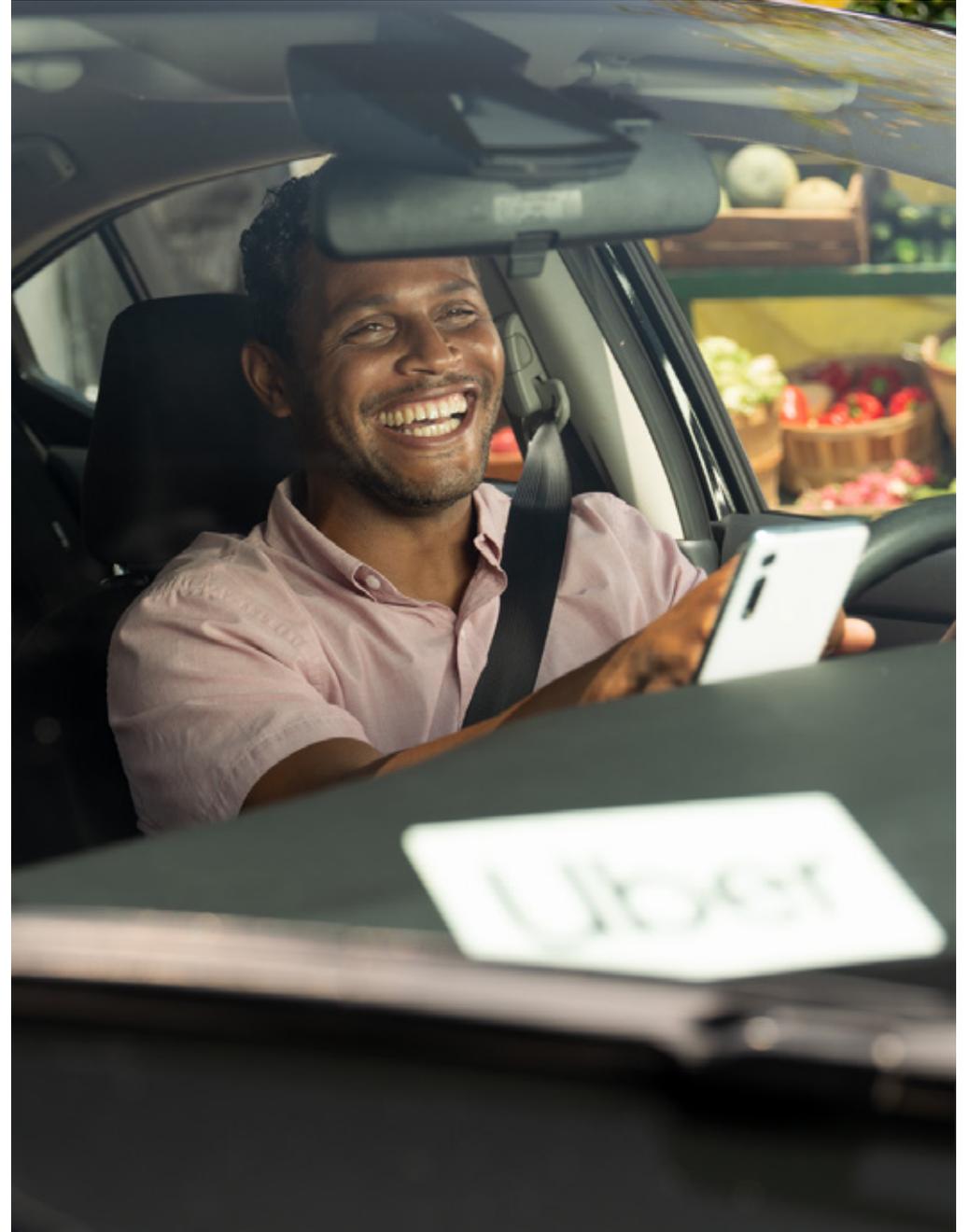


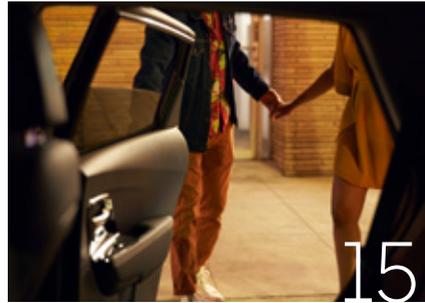
# Australia Modern Slavery Statement

2021

Uber



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# Introduction

**The Modern Slavery Statement is made on behalf of the following reporting entities:**

- **Uber Australia Pty Ltd ACN 160 299 865**
- **Rasier Pacific Pty Ltd ACN 622 365 833**
- **Portier Pacific Pty Ltd ACN 622 365 459**
- **Uber Australia Holdings Pty Ltd ACN 622 364 318**

Collectively, they are “Uber Australia”.

