



United Nations
Global Compact

We thank you for your time spent taking this survey.
Your response has been recorded.

Below is a summary of your responses

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CEO Statement of Continued Support

To our stakeholders,

I am pleased to confirm that World Post Indústria, Comércio e Serviços Ltda reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely yours,

S1. Please complete the following information:

CEO/Highest-level executive name:

Richard Carlos

CEO/Highest-level executive full title:

Industrial Director

Company name:

World Post Indústria, Comércio e Serviços Ltda

S2. Please confirm:

- ☐ I am the CEO or highest-level executive.
- ☒ I have received permission to sign on behalf of the CEO or highest-level executive.

S2.1. If applicable, form completed on behalf of the CEO or highest-level executive by:

Victor Pereira

R1. How will you complete the 2024 CoP reporting requirement?

- ☒ Complete the digital questionnaire with the option to also add a sustainability report *(Recommended)*
- ☐ Only upload a sustainability report

R2. What is the time period covered by your Communication on Progress? (MM/YYYY – MM/YYYY)

Please share the date range of the reporting period used for the Communication on Progress option you select. ⓘ

01/01/2023 – 31/12/2023

R3. (Optional) Please clarify the scope of reporting covered by your Communication on Progress. For example, please describe the operational scope of your CoP, (e.g., corporate office, investments, subsidiaries) as needed. ⓘ

Industrial park and Corporate Governance office

For endorsers of the CEO Water Mandate ONLY:

Endorsers of the CEO Water Mandate are asked to report supplemental

water-specific information. Companies can find more information on the CEO Water Mandate and complete the reporting requirement as necessary through the CEO Water Mandate webpage [here](#). Respondents can access the submission tool directly through the Water Action Hub [here](#).

Private Mode:

Please indicate if you would prefer to publish in private mode. (Note – if selecting private mode the date of submission will be visible on your public profile, but your report and the information within will not be accessible by non-Global Compact staff.)

☐ Publish in private mode

Governance

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G1. Does the board/highest governance body or most senior executive of the company:

(Select all that apply) 

- ☒ Issue an annual statement about the relevance of sustainable development to the company
- ☒ Issue an annual statement that addresses impacts on both people and the environment
- ☒ Issue an annual statement highlighting a zero tolerance for corruption
- ☒ Sign off on organizational sustainability targets
- ☒ Supervise Environmental, Social, and Governance reporting
- ☒ Regularly review potential risks related to the business model
- ☐ None of the above

G1A (Optional) Please provide additional information:

G1A. (Optional) Please provide additional information:

G2. Does the company have a publicly stated commitment regarding the following sustainability topics?

(Select one answer per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes, and the commitment is focused on our own operations	Yes, and the commitment includes our own operations and suppliers	Yes, and the commitment includes our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G2A. (Optional) Please provide additional information:

G2A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

G2A. (Optional) Please upload supporting documentation if applicable

(2/2).

Drop files or click here to upload

G3. Does the company have a code of conduct in place regarding each of the following sustainability topics?

(Select one answer per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on employees	Yes, focused on employees and suppliers	Yes, focused on our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G3A. (Optional) Please provide additional information:

G4. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer per line) 

	Yes, with	Yes, with direct influence of some	Yes, with direct influence at
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	No one is specifically responsible for this topic	limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to moderate relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., has access to one or more senior manager with decision-making rights)	the highest levels of the company (e.g., has direct access to the highest relevant levels of the information, includes most senior members of company)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

G4A. (Optional) Please provide additional information:

G5. Does the company have a formal structure(s) (such as a cross-functional committee) to address each of the following sustainability topics?

(Select one answer per line) 

	Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members of senior management)	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of the company)
No formal structure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most	<input checked="" type="radio"/>	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most	<input checked="" type="radio"/>	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most	<input checked="" type="radio"/>	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most	<input checked="" type="radio"/>	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most	<input type="radio"/>

G5A. (Optional) Please provide additional information:

G6. Does the company have a process(es) to assess risk?

(Select one answer per line) 

	No, this is not a current priority	No, but we are planning to develop on within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G6A. (Optional) Please provide additional information:

G6.1. During the assessment of risk, has the company identified suppliers and/or other business relationships where the risk related to human rights, labour, environment and/or anti-corruption may be particularly severe?

