



Social and Environmental Compliance Assessment Requirements for DHL Suppliers

Introduction to ESCP and DHL Requirements

June 2025

Aine McCarthy

Senior Manager, Social Impact Program

Overview of ESCP Assessment Requirements
for DHL Suppliers



Agenda

TOPIC

PRESENTER

Overview and Introduction to ESCP

Aine McCarthy, ESCP

Overview of DHL Supplier Sustainability Strategy & Requirements

Lukas Landsgesell, DHL

Overview of ESCP Assessment Requirements for DHL Suppliers

Aine McCarthy, ESCP

Q&A

DHL & ESCP

Who we are

Established in 2004, as a non-profit organization to oversee labor standards certification based on the ICTI Code of Business Practices.

We have over 20 years of experience improving labor standards spanning multiple industries.

What we do

ESCP offers certification, assessments, training and support on labor standards and the environment for a growing range of brands, factories, licensors, retailers, vendors, agents and distributors.

We focus on going beyond audit to ensure required labour standards are achieved & upheld.



1,000s +
suppliers



20 +
years
experience



1,000,000s +
workers covered



1,000 +
brands & retailers

A growing global community, used in all sectors



Apparel



Footwear



Automotive



Consumer Goods



Printing & Publishing



Food & Beverage



Textiles



Hobby items



Plastics & Polymers



Metals



Packaging



Toys



Promotional



Hard Goods



Globally available, we have assessed thousands of companies in **56 countries**

Assessments **available in multiple languages** across all regions and time zones.



Global brands & retailers in the Ethical Supply Chain Program



Penguin
Random House
UK



Benefits of participation



Low-cost, quick assessment to complete



Remote online assessments can be shared with multiple customers helping reduce audit burden