This statement is submitted as a joint statement on behalf of all of the above reporting entities pursuant to section 14 of the Modern Slavery Act 2018 (Cth) for the period 1 January 2021 to 31 December 2021.

Uber Australia operates as an integrated group within Australia and has shared policies, systems, and processes that are applied across Uber Australia. The above reporting entities were consulted to develop this statement and the policies, systems, and processes that it describes for Uber Australia.

## Our approach

**As a global company, Uber Technologies, Inc. (“Uber” or “the Company”) is committed to upholding fundamental human rights and believes that all human beings around the world should be treated with dignity, fairness, and respect.**

Uber does not tolerate, use, or condone slavery, servitude, forced labour, or human trafficking (which together we call “modern slavery”).

We are committed to conducting our business in a manner that works to eliminate modern slavery. In preparing this statement (Uber Australia’s second Modern Slavery Statement), Uber Australia has assessed modern slavery risks in our Australian operations and supply chains and provides information regarding our progress since the 2020 statement.



## Our 2021 initiatives

In 2021, Uber Australia reviewed and considered our existing policies relevant to modern slavery, including the Supplier Code of Conduct, to ensure transparency and consistency in articulating Uber Australia's modern slavery position and expectations of our suppliers and employees.

Uber Australia focused on the following key areas (the details of which are described later in this document) in assessing and addressing modern slavery risks in our operations and supply chains:



### Policy

Publishing a global [Human Rights Policy](#) that confirms Uber's zero tolerance for any form of modern slavery



### Engagement and education

Engaging Uber Australia employees on modern slavery issues and protocols through training and education sessions and materials, and publishing critical information for employees and priority suppliers in Australia



### Leadership

Providing training to key stakeholders and leadership teams regarding modern slavery risks and reporting requirements, and expanding the work and internal reporting of the Modern Slavery Working Group



## Our plans for 2022 and beyond

In 2022 and subsequent years, we plan to:

- Continue to review our policies and processes to ensure consistency and accuracy in addressing modern slavery risks across the business
- Expand our education and training to staff about modern slavery and the processes, policies, and expectations of Uber Australia, and introduce KPIs to assess effectiveness and compliance
- Implement review processes across the entire supply chain, and continue to review supplier engagement with our modern slavery compliance requirements, including to review and update supplier contracts and other relevant documents to address modern slavery compliance and risk awareness
- Review and implement appropriate remediation processes

# Structure, operations, and supply chains

## About Uber

Uber started in San Francisco in 2009 to solve a simple problem: How do you get from A to B at the touch of a button? More than 15 billion trips later across the world, we're building products to help people earn with flexibility, go anywhere, and get anything. Since launching our rideshare business in Australia in 2012, Uber is now operating in 43 Australian cities and towns, and 3.8 million Australians regularly choose to share rides with more than 74,000 driver partners.

In 2016 we launched our online food delivery business, Uber Eats, in Australia. Now in more than 30 cities across Australia, Uber Eats has tens of thousands of merchant partners on the platform.

At Uber, we recognise that Uber's financial performance and prosperity can only be built alongside the prosperity of our key stakeholders. This includes investors, employees, cities, and the driver partners, delivery people, merchants, and consumers who use our platform to connect with work, food, goods, families, and friends. These enduring relationships—based on integrity, accountability, and respect—empower Uber to reimagine the way the world moves for the better.

