



InPost Group

# Social Engagement Policy

## Policy information

**Owner of the Policy** Chief Marketing & ESG Officer

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**Policy objective** A document defining sets out the framework for InPost's social and environmental activities.

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## Introduction

InPost S.A. together with its subsidiaries (“InPost”) operates an e-commerce delivery platform in Europe.

Social Engagement Policy sets out the framework for InPost’s social and environmental activities. It aligns with the InPost Sustainability Strategy for 2026–2030 and takes into account selected United Nations Sustainable Development Goals (SDGs) as reference points.

For the purpose of this Policy, the following concepts apply:

InPost Group’s long-term value creation framework is based on balancing environmental, social and economic considerations, as defined in the InPost Sustainability Strategy.

Corporate Social Responsibility (CSR) represents the strategic framework and guiding principles commitments through which InPost defines its social and environmental objectives, addressing our key stakeholders' needs. CSR is understood in line with the international standard ISO 26000 as a reference standard , which describes social responsibility as

an organisation's responsibility for the impacts of its decisions and activities on society and the environment, carried out in an ethical and transparent manner.

Social Engagement refers to the practical initiatives, programmes and actions implemented to deliver the CSR strategy and achieve its objectives in practice.

In this context, CSR defines what InPost aims to achieve and why, while Social Engagement defines how these objectives are implemented.

Further information on the InPost Sustainability Strategy is available here:

<https://inpost.eu/sustainability/our-sustainability-strategy>.

## **§ 1. Objectives of the Social Engagement Policy**

InPost Group has set a long-term target to reach net-zero greenhouse gas emissions across its value chain by 2040, using 2021 as the baseline year. This target is pursued through a decarbonisation strategy aligned with science-based criteria and the goals of the Paris Agreement.

Following recent changes to the InPost Group's corporate structure, including takeovers / acquisitions of new companies/entities, the emissions baseline and targets are being updated and will be submitted for SBTi revalidation in line with applicable requirements.

### **Support social development**

We engage in initiatives that support local communities and promote education, diversity and social inclusion and accessibility as well as wellbeing.

### **Build trust**

We work with suppliers and business partners to strengthen clear supply chain standards and transparent cooperation. Our approach is guided by ethical conduct, data protection and stakeholder safety, in line with relevant laws and regulations in the markets where we operate.

### **Foster innovation**

The InPost Group leverages technology as a tool to support the development of e-commerce and logistics services, taking into account their impact on the environment, people, and the organization's operations. Its activities focus on

solutions that combine operational efficiency with the needs of customers, business partners, and employees.

### **Engage stakeholders**

We maintain an active and ongoing dialogue with customers, employees, business partners and local communities to strengthen cooperation and build shared value.

## **§ 2. Scope of Charitable and Social Activities**

InPost's charitable and social activities focus on two primary areas:

### **Environmental**

- activities initiatives related to emissions reduction,
- projects supporting circular economy solutions,
- actions contributing to biodiversity protection,
- environmental education activities.

### **Community support**

Education, development of local initiatives, promotion of diversity and inclusion, support for persons with disabilities, digital safety, wellbeing and mental health.

InPost remains open to expanding these areas in response to stakeholder dialogue and evolving social and economic conditions.

## **§ 3. Social Engagement Directions**

Innovation and stakeholder dialogue underpin InPost Group's social and environmental initiatives. At the same time, we engage in ongoing dialogue with customers, employees, business partners and local communities to strengthen cooperation and shared values. For more details, see our Stakeholder Engagement Policy

### **In\_Planet – Addressing Environmental Impacts**

**Objective:** To pursue a pathway towards net-zero greenhouse gas emissions across the value chain by 2040, using 2021 as the baseline year. This pathway

is supported by a decarbonisation strategy aligned with science-based criteria and the goals of the Paris Agreement.

Following changes to the Group's structure, the emissions baseline and targets are being updated and will be submitted for revalidation by the Science Based Targets initiative (SBTi).

### **In\_Consumer – Supporting Local Communities, Education and Accessibility**

Objective: To support local communities, promote education, diversity and inclusion, and enhance the accessibility of services.

### **In\_People – People and Skills Development**

Objective: To support employee competence development and safety, promote inclusion of persons with disabilities, and care for mental health and workplace wellbeing.

### **In\_Trust – Trust and Transparency**

**Objective:** To strengthen supply chain standards with suppliers through transparent cooperation and clear governance frameworks. This includes promoting ethical conduct, data protection and stakeholder safety, supported by employee training and aligned with relevant legal and regulatory requirements.

## **§ 4. Support – Granting Procedure**

Applications for financial or in-kind support may be submitted electronically via email [esg@inpost-group.com](mailto:esg@inpost-group.com) or through other communication channels used by InPost.

Applications should include a project description, objectives, planned activities, budget, and information about the applicant organisation. Applications are reviewed by the relevant local Sustainability Lead/CSR expert or designated organisational unit, in accordance with the Sustainability Strategy, this Policy, and local conditions.

## **§ 5. Measurement of Social and Environmental Impact**

We monitor and assess selected aspects of the social and environmental outcomes of our initiatives using Key Performance Indicators (KPIs) aligned with the Sustainability Strategy.

These may include, among others number of beneficiaries, employee satisfaction levels, number of training sessions delivered, and diversity and inclusion indicators.

Measurement results are analysed and used to continuously improve our Social Engagement activities.

## **§ 6. Employee Engagement**

We encourage employees to actively participate in Social Engagement initiatives, including employee volunteering programmes. We also provide opportunities for skills development related to sustainability and social engagement.

## **§ 7. Communication**

We share information about selected Social Engagement initiatives internally and externally, using appropriate communication channels, including the InPost Group's website and social media platforms.

This Policy is subject to regular review and updates at least once a year to ensure alignment with the Sustainability Strategy and evolving social and environmental needs. We encourage all stakeholders to familiarize themselves with this Policy and to contact us with any questions or suggestions.