



FINAL JURY SHORTLISTED PRACTICES

I. Employees

- Poste Italiane: Poste Italiane's National Football Team
- Deutsche Post: CONNECT, the App for all Employees Worldwide
- Poste Italiane: Labour Inclusion of Women Victims of Violence
- **Pochta: Youth Council of Russian Post**
- Swiss Post: Integrating Refugees into a Work Environment

II. Societal

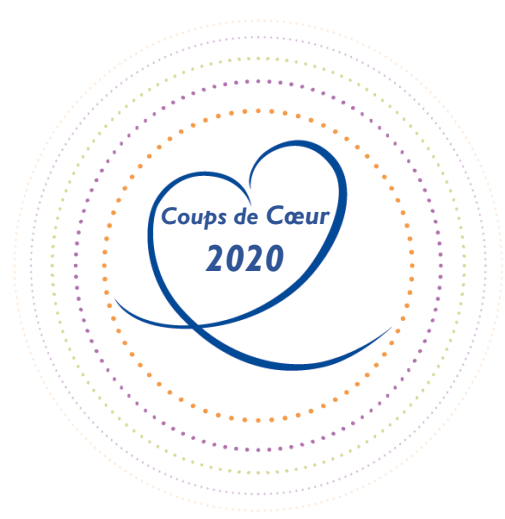
- La Poste: Guaranteeing Digital Access for All
- An Post: Community Support Initiatives
- Swiss Post: From Bakery to Mailbox
- CTT: Solidarity Santa Claus
- ELTA: Delivery of Books to Cancer Patients

III. Environment

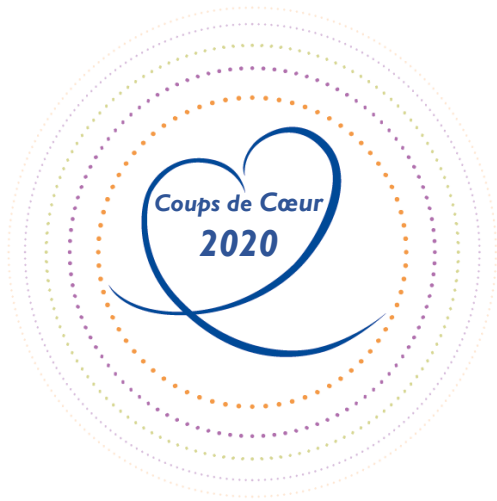
- Österreichische Post: Green Gaz Project - 100% Emission-Free Deliveries
- Hrvatska Posta: Help2
- Pošta Slovenije: Energy Efficiency and Sustainable Development Strategy
- La Poste: Environmental Management Systems
- CTT: Saving is Better than Recycling

IV. COVID-19

- Correos: HELPING IN ANY WAY WE CAN
- La Poste: maladiecoronavirus.fr
- Jersey Post: Jersey Post Response to Coronavirus
- Bpost: Love You - Mobile Postcard
- An Post: Nationwide COVID 19 Mailing



EMPLOYEES



CSR Brochure framework for each best practice

Name of the action or project: Youth Council (YC) of Russian Post JSC

Idea:

Creating conditions for the development of professional and corporate competencies, self-expression and career advancement of youth within the company.

Action:

Since 2018, every year employees under the age of 35 of any position have the opportunity to join the Youth Council - a youth corporate movement that gives active employees of one of the largest employers in the country the opportunity to make a name, express their ideas, be heard and receive support.

During annual conferences, members of the Youth Council develop an action plan for twelve months, including many social volunteer projects, educational activities, as well as initiatives aiming at improving operations.

Within the framework of the conferences, in-company youth from all over the country exchanges experience, establishes useful professional contacts, and undergoes training. When developing and implementing projects, members of the Youth Council develop various competencies, which become the basis for career growth in the future, for example project management, communication skills, goal achievement, involvement. Elected leaders of the Youth Council gain experience and managerial skills.

Results:

In 2019, the members of the YC held more than 1,500 events in which more than 10,000 employees were involved. Among YC leaders, the career advancement rate is 35% and the growth rate among all YC members is 20%. It is therefore an effective mechanism for young employees to prove themselves and for large employers to notice promising employees.

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