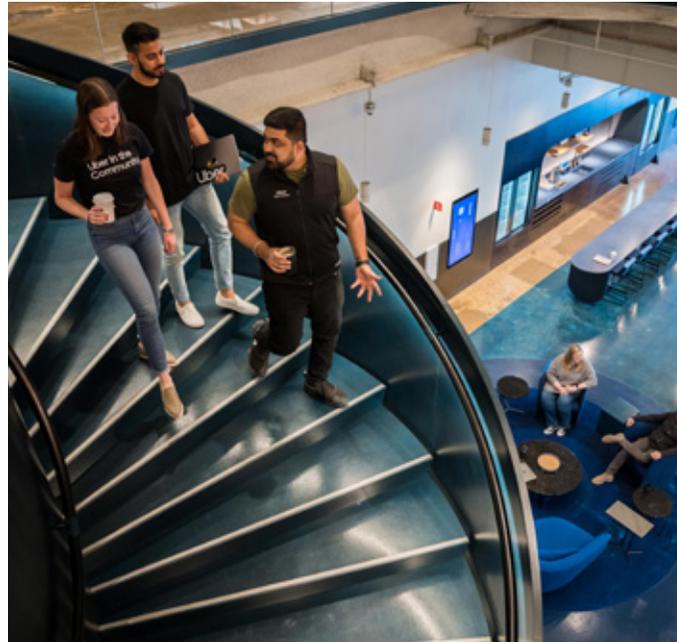
# Organisational structure

Uber operates Mobility and Delivery services in Australia. It operates through a number of Australian subsidiaries, 4 of which are reporting entities for the purposes of the Modern Slavery Act 2018 (Cth), and are addressed in this report. These entities are:

- Uber Australia Pty Ltd, ACN 160 299 865
- Rasier Pacific Pty Ltd, ACN 622 365 833
- Portier Pacific Pty Ltd, ACN 622 365 459
- Uber Australia Holdings Pty Ltd, ACN 622 364 318

Each has a registered office in Sydney, New South Wales.

Throughout this statement, we refer to these entities, collectively, as “Uber Australia”. All entities composing Uber Australia are Australian-domiciled companies that operate exclusively in Australia. All are indirectly wholly owned subsidiaries of Uber Technologies, Inc., the parent entity of the Uber group, which is listed on the New York Stock Exchange under the stock symbol UBER. Uber Australia Pty Ltd employs more than 300 people.



# Our segments

As of December 31, 2021, 2 platforms operated in Australia:  
**Mobility and Delivery**



## Mobility (rides)

Mobility refers to products that connect consumers with drivers who provide rides. Mobility also includes activity related to our Uber for Business, Financial Partnerships, Transit, and Vehicle Marketplace offerings. Rides are available in 43 Australian cities and towns, and more than 3.8 million Australians regularly choose to book rides through Uber.



## Delivery (Uber Eats)

Delivery allows consumers to search for and discover local restaurants and other merchants, order a meal, and either pick up at the restaurant or have the meal delivered. In certain markets, it also includes offerings for grocery and convenience store delivery as well as select other goods. Uber Australia launched the Uber Eats app in Melbourne in 2016, and it's now in more than 30 cities around the country, connecting tens of thousands of merchant partners with delivery people and customers across Australia.

# Supply chain

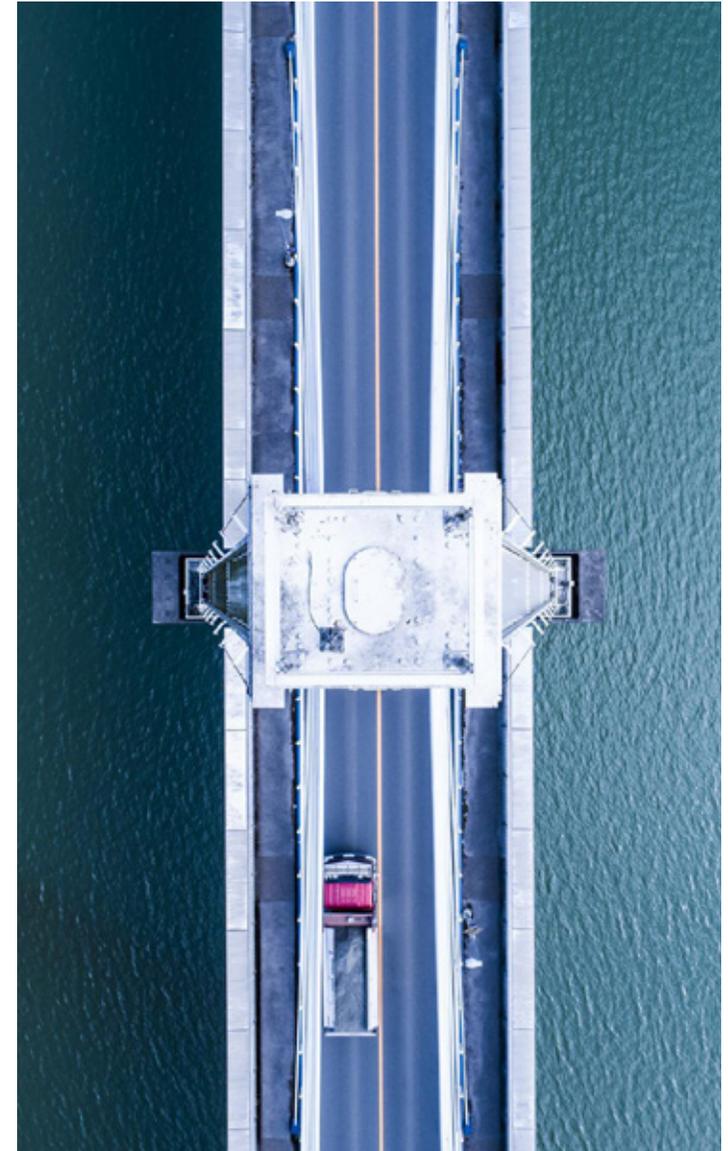
As a large multinational, Uber has a supplier base that caters to local, regional, and global demands for certain categories of goods and services. Uber's sourcing team procures goods and services primarily under 4 broad categories: technology, advertising and marketing, workplace, and services. For Uber Australia, most suppliers for all categories are based in Australia. Certain technology services, by virtue of their nature—like cloud telephony and voice services—are sourced from suppliers based mainly out of the US and Europe.

