



SAFETY FIRST

DHL EXPRESS OCCUPATIONAL HEALTH & SAFETY POLICY STATEMENT

At DHL Express, Safety is the way we do our business; it is a core value. **We are committed to providing a healthy and safe workplace** for all employees, contractors, and partners by proactively identifying hazards, reducing risks, and preventing occupational injury and ill health—so that everyone can thrive.

We comply with all applicable legal and other requirements and go beyond compliance by embedding safety into our culture. Our approach focuses on **continuous improvement** of our management systems and performance and supports all our operations and those who it impacts—reinforced by robust standards, tools, resources, and training. We establish clear objectives and review them regularly to drive operational safety, resilience, and sustainability. **Leadership at all levels is accountable for ensuring these commitments are met**

We encourage and empower every employee to act— by preventing, reporting, or addressing unsafe conditions or behaviors. **We foster open dialogue and a learning culture**, where decisions made in good faith and consistent with training and experience are supported, provided there is no indication of a serious breach of safety standards or intentional non-compliance.

We actively consult and engage with employees and stakeholders to ensure consistency, accountability, and excellence in health and safety—because our customers expect it, and our people deserve it.

A great place to work starts with a safe place to work.

John Pearson
CEO
DHL Express,
January 2026

Travis Cobb
EVP Global Network Operations & Aviation
DHL Express
January 2026