Globally available



External independent and trusted verification of your performance



Non-category specific assessments for any type of company



Experts in social compliance with 20 years' experience in this sector

Lukas Landsgesell

ESG Campaign Manager, DHL

Overview of DHL Supplier Sustainability
Strategy & Requirements





Meet the Team



**Global Supplier Mgmt.
& Sustainability
Programs**

Emma Moss



Responsible for ESCP



Germany

Campaign Manager

Lukas Landsgesell



Italy

Lead Assessor

Giulia Sara Coppolecchia

Our journey for a resilient and sustainable supplier base

Our Obligations



INCREASING LEGISLATION

Comply with new compliance legislations



STAKEHOLDERS COMMITMENTS

Increasing pressure from investors, trade unions and customers



RESPONSIBILITY

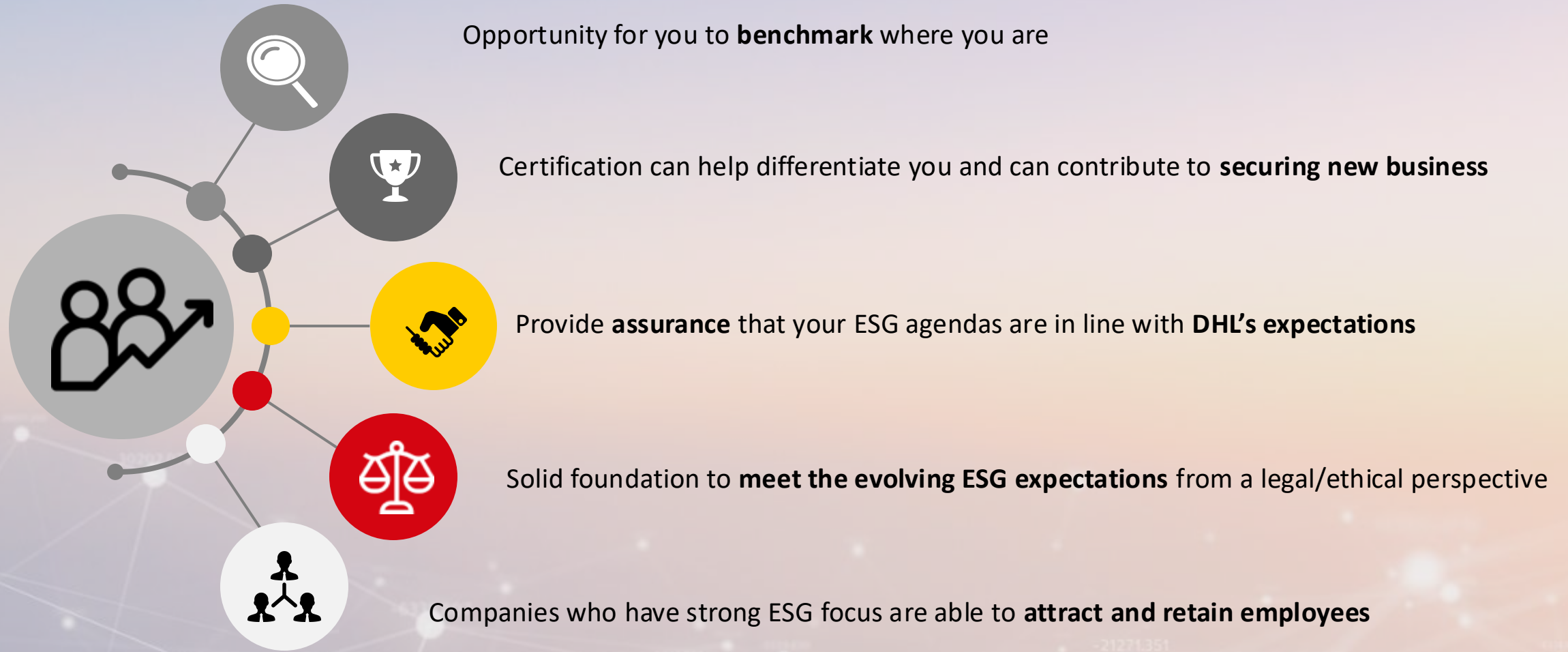
Due to our activities



Sustainable supplier base

- **RESILIENCE**
Uninterrupted supply chain
- **REDUCED RISK**
Environmental and Social impact
- **REPUTATION**
Earning respect and support from stakeholders

Assessment Benefits for our suppliers



Aine McCarthy

Senior Manager, Social Impact Program

Overview of ESCP Assessment Requirements
for DHL Suppliers



Your Assessment



ESCP
**social and
environmental
assessment**

There are two elements to the assessment:

1 Social Impact Assessment

Remote assessment of management systems in place for labor standards either in your facility or in your supply chain

2 Environmental Assessment

Self-assessment to provide your customers with greater oversight into your environmental impacts and practices



Social & Environmental Assessment Process

1. REGISTRATION

Start by registering online on our assessment portal



2. SELF-ASSESSMENT QUESTIONNAIRE

Next you complete your SAQ on managing social compliance in company/supply chain (approx. 1-2 hours)



3. INDEPENDENT EVALUATION CALL

Verification process with supplier and assessor to review practices and gather evidence and documentation (approx. 1-2 hours)



4. RESULTS

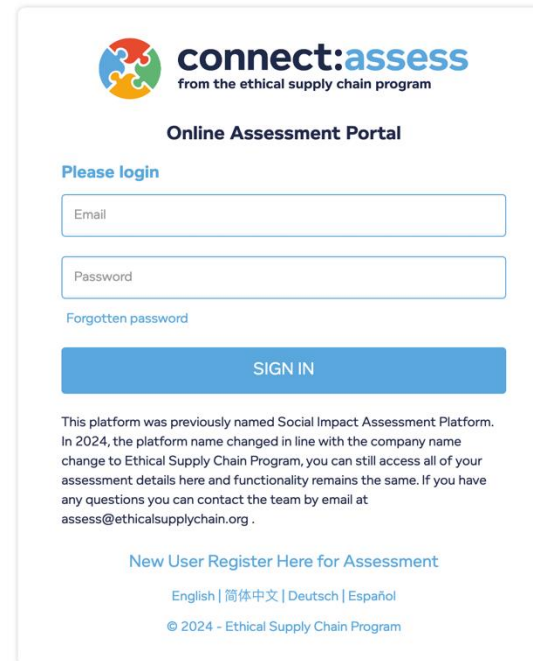
You will receive your independently verified score, detailed findings report and tailored improvement plan to use and share with DHL and other customers



1. REGISTRATION

Visit assess.ethicalsupplychain.org to register and get started with the assessment.

Once you register your company for the assessment and pay the assessment fee you can get started straight away.



