

CODE OF CONDUCT

Blue Dart has built a reputation as a successful organization with high ethical standards and Corporate Governance. We seek to achieve our Vision through the highest principles of integrity, honor and concern for the environment and by rendering valuable services to our esteemed customers.

Our vision is "To be the best and set the pace in the air express integrated transportation and distribution industry with a business and human conscience. We commit to develop, reward and recognize our people who, through high quality and professional service and use of sophisticated technology, will meet and exceed customer and stakeholder expectations profitably."

Blue Dart Express Ltd. is committed to compliance with all laws and regulations that apply to it with the spirit and intent of high business ethics, honesty and integrity. To this end, the Company requires all its employees to respect and embrace the principles set forth in this Code of Conduct.

What is a "Code of Conduct"?

A Code of Conduct is a written document that outlines the Company values, principles and guidelines in a variety of areas, and enables the company to publicly state to its suppliers, customers, consumers and stockholders, the way in which it intends to do business.

1. Introduction:

This code of Conduct helps to ensure compliance with legal requirements and to set the standards of business conduct.

All Employees must act within the purview of Authority conferred upon them and with a duty to make informed decisions and policies in the best interest of the Company and its shareholders and stakeholders.

With a view to maintaining high standards, employees must observe the published Code of Conduct in all their activities.

2. Our Ethical Standards:

Honesty and Integrity

All employees shall conduct their activities, on behalf of the Company and on their personal behalf, with honesty, integrity and fairness. All employees will act in good faith, responsibly, with due care, competence and diligence, without allowing their independent judgment to be subordinated. Employees will act in the best interest of the Company and shall always endeavour to fulfill their obligations towards the Company.

All employees are required to comply with all applicable laws, rules and regulations, both in letter and in spirit. In order to assist the Company in promoting lawful and ethical behaviour, employees must report any possible violation of law, rules, regulations or the Code of Conduct to the HR Department. Copy to the Company Secretary.

3. Our Stakeholder Engagement

Customer Satisfaction

We place the highest priority on making our customers successful, knowing that customer success guarantees our own success. Our activities are governed by our knowledge of the requirements of our customers and the markets. We include and prioritize the customer focus in all our business processes, projects and dealings.

We know that we will be measured by our ethical, social and environmental performance as much as by the quality of our service. We therefore strive for best practice in all these areas to secure customer trust and goodwill and enhance our reputation.

Transparency

We are committed to openness in our dealings with our stakeholders. Transparency and honesty shall be the guiding principles in all our communication activities internally and externally.

The public will have access to company information that is required or recommended by recognized standards of corporate governance. We therefore will be guided by the principle of the "right-to-know."

4. Protection of Assets:

Protecting Company assets is a key responsibility of Employees. Care should be taken that the assets are not misappropriated, loaned to others, sold, or donated without appropriate authorization. All employees are responsible for proper use of Company assets, and must safeguard such assets against loss, damage, misuse or theft. Employees shall not employ Company assets for personal use, nor shall they allow any other person to misuse Company assets.

5. Our Excellence in Behaviour

Individual responsibility and involvement

The skills and the commitment of our people are our greatest assets. We expect our employees to conduct their business in an entrepreneurial way and accept their individual responsibility for ethical conduct. We strive to involve our colleagues into decision making processes in order to achieve our common goals with reliability and commitment.

Mutual Respect and Openness

All relations between managers and employees at all levels shall be guided by mutual respect, openness, honesty and the spirit of trust and co-operation.

We give and look for feedback. We are committed to a fair and open debate and seek varying opinions.

We motivate our colleagues to speak up promptly and to address their ideas and concerns.

Team spirit is triggered by an open-mindedness. We therefore support an open door policy and initiatives to share and exchange knowledge.

6. Diversity and Discrimination

We see employee diversity as a guiding principle in our employment policy. This means promoting the diversity and heterogeneity of the individuals in the company in order to attain the highest possible productivity, creativity and efficiency.

Skills, performance and ethical conduct shall be our only indicators for employee qualification. We will not discriminate or tolerate discrimination with respect to gender, race, religion, age, sexual orientation, national origin or any other characteristic.

Each employee is required to contribute to an environment of respect that precludes any kind of harassment, including workplace bullying, unwelcome sexual advances, unwanted physical contact, propositions or a working environment poisoned with harassing jokes, words and demeaning comments.

7. Health Management

Our employees deserve to work in a safe and healthy environment. We are therefore committed to a healthy and congenial work environment for our people.