We have an established Strategic Sourcing Policy for the businesses across the globe, along with the Strategic Sourcing team's guidelines document, which is further enriched by our procurement policy and processes.

We expect our suppliers to demonstrate high standards of ethical conduct. In late 2019, we launched our global Supplier Code of Conduct. In the spirit of the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights, and the International Labour Organization Declaration on Fundamental Principles and Rights at Work, the Supplier Code of Conduct sets forth the expectation for suppliers working on our behalf to

comply with all laws and to act ethically and with integrity at all times, including that suppliers will not participate in any forms of modern slavery. Uber's Supplier Code of Conduct is embedded within the Strategic Sourcing Policy.

Uber Australia understands that sourcing is much more than just the cost. We look at suppliers who share our core values and help Uber achieve our mission and grow along with us. Our suppliers are important to us, and we seek open and innovative relationships characterised by close dialogues. Our external-facing portal for Uber suppliers consists of various modules, such as purchase order T&Cs, invoice requirements, and our Supplier Code of Conduct, where suppliers may view our standards for how our suppliers conduct business. In 2021, Uber Australia reviewed and considered our existing policies relevant to modern slavery, including the Supplier Code of Conduct, to ensure transparency and consistency in articulating Uber Australia's modern slavery position and expectations of the company's suppliers.



## Our stand up, speak up culture

**We support and encourage our employees and third parties to “stand up, speak up” if they have a concern or if they see something they believe is inconsistent with our cultural norms or policies.**



We maintain an independent third-party, multilingual Integrity Helpline where anyone, anywhere, anytime (including our suppliers) can raise a concern or report a suspected violation of our policies, our procedures, or the law. Any report can be made anonymously, whether by phone or online. Reports are investigated, and any necessary disciplinary and/or remedial action is taken as appropriate. Uber publicises the Integrity Helpline through our Business Conduct Guide, provides a link on intranet and internet sites, and promotes the helpline in online and in-person training sessions. Uber strictly prohibits retaliation for lawful reporting to the Integrity Helpline or to any resource.

In 2021, we introduced a new Human Rights Policy, which specifically sets out Uber’s zero-tolerance approach to modern slavery. All employees in Australia are required to read and acknowledge this policy as part of their ongoing employment at Uber.

As part of Uber’s Ethics & Compliance Week in 2021, company leaders hosted an internal human rights-related event available to all Uber employees, reinforcing Uber’s commitment to human rights and our zero-tolerance approach to modern slavery.

# Governance and policies

## Our governance framework

Uber has a robust corporate governance framework in place, with the Company's Board of Directors and its 3 standing committees—Nominating and Governance Committee, Compensation Committee, and Audit Committee—overseeing various environmental, social, and governance (ESG) issues. The Nominating and Governance Committee has primary oversight responsibilities over ESG matters. This governance framework applies to Uber Australia as part of the global Uber group.

In addition, each of the entities composing Uber Australia is governed by a non-executive Director. Day-to-day operations are managed by local General Managers for each of the Mobility and Delivery businesses in Australia. They are supported by core functions, including legal, regulatory, compliance, and internal audit functions, which render services regionally and group-wide.

