

TAKING ACTION FOR SUCCESSFUL TRANSFORMATION

*“La Poste, a caring, skilled organisation committed to
social innovation and excellence”*

HR policies to help us succeed together

Human Rights and Fundamental Freedoms Policy



June, 2026

HUMAN RIGHTS POLICY

AN AMBITIOUS POLICY

La Poste places its social responsibility and commitments in this area at the heart of its business model and strategic plan. In 2021, La Poste became a mission-led company, demonstrating its determination to have a positive impact on society as a whole. Protection, respect and promotion of human rights are the cornerstones of its social responsibility.

The United Nations defines human rights as: “rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.”

These rights are recognised and described in a number of international conventions and commitments, including:

- the **Universal Declaration of Human Rights**;
- the **UN Guiding Principles** on Business and Human Rights;
- the Declaration and **fundamental conventions of the International Labour Organization (ILO)**¹;
- the **OECD Guidelines** for Multinational Enterprises;
- the principles of the **United Nations Global Compact**.

The La Poste Group, through its parent company La Poste SA, has signed up to the United Nations Global Compact.

These standards form the **basis** of the group's commitment to being **exemplary** in protecting, respecting and promoting human rights in all its activities.

Human rights form an integral part of La Poste's **ambitious policy** as an **employer, contractor and service provider**. Promoted by the Executive Committee and the management bodies of the group and its subsidiaries, this policy contributes to the implementation of the group's duty of care². It is complemented by the group's commitments in the fields of occupational health and safety³, the environment⁴ and personal data protection⁵.

¹ Conventions 87 and 98 on freedom of association and the right to collective bargaining; Conventions 29 and 105 on the prohibition of forced labour; Conventions 138 and 182 on the abolition of child labour; Conventions 100 and 111 on non-discrimination. La Poste also refers to Convention 190 on violence and harassment.

² Actions relating to the duty of care are detailed in the appendix to the Universal Registration Document, which is available at www.lapostegroupe.com/en.

³ La Poste's well-being at work and occupational health and safety policy is available at www.groupelaposte.com/en.

⁴ La Poste Groupe's commitments to the environment and regional social inclusion are detailed in the Universal Registration Document and in the group's social commitment policy, both of which are available at www.groupelaposte.com/en.

⁵ La Poste Groupe's personal data protection policy, which incorporates compliance with the General Data Protection Regulation (GDPR), is described in its Data charter, which is available at www.lapostegroupe.com/en.

HUMAN RIGHTS POLICY

LA POSTE GROUPE'S COMMITMENTS

La Poste Groupe is committed to:

- preventing all forms of harm to **human rights** and ensuring that it is not a party to human rights violations;
- prohibiting all forms of psychological or physical **abuse** and, more generally, any form of inhuman, cruel or degrading treatment;
- prohibiting all forms of **forced or compulsory labour, child labour**, and human trafficking⁶;
- prohibiting all forms of **discrimination**⁷, on the grounds of gender, age, health or disability, pregnancy, sexual orientation, nationality, social background, membership of a community, political, trade union or religious beliefs;
- defending **freedom of association** and the **right to collective bargaining**;
- defending the right to an **adequate wage**;
- prohibiting any form of invasion of **privacy**.

La Poste Groupe is **committed to rigorous compliance with the obligations** of the General Data Protection Regulation (GDPR). The group **refrains from** setting up **any system likely to infringe on the privacy** of its staff, service providers or subcontractors.

La Poste guarantees the confidentiality of items of correspondence and the integrity of their contents. Postal workers swear an oath to "scrupulously respect the integrity, confidentiality and privacy of correspondence, including electronic correspondence".

La Poste Groupe conducts its activities **in compliance with the labour legislation** of the countries in which it operates. If local provisions limit the protection of human rights within the meaning of international standards, **La Poste Groupe seeks the best possible solutions** to achieve this protection for its own employees and those of its subcontractors.

The **subsidiaries** of La Poste Groupe incorporate these **commitments** into their own **policies** (human rights policy of La Banque Postale⁸, LBP AM⁹ and Geopost, CSR policies of CNP Assurances, Docaposte and Médiaposte) and **agreements** (Geopost agreement with UNI Global Union and its addendum).

⁶ As defined by the ILO.

⁷ As defined in Article 225-1 of the French Criminal Code (*Code pénal*).