We promote health care as a key element of our sustained productivity and the quality of our services.

8. Our Business Integrity

Conflict of Interest:

Each of us has a responsibility towards the Company, Stockholders and each other. Although, this duty does not prevent us from engaging in personal transactions and investments, it does demand that situations where a conflict of interest might occur or appear to occur must be avoided.

The Company discourages the employment of relatives in positions or assignments within the same department and prohibits the employment of such individuals in positions that have a financial

dependence or influence. The purpose of this policy is to prevent organizational impairment and conflicts that are likely outcomes of the employment of relatives.

Numerous other conflicts of interest may arise, and it would be impractical to attempt to list all possible situations. If a proposed transaction or situation raises any questions or doubts in your mind, you should consult the HR Department for clarification.

Fair Competition

We are committed to free enterprise and fair competition, respecting social responsibilities. Company business must be conducted solely on the basis of merit and open competition. We will hire suppliers, agents or other intermediaries only by fair assessment.

We are legally bound to make business decisions in the best interests of the Company, independent of any understanding or agreement with a competitor.

Bribery and Corruption

We will deal with all our customers, suppliers and government agencies in a straightforward manner and in strict compliance with law.

Gifts and Donations:

No employees of the company shall receive or offer, directly or indirectly, any gifts, donations, remuneration, hospitality, illegal payments and comparable benefits that are intended (or perceived to be intended) to obtain business (or uncompetitive) favours or decisions for the conduct of business.

9. Judicial proceedings

Employees must avoid activities that could involve or lead to involvement of Blue Dart or its personnel in any unlawful practice, including the employment of our personnel or use of company assets for illegal gain.

Lawsuits, legal proceedings and investigations concerning Blue Dart must be handled quickly and properly in order to protect and defend the company.

10. Confidentiality of Information:

The Company's confidential information is a valuable asset. The Company's confidential information includes all trade related information, trade secrets, confidential and privileged information, customer information, employee related information, strategies, administration and commercial, legal, scientific and/or technical data that are either provided to or made available to the employee by the Company to facilitate work, or employees have access by virtue of their position or employment with the Company. This information is the property of the Company and may be protected by patent, trademark, copyright and trade secret laws and must be considered as confidential and held in confidence, unless otherwise authorized to do so and when disclosure is required as a matter of law. No employee shall provide any information, either formally or informally, to the press or any other publicity media, unless specially authorized.

Employees must co-operate with appropriate government inquiries and investigations. In this context, however, it is important to protect the legal rights of the Company with respect to its confidential information. All government requests for information, documents or investigative interviews must be referred to the Company's Legal Department. No material Financial information may be disclosed without the prior approval of the Company's Chief Financial Officer.

Specific policies have been established regarding personnel authorized to communicate information to the press and the financial analyst community. All inquiries or calls from the press and financial analyst should be referred to the Company's Marketing Department or the Chief Financial Officer.

The Executive is also required to maintain confidentiality as required by the Securities and Exchange Board of India's Guidelines, breaches of which could result in the Executive's imprisonment.

11. Political Contributions:

The Company shall not support, directly or indirectly, any specific political party or candidate for political office. It is the Company's policy to comply fully with all central, local, state, foreign and other Applicable legislations, rules and regulations regarding political contributions. The Company shall not offer or give any of the Company funds or property as donations, directly or indirectly to any specific political party or candidate and shall not support or campaign for any party.

12. Our Social Responsibilities

Communities

We are committed to support the communities in which we work and recognize the need to contribute to their well-being with our know-how and professional skills.

Environment

We acknowledge the impact of our business activities on the environment and are committed to improving our environmental track record through precautionary measures and the use of environment friendly technology.

We want to measure our processes and services against the highest quality standards. National and international environmental standards - such as ISO 9001: 2000 standard series - shall be our guiding principles.

In addition to the Blue Dart Code of Conduct guidelines, we also comply with the DHL Code of conduct.

WHAT WE STAND FOR

Our Code of Conduct reflects our corporate values "Respect & Results". The rules and standards outlined here serve as an "ethical compass" that guides our employees worldwide in their day-to-day work. In all business units and regions, the conduct of managers and employees, both toward each other and toward business partners, customers and investors, is characterized by mutual respect.

Respect also means observing applicable legal regulations in all regions and countries in which we operate. For us, there is no alternative to conducting our business in a responsible, fair and ethically irreproachable way. The Code of Conduct is binding for all regions and business units of Deutsche Post DHL Group.