In August 2021, we strengthened our commitment to upholding internationally recognised human rights principles, releasing our Human Rights Policy. The policy highlights our firm stance on safety, non-discrimination, modern slavery, human dignity, and privacy.



## Our employees

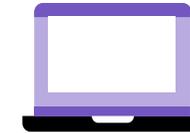
**In 2020, Uber Australia began educating our employees on what modern slavery is and how to report any concerns through our Integrity Helpline, consistent with our “stand up, speak up” culture.**

As part of our onboarding process, employees are given our Employee Handbook, Business Conduct Guide (which was refreshed in 2021 and includes a reference to the Human Rights Policy), and employment agreement to read and acknowledge company policies that reflect and comply with Australian employment laws. The handbook is readily accessible on the Company’s intranet for employee reference. Uber’s Australian Employee Handbook further describes the Australian Whistleblowing Policy, which encourages and supports employees to report suspected wrongdoing as soon as possible. The purpose of the Whistleblowing Policy is to promote a culture of ethical behaviour and accountability, and prevent and address wrongdoing when it occurs. The policy also details the avenues available to employees for raising any concerns of suspected wrongdoing, and it explains how Uber Australia will deal with disclosures we receive.

Uber Australia takes all concerns raised seriously and relies on employees to raise concerns so that they may be addressed.

We request that all employees complete a VEVO (Visa Entitlement Verification Online) form as part of the onboarding process. Our Immigration team conducts a check to make sure employees have the appropriate rights to work in Australia. That team also partners with an external immigration firm to ensure ongoing compliance with our sponsorship obligations and immigration laws.

In 2021, Uber added to our staff education by introducing the Modern Slavery Prevention & Compliance Guide. The guide is provided to all employees to empower, educate, and build organisational capability as we work to prevent modern slavery in our supply chain, from operations, and on the platform; and to meet modern slavery reporting obligations in markets where such requirements exist.



## Key relationships

We recognise that there are potential risks of modern slavery associated with some of our other key third-party relationships—such as merchant partners, delivery people, and driver partners—and we have systems to monitor and manage these.

Everyone who signs up for an Uber account across all of our apps, including driver partners, riders, delivery people, Uber Eats customers, and merchants, is expected to follow Uber's Community Guidelines. The guidelines reflect 3 key pillars: treat everyone with respect, help keep one another safe, and follow the law. Not following any of our guidelines may result in the loss of access to Uber accounts.

### Driver partners and delivery people

We apply modern slavery due diligence steps to our driver partners and delivery people.

Driver partners and delivery people are required to provide certain documents for proof of their identity and their right to work in Australia. They also need to pass a background check as part of the account activation process. Uber Australia does not allow any driver partner or delivery person who does not pass these checks to establish an account and access the app. Checks are completed on a recurring basis and are not limited to the point of first signup.

Account sharing is a breach of our usage policies. To address this risk, Uber Australia has implemented measures to prevent earnings from several accounts being diverted to a single person. A formal delegation feature has been established for delivery people to provide flexibility for them to provide their delivery services. Contractual terms with delivery people require compliance with modern slavery laws.

We also have Real-Time ID Check, which periodically prompts driver partners and delivery people to share a live self-portrait before going online. This helps ensure that the person using the app matches the account we have on file. If our system detects that the person isn't the one we have on file, the account is temporarily blocked while we investigate the situation. At that stage, we may engage law enforcement.

We also have online resources for driver partners and delivery people to access safety tips and our Community Guidelines. With millions of interactions happening with the public across our platform each year, we believe drivers and delivery partners can play a role in raising concerns related to modern slavery and trafficking. All trips or deliveries on the platform are GPS-tracked, and everyone using the Driver app has the ability to report any concerns or issues to us through our 24/7 Support team. We encourage driver partners and delivery people to contact us with any concerns or issues they may be having, and our Support team will work to resolve these with them.



### Merchant partners

We also apply certain modern slavery due diligence steps to our merchant partners, as key partners to Uber Australia, even though they are not considered to be suppliers for the purpose of the Modern Slavery Act. In 2020, we added a clause to our standard contractual agreements with our merchant partners that includes a Modern Slavery Prohibition. This clause requires merchant partners to agree that they will not engage in any practice that would violate any national or international law regarding slavery or human trafficking, and that they will notify Uber Australia as soon as they become aware of any actual or suspected slavery or human trafficking.



