

Global Human Rights Policy

Introduction

Overview

Since FedEx began operations in 1973, respect for people has been the cornerstone of how we do business. Our company's commitment to integrity and doing the right thing is a fundamental part of who we are, as reflected in our company culture, values, and the FedEx Code of Conduct. As such, we strive to exemplify ethical leadership and corporate responsibility through support of Human Rights on a global scale.

Purpose

This Policy communicates our Human Rights standards to FedEx team members and stakeholders, provides a common model of how to support and advance Human Rights in our everyday operations, and reinforces our expectations that all team members treat others with dignity and respect.

Definitions

FedEx: FedEx Corporation and its subsidiary companies throughout the world.

Human Rights: Generally defined as the basic freedoms and principles of equality and fairness which are inherent to all people everywhere and worthy of universal protection. Rights that exist simply because we are human beings. These rights are outlined in the [United Nations Universal Declaration of Human Rights \(UDHR\)](#).

Team Member: Every officer, director, manager, and employee of FedEx.

Third Party: Any prospective or current customer, vendor, supplier, service provider or any other person with whom FedEx does or may do business and which is not a FedEx entity.

Scope

This Policy applies to every team member of FedEx. If you have questions about a situation not covered in this Policy, you should ask your manager, Human Resources, or the Legal Department.

This Policy also applies to those Third Parties performing services on behalf of FedEx or operating under the FedEx brand name to the extent set forth in their respective agreements with FedEx and permitted under applicable law. Failure to abide by this policy may result in consequences, including but not limited to the termination of a business relationship with FedEx.

This Policy complements and connects the related policies mentioned below but is not meant to supersede them. FedEx subsidiary companies may adopt supplementary policies, if necessary to comply with local laws and regulations. Subsidiaries shall provide the Corporate Integrity and Compliance (CIC) Department a copy of any such supplementary policy before publication.

Policy Statement

FedEx is committed to operating our business in a manner which protects and advances Human Rights in all our operations around the world. We care about people, our communities, and the impact we have, wherever we do business. We believe that everyone, from every background and ability, should have access to opportunity, the chance to make choices about their lives, and a path to develop their potential as human beings.

We expect every team member to consistently behave in alignment with our values and in compliance with law and policy. In our operations globally, we will work to treat people with fairness and respect. The respective standards are outlined in our [Code of Conduct](#). We also work to contract with suppliers who respect Human Rights. We expect our supply chain to embrace and pursue business practices consistent with our standards for supporting Human Rights as outlined in the [FedEx Supplier Code of Conduct](#).

Policy Details

Respect for Human Rights

At FedEx, delivering for good includes supporting the development and implementation of business practices which advance Human Rights. We endeavor to understand how our operations may positively or negatively impact people, and to act considerately and make decisions that are respectful of people and communities. We seek the input of diverse stakeholders and take steps to incorporate our values into our operations and activities within the communities where we work.

Governance

Oversight of this Policy is vested in our Chief Compliance Officer (CCO). Our CCO leads our Corporate Integrity and Compliance Department globally. CIC collaborates with our global team members in Legal and Compliance to develop and support policies, programs, and practices in this area. The CCO reports up through the FedEx General Counsel and provides regular updates to the Audit and Finance Committee and to the full Board of Directors on the FedEx compliance program initiatives and risks. The CCO also provides oversight of our [FedEx Supplier Code of Conduct](#), which informs suppliers of our requirements for legal compliance, ethical behaviors, and respect for Human Rights.

Team Member Requirements

We expect our team members to comply with the law and to consistently demonstrate behaviors which show respect for the inherent dignity of people. FedEx prohibits Human Rights

violations in our operations. No person should be subject to a Human Rights violation because of the work we do at FedEx. Managers have additional requirements for providing ethical leadership which are also enumerated in our [Code of Conduct](#). Similarly, FedEx strives to avoid contributing to the infringement of the Human Rights of others everywhere we do business.

Respect for Human Rights is addressed in our [Code of Conduct](#) and in our complete policy framework. Team members must follow the law, the direction provided in this Policy, our [Code of Conduct](#), and our other policies and procedures. Key topics from these policies are summarized below. For more details, review the FedEx policies and procedures in effect for each topic. Related policies can be accessed [here](#), or you can ask your manager, Human Resources, or the Legal Department for additional information on any of these topics.

Anti-Harassment and Non-Discrimination

We uphold equal opportunity and oppose harassment. We do not tolerate discrimination, harassment, or bullying based on any characteristic protected under national, state, or local laws. We strongly encourage team members who may be subject to or witness harassment in the workplace to speak up without fear of retaliation. We strive to create a workplace where people feel safe and free from bullying or harassment.

Diversity, Equity, Inclusion and Opportunity

Diversity, Equity, Inclusion and Opportunity are cornerstone beliefs which we put into practice at FedEx. We are committed to taking measurable actions to empower diverse voices and provide equitable access to leadership, education, and employment opportunities. Team members at FedEx are governed by a common set of values and ethics, and we believe in a global community where people are respected and valued.