The screenshot shows the login interface for the 'connect:assess' platform. At the top is the logo, which consists of a colorful circular icon with four interlocking puzzle pieces and the text 'connect:assess from the ethical supply chain program'. Below the logo is the title 'Online Assessment Portal'. A section titled 'Please login' contains two input fields: 'Email' and 'Password'. Below these fields is a link for 'Forgotten password'. A blue button labeled 'SIGN IN' is positioned below the password field. A paragraph of text explains the platform's name change from 'Social Impact Assessment Platform' to 'Ethical Supply Chain Program' in 2024, noting that all assessment details and functionality remain the same. It provides an email address 'assess@ethicalsupplychain.org' for questions. At the bottom of the login section is a link 'New User Register Here for Assessment'. The footer includes language options 'English | 简体中文 | Deutsch | Español' and the copyright notice '© 2024 - Ethical Supply Chain Program'.

Questionnaire Part 1: Social Impact Assessment

Designed to evaluate how you manage social compliance in your facilities or in the facilities you use to produce your products.



Policies,
Procedures &
Implementation
Teams



Identification and
Assessment of
Risks



Corrective &
Preventative
Actions



Training and
Capacity Building



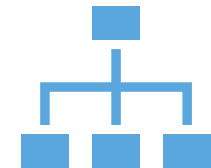
Internal
Involvement &
Communication



Complaint
Management and
Resolution



External
Stakeholder
Engagement



Management of
Suppliers &
Contractors

Questionnaire Part 2: Environmental Assessment

Designed to assess how you manage environmental compliance in your facility or in the facilities you use to produce your products



Permits &
Certificates



Environmental
Management System &
Recycling



Energy & Paper
Usage



Water Usage &
Wastewater



Air & VOC
Discharge



Hazardous Waste
& Non-Hazardous
Waste



Noise Pollution



Good Practices &
Knowledge
Sharing

Assessment Step 3: Independent Evaluation

- Call between your company and an ESCP Assessor
- Purpose of the call is to learn more about your business and talk through all the areas covered by the assessment
- Further documentation and evidence will be requested to support the information discussed



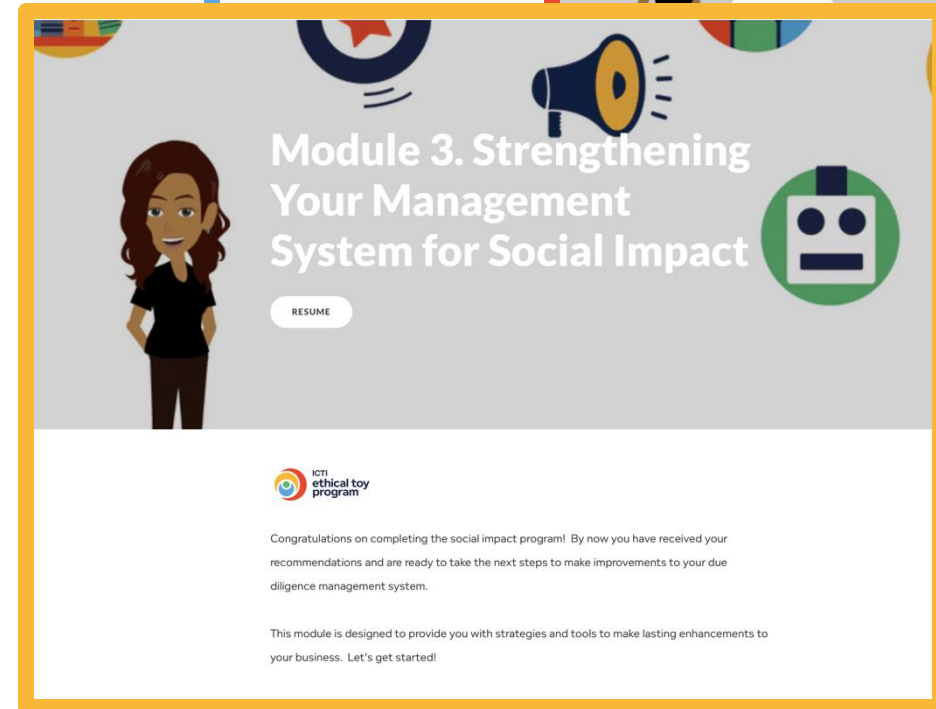
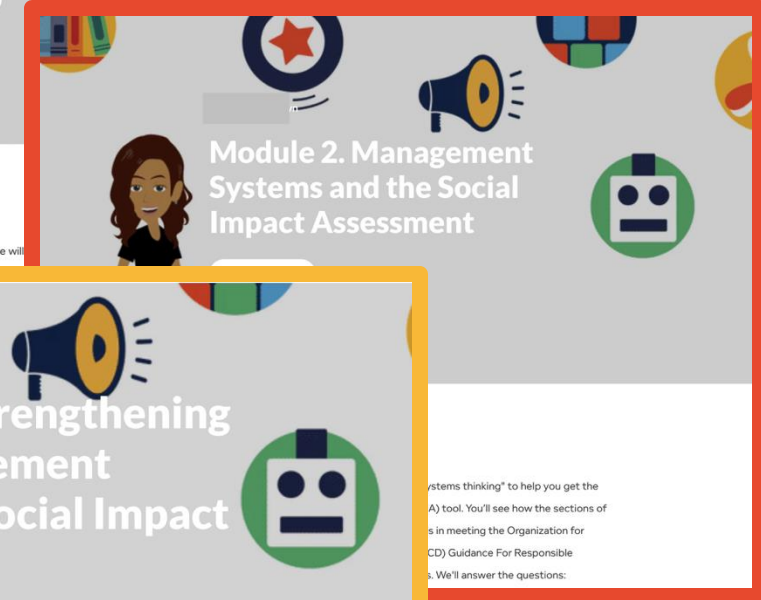
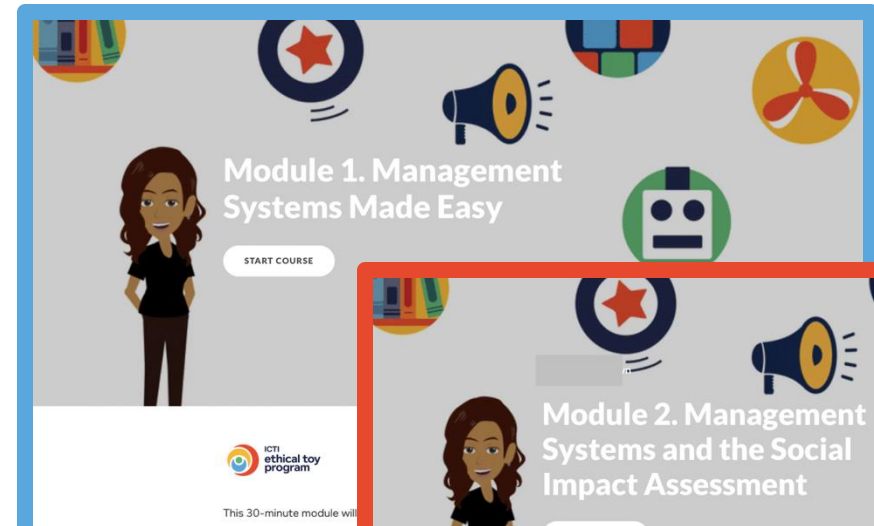
Assessment Step 4: Final Score & Report