### Fleet partners

The Mobility part of Uber Australia has a limited number of agreements with fleet partners. These partners—which can be either companies or sole traders—have a network of drivers, and payment to the drivers who are part of the fleet is handled by the partner.

In respect to Uber Australia's business, with a unique view of Australian cities, driver partners, delivery people, and merchant partners often see and hear things others don't. That's why, through education and awareness across our network, we're committed to playing our part in confronting modern slavery head-on and leaning in to understand, detect, prevent, and address it.

# Risks of modern slavery practices in Uber Australia's operations and supply chains

## Assessing our risk: overview

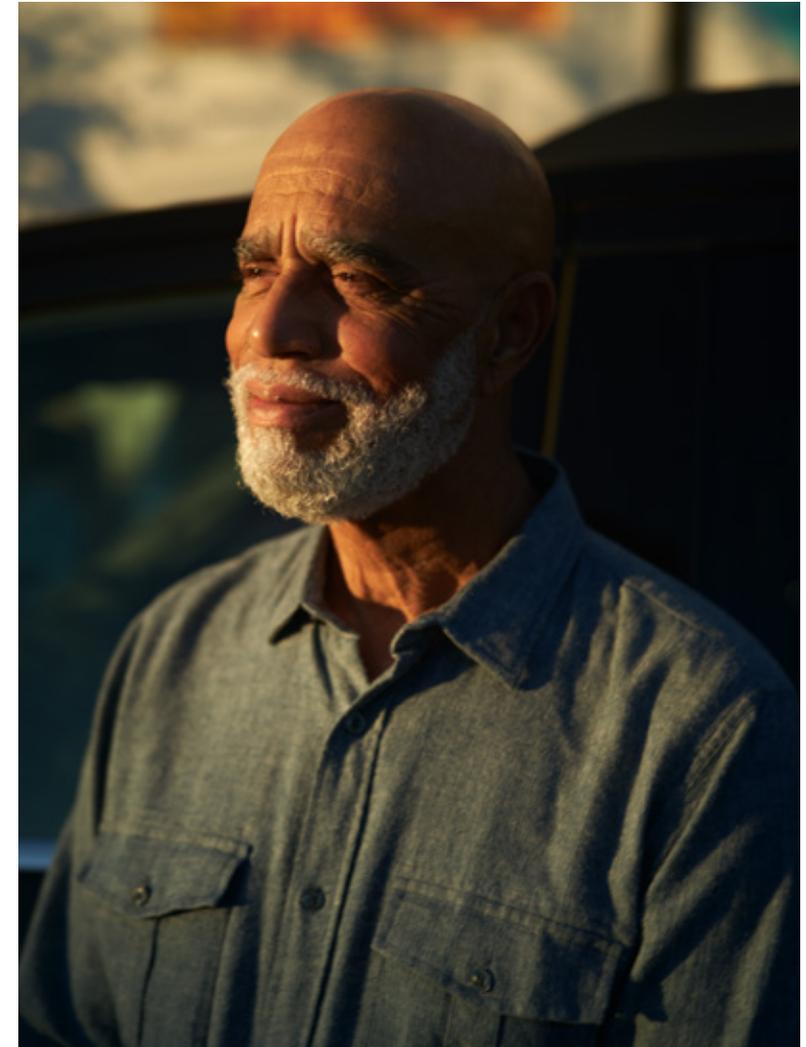
Uber Australia takes very seriously the potential for modern slavery risks within our business and is aware of the serious offences of engaging in the forms of modern slavery:

- Slavery
- Servitude
- Forced labour
- Deceptive recruiting for labour or services
- Forced marriage
- Trafficking in persons
- Domestic trafficking
- Child trafficking
- Organ trafficking
- Debt bondage

In 2021, we strengthened our commitment to understanding modern slavery risks in our operations and supply chain. Driven by the efforts of the Uber Australia Modern Slavery Working Group, we continued our work from the 2020 gap analysis, which identified potential areas of modern slavery risk following an evaluation of governance, awareness, policies, training, systems, and contracts to determine risk within our operations and supply chains.

Below are the key categories of products and services across our operations and supply chains that we consider are at higher risk of modern slavery:

Category	Example product/ service	Potential risk	Primary country of spend
Facilities Management	Repair and maintenance, security, cleaning	Forced labour, debt bondage, human trafficking	Australia
Marketing	Apparel, events, promotional items	Forced labour, child labour, debt bondage	Australia
Workplace	Staffing, catering, office supplies	Human trafficking, forced labour	Australia
ICT	IT services, hardware	Forced labour, debt bondage, deceptive recruitment	Australia



We acknowledge that the risks of modern slavery may be increased due to our operations and geographical locations of our supply chain, and we continue to work to identify and ultimately minimise those risks.



