

25th July 2024

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Dear Secretary-General,

I am pleased to confirm that *International Distribution Services plc* supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our commitment to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. *International Distribution Services plc* will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (CoP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress starting the calendar year after joining the UN Global Compact, and *annually* thereafter according to the UN Global Compact CoP policy. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- The completion of the online questionnaire of the Communication on Progress through which we will disclose our company's 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,



Mr. Martin Seidenberg
Group Chief Executive Officer
International Distribution Services plc



United Nations Global Compact Statement of Support

July 2016

Royal Mail Group is committed to making a positive contribution to the communities that we serve. We connect millions of customers, businesses, organisations and communities, including those in the most remote rural areas. Our vision is to be recognised as the best delivery company in the UK and across Europe. We believe that this holds the key to building sustainable value for our shareholders. We know it cannot be achieved without a responsible focus on our relationships with our customers, our people, our communities, our suppliers and our environment.

We aim to be a leader in responsible business. Royal Mail Group has been a signatory of the United Nations Global Compact since 2005 and we continue to support its principles. We employ robust governance and management processes to drive our corporate responsibility performance. We commit to a high standard of external disclosure of our performance and use the Global Reporting Initiative Index to achieve this. Finally, we commit to measuring our performance against peers using leading global corporate responsibility and sustainability benchmarks.

Our annual Corporate Responsibility Report meets our United Nations Global Compact Communication on Progress requirements.

A handwritten signature in black ink, appearing to read 'Moya Greene', with a large, stylized initial 'M'.

Moya Greene

Chief Executive Officer, Royal Mail Group