(Select one answer per line) 

No

Yes

	No	Yes
Human rights risks	<input checked="" type="radio"/>	<input type="radio"/>
Labour rights risks	<input checked="" type="radio"/>	<input type="radio"/>
Environmental risks	<input checked="" type="radio"/>	<input type="radio"/>
Corruption risks	<input checked="" type="radio"/>	<input type="radio"/>

G6.1A. (Optional) Please provide additional information:

G7. Does the company have a due diligence process through which it identifies, prevents, mitigates, and accounts for actual and potential negative impacts on sustainability topics?

(Select one answer per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G7A. (Optional) Please provide additional information:

G7.1. During the due diligence process, has the company identified those suppliers and/or other business relationships where the risk of adverse impacts on human rights, labour, environment and/or anti-corruption may be particularly severe?

be particularly severe:
(Select one answer per line) 

No

Yes

Human rights risks

☒
☐

Labour rights risks

☒
☐

Environmental risks

☒
☐

Corruption risks

☒
☐

G7.1A. (Optional) Please provide additional information:

G8. Does the company have a process(es) through which members of the company's workforce can raise concerns about the company's conduct on sustainability topics?

(Select one option) 

No, this is not a
current priority

No, but we plan to
within two years

Yes, we have an
informal process
(e.g., through
supervisors,
others)

Yes, we have a
formal process

Human rights risks

☐
☐
☐
☒

Labour rights risks

☐
☐
☐
☒

Environmental risks

☐
☐
☐
☒

Corruption risks

☐
☐
☐
☒

G8A. (Optional) Please provide additional information:

G8.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.

(Select one answer per line) 

(Select one answer per line)

No

Yes

Is the process communicated to all employees/workers in local languages?

☐☒

Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?

☐☒

Is the process confidential (e.g., whistleblowing process)?

☐☒

Are there processes in place to avoid retaliation?

☐☒

Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)?

☐☒

Other (Please provide additional information)

☒☐

G8.1A. (Optional) Please provide additional information:

G9. How does the company capture lessons regarding each of the following sustainability topics?

(Select one answer per line)



Conducts investigation/review of incident and

Conducts investigation/review

	No lessons are regularly captured	Conducts investigation/review of incidents as needed	Conducts investigation/review of incidents as needed, and changes organizational policies, processes, and practices accordingly	Conducts investigation/review of incidents as needed, and leverages learning to influence both internal and external affairs
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G9A. (Optional) Please provide additional information:

G10. Is executive pay linked to performance on one or more of the following sustainability topics?

(Select one answer per line) ⓘ

	No, this is not a current priority	No, but we plan to within the next two years	Yes
Human Rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G10A. (Optional) Please provide additional information:

G11. Please provide details regarding the company's board/highest governance body.

(Select one answer per line, if 'Known', include the value) ⓘ

	Known	Not applicable	Number (Please input answer as a whole number (e.g., 95% = 95))
Total number of board members (#)	<input type="radio"/>	<input type="radio"/>	
Male (%)	<input checked="" type="radio"/>	<input type="radio"/>	66
Female (%)	<input checked="" type="radio"/>	<input type="radio"/>	33
Non-binary (%)	<input type="radio"/>	<input type="radio"/>	
Under 30 years old (%)	<input type="radio"/>	<input type="radio"/>	
30–50 years old (%)	<input type="radio"/>	<input type="radio"/>	
Above 50 years old (%)	<input type="radio"/>	<input type="radio"/>	
From minority or vulnerable groups (%)	<input checked="" type="radio"/>	<input type="radio"/>	33
Executive (%)	<input type="radio"/>	<input type="radio"/>	
Independent (%)	<input type="radio"/>	<input type="radio"/>	

G11A. (Optional) Please provide additional information:

G12. Do you produce sustainability reporting according to:

(Select all that apply) 

- ☐ National/local regulation on sustainability
- ☐ Security exchange regulations
- ☐ Non-Financial Reporting Directive of the European Union (NFRD)/Corporate Sustainability Reporting Directive (CSRD)
- ☒ **Global Reporting Initiative (GRI)**
- ☐ Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)
- ☐ International Integrated Reporting Council (IIRC, now consolidated into the IFRS Foundation)
- ☐ Climate Disclosure Standards Board (CDSB, now consolidated into the IFRS Foundation)

- ☐ Foundation)
- ☐ Task Force on Climate-related Financial Disclosures (TCFD)
- ☐ Other voluntary frameworks (Please provide additional information)
- ☐ No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress

G12A. (Optional) Please provide additional information:

G13. Is the information disclosed in this questionnaire assured by a third-party?

