



Annual Sustainability Report

Published November 2025

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Front cover photo by Kinga Czarnocka

Introduction

CEO statement

DPD UK, as a part of our parent company Geopost, is on a mission to be net zero by 2040. This isn't just important to us as a business, but is important to help preserve the world we share. DPD knows that any business of our size has an obligation to be mindful of its environmental and societal impact – and so everything that we detail in this report will demonstrate what we're doing to play our part in being more sustainable.

I'm delighted to present to you in this report all our sustainability activities for 2024, celebrating on our net zero mission, with some incredible milestones being reached.

As a delivery company the biggest impact we can make on carbon reduction is by electrifying our fleet. 2024 saw our electric vehicle (EV) fleet grow to 3,877, meaning that over a third of our last-mile collection and delivery fleet is now electric. This has a huge impact on our carbon output and represents the most significant way we can reach our net zero goals.

Our growing EV fleet gave us the ability to deliver an astonishing 80 million parcels all-electric in the final mile in 2024. This is our best result yet, an increase of 25% on last year and one we want to keep pushing higher in 2025.

Our HGV fleet continues to primarily operate on lower carbon hydrogenated vegetable oil (HVO) fuel, which means that even in parts of our business where

electrification is not feasible we're still doing what we can to mitigate our carbon output.

The sites we operate also continue to put sustainability first. More than 98% of the energy we consume comes from renewable sources, and we're recycling and reusing 90% or more of our waste.

2024 was also a year of partnering with and sponsoring environmental good causes through our Eco Fund, as we awarded a record amount of funding, over £320,000, to initiatives such as wetlands restoration and rainforest protection.

Sustainability also goes beyond environmentalism and includes the social sphere, too, and so in this report you'll read about what we've been doing to support our local communities and promote diversity and inclusion, both in DPD and outside.

Perhaps the biggest achievement for DPD this year, however, has been the huge leap in absolute carbon savings. Geopost's mission to be net zero includes a near-term goal of reducing carbon by 43% by 2030, compared with a 2020 baseline. I'm delighted to announce that, this year, DPD UK managed to surpass this goal with a 47.5% reduction versus the baseline. This is an incredible achievement and demonstrates that we're on track to meet our long-term goals.

DPD isn't going to slow down, however. Our net zero 2040 objective means continual innovation and hard work, and I hope that this report demonstrates that we've been doing just that in 2024 and will continue to do so in 2025.



Elaine Kerr
CEO DPD

Elaine Kerr

Business hierarchy



La Poste is a state-owned public limited company, a subsidiary of Caisse des Dépôts and the French State. La Poste group is divided into four business units: Services-Mail-Parcels, Retail Customers and Digital Services, Geopost, and La Banque Postale, which, with its subsidiary CNP Assurances, is the 11th largest European banking and insurance company.

As a mission-driven company since June 2021 and a leader in environmental transition and sustainable finance, La Poste group aims to achieve net zero emissions by 2040. Through its strategic plan, "La Poste 2030, committed to you", the public company has set itself on a course for profitable and responsible growth in France and abroad, based on a robust multi-business model.



Geopost, a European leader in parcel delivery and solutions for e-commerce, operates in more than 50 countries across all continents through its network of expert delivery brands.

With 57,000 employees, Geopost endeavours to make commerce more convenient, profitable, and sustainable for its customers and communities. Committed to becoming an international reference in sustainable delivery, Geopost is the first global delivery company to have its roadmap to net zero by 2040 approved by the Science Based Targets initiative (SBTi).



DPD is a member of Geopost; it operates more than 10,000 vehicles in the UK from 84 sites and delivers over 360 million parcels a year. DPD has over 3,800 EVs on the road, accounting for over a third of its final-mile delivery fleet. DPD delivered over 80 million parcels on EVs in 2024. Additionally, a proportion of its HGVs now operate with lower carbon HVO fuel, and DPD is the first UK parcel company to deploy electric delivery robots.

Details of all of DPD's sustainability initiatives can be found on its dedicated sustainability website: sustainability.dpd.co.uk

Assurance

We publish our DPD accounts on an annual basis following half-yearly assurance from Forvis Mazars. We also now include our non-financial and sustainability information (NFSI) statement, describing the activities and governance associated with our climate-related financial disclosures.

Climate-related financial disclosures and our subsidiaries

Since our 2023 annual accounts filing we have included climate-related financial disclosures as part of the NFSI statement, setting out the risks and opportunities presented to our business as a result of the changing climate. As per our notes to the financial statements we do not consolidate the accounts of our subsidiaries and therefore do not report on their sustainability activities here, and on an individual basis they do not meet the reporting threshold for climate-related financial disclosures. Pursuant to the requirements of section 414CB of the Companies Act 2006 we have, however, considered the risks and opportunities associated with our subsidiaries and, given they operate in the same sector as DPD, determine them to be in line with those described in our NFSI statement.

We will publish our annual NFSI statement within our annual accounts filing for 2024 later in 2025.