We are aware of our special corporate responsibility toward the environment, society and our employees, and we demonstrate this clearly in our business practices and our daily work.

Overall, our Code of Conduct describes behaviours, beliefs and standards that we aspire to and view as the basis of our established practice. It is an indispensable part of our corporate identity, reflects our corporate values and pays into our customer promise "Excellence. Simply Delivered."

The Board of Management endorses the values outlined in this Code of Conduct and expects all employees, executives and managers to be role models in their daily work and to contribute to a corporate culture characterized by respect.

OUR CODE OF CONDUCT

As a signatory to the UN Global Compact, we are committed to its ten principles. We respect the principles of the Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. As a longstanding partner of the United Nations, we also support the UN's Sustainable Development Goals (SDGs).

OUR RESPONSIBILITY

Employees, executives, managers and Board Members are called on to breathe life into the Code of Conduct and thus contribute to the success of our company.

- Familiarize yourself with its standards and values and stay up to date, for example by taking part in training sessions.
- Be engaged and report any violations.

Our executives, in particular, act as role models for integrity and respect. As an executive, you have a special role to play in implementing the Code of Conduct:

- Create a culture characterized by mutual respect, openness and trust.
- Do everything you can to promote the implementation of the Code of Conduct.
- Ensure that the employees under your supervision comply with the Code of Conduct and be a role model of these values in your daily work and advise your team about the standards and values set out in the Code of Conduct.
- Provide opportunities for others to voice concerns openly and directly.

OUR CONDUCT

When confronted with a difficult situation, consider these questions:

- Is my action or decision legal?
- Does it comply with the values and standards of this Code and other DPDHL Group policies?
- Is it free of personal conflicts of interest?
- Could my action or decision withstand public review? What would it look like in the Media?
- Will my action or decision protect Deutsche Post DHL Group's as a company with high ethical standards?
- If the answer to each question is "yes", your action or decision is most likely correct and compliant with the following principles of conduct. If you are not sure, ask. And keep asking until you are sure!
- If in doubt, contact your manager, the responsible HR or legal department, or the compliance officer.
- Always bear in mind that a violation of our standards may not only cause our company considerable financial damage but can also have a serious impact on our image and lead to a loss of confidence on the part of our customers, employees and shareholders.

OUR STANDARDS OF WORKING TOGETHER

- Diversity and inclusion
- Sustainable employee engagement

Diversity And Inclusion

The diversity of our employees is our genuine strength. We promote an inclusive work environment that values the diversity of our employees and in which everybody feels accepted and can be their best every day. It is our firm belief that diversity and inclusion contribute to our company's success.

The main criteria for employee selection and promotion are skills and qualifications.

We expressly reject any form of discrimination based on gender, ethnic and national origin, race, color, religion, age, disability, sexual orientation and identity or any other characteristic protected by law. All of us are called on to contribute to an environment of respect that precludes any kind of harassment, including workplace bullying, unwelcome sexual advances, unwanted physical contact, inappropriate propositions, or a working environment tainted by insulting jokes and remarks or demeaning comments.

We do not tolerate any kind of violence in the workplace, including but not limited to threatening and intimidating behavior.

Here is what you can do:

- Contribute to a working atmosphere based on trust, open-mindedness and mutual respect.
- Speak up if you feel that you or others are being disadvantaged or, worse, discriminated against.
- Be unbiased and avoid prejudging others.

Sustainable Employee Engagement

We firmly believe that the motivation and engagement of our employees are an important differentiating factor in our industry and make an essential contribution to our business success. It is for this reason that mutual esteem and respect are part of our shared values. We are committed to fair and open discussions and to dealing constructively with different opinions to ensure that we reliably achieve our common objectives.

Here is what you can do:

- Use our annual Employee Opinion Survey (EOS) as an invitation and starting point to open dialogue within your teams.
- Promote long-term employee engagement by knowing and understanding the tools and measures relevant to your area so that you can design and implement successful activities in cooperation with employees and managers.
- Foster team spirit and engage for example in Group-wide or local initiatives and events such as Global Volunteer Day.

OUR CORPORATE RESPONSIBILITY STANDARDS

- Human rights
- Health and safety at work
- Environment and climate protection

HUMAN RIGHTS

Respect for human rights is a cornerstone of our activities. As a signatory, we are committed to the principles of the United Nations Global Compact. We also respect the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work in accordance with national law and practice. Within our sphere of influence, we respect human rights in accordance with the Universal Declaration of Human Rights and the UN Guidelines on Business and Human Rights. We expressly reject all forms of forced or compulsory labor and child labor.

