



Social Accountability Policy Statement

Our Values

TNT Australia Pty Ltd, Riteway Transport Pty Ltd, TNT Express Worldwide (NZ) Ltd and TNT Express Worldwide (Fiji) Ltd, collectively referred to as 'TNT', aspires to be a leader in social accountability within the freight transport industry by promoting a culture of respect for human rights and the continuous improvement of working conditions. To meet these aspirations we subscribe to the United Nations Global Compact

Our Commitment

TNT is committed to managing our operations in a way that complies with all relevant employment legislation in the areas within which it operates. To support the implementation of our values we recognise the SA 8000 standard for managing social accountability. This commitment is underpinned by TNT's Business Principles.

Our Principles

TNT will identify, assess, manage and improve the elements of our operation that impact on issues of social accountability. In line with sound business practice we will:

- Conduct our business with fairness, honesty, integrity and respect for the interests of our stakeholders
- Comply with the laws and regulations of the countries within which we operate
- Prevent the use of child and forced labour, improve employee health and safety, support employee freedom of association, prevent discrimination and harassment, implement performance management and compensate in accordance with agreed awards and contracts
- Support the achievement of social accountability objectives by establishing responsibilities, standard procedures and mechanisms of monitoring and review in areas directly related to social accountability issues
- Encourage suppliers, agents and contractors to support TNT's business principles and commitment to issues of social accountability

Policy Control and Review

Copies of this policy will be publicly displayed at all TNT locations, communicated to TNT employees and be available on request to other interested parties. Policy review shall be coordinated periodically and changes communicated by the General Manager, Corporate Social Responsibility and Quality, Mascot Head Office.

A handwritten signature in black ink, appearing to read 'Bob Black'.

Bob Black
Managing Director, Australia,
New Zealand and Pacific Islands
February 2009



INVESTOR IN PEOPLE

Issue 2.0



TNT Express

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Title: Director HR, Admin & Customer Service

Date: Monday, 16 March 2009, 11:34 PM GMT Daylight Time

Meaning: I approve this document

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