2024 highlights



333,006,702
Parcels delivered*



11,894
Pickup points



47.5%
Measured carbon emissions reduction since 2020 baseline



80,983,105
EV parcels delivered



3,877
EVs in fleet



25.35%
Increase in parcels delivered by EV compared with 2023



100%
Waste diverted from landfill



£323,701
Money donated from Eco Fund

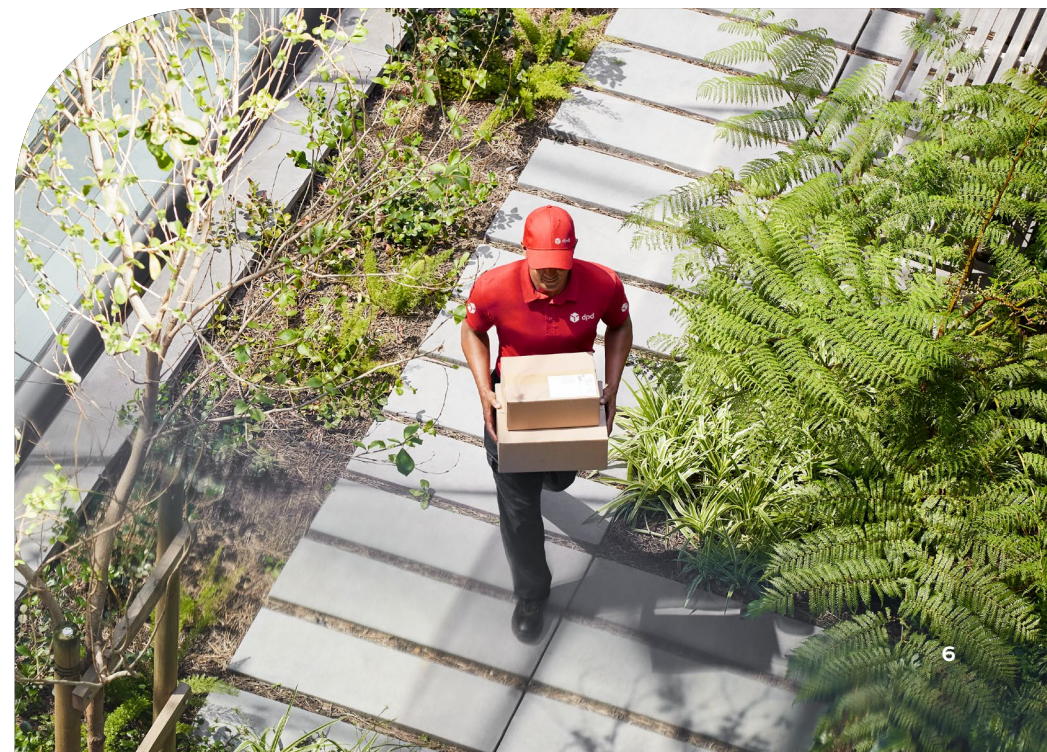


128,891
Trees planted (Treeapp)

* Delivered items include parcels delivered in Great Britain by DPD's network, excluding offshore delivery agents and DPD Local franchisees.

Offering best-in-class delivery services, both international and domestic, we have maintained our outstanding levels of customer service while making great progress on our net zero transition.

Although we are not required to report in accordance with the Global Reporting Initiative (GRI) standards, we recognise the value that reporting in this manner delivers to our stakeholders. We have chosen to prepare this report with reference to the guidelines of the GRI standards to demonstrate our commitment to providing honest and transparent reporting.



Strategy

Our 1-2-3-4 strategy

In 2020 we introduced a fourth element to our successful 1-2-3 strategy: aiming to **be the UK's leader in sustainable delivery**.

We have always focused on providing the best service in our industry, utilising the best technology. Our inclusive and diverse culture allows us to recruit, retain, and develop the most customer-centric people, and now, with our fourth pillar, we have set out how we will become the most sustainable delivery company.

These four elements of our strategy are shared with all our people and shape how we all go about our day-to-day business.

1
DELIVER THE
BEST SERVICE THAT
MONEY CAN BUY

2
USE THE
BEST TECHNOLOGY
AVAILABLE

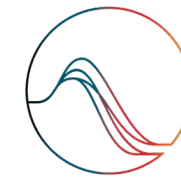
3
RETAIN, RECRUIT AND
DEVELOP THE MOST CARING
AND CUSTOMER-CENTRIC
PEOPLE IN THE INDUSTRY

4
BE THE UK'S
LEADER IN
SUSTAINABLE
DELIVERY

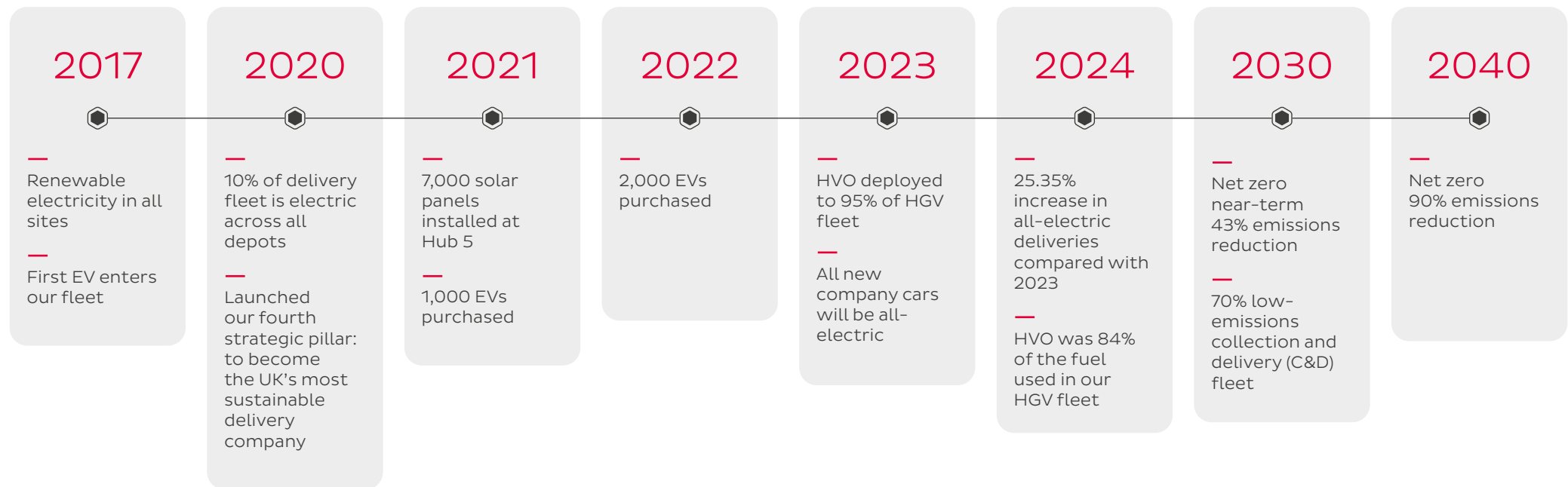
All elements of our strategy align with our environmental, social, and governance commitments and offer us an opportunity to embed sustainability across the organisation.