⁸ La Banque Postale's Human Rights Policy is available here: <https://www.labanquepostale.com/content/dam/lbp/documents/institutionnel/rse/2025/politique-droits-humains>

⁹ LBP AM adopted a human rights policy in 2023: <https://www.lbpam.com/fr/publications/politique-droits-humains>

HUMAN RIGHTS POLICY

BEING AN EXEMPLARY EMPLOYER

As an exemplary employer, La Poste Groupe promotes human rights in its policies, human resources management processes and social dialogue. In doing so, it seeks to extend and amplify its international commitments.

Committed to quality employment conditions, fighting discrimination and preventing all forms of violence in the workplace, it implements **proactive measures** in favour of:

- **gender equality** and **combating sexism**;
- preventing and dealing with moral or sexual **harassment**;
- supporting **victims of domestic violence**;
- inclusion across the business lines of **people with disabilities**;
- **respecting diversity** and **inclusion** and combating **prejudice** and stereotypes;

La Poste and its French subsidiaries regularly sign **employee agreements** promoting human rights with representative trade unions¹⁰.

La Poste SA, La Banque Postale, CNP Assurances, Geopost, Mediaposte and Docaposte have drawn up codes and regulations setting out their commitments in terms of respect for diversity, inclusion and combating discrimination.

- La Poste Groupe is a **signatory of the Diversity Charter**.
- The Services-Mail-Parcels business line has been awarded a **Diversity label**.
- La Poste SA upholds the principle of non-discrimination and sets it out in its internal rules.
- La Banque Postale has drawn up a manifesto on equal opportunities, diversity and inclusion.
- Geopost has incorporated the principles of diversity, inclusion and non-discrimination into its code of conduct.

Regular **communication campaigns** are organised to promote these principles among employees.

La Poste Groupe's **international activities** are mainly carried out by **Geopost** subsidiaries, in almost 50 countries worldwide. In their role as transport and delivery companies, these subsidiaries are committed to ensuring that **human rights are respected** in the countries where they operate. They are **especially attentive** to **people who are likely to be the most at risk** of human rights violations, in particular women, children, disabled workers, national, ethnic, religious or linguistic minorities and migrant workers.

In 2017, Geopost signed a collective bargaining agreement with UNI Global Union, and it has also signed local agreements, reaffirming its commitment to supporting fundamental human rights and freedom of association throughout its value chain.

In the countries in which they operate, Geopost subsidiaries implement this commitment through local initiatives aimed at preventing and managing human rights risks.

¹⁰ Measures relating to subjects such as compensation, working hours, holidays, social security coverage, gender equality in the workplace and disability inclusion, are regularly the subject of employee agreements at La Poste SA.

HUMAN RIGHTS POLICY

BEING A RESPONSIBLE AND ETHICAL PURCHASER AND BUSINESS PARTNER

Respect for human rights is a responsibility that La Poste Groupe applies to its suppliers, service providers and subcontractors with whom it has an established commercial relationship, and to the employees of these companies.

La Poste Groupe acts as a responsible and ethical purchaser, working with its partners to **achieve progress together**.

It chooses its suppliers, service providers and subcontractors with a view to giving priority, wherever possible, to **players who share all its values**.

It ensures that it does not exert any pressure on them that could lead them to violate human rights and fundamental freedoms. These principles are incorporated into contractual arrangements.

La Poste Groupe's **responsible purchasing policy** demonstrates the group's commitment to acting as a responsible purchaser.

To ensure the operational implementation of these commitments, La Poste Groupe's **Responsible and Ethical Purchasing Charter**⁹ sets out the **reciprocal human rights commitments** between the group and its contracted suppliers at every stage of the contractual relationship and service delivery, both in France and abroad, including services provided at postal sites.

Reciprocal commitments for the group and its suppliers to:

- **respect, promote and implement the principles of the Universal Declaration of Human Rights**, the United Nations Global Compact and its Guiding Principles, the OECD Guidelines and the fundamental conventions of the ILO;
- **comply with legislation** on working hours, compensation, training, trade union rights and freedom of association, and the fight against illegal or undeclared work;
- **respect the rights** of indigenous and tribal peoples and communities;
- **not practice any form of discrimination** and to promote equal professional treatment;
- ensure that services and products are provided or manufactured in **conditions that respect the fundamental rights** of individuals and communities, and are safe for end users;
- **take appropriate measures, in consultation with the relevant company**, if a situation contrary to respect for human rights occurs on a postal site against a member of staff or an external company employee.

¹¹ La Poste Groupe's responsible purchasing policy and Responsible and Ethical Purchasing Charter are available at <https://www.lapostegroupe.com/en>. The charter also includes other commitments, particularly in the field of occupational health and safety.

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Group companies can draw up responsible purchasing charters tailored to the specific features of their field of activity or the regions in which they operate. These charters specify the companies' requirements in terms of the protection of human rights.