(Select all that apply) i

- ☒ **Limited assurance for minority of metrics (e.g., GHG emissions only)**
- ☐ Limited assurance for majority of metrics
- ☐ Reasonable assurance for minority of metrics
- ☐ Reasonable assurance for majority of metrics
- ☐ Other (Please provide additional information)
- ☐ No assurance for any metrics

G13A. (Optional) Please provide additional information:

Human Rights

[Click for additional guidance](#)

HR1. Which of the following has the company identified as material human rights topics connected with its operations and/or value chain, whether based on their salience (e.g., the most severe potential negative impacts

on people) or another basis?

(Select all that apply) 

- ☒ **Freedom of association and the effective recognition of the right to collective bargaining**
- ☒ **Child labour**
- ☒ **Forced labour**
- ☒ **Non-discrimination in respect of employment and occupation**
- ☒ **Safe and healthy working environment**
- ☒ **Working conditions (wages, working hours)**
- ☒ **Freedom of expression**
- ☒ **Access to water and sanitation**
- ☒ **Digital security / privacy**
- ☒ **Gender equality and women's rights**
- ☒ **Rights of indigenous peoples**
- ☒ **Rights of refugees and migrants**
- ☐ **Other**

HR1A. (Optional) Please provide additional information:

Note: Labour rights topics (Freedom of association and the effective recognition of the right to collective bargaining, child labour, forced labour, non-discrimination in respect of employment and occupation, and a safe and healthy working environment) are a subset of human rights and for completeness, were included in this question. Regardless of these labour topics being selected as material in this question or not, all companies will be asked to provide additional details about these labour rights topics in the next section (L.1 and following). For the other human rights topics selected as material in this question, seven additional questions will be asked in the following section.

HR2. Does the company have a policy commitment in relation to the following human rights topics?

(Select one answer per line, if 'Yes', include the value)

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Year policy last reviewed (YYYY)
Freedom of expression	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Access to water and sanitation	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Digital security / privacy	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Gender equality and women's rights	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Rights of indigenous peoples	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Rights of refugees and migrants	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>

HR2A. (Optional) Please provide additional information:

HR2A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

HR2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

HR3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights topics?

(Select one answer per line) 

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Freedom of expression	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Access to water and sanitation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Digital security / privacy	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Rights of indigenous peoples	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of refugees and migrants	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question
Freedom of expression	<input type="radio"/>	<input type="radio"/>

· Access to water and sanitation	<input checked="" type="radio"/>	To assess progress in preventing/mitigating the risks/impacts in question	<input checked="" type="radio"/>	To collaborate in the prevention/mitigation of the risks/impacts in question
· Digital security / privacy	<input checked="" type="radio"/>			
· Gender equality and women's rights	<input type="radio"/>			
· Rights of indigenous peoples	<input type="radio"/>			
· Rights of refugees and migrants	<input type="radio"/>			

HR3A. (Optional) Please provide additional information:

HR4. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following human rights topics?

(Select all that apply) 

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. partners, suppliers, clients, etc.)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue
· Freedom of expression	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
· Access to water and sanitation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
· Digital security / privacy	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
· Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
· Rights of indigenous peoples	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
· Rights of refugees and migrants	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Freedom of expression	<input type="checkbox"/>	<input type="checkbox"/>
Access to water and sanitation	<input type="checkbox"/>	<input type="checkbox"/>
Digital security / privacy	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>
Rights of indigenous peoples	<input type="checkbox"/>	<input type="checkbox"/>
Rights of refugees and migrants	<input type="checkbox"/>	<input type="checkbox"/>

HR4A. (Optional) Please provide additional information:

HR5. Who receives training for the following human rights topics?

(Select all that apply) 

	No training provided	Select employees	All employees	Contractors	Direct suppliers
Freedom of expression	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Access to water and sanitation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Digital security / privacy	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rights of indigenous peoples	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rights of refugees and migrants	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indirect suppliers
Other – such as partners, clients, etc.