SBTi

As part of Geopost, DPD UK has a target to be Net Zero by 2040 compared with a 2020 baseline. Our focus is currently on continuing to drive decarbonisation across the business as we work towards Net Zero 2040.



SCIENCE
BASED
TARGETS



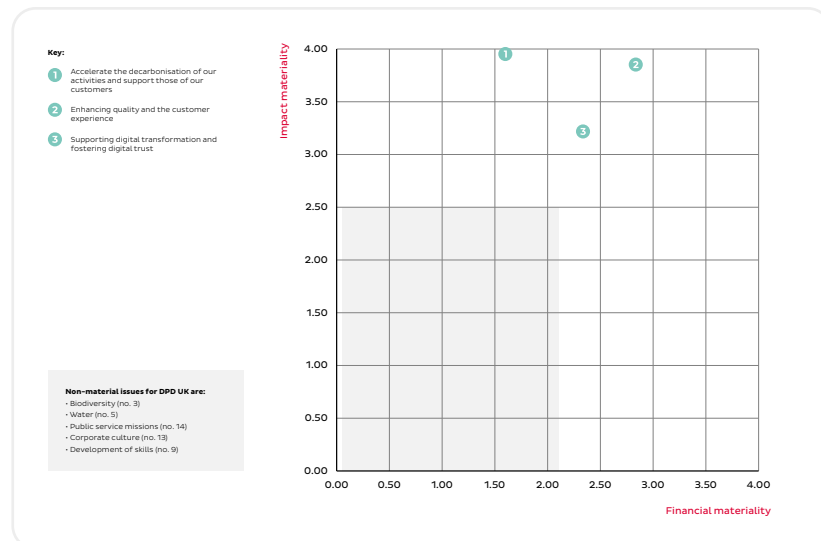
Some of the information presented in this report sets out our current expectations for our decarbonisation pathway beyond the current year. This information will include predictions and estimates and will be subject to change due to risks or opportunities that present themselves to the business in future years. These forward-looking statements are only representative of our position at the date of this publication, and we will not obligate ourselves to alter the information contained here retrospectively should future events require an adjustment of our strategic decarbonisation trajectory.

Materiality

As a UK business, while we do not fall under the recently introduced EU Corporate Sustainability Reporting Directive (CSRD), as a subsidiary of an EU business we are required to support Geopost, and ultimately La Poste, with the data required to meet the requirements of this reporting regulation.

Part of the CSRD process included a double materiality assessment, which was carried out simultaneously for Geopost and DPD UK. A double materiality assessment considers the financial and non-financial impacts, both positive and negative, of the company in each category of ESG: environmental, social, and governance.

The highest impact results of the DPD UK double materiality assessment are presented below.



The highest material risks were identified as “accelerating the decarbonisation of our activities and support those of our customers”, alongside “enhancing quality and the customer experience” and “supporting digital transformation and fostering digital trust”. Broadly, the most material impacts aligned with the materiality assessment conducted on behalf of La Poste, and applicable to DPD UK, in 2022.

UN SDGs

The 17 United Nations Sustainable Development Goals (UN SDGs) were adopted by all 193 UN member states in 2015 as a blueprint for the world we want to achieve for all by 2030. At DPD, we align with our group position on those goals we feel are best supported by our activities:



Preventing greenwashing

Following the adoption of the EU Green Claims Directive, DPD UK has been working to review all our internal and external collateral to make sure it is compliant with the requirements of the directive. The biggest change for us is our vehicle livery. Following the introduction of EVs to our fleet, we differentiated these from our diesel fleet through the use of green rear doors and a leaf motif. As we have grown our electric fleet and it has become more business as usual for us to operate EVs, all our new EVs will now return to the red livery and be distinguished from our diesel vehicles through a plug motif.

We have always focused on honest and transparent communication around our sustainability targets and progress. Our commitment to decarbonisation is clearly demonstrated by the incredible emissions reduction we have achieved compared with our 2020 baseline. We remain committed to our net zero 2040 target and will continue to provide accurate and comparable data and communications that fully align with the EU Green Claims Directive.



Environmental impact

UN SDGs:



Our planet

We are happy to confirm that by the end of 2024, within DPD UK, we reached a 47.5% reduction in our emissions compared with a 2020 baseline. This is a significant increase on the 34% we achieved the year before, and puts us in an excellent position to meet our 2040 net zero target as we continue to decarbonise.