- Final report will include verified score and Environmental and Social findings
- Priority focus areas highlighted



Training and Support Available

- Created e-Learning content to help you throughout the process
- Provides practical advice and actionable steps during the assessment
- After the assessment, step-by-step guidance on how to implement suggestions such as creating policies, procedures and training
- Range of modules to help you get the most out of your participation in the Social and Environmental Assessment



Program outcomes

By the end of the process, each participating company will receive:



Independent **verified score**



Tailored **improvement plan** identifying areas to focus on and specific recommended actions they can take in each area to improve

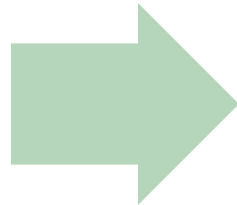
These will be shared with you via the connect:assess platform. As soon as the final report is ready all registered users will receive an email alert.

Assessment scoring mechanism

SUPPLIER SCORE

Scale = 0-100

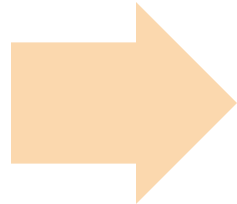
≥ 50



ACTION

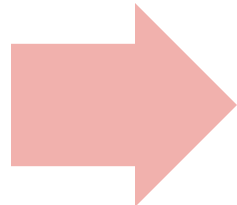
Assess every 3 years

< 50



Annual Assessment & Priority
Actions in Improvement Plan

≤ 25



Reassessment / CAP

Consider phase out if failure

Timelines

ASSESSMENT STAGES:

DEADLINE

Register online: assess.ethicalsupplychain.org

11th July

Your assessment will be assigned, and you will receive an invoice for the flat rate fee for both assessments fee (\$1,100 USD ≈ €970 EUR)

18th July

Complete the SIA & EA self-assessment questionnaire on covering systems in place for labor standards and your environmental performance by uploading supporting metrics, permits and certificates (1-2 hours)