Our employees are free to join or not to join a union or employee representation body of their choice, free from threat or intimidation. We recognize and respect the right to collectively bargain in accordance with applicable law.

Here is what you can do:

- Speak up if you feel that human rights are not being observed.
- Contact your manager or your HR department.

HEALTH AND SAFETY AT WORK

The safety, health and well-being of our employees are top priorities for us, so we place great importance on compliance with our occupational health and safety policies and with legal regulations and industry standards.

To promote physical and mental well-being over the long term, we expect our managers to provide for a healthy working environment. At the same time, all employees are likewise called on to take personal responsibility in this regard.

Here is what you can do:

- Adhere to the existing occupational health and safety policies. They are there to protect you!
- Familiarize yourself with our Safety First Framework, which defines Group-wide standards for occupational health and safety.
- As a manager, ensure that employees can participate in all required health and safety trainings.
- Take advantage of the preventive and precautionary healthcare measures

ENVIRONMENT AND CLIMATE PROTECTION

Due to the size of our company and its significance for global commerce, we have a particular responsibility with respect to the environment. Our business activities are primarily guided by our commitment to minimize the impact on the environment and the climate. Our Group-wide environmental and climate protection program is predominantly aimed at preventing and reducing emissions of greenhouse gases and air pollutants. Here too, the following applies: Every single contribution made by our employees helps to reduce our carbon footprint.

Here is what you can do:

- Train yourself to adopt good environmental habits: Switch off equipment when it's not in use and print only when necessary ("paperless office").
- Arrange video or online conferences more often instead of going on business trips.
- As a buyer, make "greener" purchase decisions.
- Get involved in our environmental and climate protection activities.
- Take the initiative and suggest more environmentally friendly solutions wherever possible.

OUR STANDARDS FOR BUSINESS ACTIVITIES

- Working with suppliers
- Accounting and reporting
- Anti-corruption and anti-bribery gifts, hospitality and other benefits free competition
- Conflicts of interest ban on insider trading money laundering
- Customs, export controls and sanctions

WORKING WITH SUPPLIERS

We are in dialogue with our suppliers around the world and share with them our basic principles of ethical behavior, compliance with legal standards and respect for the environment. We expect them to base their actions on the same principles.

In our Corporate Procurement Policy we commit to buy products and services from suppliers and subcontractors in accordance with our standards, which include our DPDHL Group Supplier Code of Conduct.

Here is what you can do:

- Refer to our Corporate Procurement Policy and our Supplier Code of Conduct.
- Order in accordance with our Corporate Procurement Policy, including our DPDHL delegation of authority guideline and a clear segregation of duties.
- When selecting suppliers, use standardized processes, which are aligned with the divisional Purchase-to-Pay process owners and Corporate Procurement.

ACCOUNTING AND REPORTING

The correctness and accuracy of accounting and financial reporting records provide the basis for our decision-making processes.

We expect all business transactions in our accounting and reporting systems to be reported in a timely, accurate and complete manner in accordance with established procedures and applicable accounting standards.

Documents and reports must contain the necessary information about all transactions and be stored in accordance with corporate guidelines and relevant laws and regulations.

Here is what you can do:

- Observe our accounting-related internal control system (ICS) that is intended to ensure the correctness of our (consolidated) accounting and financial reporting.
- Accounting errors are to be strictly avoided and material appraisal errors promptly and transparently reported.

ANTI-CORRUPTION AND ANTI-BRIBERY

Corruption harms both our company and the countries in which we operate. We do not tolerate corrupt behavior. In our relationships with business partners and public officials, we do not provide or accept payments or benefits that are intended to, or might appear to, influence business decisions or to otherwise gain an improper advantage. This includes so-called facilitation payments or other benefits provided to public officials for routine non-discretionary actions.

We are actively involved in the fight against corruption, for example through our support of the United Nations Global Compact. Compliance with applicable anti-corruption laws is indispensable in all of our business activities.

GIFTS, HOSPITALITY AND OTHER BENEFITS

Gifts, hospitality and other benefits are only permitted in day-to-day business as long as they are within socially accepted norms. In particular, they may not be, nor give the impression of being, able to influence current or future business decisions.

Only gifts, hospitality or other benefits that comply with the principles of our Anti-Corruption and Business Ethics Policy may be given or accepted. If necessary, obtain the approvals listed there.

Particularly strict rules apply if you have business dealings with public officials. Be sure that you are familiar with and adhere to the guidelines set out in the Anti-Corruption and Business Ethics Policy when interacting with public officials.