Our key focus areas for decarbonisation remain unchanged:



Electrifying the last-mile delivery fleet



Diversifying the transport fleet to include alternative options such as biogas-, biofuel-, electric-, and hydrogen-powered trucks



Switching to 100% renewable energy, both gas and electricity



Electrifying our fleet of company cars

GHG emissions (tCO ₂ e)	FY2020	FY2021	FY2022	FY2023	FY2024
Scope 1 Fuel use from our own vehicles and buildings	119,597	136,972	122,855	58,758	34,603
Scope 2 Market-based electricity	214	1,149	425	639	449
Scope 3 - Category 3 Fuel- and energy-related (upstream emissions of Scope 1 fuel consumption)	30,314	34,634	30,237	27,977	29,158
Scope 3 - Category 4 Upstream transport (*WTW emissions of subcontracted transport: PUD, LNH, Air, Sea, Rail)	213,684	211,736	168,512	148,697	127,087
Scope 3 - Category 8 Upstream leased assets (subcontracted buildings)	906	665	2,286	3,738	230
Total emissions	364,715	385,156	324,315	239,809	191,527

*Well-to-Wheel, Pick-up and Delivery, Linehaul

A note on our subsidiaries

DPD has a number of subsidiaries for which we do not consolidate accounts, as per the statement in our annual accounts filing. This means that they also do not form part of our streamlined energy and carbon reporting (SECR) emissions reporting within our accounts filing. However, the subsidiary DPD Local forms part of our emissions calculations for the SBTi target. Much of the operations of DPD and DPD Local overlap, and our emissions are closely intertwined with each other. We are currently in the process of buying the franchise back, so by the end of 2025 DPD Local will be fully integrated into our business and, therefore, will be an integral part of our near-term SBTi target. Our scope 1, 2, and 3 emissions listed here contain some emissions of DPD Local and should therefore not be used as a base for comparison for our SECR emissions report. This is also why we do not present an intensity metric here. All energy and waste data listed here is applicable to DPD only.

Scopes 1 and 2

The actions we have taken to reduce our emissions across scopes 1 and 2 are detailed below.

HVO

We continued our use of HVO in our transport fleet during 2024, HVO was 84% of the fuel used in our HGV fleet across the year. HVO is a drop-in replacement for diesel and can provide up to a 90% emissions reduction. We will continue to utilise lower carbon fuels while we investigate alternative technologies.



Energy use

In the last year we have increased the number of sites utilising the Vickers energy monitoring system. Deployment of this technology in 2023 saw savings of up to 45% on our gas usage by ensuring we had centralised control and smart features that prevented waste. We therefore committed to expanding the number of sites with this technology to realise savings across the business.

We have achieved a 55% reduction in gas use since 2021.

DPD energy use (kWh)	2020	2021	2022	2023	2024
Energy generated via solar panels	-	1,339,989	4,317,477	3,888,239	4,108,640
Renewable energy purchased	33,654,282	37,495,735	37,026,320	38,958,660	39,976,955
Standard electricity purchased	-	432,195	469,409	1,029,105	480,931
Gas	37,252,892	47,811,313	32,548,890	29,658,150	21,291,331
LPG*	1,117,385	1,096,198	527,204	660,394	287,550
Urban heating (Exeter)	-	-	230,880	257,411	231,366

*data has been restated due to a change in source of kWh conversion factor

Renewable energy

During 2024 we generated 4,199,067 kWh of renewable energy from 21,926 photovoltaic panels across our sites.

2024 saw the completion of a roof solar installation at our Docklands site, to complement the solar array already installed on the vehicle canopy. This 1MW installation will have the capacity to generate over 1 million kWh of electricity annually.

For the predominantly overnight operation of our largest sortation facilities, we do require energy from the grid in addition to the energy we are able to generate on site. Since 2020, this electricity at sites where we have operational control has been procured from renewable sources, meaning 98.9% of the electricity we consume as a business is renewable.

We have worked with our landlords to procure renewable energy where this is not in our direct control and will continue, where it is viable, to move those remaining sites to a renewable-backed electricity contract to reach 100% renewable electricity across the business.

Scope 3

From 2030, further scope 3 emissions will form part of our longer-term emissions reduction target. In light of this, we have focused in the last year on gathering accurate data to report on for those categories.

One of these categories is employee commuting. Following a business-wide survey, we were able to gather representative data about how our employees commute to work. We also spent considerable time defining the methodology for engaging with our supply chain to gather more accurate data related to purchased goods and services. We look forward to presenting more refined data across scope 3 in our 2025 report following our planned engagement activities.

Waste

We have achieved our target of 100% landfill diversion rate for 4 years, with 90% of waste reused or recycled and the rest being used to generate energy. We will continue to investigate opportunities for waste reduction as we look ahead to 2025.

Year	Total weight (kg)	Reuse	Recycle	Energy	Disposal
2021	36,209,203	68.3%	22.2%	9.5%	0.0%
2022	32,489,977	67.5%	23.1%	9.4%	0.0%
2023	33,623,912	68.1%	22.2%	9.7%	0.0%
2024	33,380,005	69.4%	20.8%	9.8%	0.0%

Food waste

Food waste has an impact on both people and the planet. Around one-third of the total food produced each year goes to waste, contributing around 8% of global greenhouse gas emissions and highlighting the disparity between areas that have easy access to food and those that do not.

Alongside working with our customers to avoid or minimise food waste through our delivery service, we have also been working with our supplier on reducing food waste through our hub canteen services. Since the end of 2023 we have prevented nearly £10,000 of food waste, which has helped to avoid 25 tonnes of CO₂ and saved the equivalent of 6,493 meals.



Our innovation

At DPD, we see innovation as critical to meeting our net zero goal and ensuring a smooth transition to a low carbon world. This innovation can take the form of new technology, or it can represent our actions in overcoming the challenges that the low carbon transition presents.

One significant challenge we face is deploying our charging infrastructure to support our ever-growing EV fleet while working within the capabilities of our sites. Our EV fleet is distributed to ensure it can be best utilised and has the mileage capacity to complete the assigned routes. Given the nature of our operation, it is not feasible to charge our entire fleet at the depot, and some locations lack the necessary power supply to support the charging requirement. Zooz, a company identified through our EcoLaunchpad innovation incubator, provides a solution to top up the power availability on site during times of peak capacity.