Freedom of expression	<input type="checkbox"/>	Other <input type="checkbox"/> such as partners, clients, etc.
Access to water and sanitation	<input type="checkbox"/>	<input type="checkbox"/>
Digital security / privacy	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>
Rights of indigenous peoples	<input type="checkbox"/>	<input type="checkbox"/>
Rights of refugees and migrants	<input type="checkbox"/>	<input type="checkbox"/>

HR5A. (Optional) Please provide additional information:

HR6. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights topics?

(Select one answer per line) 

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Freedom of expression	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to water and sanitation	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital security / privacy	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of indigenous peoples	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of refugees and migrants	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

HR6A. (Optional) Please provide additional information:

HR7. Within the reporting period, has the company been involved in providing or enabling remedy if it has caused or contributed to adverse impact(s) associated with the following human rights topic(s)?

(Select one answer per line)ⁱ

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
· Freedom of expression	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
· Access to water and sanitation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
· Digital security / privacy	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
· Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
· Rights of indigenous peoples	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
· Rights of refugees and migrants	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

HR7A. (Optional) Please provide additional information:

HR8. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights principles, including any challenges faced and actions taken towards prevention and/or remediation.ⁱ

During the reporting period, World Post took several practical actions to adhere to human rights principles. Notable actions include: 1. Training and Development: World Post provided regular training for all employees on human rights and workplace ethics, covering issues such as gender equality and harassment prevention. 2. Policies and Procedures: Internal policies were developed and

reinforced to prevent forced and child labor, ensuring a safe and respectful work environment. 3. Audits and Monitoring: World Post implemented a continuous audit system to monitor compliance with human rights principles and identify potential risk areas. 4. Complaint Mechanisms: Anonymous and secure reporting channels were established to allow employees and third parties to report human rights violations without fear of retaliation. 5. Partnerships and Collaborations: World Post formed partnerships with specialized organizations to strengthen its human rights practices and enhance social responsibility

Labour

[Click for additional guidance](#)

L1. Does the company have a policy in relation to the following labour rights topics?

(Select one answer per line, if 'Yes', include the value)ⁱ

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Year policy last reviewed (YYYY)

Freedom of association and the effective recognition of the right to collective bargaining

Year policy last reviewed (YYYY)

2024

Forced labour

2024

Child labour

2024

Non-discrimination in respect of employment and occupation

2024

Safe and healthy working environment

2024

Working conditions (wages, working hours)

2024

L1A. (Optional) Please provide additional information:

L1A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

L1A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

L1.1. For each labour rights policy commitment, is it:

(Select all that apply) ⓘ

(Select all that apply)

	Aligned with international labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed in consultation with workers and their representatives	Developed involving labour expertise from inside and outside the company	Other (Please provide additional information)	
Freedom of association and the effective recognition of the right to collective bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

environment	Applied to the company's own operations and the value chain (e.g., suppliers, customers, etc.)	Developed involving labour	
Working conditions (wages, working hours)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

L1.1A. (Optional) Please provide additional information:

L1.2. Does the company's policy on freedom of association and collective bargaining:

(Select all that apply)ⁱ

- ☒
Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of antiunion discrimination
- ☐
 Prohibit any acts of interference in trade unions
- ☐
 Facilitate collective bargaining with the trade union representatives
- ☐
 Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations
- ☐
 Reference the respect for the right of workers to submit grievances without suffering
- ☐
 We do have a policy on freedom of association or collective bargaining but it does not include any of these details
- ☐
 We do not have a policy on freedom of association or collective bargaining

L1.2A. (Optional) Please provide additional information:

L2. Within of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following labour rights topics?

(Select one answer per line)ⁱ

	To better understand the situation	To discuss potential ways to prevent or mitigate the situation	To agree on a way to prevent/mitigate the situation
	No	To better understand the situation	To discuss potential ways to prevent or mitigate the situation

	engagement on this topic	risks/impacts in question	risks/impacts in question To discuss potential ways to prevent or mitigate the risks/impacts in question	the risks/impacts in question To agree on a way to prevent/mitigate the risks/impacts in question
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

L2A. (Optional) Please provide additional information:

L3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following labour rights topics?