9th August

Conduct Independent Evaluation call with ESCP assessor to validate your self-assessment and labor standards performance (1 hour)

30th August

Receive verified scores for your assessment and your tailored improvement plan with priority areas highlighted

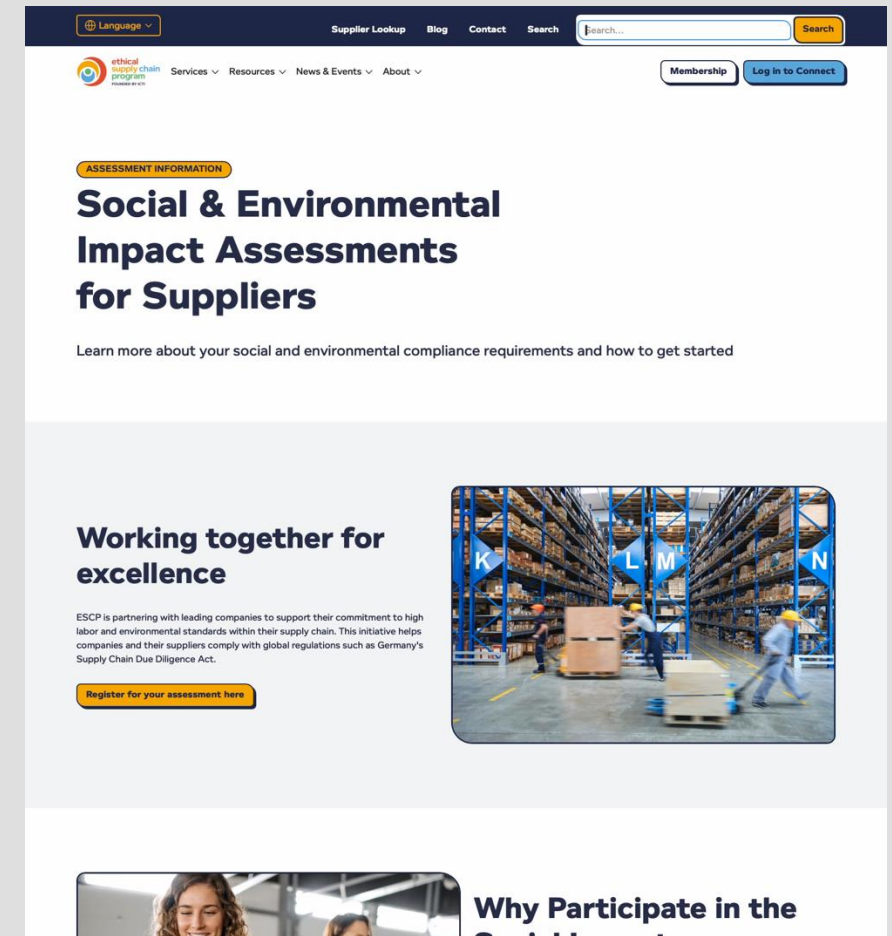
15th September

Receive resources and support to implement the suggestions outlined in the improvement plan

22nd September

Resources

- Suppliers can **contact ESCP directly** for any support required
- **Dedicated on-boarding page** with all information required to get started
- **E-Learning** content available from sign up to support participation
- **Multiple language support:** ESCP Team available for support in English, Mandarin, Cantonese, French, Spanish and German



The screenshot shows the website's header with a language dropdown, navigation links (Supplier Lookup, Blog, Contact, Search), and a search bar. Below the header, the 'ethical supply chain program' logo is visible. The main content area features a yellow banner with the text 'ASSESSMENT INFORMATION' and the title 'Social & Environmental Impact Assessments for Suppliers'. A sub-header reads 'Learn more about your social and environmental compliance requirements and how to get started'. Below this, there is a section titled 'Working together for excellence' with a description of ESCP's partnership with leading companies to support their commitment to high labor and environmental standards. A yellow button labeled 'Register for your assessment here' is present. To the right of the text is an image of a warehouse with workers. At the bottom, there is a section titled 'Why Participate in the' with a partial image of a woman's face.

View supplier onboarding page:

<https://www.ethicalsupplychain.org/social-environmental-impact-assessment-supplier-information>

ESCP Assessments

Question & Answer section.



Contact Us

For more information.



Aine McCarthy

aine.mccarthy@ethicalsupplychain.org



**Contact your Sourcing Manager or
Lukas Landsgesell**

lukas.landsgesell@dhl.com