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Page 1 of 2

Your reference

Our reference 508 V1.0

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Date 2012-12-21

Subject Deutsche Post DHL in Business & Human Rights Resource Centre's Weekly Update

Dear Danielle,

Thank you for providing us with the opportunity to respond to your letter from December 18th 2012 regarding multiple announcements from ITF and UNI.

Following the dismissal of a number of DHL Supply Chain employees in Turkey for legitimate reasons, the global union federations ITF and UNI have started a campaign targeting Deutsche Post DHL.

The dismissals in Turkey were all related to either violation of contractual obligations or issues of employee misconduct. The dismissals are aligned with our internal policies and guidelines and with the national law and practices in Turkey.

We have also taken note of the report published by Professor Logan, an expert in US Labor Law. In our view this report is partial and lacks balance. To date no court has ruled that any of our dismissals in Turkey were in any form related to union membership or union activities. If pending legal procedures come to an different conclusion we will respect the outcome.

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Deutsche Post DHL is a respectful employer. Deutsche Post DHL respects the rights of its employees and, in particular, the right to freedom of association. All of our employees, irrespective of their level, have the right to join or not to join an union of their choice, without having to fear negative consequences. In many units and countries our employees are represented by unions.

DHL Supply Chain is determined to remain an employer of choice in Turkey with a highly engaged workforce and a climate of mutual respect between the employer and employees and this is evidenced by the continuing high scores of our annual employee opinion survey.

We acknowledge that TUMTIS, in accordance with national and international standards, has the right to organize workers to become a union member and it is our intention to continue our regular and ongoing global dialog with representatives of the global union federations ITF and UNI.

Deutsche Post DHL signed the UN Global Compact in 2006. It provides the framework for the responsible and ethical behavior of all employees and subsidiaries, and works according to guiding principles. In 2006, Deutsche Post DHL implemented a Code of Conduct which acknowledges our support for the UN Global Compact, and through which we commit to operating based on the principles of integrity, responsibility, ethical acceptability and legality. The Code applies to every employee in our Group and its subsidiaries around the world. We expect and require from our managers that they actively support our Code of Conduct. We will not tolerate violations against our principles. If any of our employees feel mistreated or have concerns, those can be addressed using the internal compliance channels and procedures.

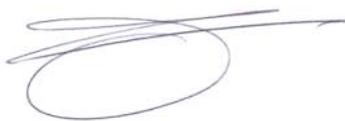
In your letter reference is also made to a complaint from ITF and UNI towards the National Contact Point of the OECD Guidelines for Multinational Enterprises in Germany.

As a complaint procedure is confidential we ask for your understanding that we can not comment on this.

Reference is also made to websites of UNI and ITF where we also find a White Paper published in May 2012. The majority of the issues listed in the White Paper are either part of the past, have been resolved or involve individual cases that are being or have been dealt with within the respective national legal procedures. In many of these cases Deutsche Post DHL's views on the actual facts significantly differ from those expressed by ITF and UNI.

We would be pleased to provide any clarification or respond to any further questions that you may have.

Kind regards,



Linda Kromjong
Vice President Labor Relations International