(Select all that apply) 

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Working conditions (wages, working hours)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Collective action with peers or other stakeholders, in particular workers' organizations, to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Collective action with peers or other stakeholders, in particular workers' organizations, to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)

L3A. (Optional) Please provide additional information:

L4. Who receives training for the following labour rights topics?

(Select all that apply) 

	No training provided	Select employees	All employees	Contractors	Direct suppliers
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Working conditions (wages, working hours)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Indirect suppliers	Other – such as partners, clients, etc.
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>

Safe and healthy working environment	<input type="checkbox"/>	Other <input type="checkbox"/> such as partners, clients, etc.
Working conditions (wages, working hours)	<input type="checkbox"/>	<input type="checkbox"/>

L4A. (Optional) Please provide additional information:

L5. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following labour rights topics?

(Select one answer per line) 

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
			Other (Please provide additional information)	
Freedom of association and the effective recognition of the right to collective bargaining			<input type="radio"/>	
Forced labour			<input type="radio"/>	

Child labour	Other (Please provide additional information) <input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>


L5A. (Optional) Please provide additional information:

L6. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?

(Select all that apply) 

- ☒ **Yes, by providing more favourable conditions related to wages**
- ☐ Yes, by providing more favourable conditions related to working hours
- ☒ **Yes, by providing more favourable conditions related to health coverage and/or sick leave**
- ☐ Yes, by providing additional rights not otherwise provided (Please provide additional information)
- ☐ There is (are) no existing collective bargaining agreement(s)
- ☐ No

L6A. (Optional) Please provide additional information:

L7. Within the reporting period, what was the percentage of women in managerial positions? 

- ☒ **Percent women - (Please input answer as a whole number (e.g., 95% = 95))**
- ☐ Unknown

41.4

L7A. (Optional) Please provide additional information:

L8. What was the average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) within the reporting period?^①

Salary ratio (Women/Men %)

- (Please input answer as a whole number (e.g., 95% = 95))

☐☐

Unknown

☒

Choose to not disclose

L8A. (Optional) Please provide additional information:

L9. Within the reporting period, how frequently were workers injured (injuries per hour worked)?^①

☐

Frequency of injury

☐

Unknown

☒

Choose to not disclose

L9A. (Optional) Please provide additional information:

L10. Within the reporting period, what was the company's incident rate (injuries per worker)?^①

☒ Incident Rate

☐ Unknown

☐ Choose to not disclose

0.045

L10A. (Optional) Please provide additional information:

L11. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following labour rights topics?

(Select one answer per line) 

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

L11A. (Optional) Please provide additional information:

L12. Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the labour rights principles, including any challenges faced and actions taken towards prevention and/or remediation.ⁱ

During the reporting period, World Post undertook several additional practical measures to implement labor rights principles. Among the actions taken are: Training and Capacity Building: The company implemented training programs for all employees on labor rights and fair work practices, aiming to increase awareness and ensure compliance with standards. Audits and Monitoring: Internal and external audits were conducted to assess working conditions and identify potential areas for improvement. This includes regular inspections of working conditions and wages paid. Whistleblower Policy: An anonymous reporting channel was established so that employees can report any violations of labor rights without fear of retaliation. Policy Review: The company reviewed and updated its internal policies in accordance with best practices and current legislation to ensure compliance and promote a fairer work environment. Prevention and/or Remediation Actions: Continuous Engagement: Awareness campaigns and regular meetings were held to explain the benefits of the new policies and address any questions. Local Support: The company worked with local consultants to adapt policies to regional needs and requirements, ensuring effective implementation. These actions reflect World Post's commitment to the continuous improvement of working conditions and the protection of employee rights.

Environment

[Click for additional guidance](#)

E1. Does the company have a policy commitment in relation to the following environmental topics?

(Select one answer per line, if 'Yes', include the value)ⁱ

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Year policy was last updated (YYYY)
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Water	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024

Oceans	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Forests/Biodiversity/Land use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Air pollution	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024

E1A. (Optional) Please provide additional information:

E1A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

E1A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

E1.1 For each environmental policy commitment, is it:

(Select all that apply) ☒ 

	Aligned with international environmental standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers
Climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Water	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Oceans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving environmental expertise from inside and outside the company	Other (Please provide additional information)
Climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E1.1A. (Optional) Please provide additional information:

E2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following environmental topics?