## Operational risks

In 2021, we continued to evaluate our potential areas of modern slavery risk across 6 key categories, including in key third-party relationships:

- Management systems
- Human resources and recruitment
- Procurement and supply chain
- Risk management
- Users
- Other third-party relationships (driver partners and delivery people, fleet partners, and merchant partners)

## Supply chain risks

As a global organisation, Uber has a complex supply chain servicing our international operations, and we use a mix of centralised global, regional, and local supply partners.

In 2021, it remained Uber Australia's focus to analyse risks of our Tier 1 suppliers. Tier 1 suppliers are those that supply goods and services directly to Uber Australia. These suppliers were analysed for modern slavery risk against national and international guidance material and based on independent external analysis of our suppliers in 2020.

## Geographic location

Uber Australia predominantly uses suppliers based in Australia—over 95% of our spending. The remaining 5% is also primarily concentrated in countries designated by the Global Slavery Index as low-risk.

However, based on government-published statistics of geographic regions with high percentages of modern slavery occurrences, we recognise that certain goods and services that are sourced by Tier 1 suppliers may come from higher-risk countries such as China, India, Cambodia, and Vietnam. To address this, we plan to expand elements of our modern slavery due diligence to Tier 2 suppliers as appropriate in 2022 and beyond.

# Actions taken to assess and address modern slavery risks

## Our approach and progress

We do not tolerate modern slavery and are committed to playing our part in confronting it. We actively promote and protect the safety and welfare of partners, employees, and users. In addition, in markets around the world, Uber actively protects and respects human rights through partnerships with government bodies, law enforcement agencies, and community organisations to support vulnerable groups.

In 2021 we reviewed and strengthened our modern slavery practices and policies with a particular focus on educating employees and key stakeholders at all levels of the supply chain about Uber Australia's zero-tolerance approach to modern slavery and the company's expectations of employees and suppliers to properly identify and address modern slavery risks.

Uber Australia is committed to continuing to undertake human rights due diligence in accordance with the UN Guiding Principles. Uber Australia works to strengthen and implement our practices and processes to identify, prevent, and mitigate any actual or potential adverse human rights impacts in our operations and supply chains.



## Modern Slavery Working Group

Since its establishment in 2020, the Modern Slavery Working Group has expanded and continued to consider and improve our systems and processes to address modern slavery risks in our operations and supply chains. This group was at the forefront of each of the following actions taken.

## Human Rights Policy

In August 2021, we strengthened our commitment to publicly upholding internationally recognised human rights principles by releasing our Human Rights Policy. The policy is easily accessible by stakeholders, both internally and externally, online. The policy explicitly sets out our position regarding:

- Safety
- Non-discrimination
- Discrimination involving users of the platform
- Suppliers
- Customers
- Modern slavery
- Human dignity
- Privacy

The policy is explicit that we and our subsidiaries believe that all human beings should be treated with dignity, fairness, and respect. In particular, the Human Rights Policy states that Uber does not condone the use of child or involuntary labour or human trafficking and denounces any degrading treatment of individuals or unsafe working conditions.



## Employee education

In 2021, we released a company-wide Modern Slavery Prevention & Compliance Guide. This guide is intended to empower and educate Uber employees; to help build organisational capability as we work to prevent modern slavery from our supply chain, from operations, and on the platform; and to meet modern slavery reporting obligations in markets where such requirements exist. The guide was also distributed to all global compliance leads to facilitate their efforts to support the business in responding to modern slavery reporting obligations in their respective regions.

As outlined in the previous section, in August 2021 we released our Human Rights Policy to make sure our staff understands and considers their obligations in relation to human rights and modern slavery. We sent emails to all employees in Australia and the UK requesting that they read and acknowledge the new Human Rights Policy.

## Supplier education

In December 2021, we distributed Modern Slavery educational materials to our Tier 1 suppliers in Australia and the UK in order to clearly share Uber's stance on modern slavery; reiterate expectations of our suppliers in complying with Uber's modern slavery prevention effort; and educate Uber suppliers about modern slavery and Uber's position on it.

We also prepared and issued an assurance letter to select high-risk Tier 1 suppliers regarding Uber's position on modern slavery, including to request a signed acknowledgement of the letter.