We have also worked with BP Pulse through 2024 to replace and enhance our DC charging across some of our sites. This provides us with a greater opportunity to utilise our charging infrastructure to its best advantage.

We have always recognised that home charging is essential to maintain the efficient operation of our EVs. We therefore increased our reimbursement offering in 2024 to £1,000 for any driver who installed a home charger and began operating an EV over a diesel vehicle.

We also partner with multiple third-party charge point operators to secure the best charging rates in public locations for our drivers.

Out of home

Our out-of-home (OOH) network increased to well over 11,000 locations across the UK last year. This gives our customers the flexibility they need to collect their parcels from a safe pre-determined location. We look forward to continuing to grow this network, offering our customers more delivery options and reducing the need for second delivery attempts, which ultimately reduces our delivery miles.

Alternative delivery methods

At DPD we recognise that reaching net zero means looking beyond our traditional business operations and trialling new methods of delivery and innovative technologies. During 2024 we continued to operate bike deliveries and delivered over 50,000 parcels across Oxford and Edinburgh. We also had robots operating across four UK cities, delivering over 3,000 parcels.

We are excited to have launched our latest robot innovation, Ottobot, a parcel delivery locker operating in partnership with Ottonomy. Ottobot can deliver up to eight parcels in one journey, and once it has attempted its deliveries it then parks in a convenient location to act as a mobile locker. We will be running an internal competition in 2025 to see who can come up with the best name for our new addition!

BP Pulse Case Study

As a business with a growing EV fleet, charging availability on site is key for optimising the rollout of our fleet and operating it efficiently. A significant focus in 2024 was engaging with our driver network to better understand the barriers to EV uptake and the realities of operating one of these vehicles within DPD UK.

Our research highlighted a number of key focus areas, including access to charging, efficient operation of the vehicle, and route optimisation.

We have always worked to provide access to charging at the most competitive rates possible, through access to charging on site where feasible, discounts with third-party charge providers, and funding towards installing a home charger. In 2024 we increased the funding available to drivers to fully reimburse* them for installing a home charger when they moved to an EV.

We also reviewed our DC charging infrastructure to make sure it was being operated efficiently and to address ongoing service issues. This led us to move to a new DC charging operator, BP Pulse, last year.

One of the main objectives of this change is to deliver energy in the most effective way to service the maximum number of vehicles on site at the lowest infrastructure cost. This means that we need to ensure 99% contractual uptime with the highest possible service levels required to achieve this; for example, being able to guarantee an engineer visit within 24 hours. We also need to be able to understand charging behaviours so we can optimise the power delivered over each charging event to move vehicles through the infrastructure quickly and deliver the maximum number of kWh per charger. This will also enable us to provide the depots with tools, such as live online charger information, driver charger booking through an app with controls, smart queuing, and idle fees, to meet utilisation targets.

In 2024 we began the move to BP Pulse as our DC charge operator. We had 17 sites operational with BP Pulse by December 2024, with improved visibility over charging events, and achieved infrastructure costs as low as 4p per kWh, which puts us in a position to operate EVs for a lower cost than a petrol or diesel vehicle. The service BP Pulse provides will significantly improve the availability of our charging infrastructure and support the network in the efficient utilisation of our EV fleet.

* up to £1,000, which is deemed by DPD to be the maximum amount required to supply and fit an EV home charger in 2024.



Our carbon reporting

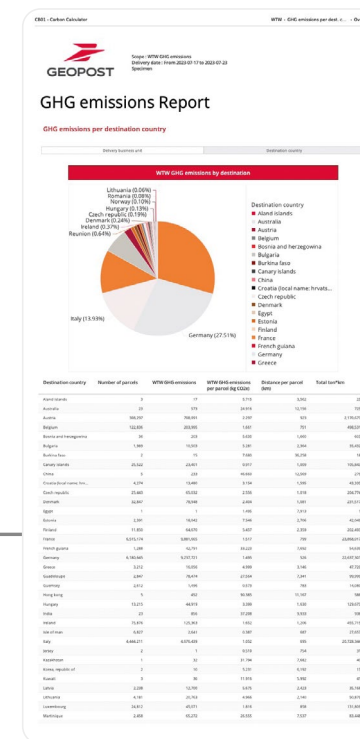
There has been an increase in recent years in the level of data that many companies are mandated to publish, with future regulation likely to increase this burden. In general the most difficult category of emissions to calculate, and ultimately decarbonise, is scope 3. Obtaining scope 3 data, particularly in those categories that sit upstream of your own operations, such as supply chain data, can be difficult based on the varying maturity of businesses in disclosing emissions data.

At DPD we are proud to be able to offer a fully comprehensive emissions report that is accredited by the Smart Freight Centre as being in conformance with the Global Logistics Emissions Council (GLEC) Framework and ISO14083. The carbon calculator report presents real-world carbon emissions data per parcel, following the journey of the parcel from collection through our network of vehicles, hubs, and depots, to delivery. This is made possible through live parcel scan data. Data is presented in total, per parcel, per ton.km, and split by delivery leg and destination country. This results in customers being able to both utilise this data in their own reporting and directly track the reduction in the emissions associated with the service we supply over time as we maintain progress on our decarbonisation pathway.

Carbon budget

For the last 2 years we have managed our progress towards Net Zero 2040 through our carbon budget. Planning our decarbonisation actions in the same way as we plan and monitor our financial budgets gives us greater oversight of our progress and embeds sustainability across the business.

We also tie the achievement of our carbon budget into remuneration for managers and executives and provide the necessary training and updates so everyone is aware of our performance and their role in contributing to success.