(Select one answer per line)

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Climate change	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E2A. (Optional) Please provide additional information:

E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select all that apply) 

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue
Climate change	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Climate change	<input type="checkbox"/>	<input type="checkbox"/>

Water	<input type="checkbox"/>	Collaborated with governmental or regulatory bodies <input type="checkbox"/>	Other (Please provide additional information) <input type="checkbox"/>
Oceans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E3A. (Optional) Please provide additional information:

E4. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select one answer per line) 

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/Biodiversity/Land use	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E4A. (Optional) Please provide additional information:

E4.1. For each environmental topic for which the company sets timebound goals/targets, what kind of targets has the company set?

Please provide a description of targets (e.g., what is the target, absolute vs. intensity, externally verified, on track, etc.) ⓘ

Climate change

World Post is committed to becoming carbon neutral by 2040, focusing on reducing direct, indirect, and value chain emissions, as well as investing in renewable energy. The company also aims to improve energy efficiency, offset emissions through reforestation projects (carbon offsetting), and develop new sustainable technologies. To achieve these goals, World Post engages suppliers, maintains transparency in its reports, and promotes environmental awareness among employees and the community. The company aims not only to reduce its carbon footprint but also to positively influence the industry and contribute to a sustainable future

Air pollution

World Post is committed to becoming carbon neutral by 2040, focusing on reducing direct, indirect, and value chain emissions, as well as investing in renewable energy. The company also aims to improve energy efficiency, offset emissions through reforestation projects (carbon offsetting), and develop new sustainable technologies. To achieve these goals, World Post engages suppliers, maintains transparency in its reports, and promotes environmental awareness among employees and the community. The company aims not only to reduce its carbon footprint but also to positively influence the industry and contribute to a sustainable future

E4.2. For each environmental topic in which the company sets timebound goals/targets, how is progress against target/goal tracked?

(Select one answer per line) U

	Progress is reviewed against goals annually or more frequently	Progress is reported internally to the most senior level	Progress is reported externally	Other (Please provide additional information)
Climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

E4.2A. (Optional) Please provide additional information:

E5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following environmental topics?

(Select one answer per line) i

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Forests/Biodiversity/Land use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

E5A. (Optional) Please provide additional information:

E6. What were the company's gross Scope 1 and/or Scope 2 global greenhouse gas (GHG) emissions within the reporting period?

(Select one answer per line, if "Known", include the value) [i](#)

We did not measure
our gross emissions
[Please explain in the
text box]

Known

Measured Total Emissions (tCO₂e)

Scope 1
emissions

☒☐

238.389

Scope 2
emissions

☒☐

0

E6A. (Optional) Please provide additional information:

E7. What were the company's gross Scope 3 global greenhouse gas (GHG) emissions within the reporting period? [i](#)

☒ We measured Scope 3 GHG emissions [Please input the measured tCO₂e in the text box below]

☐ We did not measure Scope 3 GHG emissions

E7A. Please provide additional information, including measured tCO₂e:

248.231

E7.1. Which Scope 3 categories are included in the company's Scope 3 emissions calculation?

(Select all that apply) [i](#)

- ☐ Purchased goods and services
- ☐ Capital goods
- ☐ Fuel- and energy-related activities
- ☐ Upstream transportation and distribution

- ☒ **Waste generated in operations**
- ☐ Business travel
- ☐ Employee commuting
- ☐ Upstream leased assets
- ☐ Downstream transportation and distribution
- ☐ Processing of sold products
- ☐ Use of sold products
- ☐ End-of-life treatment of sold products
- ☐ Downstream leased assets
- ☐ Franchises
- ☐ Investments
- ☐ Other - upstream
- ☐ Other - downstream
- ☐ Unknown

E7.1A. (Optional) Please provide additional information:

E8. What percentage of the company's revenue was invested in R&D of low-carbon products/services within the reporting period?^①

- ☐ Percent of revenue (%) -
(Please input answer as a whole number (e.g., 95% = 95))
- ☐ Unknown
- ☒ **Not applicable (Please provide additional information)**

E8A. Not applicable (Please provide additional information):


E8A. (Optional) Please provide additional information:

E9. Has the company acted to support climate change adaptation and resilience?