Here is what you can do:

- Observe our Anti-Corruption and Business Ethics Policy. It includes clear criteria for determining what gifts, hospitality and benefits may be given or accepted and whether approval is required.
- If in doubt, decline gifts, hospitality or other benefits or contact your Business Unit Compliance Office.

FREE COMPETITION

We are committed to the principles of free enterprise and open competition. Company business must be conducted on the basis of merit and open competition. We hire third parties, such as suppliers, consultants or other intermediaries, only after careful and fair assessment. We are legally bound to make business decisions in the best interests of the company and without any forbidden restraints such as illegal collusion or agreements with competitors. We avoid any conduct that violates antitrust laws.

Here is what you can do:

- Observe our Competition Compliance Policy. Compliance with it is mandatory.
- Inform your manager in the event that competitors express an interest in reaching agreements on matters such as pricing, allocation of customers/ markets, or bids.
- Do not exchange information with competitors on matters such as prices, margins, customer information (including revenue and discounts) or strategy.

CONFLICTS OF INTEREST

We expect you to maintain high ethical standards in dealing with conflicts of interest. A conflict of interest exists if your private activities or relationships could, or could appear to, result in you no longer being able to perform your duties for Deutsche Post DHL Group independently and objectively. Relationships that could lead to a conflict of interest include family ties, partnerships with business partners and competitors, or shares or investments in their companies.

Here is what you can do:

- Observe our Anti-Corruption and Business Ethics Policy. It also includes clear criteria regarding conflicts of interest.
- Notify your manager of any existing and potential conflicts of interest immediately. Measures to deal with the conflict of interest will be taken and documented in consultation with the responsible HR department.

BAN ON INSIDER TRADING

We value the trust our investors place in us. As a listed stock corporation, we are obligated to immediately publish any information that is not publicly known, directly related to our company and likely to have a significant effect on its share price (so-called ad-hoc disclosure). Anyone who has inside information is not permitted to use or unlawfully disclose such information when trading in financial instruments (ban on insider trading). A violation is also committed, even if no profit is realized.

The purpose of insider trading bans is to protect the integrity of the financial markets and to ensure equal treatment of investors with regard to information access. Violations can cause serious damage to our company's reputation and to that of those persons who commit or are responsible for them. For these reasons, and not least because of the severe legal sanctions, it is essential that we comply with our obligations under capital market law and avoid creating even the slightest impression that we might be violating insider trading bans.

Here is what you can do:

- Observe our Guide on how to deal with inside information.
- Do not use inside information to buy or sell Deutsche Post shares and do not recommend to others to do so.
- Do not disclose inside information to anybody unless that information is needed for work-related tasks.
- In particular, avoid conversations or telephone calls about inside information in public places or while traveling.
- Keep documents containing inside information in a safe place.

ANTI-MONEY LAUNDERING

We refuse to do business with money that was acquired through criminal activity and is to be laundered. We expect you to comply with the laws and regulations governing the fight against the financing of terrorism.

Here is what you can do:

- Take immediate action if it appears obvious that funds are of criminal origin. Possible red flags include exceptionally high cash payments, incoming payments from third parties who are not recognizably involved in the business relationship, and refusal of a business partner to provide complete and truthful contact information.
- Contact your manager or legal department if you suspect possible money laundering or financing of terrorism.

CUSTOMS, EXPORT CONTROLS AND SANCTIONS

In the interest of responsible and ethically sound business practice, we always act in accordance with legal regulations and inter- national conventions. We comply with the applicable laws and regulations on export controls, sanctions and customs clearance in all regions and countries. These relate not only to the movement of goods, they can also have an impact on things such as financial transactions, the use of technology, procurement, or the hiring of personnel.

Here is what you can do:

- Comply with all regulations governing export controls, sanctions and customs clearance.
- Always observe all corresponding internal regulations and guidelines.
- Do not hesitate to consult your manager, Divisional Export Control Officer (DECO) or your legal department immediately if questions, legal uncertainties or suspicions arise.

OUR SECURITY AND INFORMATION MANAGEMENT STANDARDS

- Company property
- Data protection
- Information security
- Social media
- Corporate security and
- Crisis management

COMPANY PROPERTY

All of us have a responsibility to safeguard and properly use Deutsche Post DHL Group property. The use of company property (including labor, supplies, equipment, buildings or other assets) for personal benefit is prohibited where not explicitly allowed by special agreements.

