

FedEx Express Norge AS (“FedEx”)

This is the third Statement in accordance with the Transparency Act (Act relating to enterprises' transparency and work on fundamental human rights and decent working conditions LOV-2021-06-18-99) to be published by FedEx.

Lawful and ethical behavior is of paramount importance to FedEx and is critical to our continued success. The FedEx Code of Business Conduct and Ethics makes it clear that this is a requirement for all our team members and places similar obligations upon suppliers to FedEx. As part of this requirement FedEx is committed to protecting and advancing human rights and decent working conditions in all our operations.

This statement outlines the steps FedEx has taken to minimize the risk of any adverse impacts on fundamental human rights and decent working conditions in its business and its supply chains.

About FedEx And Its Supply Chains

Within Norway, FedEx provides international and domestic delivery services.

FedEx has a large and complex supply chain and has many direct supply arrangements on a global basis and on an individual in country basis.

For more information on the FedEx operations, please also see our financial statement.

Relevant Policies

The FedEx Code of Business Conduct and Ethics sets out the expectations that are relevant for all our team members and for our suppliers wherever we do business in the world. These policies and procedures help to ensure that human rights violations do not occur within our business or our supply chains. FedEx maintains a strong culture of ethics and integrity that supports and encourages compliance with its internal policies and procedures. FedEx's current set of policies and procedures reflect our commitment to carrying out our business in an ethical and responsible manner and help to ensure that adverse impacts on fundamental human rights and decent working conditions do not occur within FedEx or its supply chains. These policies include:

- Health and Safety
- Whistleblowing Policy
- Harassment at Work Policy
- Equal Opportunities Policy

We continue to maintain our strong culture of ethics and integrity that supports and encourages compliance with these internal policies.

Due Diligence

We are committed to ensuring there is transparency in our business and in our approach to tackling potential adverse impacts on human rights and decent working conditions throughout our supply chains. We fully expect the same high standards from our suppliers. We check that our high risk high suppliers comply with our standards by asking them to complete a Transparency Act Questionnaire. This Questionnaire asks suppliers to confirm, amongst other things, what steps they are taking to mitigate risks of human rights violations and ensuring decent working conditions in their own supply chains.

We ensure new suppliers have agreed to our high standards in FedEx Code of Business Conduct and Ethics from the outset of the procurement process by ensuring that they agree to our tendering guidelines where applicable, including a clause requiring compliance with the FedEx Code of Business Conduct in all of our bespoke supplier contracts and requiring new suppliers

to confirm their compliance with our standards on Business Conduct and Ethics by completing an on-boarding questionnaire.

Risk Assessment

Given the nature of FedEx's transportation business model, and the controls that FedEx has in place, we do not believe that there is a significant risk of adverse impacts on fundamental human rights and decent working conditions within our business or within our supply chains. However, FedEx is not complacent and recognizes that, human rights violations do take place around the world and that we can always do more to identify and mitigate potential risks of adverse impacts on fundamental human rights and decent working conditions occurring within our business and our supply chains.

FedEx further mitigates the risk by maintaining our policy in the FedEx Code of Business Conduct and Ethics and maintaining the FedEx Alert Line. This line can be accessed by all FedEx team members or any other person who wishes to raise a concern. We encourage team members and other parties to raise concerns about any issue or suspicion of illegal, unethical, unsafe or other improper activity through the FedEx Alert Line. All reports received through the FedEx Alert Line are acted upon promptly. FedEx team members are also encouraged to report any potential human rights violations or concerns on working conditions in accordance with FedEx's Open Door and Whistleblowing policies without fear of reprisal or retribution.

Health, safety and operational superiority are furthermore central to how FedEx does business, and we make every effort to ensure that our operations are above standards to maintain the safety and well-being of our team members and to meet the expectations of our customers and the public.

Training

To ensure FedEx team members understand the risks of adverse impacts on fundamental human rights and decent working conditions, FedEx will provide training on the Transparency Act and its requirements to those team members which are most directly involved with suppliers, such as its procurement function. Where it considers appropriate, FedEx will also provide training to other departments.

Next Steps

During this financial year, we will continue to:

- Continue to seek to source our supplies in a responsible manner;
- Continue to Include contractual compliance provisions in its contracts with new suppliers;
- Continue to expect and require our suppliers to operate in full compliance with all applicable laws;
- Maintain our high standards and identify ways to further enhance this;
- Look into conducting random audits on a select group of our high-risk suppliers.

Board Approval

This statement is signed on behalf of the Board of Directors of FedEx Express Norge AS by Torsten Gadfelt, Chairman of the Board and Managing Director GOPS, on 10th of June 2024.



Torsten Gadfelt