Social action

UN SDGS:



Our people and communities

People champions

Our people champions are our representatives across all our sites who make sure our colleagues' voices are heard. They are a pivotal resource in aiding us to communicate effectively to all areas of the business, and also provide opportunities to support our local communities where help is most needed.

In 2024 we expanded our people champion network to over 250 people due to the popularity of the programme, demonstrating how crucial this initiative is to maintaining the wellbeing of our colleagues.

Our colleagues across the business are able to nominate local good causes to receive a donation from our Community Fund. In 2024 we donated nearly £600,000 from this fund.

DPD grows green

Each year our People & Talent team organise a business-wide initiative to get our colleagues involved in growing plants or vegetables to promote improved physical and mental wellbeing. 2023 was a family affair, with rainbow carrot seeds distributed and a competition to see who could grow the best one at home, with the whole family invited to join in.

In 2024 we distributed spider plants to all employees. Spider plants have benefits for mental and physical health, they contribute to air purifying, and making your workspace feel more homely can boost productivity. Once again we ran a competition to see who could grow the best spider plant, and had a number of fantastic entries from across the business.



Pride 2024

We attended four amazing pride festivals in 2024: Birmingham, Brighton, Stafford, and Manchester. Delilah, the DPD disco bus, travelled with us to celebrate diversity in front of over half a million people.

DPD is committed to having the most inclusive workplace in the UK, so our people are speaking out to support the LGBTQ+ community and show how much we support diversity and inclusivity.



World Photo Day 2024

Here at DPD we are fortunate to have a workforce with an incredible array of skills, and not just the passion and commitment they bring to work every day. On 19 August, we wanted to celebrate World Photo Day by asking our budding photographers to share photos of what sustainability means to them. We received over 100 entries from across the business and asked professional photographer Mark Williamson to judge these for us. We are thrilled that, alongside the winning photograph on our front cover, we are able to showcase some of the wonderful entries across our report.



Photo by Adam Starling

Eco Fund

The DPD UK Eco Fund was established to utilise the revenue generated from recycling shrink wrap and pallets to fund business and charitable endeavours in the fight against climate change.

2024 was an exciting year for the Eco Fund, as we implemented a new process for awarding funding. Moving towards a committee vote process enabled us to ensure the projects we chose to award funding to were aligned with our strategic goals. We also awarded a record amount of funding – £323,701.

RSPB Pulborough Brooks

Pulborough Brooks, in the heart of the Arun Valley, is a Site of Special Scientific Interest (SSSI). The Arun Valley is one of the most biodiverse floodplain wetlands in England. We have lost 90% of our wetland habitats in the last 100 years, and these play a crucial role in our resilience to climate change. When wetlands function optimally they act as a carbon sink, trapping and storing carbon from the atmosphere more effectively than rainforests.

Pulborough Brooks wetland site was in desperate need of track improvements to allow staff and volunteers to carry out essential maintenance and assist in the management of grazing animals, but it also required significant upgrades to water control structures.

We were delighted to be able to award £50,000 to the RSPB to carry out track repairs and replace and enhance the water control structures on site. You can find out more in our video of when we visited the site and got a first-hand account of the impact our funding will have.

Pulborough Brooks plays host to thousands of lapwings during autumn and winter. They also breed in the ideal conditions provided by the wetlands in spring.

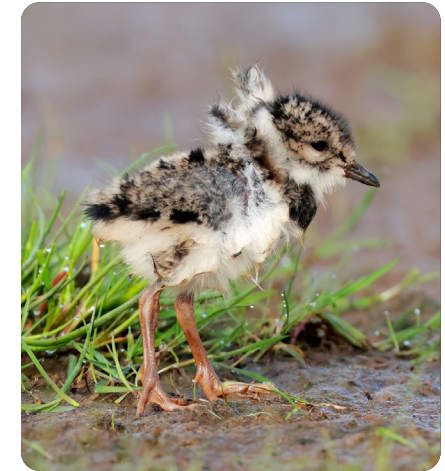


Photo by Darren Chapman



<https://vimeo.com/972576451/938faa4377?share=copy>

City to Sea Refill campaign

World Refill Day began in 2017 with the aim of preventing plastic pollution at source by encouraging people to use reusable and refillable solutions over single-use items.

Since its inception, this campaign has seen the development of 400 community-run schemes in the UK and 300,000 downloads of the Refill app which highlights the available refill stations across multiple countries. We donated over £16,000 to support the expansion of the refill campaign across UK communities, including the delivery of monthly training sessions and behaviour change guidance.

Woodland Trust

Following our initial funding round in 2024, we decided to ask our colleagues what causes meant the most to them to make sure that not only were the projects we supported aligned with our strategic goals, but they also contributed to our colleagues' pride in working for DPD.

After a very close vote, the winning cause was deforestation. A number of options were presented to the committee, and through our final funding round in 2024 we awarded £30,000 each to two projects with the Woodland Trust.

As the UK's largest woodland conservation charity, the Woodland Trust provides opportunities for schools and communities to plant trees, no matter how big or small their piece of land, through school and community tree packs. These tree packs are available for free, comprised of native species, and there are a number of options depending on the area available. We are delighted to have been able to sponsor over 9,000 of these trees with our donation, ensuring that everyone has access to planting opportunities, regardless of location or socio-economic background.

We were also able to support the protection and restoration of 15 hectares of UK rainforest. Rainforests in the UK are part of the coastal temperate rainforest biome and are havens of biodiversity, alongside providing refuge in the face of climate change. Management of these globally significant habitats is essential to prevent invasive species and to protect against disease and overgrazing, ensuring that they continue to deliver powerful impacts for people and nature for generations to come.

Cody Dock

Situated next to our Docklands site, Cody Dock is a charity and social enterprise formed to act as a vehicle for the community-led regeneration of Cody Dock and local waterways.