(Select all that apply) 

- ☒ **We have taken action to increase company-wide resilience to climate change**
- ☐ We have taken action to increase resilience in our supply chains
- ☐ We have taken action to increase resilience in the communities in which we operate
- ☐ We have provided funding for climate change adaptation and resilience initiatives and projects
- ☐ We have not taken actions to build climate change resilience in the reporting period
- ☐ Unknown

E9A. (Optional) Please provide additional information:

E10. Please report the company's renewable energy consumption as a percentage of total energy consumption within the reporting period. 

- Percent of total energy consumption -**
(Please input answer as a whole number
(e.g., 95% = 95))
- ☒ ☐ Unknown

E10A. (Optional) Please provide additional information:

E11. What percent of the company's revenue came from low-carbon products/services within the reporting period? If applicable, please give a description of the products/services included in your calculation (e.g., relevant certifications).[i](#)

☐ Percent of total revenue (%)
- (Please input answer as a whole number (e.g., 95% = 95))

☒ **Unknown**

☐ Not applicable (Please provide additional information)

E11A. (Optional) Please provide additional information:

E12. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?

(Select all that apply)[i](#)

☐ Water [Prompts E13, E14]

☐ Forests, Biodiversity, and Land use [Prompts E15, E16, E17]

☒ **Air pollution [Prompts E18]**

☒ **Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) [Prompts E19, E20, E21]**

☐ None of the topics have been identified as material by the company

E12A. (Optional) Please provide additional information:

E18. Where applicable, please report the company's emissions of the following pollutants within the reporting period.

(Select one answer per line, if 'Known', include the value)[i](#)

	Known Known	Unknown Unknown	Not applicable Not applicable (Please provide additional information)	Emissions (t) Emissions (t)
NOx	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
SOx	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Volatile Organic Compounds (VOCs)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Hazardous air pollutants (HAPs)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Particulate matter (PM10)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Persistent organic pollutants (POPs)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Other (Please provide additional information)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>

E19. In metric tonnes, please report the company's total weight of waste generated within the reporting period.ⁱ

☒ **Waste generated (t)**
☐ Unknown
 ☐ Not applicable (Please provide additional information)

141.47

E19A. (Optional) Please provide additional information:

E20. Please report the company's hazardous waste as a percentage of total waste (e.g., hazardous waste ratio) generated within the reporting period.[i](#)

☒ **Hazardous waste ratio (%) -**
(Please input answer as a
whole number (e.g., 95% =
95))

☐ Unknown

☐ Not applicable (Please
provide additional
information)

15.7

E20A. (Optional) Please provide additional information:

E21. In metric tonnes, please report the company's estimated consumption of single-use plastic, wherever material along the value chain, within the reporting period.[i](#)

☒ **Single-use plastics (t)**

☐ Unknown

☐ Not applicable (Please
provide additional
information)

1123412

E21A. (Optional) Please provide additional information:

E22. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the environment principles, including any challenges faced and actions taken towards prevention and/or remediation.[i](#)

During the reporting period, World Post took several practical actions to implement environmental principles, demonstrating its commitment to sustainability and environmental responsibility. The main initiatives include: Reduction of Carbon Emissions: Utilization of optimized routes and smart logistics technology to minimize fuel consumption. Use of Renewable Energy: Partnerships with clean

energy suppliers to ensure that the electricity used in their facilities comes from renewable sources. Waste Management: Recycling programs in all operational units, aiming to reduce waste sent to landfills. Promotion of the use of recyclable and biodegradable packaging among customers. Education and Awareness: Environmental awareness campaigns for employees, encouraging sustainable practices in the workplace and in their daily routines. Challenges Faced: Initial Cost: The initial investment in clean and renewable technologies was high, representing a significant financial challenge. Cultural Adaptation: There was initial resistance from some partners in adopting new sustainable practices. Actions for Prevention and/or Remediation: Training Programs: Development of training programs and workshops to educate and engage employees in environmental practices. These actions demonstrate World Post's ongoing commitment to implementing environmental principles and promoting a more sustainable future.