We continued to provide support for our suppliers by making publicly available our independent, third-party multilingual Integrity Helpline where anyone, anywhere, anytime can raise a concern or report a suspected violation of our policies, procedures, or the law, including in relation to modern slavery.

## Modern slavery governance

After our 2020 briefing to the Uber Australia Leadership Team to establish a governance framework for managing modern slavery risks, in 2021 we provided training to key stakeholders and Uber management regarding modern slavery risks and reporting.

## Supplier risk identification and prioritisation

After reviewing and prioritising our highest-spend suppliers against modern slavery risk indicators and identified high-risk procurement categories in 2020, the Modern Slavery Working Group in 2021 analysed responses to a questionnaire issued to select high-risk Tier 1 suppliers regarding their approach to modern slavery.

## Policy review

Our Modern Slavery Working Group began reviewing and considering Uber's existing policies (including the Supplier Code of Conduct) that address human rights. The goal is to make sure relevant policies appropriately and consistently state our modern slavery position and address modern slavery risks as required.

In addition, in 2021 we made sure our publicly available policies related to modern slavery are accessible, to transparently reiterate our commitment to combatting modern slavery. We further confirmed Uber's attitude towards modern slavery by including a statement on Uber's website as to the company's position and by making the newly introduced Human Rights Policy accessible internally and externally.

## Remediation

Uber is committed to responding to and remediating any modern slavery issues as they arise, whether identified through ongoing review and due diligence processes, or reported by the third-party Integrity Helpline. As set out in our Human Rights Policy, reports are investigated, then any necessary disciplinary and/or remedial action is taken as appropriate.

## Modern Slavery Road Map

The year 2021 marks the second year of our Modern Slavery Road Map. In 2021 we focused on engaging high-risk suppliers (both in Australia and overseas) and enhancing the capability of our people, systems, and processes to manage operational and supply chain risk. In year 3 (2022) and beyond, we will look to build on our achievements and focus on monitoring and reviewing progress as part of our commitment to continual improvement, including:

- Undertaking a policy, supplier engagement, and contract review
- Developing a framework for better identifying and responding to modern slavery risks and breaches within Uber and our supply chains
- Continuing employee and supplier education about modern slavery and the processes, policies, and expectations of Uber

# Assessing the effectiveness of our actions

## Reporting and accountability

**Driven by the work of the Modern Slavery Working Group, in 2021 Uber Australia built on and strengthened our reporting and accountability assessment measures in continuing to address modern slavery through prevention, responsiveness, and collaboration.**

To track our progress in identifying and addressing modern slavery risks, in 2020 we implemented the following reporting and review process, which we continued throughout 2021:

- The ANZ Leadership Team reviews modern slavery progress and addresses issues collaboratively between operational areas
- The senior leaders and the ANZ Leadership Team review action plan progress, issues, and achievements as part of the compliance update
- The ANZ Leadership Team reviews and signs off on our annual Modern Slavery Statement per mandatory reporting requirements

**In 2021 we have built on and strengthened this process by:**

- Introducing additional work streams within the internal Modern Slavery Working Group and subgroup, and holding regular meetings for those groups; the groups are responsible for administering a modern slavery program of work and considering modern slavery risk
- Continuing to consider and seek to address modern slavery risks in operations and supply chains since our 2020 supply chain risk analysis
- Undertaking a regular review of risk assessment processes by the working group to consider the effectiveness of and compliance with processes, including to consider any reports provided by each working group subgroup
- Reviewing current reporting processes and systems to consider their suitability to receive modern slavery-related reports
- Introducing more-regular reporting intervals by the working group to senior management
- Monitoring the effectiveness of processes introduced in 2021, including:
  - Tracking responses to the supplier assurance letter
  - Tracking attendance at modern slavery training for employees
  - Requesting an acknowledgement by employees of the Human Rights Policy
- Cross-checking the Modern Slavery Action Plan and 3-year road map (referred to in the 2020 Modern Slavery Statement) against actions taken in 2021 and proposed actions to be taken in 2022 and beyond





This statement was approved and signed by Nicholas Falzon as the Sole Director and principal governing body of each of the reporting entities on the 21st of June, 2022.

*Nicholas Falzon*

**Nicholas Falzon**

Director

Uber Australia Pty Ltd

Rasier Pacific Pty Ltd

Portier Pacific Pty Ltd

Uber Australia Holdings Pty Ltd