

DUTY OF VIGILANCE: LA POSTE'S REACTION TO THE DECISION OF THE PARIS JUDICIAL COURT OF DECEMBER 5

La Poste takes note of the decision rendered on December 5 by the Paris Judicial Court, which rejected part of the requests made by the Sud PTT union. While the Paris Judicial Court has ordered La Poste to complete the risk mapping, adapt the resulting third-party evaluation procedures, and ensure better publication of monitoring devices, the judges dismissed the Sud PTT union from all its requests relating to additional safeguard and vigilance measures concerning subcontracting, the fight against harassment, psychosocial risks and the fight against undeclared work.

The decision of the Paris Judicial Court is based on La Poste's vigilance plans for 2019 and 2020. La Poste is resolutely committed to a continuous improvement approach since the publication of the Duty of Vigilance law, which the Court recognized and highlighted. In this regard, it should be recalled that this law has not been the subject of any implementing decree or the publication of guidelines, leaving the companies subject to it in great legal uncertainty, pending the adoption of the European Directive on the duty of vigilance. The La Poste Group reiterates its full adherence to the values advocated by the law and is committed to continuing to deploy its best efforts to prevent serious violations of human rights, fundamental freedoms, the health and safety of individuals and the environment, including in the context of its subcontracted activities.

Below is what the Court retained on the merits: The Paris Judicial Court:

Orders La Poste to:

- Complete the vigilance plan with a risk mapping aimed at their identification, analysis, and prioritization,
- Establish subcontractor evaluation procedures based on the specific risks identified by the risk mapping,
- Complete its vigilance plan with an alert mechanism and the collection of reports after consulting the representative trade unions,
- Publish a real monitoring device for vigilance measures

Dismisses SUD PTT from:

- Its request to integrate the list of subcontractors and suppliers with whom an established business relationship is maintained,
- The request for an injunction to establish safeguard measures relating to:
 - The prevention of undeclared work by subcontractors, situations of trafficking and illicit lending of labor in the context of subcontracting and to ensure the safety of subcontractors present on site,
 - The prevention of psychosocial risks within the Group, subsidiaries, subcontractors, and suppliers, with whom an established business relationship is maintained,
 - The fight against harassment,
- Its request for the effective implementation of vigilance measures in:
 - The fight against harassment,

- The fight against undeclared work, including by immediately terminating contracts concluded with subcontractors or service providers using undeclared work,
- The fight against illicit subcontracting,

Says there is no need to associate the injunction to complete the vigilance plan with a penalty.

About La Poste group

La Poste is a state-owned public limited company, a subsidiary of Caisse des Dépôts and the French State. La Poste group is divided into four business units: Services-Mail-Parcels, Retail Customers and Digital Services, Geopost and La Banque Postale, which, with its subsidiary CNP Assurances, is the 11th largest European banking and insurance company.

La Poste group has four public service missions that shape its identity: universal postal service, regional development, banking accessibility, and press transport and delivery. Committed to its regional coverage, La Poste relies on a delivery network of over 35,600 retail outlets, including 17,300 contact points (post offices, local postal agencies, retail pickup points) and 18,300 points of access to postal services (Pickup, business centres, lockers and the parcel drive-thru collection service). La Poste group delivers over 17 billion items worldwide (letters, printed advertising media and parcels), six days a week.

In 2022, La Poste group generated €35.4 billion in revenue (44% outside France) and had a headcount of 238,000, in more than 60 countries over 5 continents, of which 184,000 in France. As a mission-driven company since June 2021 and a leader in environmental transition and sustainable finance, La Poste group aims to achieve "zero net emissions" by 2040.

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