Coronavirus and the Health and Safety of our People

The Covid-19 outbreak is an evolving situation which we are actively monitoring and following advice issued by the World Health Organisation whilst also adhering to local government guidelines. At FedEx, our top priority is the health and safety of all of our team members, suppliers and customers. To ensure our people remain safe we have implemented a number of measures across our UK business.

National Crisis Management Team

Since the start of the outbreak the National Crisis Management Team (NCMT) has been meeting regularly to review updates and implement necessary measures across our business to ensure health and safety remains paramount. The UK-NCMT is chaired by Senior Executives from Operations and representatives from all functions of the business attend the meetings. The UK-NCMT reports into the European Crisis Management Team based in Hoofddorp which in turn reports to the Global Crisis Management team based in the US.

Communication

Throughout the outbreak of Covid-19 we have implemented a regular communication process to ensure our team members are kept up to date with changes and measures being implemented by FedEx, both in the UK and globally. This has included weekly communications to all managers, so that they can brief their teams. Additionally, we have been working with Unite the Union to ensure that all front line team members are included and considered.

Risk Assessments and Measures

Throughout the outbreak FedEx has ensured that all its facilities are adhering to the latest guidelines issued by the UK Government including the 'Working Safely During Covid-19' guidelines applicable to Warehouses, Vehicles and Office and Contact Centres.

FedEx has undertaken risk assessments of all UK locations and operations to make sure that appropriate health and safety measures are implemented. Some of these measures include:

1. **Working from home where possible:** Since the outbreak of Covid-19 in the UK FedEx has moved approximately one quarter of its UK team members to work from home.

2. **Social distancing:** For those unable to work from home we have implemented social distancing measures in all locations and operations. Team members are required to maintain social distancing from each other, avoid physical contact and use video conferencing for meetings. Where social distancing is not possible we have implemented additional measures for the safety of our team members. We have also changed the way we deliver shipments to recipients to ensure that social distancing can be maintained.

3. **Hygiene:** We have implemented cleaning, handwashing and hygiene measures in accordance with government guidance. This includes areas to wash hands with soap and water and the provision of hand sanitiser where this isn't possible. We have implemented more regular cleaning of our locations, particularly in high traffic areas.

All team members are being asked to self-isolate as per the government guidance if they feel unwell or live with someone with symptoms. We have taken the decision that throughout the outbreak of Covid-19 all our employees that are self-isolating continue to receive full pay for the full period of self-isolation.