Examples include La Banque Postale and Geopost, whose charter is currently being incorporated into the contractual arrangements of its subsidiaries.

La Poste Groupe may also **verify the proper implementation of these commitments** through operational controls or audits.

- a. If the group's principles have been breached, a **remedial action plan** is drawn up and implemented jointly with the partner concerned.
- b. In the event of serious human rights violations, **La Poste may terminate the contractual relationship.**

La Poste Groupe incorporates respect for human rights into the analysis and evaluation of its **partnerships** and **mergers and acquisitions**.

HUMAN RIGHTS POLICY

SUPPORTING RESPECT FOR HUMAN RIGHTS THROUGH ITS BANCASSURANCE ACTIVITIES

As part of its financing, investment and insurance activities, the La Poste Groupe, through La Banque Postale and its bancassurance subsidiaries, integrates human rights considerations into its business policies, decisions and operational practices.

In terms of **investment and financing**, La Banque Postale has adopted a **Responsible Financing and Investment Charter** as well as **strict exclusion policies** covering certain countries, companies and organisations. These apply in the event of serious and/or repeated violations of the United Nations Global Compact principles, international codes of conduct or conventions, or a failure to respect trade union freedoms or fundamental human rights of employees, subcontractors and suppliers.

In their **investment, financing and asset management activities**, La Banque Postale and its subsidiaries LBP AM and CNP Assurance are committed to respecting human rights and expect the same conduct from their business partners (clients, counterparties, issuers and partners). Throughout its investment activities, LBP AM implements measures designed to prevent and mitigate any potential human rights impacts that may arise from the activities of the issuers in which it invests.

As part of its responsible **investment strategy**, CNP Assurances conducts its operations across its various asset classes in accordance with the Principles for Responsible Insurance and the Principles for Responsible Investment, to which it is a signatory.

LBP AM implements a proprietary extra-financial analysis methodology called "GREaT" based on environmental, social and governance (ESG) criteria. Six of the thirteen criteria in the methodology address salient human rights risks.

Where high risks or instances of non-compliance are identified, the Group prioritises a **dialogue-based approach and** engagement with the relevant stakeholders.

If no satisfactory progress is made, **appropriate measures** may be implemented, which may include the exclusion of certain transactions or counterparties, in line with our approach to accountability and the management of human rights risks.

¹² These principles aim to promote the consideration of environmental, social and governance (ESG) issues in insurance and investment decisions and activities (<https://www.unepfi.org> and <https://www.unpri.org>).

EMPLOYEE HOUSING POLICY

CONTINUOUS IMPROVEMENT IN THE RESPECT AND PROMOTION OF HUMAN RIGHTS

La Poste Groupe and its subsidiaries carry out an annual assessment of the risks of serious violations of human rights and fundamental freedoms associated with their activities and those of their suppliers, in accordance with France's duty of care law.

Risk mapping informs the group's **Duty of Care Plan** and risk prevention systems¹³. **The Duty of Care Steering Committee oversees** these processes at group level.

Employees are made aware of the group's human rights commitments through internal **communication campaigns** and **training**.

Employees have access to a dedicated whistleblowing system¹⁴ enabling them to report any violations of human rights and fundamental freedoms observed in the course of their duties.

A similar whistleblowing system has been set up for employees of the group's suppliers and subcontractors.

La Poste Groupe **works with several non-governmental organisations and non-profits to discuss and share best practices**¹⁵ on issues related to human rights in the workplace.

In the event of a human rights violation, the group takes immediate **corrective action**. **Disciplinary measures** may be taken against employees, and **sanctions** may be imposed on business partners.

¹³ The Duty of Care Plan is presented in La Poste Groupe's Universal Registration Document, available at www.groupelaposte.com/en.

¹⁴ Accessible at <https://www.alerte-ethique.laposte.fr/?lang=en>

¹⁵ Concerns La Poste SA and/or some of its subsidiaries:

- a. Human rights: Entreprises pour les Droits de l'Homme (EDH)
- b. Combating discrimination and promoting inclusion: Association Française des Managers de la Diversité (AFMD), Fondation Agir Contre l'Exclusion (FACE), Entreprises pour la Cité, Réseau des Ecoles de la 2ème Chance, Fondation femmes@numérique, Club Landoy, l'Autre Cercle, Pas@pas, Stop Illettrisme, etc.
- c. Combating domestic violence: One In Three Women and the Fédération Nationale des Centres d'Information sur les Droits des Femmes et des Familles (FNCIDFF).