Health, Safety and Security

At FedEx, we all must follow health and safety rules and protocols that apply to our jobs. FedEx prohibits workplace violence, including violent or threatening behavior. We also do not allow other activities that could cause a person to feel unsafe, insecure, or fearful. We are committed to maintaining a healthy, safe, and secure workplace.

Anti-Corruption

Corruption and Human Rights violations are strongly associated with each other. FedEx recognizes that in addition to being illegal and unethical, corruption can violate Human Rights principles involving fairness, non-discrimination, and the rights of people to have a meaningful impact and opportunities.

Corruption can impede the realization of a fair society and cause direct harm to communities and people. FedEx prohibits corruption and improper payments in all our business dealings throughout the world. We have strict policies and procedures, training, and other programs to help prevent, detect, and address corruption. Our [Global Anti-Corruption Policy](#) provides a framework for our rules prohibiting corruption.

Labor and Employment, and Wage and Hour Laws

Compliance with labor and employment laws is a high priority at FedEx. We strive to show respect for our team members and communities by staying informed on and complying with laws that govern employment relationships. Treating people fairly includes paying fair wages and following labor and employment laws in the countries and territories where we operate.

Prohibition of Forced Labor, Human Trafficking and Child Labor

We have zero tolerance for, and prohibit human slavery and trafficking, child labor, or any other form of forced labor. FedEx team members must comply with this Policy, the [Code of Conduct](#), the [Policy Prohibiting Trafficking in Persons](#), and all applicable local policies which may be in effect in the FedEx region, country or territory where they work.

Privacy

We recognize the importance of privacy protections and compliance with applicable data privacy laws, regulations, internal policies, and standards. These protections form the foundation of a trustworthy company and help promote compliance with law. Our [Global Privacy Policy](#) addresses these protections and is based on globally accepted core principles on data protection.

Policy Implementation

Training and Communication

We set expectations and standards for our team members. We use training and communication programs to create foundational awareness and to reinforce key concepts. FedEx policies are posted online and translated into dozens of our most used languages. The CIC team periodically refreshes and communicates policy requirements. We provide training and communication on policies to reinforce behavioral expectations and to help embed and sustain a culture of respect for Human Rights throughout the business.

We provide resources to Managers to support communication of key compliance requirements and programs to their team members who work in non-computer using positions or offline. We incorporate messaging on Human Rights into our communication plans to raise awareness with our team members, communities, and other stakeholders of the importance of respecting Human Rights in our operations.

Risk Assessment

In addition to providing behavioral standards for our team members and communication and training on our Human Rights Policy, we strive to avoid contributing to the infringement of the Human Rights of others everywhere we do business. As part of our ongoing risk assessment processes, we seek to identify, assess, quantify the impact, and address the risk of Human Rights violations in our operations in line with applicable laws and regulations. We pursue continuous improvement where we periodically assess our approach to compliance and ensure we evolve our practices alongside our business.

Monitoring and Reporting

Communicating with our stakeholders on Human Rights in our operations is a matter of transparency. Structured public reporting provides an opportunity for us to understand and be accountable for adverse Human Rights impacts we encounter, or which may be present in our business. CIC works with our Financial Reporting and Environment, Social and Governance (ESG) teams, to report on our business, Human Rights related risks, and measures we take to address those risks. Our careful identification, assessment, prevention, mitigation, and remediation of risk is aligned with our policy of respect for Human Rights.

International Human Rights Standards

In support of the responsibility of governments to protect Human Rights, businesses have a unique opportunity to make a positive impact. As a global business, we strive to respect international Human Rights standards. This Policy provides a globally relevant position statement on our support for advancing Human Rights in our operations.

Protecting and advancing Human Rights also includes compliance with relevant local laws and regulations. The complexity of local or national conditions on Human Rights does not lessen the need and responsibility for global businesses like FedEx to treat all people with dignity and respect.

Policy Compliance

FedEx requires team members to comply with this Policy. Compliance also includes timely completing any mandatory training and following any procedures that may be issued under this Policy. All managers are responsible within their teams for enforcement and compliance with this Policy, including its communication to their team members. Anyone who does not comply with this Policy may be subject to disciplinary action, up to and including termination.

Reporting and Anti-Retaliation

If you know or suspect there is a violation of this Policy, you should speak up and report it to your manager, Human Resources, the Legal Department, or the FedEx Alert Line. You may submit a report online at fedexalertline.com or find the phone number that applies to a country or territory. In the U.S., the phone number is 1.866.42.FedEx (1.866.423.3339). When making a report, you can choose to identify yourself or, where allowed by law, you can report anonymously.

We prohibit retaliation against anyone who reports a known or suspected violation in good faith. We also prohibit retaliation against anyone who assists in an investigation. Anyone who is found to have retaliated against a person who, in good faith, has reported a violation of this Policy, or assisted in an investigation, will be subject to discipline, up to and including termination.

Related Policies

- [FedEx Code of Conduct](#)
- [FedEx Supplier Code of Conduct](#)
- [Global Anti-Corruption Policy](#)
- [Policy Prohibiting Trafficking in Persons](#)

Approvals

Version	Date	Approved by
1.0	16 December 2024	Chief Compliance Officer

Department: Corporate Integrity and Compliance
Policy Custodian: Chief Compliance Officer
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