Anti-Corruption

[Click for additional guidance](#)

AC1. Does the company have an anti-corruption compliance programme? [i](#)

- ☐ No, this is not a current priority
- ☐ No, but we plan to within the next two years
- ☒ Yes

AC1A. (Optional) Please provide additional information:

AC1.1. If yes, in what year was this programme last reviewed? (YYYY) [i](#)

AC1.1A. (Optional) Please provide additional information:

AC2. Does the company have policies and recommendations for employee procedures in case of doubt and/or in situations that may represent a

procedures in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials? [i](#)

- ☐ No, and we have no plans to develop any policy/recommendation
- ☐ No, but we plan to within the next two years
- ☒ **Yes, included within a broader policy or as a standalone policy**

AC2A. (Optional) Please provide a link, and/or provide additional information:

AC2A. (Optional) Please upload supporting documentation if applicable:
(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

AC2A. (Optional) Please upload supporting documentation if applicable
(2/2):
(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

AC3. Who receives training on anti-corruption and integrity?
(Select all that apply) [i](#)

- ☐ Select employees
- ☒ **All employees**

- ☒ All employees
- ☐ Contractors
- ☐ Direct suppliers
- ☐ Indirect suppliers
- ☐ Other – such as partners, clients, etc.
- ☐ No training provided

AC3A. (Optional) Please provide additional information:

AC3.1. How often is such training provided?

(Select one answer per line) [i](#)

	One time only	Every two or more years	Every year	Unknown
All employees	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

AC3.1A. (Optional) Please provide additional information:

AC4. Does the company monitor its anti-corruption compliance programme?

(Select all that apply) [i](#)

- ☐ Yes, through review on ad hoc basis
- ☐ Yes, through internal employee self-evaluations
- ☐ Yes, through automated controls monitoring
- ☒ **Yes, through external independent monitoring**
- ☐ Yes, through other mechanisms (Please provide additional information)
- ☐ No, we do not monitor the anti-corruption compliance programme (Please provide additional information)

AC4A. (Optional) Please provide additional information:

AC4A. (Optional) Please provide additional information:

AC5. Please report the company's total number and nature of incidents of corruption within the reporting period.

(Select one answer per line, if 'Known', include the value) ⓘ

	Known	Unknown	Choose not to disclose	Number of Incidents
Confirmed within the reporting period, but related to previous years	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<div></div>
Confirmed within the reporting period, and related to the reporting period	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<div></div>

AC5A. (Optional) Please provide additional information:

AC6. Within the reporting period, what measures has the company taken to address suspected incidents of corruption independently or in response to a dispute or investigation by a government regulator?

(Select all that apply) ⓘ

- ☐ Initial case assessment
- ☐ Internal investigation
- ☐ Review by risk/ethics committee
- ☐ Review by board of directors
- ☐ External audit/review
- ☐ Other (Please provide additional information)



Not applicable/no incidents in the reporting period

AC6A. (Optional) Please provide additional information:

AC7. Does the company engage in collective action against corruption?^①

- ☐ No, this is not a current priority
- ☒ **No, but we plan to in the next two years**
- ☐ Yes (Please provide additional information)

AC7A. (Optional) Please provide additional information:

AC8. Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation.^①

During the reporting period, World Post took several practical actions to implement the anti-corruption principle. The measures adopted include: Implementation of a Compliance Program: World Post established a robust compliance program, which includes ongoing training for all employees on anti-corruption practices and business ethics. Internal and External Audits: Regular internal and external audits were conducted to identify and mitigate corruption risks. These audits helped detect potential irregularities and reinforce transparency in operations. Anonymous Whistleblowing Policy: The company created an anonymous whistleblowing channel for employees to report suspicious activities without fear of retaliation. This channel is monitored by a dedicated team that ensures proper investigation of all reports. Review and Update of Internal Policies: Internal policies related to gifts, hospitality, and conflicts of interest were reviewed and updated to ensure alignment with international best practices. Prevention and/or Remediation Actions: Investigation and Disciplinary Action: In cases where violations of anti-corruption policies were identified, the company conducted thorough investigations and applied strict disciplinary actions, including terminations when necessary. Process Corrections: Internal processes were reviewed and corrected to eliminate vulnerabilities identified during audits and reports. These actions reflect World Post's ongoing commitment to maintaining an ethical and corruption-free business environment.

R5. (Optional) Please upload the sustainability report for your company

R5. (Optional) Please upload the sustainability report for your company
(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

R5.1. (Optional) Please upload another document if applicable
(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

R5.2. (Optional) Please upload another document if applicable
(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

Thank you for completing the Communication on Progress.

Please do not close the page.