We attach great importance to the protection of intellectual property from unauthorized use or disclosure. Such property includes trade secrets; confidential information; copyrights; rights to trademark, patent and design protection; customer lists; business opportunities; and product specifications. This applies whether these intellectual property rights are held by a Deutsche Post DHL Group company, affiliated companies or business partners.

Here is what you can do:

- Inform yourself about the intellectual property situation with respect to patents, utility models or trademarks. If you have questions, contact the legal or patent department.
- Always respect confidentiality as stipulated in contracts or employment agreements.
- Report inventions developed during your work to your manager or HR department without delay.

DATA PROTECTION

Our data protection management system guarantees appropriate, compliant and careful processing of personal data. A key component of this system is the Deutsche Post DHL Group Data Privacy Policy, which lays down minimum standards for cross-border data transfer and the protection of data subjects during cross-company processing of personal data within the Group. This includes all information that gives insight into the identity of a natural person, such as name, address, telephone number, e-mail address, date of birth or social security number.

Here is what you can do:

- Do not disclose any personal data unless you are legally permitted to do so.
- If you are unsure whether you are permitted to process certain personal data, ask the data protection officer at your location or contact the Global Data Protection department.

INFORMATION SECURITY

Digitalization is a strategic imperative for enhancing the dialogue with our employees and customers and improving our operational efficiency. Safeguarding our IT infrastructure against tampering and unauthorized access is therefore a high priority for the Group. Strict information security standards that we use to protect information relating to our company and our customers, business partners and employees are essential to our business success. They enable us to maintain confidence in our services and safeguard our business continuity.

Here is what you can do:

- Be wary of any e-mails from unknown external sources. Often they may appear to be from a trustworthy source but are designed to trick you into revealing important data (phishing) or downloading malware.
- The risk of being deliberately targeted by cybercriminals seeking to gain access to confidential company information is high.

SOCIAL MEDIA

Respect, tolerance, honesty and integrity toward employees, customers and the general public also apply to our use of social media. As employees of the company, we must always express ourselves in a respectful and professional manner. Misuse of intellectual property or publication of confidential or internal data and information is prohibited.

Here is what you can do:

- Internal matters must remain internal. Without exception, treat all sensitive information and business secrets pertaining to our company, our partners and our suppliers as strictly confidential. Do not mention clients, partners or suppliers without their consent.
- Information that is posted on our internal social networks is confidential. Do not share it on public social networks without consent.

CORPORATE SECURITY AND CRISIS MANAGEMENT

Security is our common asset! We provide a safe working environment for our employees and comprehensive protection against security threats and risks for our financial interests and our tangible and intangible assets. Essentially, this involves implementing crime prevention measures to protect our customers' infrastructure, processes, information and goods, as well as constantly monitoring the global security situation and reviewing our travel security standards. Our crisis management capabilities also help to ensure business continuity even in emergencies.

Here is what you can do:

Maintain confidentiality and integrity when handling information and trade secrets. Our customers and investors rely on us to exercise this responsibility conscientiously.

DEALING WITH VIOLATIONS

We encourage you to report any violations of this Code of Conduct by contacting your manager and your HR department or the compliance hotline. You can reach the latter where legally permissible also anonymously - by phone or using a web-based system.

Your report will be kept confidential. No employee will be disadvantaged for any efforts made in good faith to report potential violations of the Code of Conduct.

Please note that, if required by applicable law, information regarding the identity of the employee reporting a possible violation may under certain circumstances be disclosed to the persons or authorities involved in investigations or subsequent judicial proceedings.

If infringements are reported, we will take appropriate measures for proper clarification. Employees who fail to adhere to the Code of Conduct may face appropriate employment or disciplinary action that may have consequences under civil and criminal law.

CONCLUDING REMARKS

The Code of Conduct is the basis and benchmark for all other guidelines and regulations that ensure responsible and ethically irreproachable conduct within the Group.

Together with the topic owners, we regularly review whether the standards set out in the Code of Conduct still meet current requirements, for example due to changing international regulations or legal standards. Any changes to be made to the Code of Conduct are decided by Deutsche Post DHL Group's Board of Management.

Acknowledgment of receipt of code of business conduct and ethics:

I have received and read the Blue Dart Code of Conduct. I understand the norms, standards and polices contained in the Blue Dart Code of conduct and understand that there may be additional policies or laws specific to my job.

I further agree to comply with the Blue Dart Code of conduct.

Employee Code :

Name of the employee :

Signature :

Date :

Place :