With access to green space, a visitor centre, cafe, community-led projects, artists' studios, and over 6,000 volunteers, Cody Dock is an important place for the local community, and the charity is responsible for the extensive regeneration of the dock and local ecology.

Sand martins, migratory birds that typically burrow in steep sandy cliffs, usually around water, to nest, have been nesting in gaps in the walls of Cody Dock. Kingfishers, whose numbers are impacted by severe winter weather and changing water quality, are traditionally known to nest on linear waterways. The Eco Fund committee was pleased to have the opportunity to support our neighbour at Docklands by awarding £50,000 for the creation of a kingfisher and sand martin habitat at Cody Dock. We look forward to seeing how this develops in 2025!



Photo by Darren Chapman

Treeapp

2024 was a milestone year in our partnership with Treeapp, as we surpassed 300,000 trees planted since the initiative began.

Treeapp guarantees that reforestation initiatives have a direct and positive impact on local communities, with contracts securing long-term land ownership. This, coupled with the organisation's meticulous selection of native species and the continuous care and maintenance of the planting sites, has yielded remarkable results.

An example of a highly successful planting project that emerged from this partnership is the coastal afforestation initiative on Lombok Island, Indonesia. We provided vital funding for extensive mangrove planting efforts, focusing on the large-scale planting of various local species to combat soil erosion. This initiative has been instrumental in restoring the island's coastal ecosystems.

A key highlight of the project was its educational outreach, which involved collaborating with five local schools to teach children about the importance of protecting coastal areas. This focus on educating future generations has fostered a deeper understanding of environmental stewardship within the community. As a result, the project has not only revitalised local fisheries and coral reefs but also delivered significant benefits to both the environment and the local population.

Since 2021 we have been planting a tree for every tenth delivery a customer using our app receives on an EV. From January 2025 we will be increasing this number to 20 deliveries as our EV fleet expands. This will enable us to continue to support the vital work of Treeapp alongside other biodiversity and environmental projects.



Forestry England

We have been fortunate to work with Forestry England for nearly 4 years, planting at sites across the UK to support its “Growing the Future” plan. Most recently planting took place at Dimmingsdale, a plantation on an ancient woodland site (PAWS) forming part of the Churnet Valley in the Staffordshire Moorlands. Forestry England is committed to restoring these PAWS back to native broadleaf, with the result of expanding the wooded area at this site which is enjoyed by around half a million visitors a year.

We were able to visit Dimmingsdale in 2024 to see the planting that has taken place and also get involved in some site maintenance by removing invasive species. You can learn more about this vital work through our video or by listening to our podcast.

 <https://vimeo.com/988460643/35a556dac0?share=copy>

 <https://dpd.fireside.fm/dpd-forestry-england-partnership>



FareShare

FareShare is a network of charitable food redistributors, providing enough food to create almost a million meals for vulnerable people each week.

Since 2021 we have partnered with FareShare and our food delivery customers HelloFresh, Mindful Chef, and Gousto to redistribute food to the charities and community groups supported by FareShare.

We donated over 30 tonnes of food in 2024, which is 73,097 equivalent meals*.

*The equivalent meals calculation is based on the Waste and Resources Action Programme's guidance around reporting the amounts of surplus food redistributed.



Communication and education

2023 into 2024 saw a renewed focus on communications and skill building from the Sustainability team, both externally and internally. Achievement of our net zero target cannot happen unless everyone in the business is aware of the target and how they can contribute in their role.

We rolled out the Climate Fresk training course to our sales teams and other network teams across the business. This course provides an understanding of the science behind climate change, why it is happening, and what the impacts are. The interactive and collaborative nature of the course allows for discussion and provides an opportunity to present the actions that DPD is taking to decarbonise.

At the end of 2023 we launched our sustainability podcast, bringing updates to the business on everything from progress on our net zero target, to news from our Eco Fund partners or network updates such as changes to our EV charging infrastructure. We are able to release these both internally and externally, giving us the opportunity to shine a light on the work our amazing charity partners are doing through the support of our Eco Fund.



We also introduced an internal monthly sustainability update in 2024 which provides a breakdown of our progress on the annual carbon budget and the main contributors to emissions fluctuations within the month. Providing our colleagues with more information about what is contributing to our emissions gives them the information they need to be able to take action in their area of the business in support of our decarbonisation target.

Our external communications also benefitted from the release of our first sustainability report that referenced the GRI reporting guidelines, reporting on our progress in 2023. This represented the first time we have disclosed the scope 3 emissions inventory that forms part of our near-term SBTi target, and we hope to build on this in future years as we work towards gathering primary data across the remaining scope 3 categories.

Ethics and governance

Sustainability governance

Our overarching net zero strategy is defined by Geopost SA and cascaded through its central Sustainability team to the European sustainability community. The UK Sustainability team participates in the European sustainability community, meeting multiple times a year and being responsible for operational implementation of the strategy.

Our UK company strategy, including progress on our Net Zero ambition, is overseen by our Executive Board. The board comprises three executive directors of DPD, two members of our parent company, Geopost SA, and the General Counsel and Chief Compliance Officer of DPD. Representatives of the Executive Board also sit on each of the boards at the next reporting level, ensuring strategic actions for review by the Executive Board are raised promptly. Specific actions relating to climate risk and the achievement of the carbon budget in the following financial year are agreed by the Operations Board.

Following the implementation of climate-related reporting by DPD and the increase in our EV fleet, we have created a number of new committees that represent stakeholders from across the business, addressing the requirements of our reporting obligations and supporting the rollout of our Net Zero strategy. For full details of our updated governance arrangements and our non-financial sustainability information statement, please see our annual accounts filing.

