

# **20 priority actions for Posts to develop in accordance with their respective national legislative obligations**

## ***Environment***

- 1 Measure the volume of harmful emissions generated by postal vehicles (including those of subcontractors and supply chain), and take actions to reduce fuel consumption (technological, logistical and drivers' behavioural solutions).
- 2 Develop postal infrastructure which has the lowest possible environmental impact.
- 3 Use renewable electricity where possible and develop the use of on-site renewable energy sources (solar, wind, geothermal).
- 4 Save on energy and develop awareness-raising activities to educate staff (information, training).
- 5 Develop products that consume less natural resources (using recycled paper, paper from sustainably-managed forests, reusable wrappings and packaging, etc.).
- 6 Develop a global approach to waste management: sorting, recycling and recovery of main waste (paper, cardboard, wood pallets, PCs and peripherals, postmen's bicycles, sorting frames, etc.) – based on the waste management hierarchy (eliminate, reduce, reuse, recycling, energy recovery and disposal).

## ***Economic***

- 7 Conduct postal activities along ethical lines and, where possible consider adopting internationally recognized standards – such as the UN Global Compact and the Ethical Trading Initiative.
- 8 Combat money laundering, the financial support of terrorism and corruption.
- 9 Put in place an ethical purchasing policy, incorporating sustainable development criteria into the products that are purchased and marketed (use terms of reference to encourage suppliers and subcontractors to make concrete social responsibility commitments: environmental impact, working conditions, job security, prohibition of child labour, etc.). Audit suppliers to check the genuineness of their commitment to social responsibility.
- 10 Step up the dialogue with postal customers and the various partners of postal administrations.
- 11 Develop SRI (socially responsible investing) financial products, micro-credits for postal administrations that provide financial services and reliable, affordable services for fund transfers for migrant workers and their families.

## ***Social/Societal***

- 12 Raise awareness among all postal workers concerning sustainable development via communication, training and the sharing of experiences.

- 13 Work to eliminate exclusion by promoting the hiring of disabled workers and those from socially excluded groups. Participate in programmes to fight illiteracy and propose financial services for the most disadvantaged.
- 14 Improve access for the disabled and those from socially excluded groups to postal facilities, products and services.
- 15 Actively address all forms of discrimination in postal establishments, whether political, philosophical, religious or sexual. Promote a positive culture of diversity and inclusivity.
- 16 Promote sexual equality in the workplace and increase the number of women in senior and managerial positions where they are underrepresented.
- 17 Develop staff awareness-raising programmes on contagious diseases (AIDS, malaria, etc.) and pandemics (bird flu, etc.). Also develop awareness-raising programmes for the prevention of communicable diseases and promotion of a proactive approach to healthy living (nutrition, anti-smoking, work-life balance...).
- 18 Participate in government information campaigns to eradicate contagious diseases and pandemics.
- 19 Promote information and dialogue with economic and social players at national level and with people living near postal establishments.
- 20 Participate in national discussions and work on sustainable development in their respective States.