



# GRADSTAR SUMMIT

Student Information Pack

# SUSTAINABILITY @ DHL EXPRESS



**The decisions we make today can make a positive impact on our tomorrow**

At DHL Group, sustainability is a journey, not a destination. That's why we've set milestones to focus our efforts and measure our progress. These transparent, time-bound targets and KPIs are integral to our strategic planning and decision-making processes, much like our financial goals.

We are not paving the way to sustainability in a bubble. Our Sustainability Roadmap also includes our aspirations to make a lasting impact in our communities. In the context of our Go Programs, we aspire to:

- Invest 1% of our net profit on social impact
- Plant 5 million trees by 2025 (GoGreen)
- Scale up our cross-bord trade facilitation initiative (GoTrade)
- Localize and digitalize our disaster management program (GoHelp)
- Expand our program to educate and empower young people (GoTeach)

'Strategy 2030: Accelerate Sustainable Growth''.



## Corporate Citizenship

### Our people. Our communities. Our impact.

*At DHL Group, our global team is united by a common purpose: Connecting people and improving lives. To live up to that purpose, we go far beyond logistics, reaching into our communities to make a lasting impact.*

Sustainability is paramount in business as it aligns with the principles of Environmental, Social, and Governance (ESG) criteria, which are increasingly used by investors to evaluate corporate behaviour and future financial performance. Emphasizing sustainability helps businesses minimize their environmental impact, promote social responsibility, and ensure robust governance practices.

A business needs to consider its impact on the environment and the world. The "S" in ESG, representing Social factors, is crucial for a business because it encompasses the company's relationships with its employees, suppliers, customers, and communities. It also strengthens customer loyalty and brand reputation by demonstrating a commitment to ethical practices and social responsibility. Focusing on social factors helps build a resilient and sustainable business that contributes positively to society.

Businesses ensure sustainability together with their people by fostering a culture of environmental and social responsibility through active engagement and collaboration. The people element in sustainability is essential for all organizations as it focuses on the social and human aspects of sustainable development. By prioritizing the well-being, rights, and needs of people, businesses can create a positive impact on society while achieving long-term success. Employees ensure sustainability in terms of social responsibility by actively participating in and promoting ethical and socially responsible practices within their organization and community.

To ensure sustainability, it is crucial to strike a balance between being purpose driven and results driven. Being purpose driven allows organizations to set a clear sustainability vision and align their actions with their values. However, it is equally important to be results driven by setting measurable goals and tracking progress. This balance helps organizations stay accountable, make informed decisions, and continuously improve their sustainability practices.

## YOUR TASK:

At DHL Group we believe PURPOSE is the driving force for and a component of our new sustainability strategy. Within DHL Express we have gone one step further and created our own “Wheel of Purpose”. Of course, this includes our daily business and purpose “Connecting People, Improving Lives”. But it’s far more than that, it also includes other purpose-strengthening initiatives such as GoGreen, GoTeach, GoHelp and GoTrade. The DHL Wheel of Purpose is an integral framework that encapsulates DHL Group's commitment to creating a positive impact on society, the environment, and the economy.

The wheel of purpose focuses on three core areas: "Connecting People & Improving Lives“, "Living Responsibility," and "Delivering Excellence“. This holistic approach not only drives business success but also aligns with broader goals of sustainability and social responsibility, reflecting DHL's purpose-driven ethos.

In 220 countries and territories there are many volunteering programs and internal engagement campaigns. *Our people help each other – and our people also help others.*

### Question:

**How can organizations effectively integrate the people element in sustainability into their business strategies? How do they make their own employees' part of their sustainability goals?**

**Research and present examples of companies that have successfully achieved their sustainability goals with the use of their motivated employees.**



# OUR WHEEL OF PURPOSE...

WHERE HAVE YOU 'GO'NE TODAY?





THANK YOU

