming from certified forest [e.g. FSC, PEFC and/or recycled paper]

ACTIONS



Claims that above 50% of suppliers are covered by sustainable procurement measures (assessments or audits) but no supporting documentation available [35% of volume spend is reported but no information on percentage of suppliers covered]



Regular supplier assessment (e.g. questionnaire) on environmental or social practices



Training of buyers on social and environmental issues within the supply chain



Supplier CSR charter active [Code de conduite fournisseurs]



No monitoring of percentage of paper/carton or wood based products/materials coming from recycled sources



Integration of environmental, social and health & safety criteria when purchasing products [e.g. energy efficient computers]



Integration of environmental or social criteria when selecting vehicles (e.g. CO2 emissions)



Corrective actions to facilitate supplier capacity building



Integration of social or environmental clauses into suppliers contract



Detailed risk analysis per purchasing category

RESULTS



CSR reporting on sustainable procurement issues



Above 50% of paper/carton or wood based products/materials coming from certified forest

SPECIFIC COMMENTS

- Despite the company implementing measures regarding sustainable procurement issues, policies are not formalized or are only basic.
- Since the last evaluation, the overall score has increased thanks to the implementation of additional policies.
- Since the last evaluation, the overall score has increased thanks to the implementation of additional measures.