Geopost Executive Committee

Meets several times a month to approve all sustainability initiatives and strategies before implementation. The Vice-President in charge of Marketing, Communications, and Sustainability is a member.

European Operational Board

Approves all key initiatives and strategies. Within the board, the Executive Vice-President for Marketing, Communications, and Sustainability heads sustainability.

Central Sustainability Team

Holds the day-to-day responsibility for defining and implementing the strategy and coordinating with our European sustainability community.

European Sustainability Community

Twenty sustainability delegates from our European business units are responsible for the operational implementation of the strategy. Three meetings focused on sustainability are held in Europe each year.

Business Unit Sustainability Teams

Our 20 business units tailor individual sustainability action plans and initiatives for each pillar of the strategy to local needs.

Sustainable sourcing

Our DPD sustainable procurement charter aligns with both the ten principles of the UN Global Compact and the eight fundamental conventions of the International Labour Organization. This ensures that our suppliers agree to adhere to the tenets set out in relation to human rights, labour rights, anti-corruption, and the environment.

We also perform due diligence around alternative fuels. HVO is a 100% biodegradable renewable diesel cutting up to 90% of emissions compared with transitional fossil fuel-derived diesel. We make sure our HVO is responsibly sourced by requesting a Proof of Sustainability certificate.

Following a 12-month delay, we expect the EU Deforestation Regulation (EUDR) to be applicable to our business from December 2025. This regulation seeks to prevent products resulting from deforestation being placed on the EU market, with the aim of bringing down greenhouse gas emissions and biodiversity loss. We look forward to demonstrating our compliance with the regulation in due course.

Human rights and code of conduct

DPD is proud to uphold the principles outlined in the Geopost code of conduct, ensuring we contribute to the achievement of sustainable development. Promoting human rights, health and safety at work, diversity and inclusion, and protection of the environment are key considerations in all business decisions that we make. We provide all our employees with training to ensure their understanding of the code and their awareness of the appropriate channels to utilise should they require advice or assistance in this area.



EcoVadis

As one of the largest sustainability ratings providers, EcoVadis provides us with a way to demonstrate our performance in the categories of environmental impact, labour and human rights standards, ethics, and procurement practices. This comprehensive assessment also enables us to see which areas we are able to make improvements in.

As part of Geopost, we have a silver EcoVadis rating.

Sedex

Sedex, which stands for Supplier Ethical Data Exchange, enables suppliers to showcase data on ethical and responsible practices. Following registration as a Sedex member, the organisation completes a self-assessment questionnaire (SAQ) followed by a Sedex Members Ethical Trade Audit (SMETA) audit covering the key pillars of labour standards, health and safety, environment, and business ethics.

DPDgroup UK is now a registered Sedex member, and we are working on completing the SAQ before we commence our audits.



Appendix

Awards



edie Awards – “Net Zero Innovation” – Cartken robots.



Better Society Awards – “Equity, Diversity and Inclusion Award”, “ESG Excellence Award”, “Carbon Reduction or Offset Programme of the Year”. This hat-trick of awards centred on our sustainability initiatives, whether it was offering supported employment to young people with special needs, our carbon reductions in pursuit of our net zero 2040 goal, or our ethical initiatives.



Motor Transport Awards – “Urban Operator of the Year” – for our sustainable delivery operations. Our entry focused on being cleaner and quieter on the streets through EVs, HVO, Docklands as a sustainable depot, robots, and out of home.



National Sustainability Awards – “Green Fleet Award” – EV fleet, HVO, robots, EcoLaunchpad, Docklands, carbon budget.



CiTTi Awards – “The Connected and Autonomous Vehicles Award” – for our robot operations.



Business Continuity Awards – “Diversity Award” – Inspire programme and everything we have done to hire and support young people with SEND, resources and accolades and “More Time Needed”.



GRI index alignment

GRI standard	Disclosure	Location in this report
GRI 2: General disclosures 2021	2-1 Organisational details	Business hierarchy - page 5
	2-2 Entities included in the organisation's sustainability reporting	About this report - page 35
	2-3 Reporting period, frequency and contact point	About this report - page 35
	2-5 External assurance	Assurance - page 5
	2-9 Governance structure and composition	Sustainability governance - page 29
	2-22 Statement on sustainable development strategy	CEO statement - page 4
	2-23 Policy commitments	Our 1-2-3-4 strategy and SBTi - pages 8 and 9
	2-24 Embedding policy commitments	See detail in multiple report sections, e.g. Our planet on page 13 and Ethics and governance statements on pages 29 and 30
GRI 3: Material topics 2021	2-27 Compliance with laws and regulations	Sustainable sourcing - page 30
	3-1 Process to determine material topics	Materiality - page 10
	3-2 List of material topics	Materiality - page 10
GRI 201: Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Climate-related financial disclosures and our subsidiaries - page 5
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Scopes 1 and 2 -page 14
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Our planet - page 13
	305-2 Energy indirect (Scope 2) emissions	Our planet - page 13
	305-3 Other indirect (Scope 3) emissions	Our planet - page 13 and 2024 highlights - page 6
	305-5 Reduction of GHG emissions	CEO statement -page 4
GRI 306: Waste 2020	306-3 Waste generated	Waste - page 15
	306-4 Waste diverted from disposal	Waste - page 15
	306-5 Waste directed to disposal	Waste - page 15
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	Social action - pages 21-26



About this report

This is DPD's second sustainability report guided by the requirements of the GRI reporting framework. It covers the period 1 January 2024 - 31 December 2024 and, unless otherwise stated, refers to the activities of DPDgroup UK.



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Photo by David Barnett



April 2025

For further information about anything in this report, please visit sustainability.dpd.co.uk or contact team-sustainability@dpdgroup.co.uk