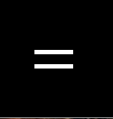




Uber

2022

Australia  
Modern Slavery  
Statement



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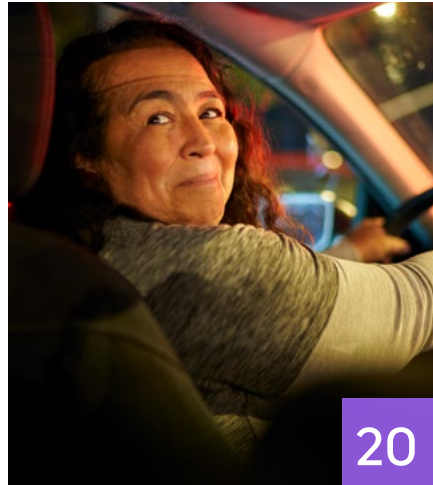
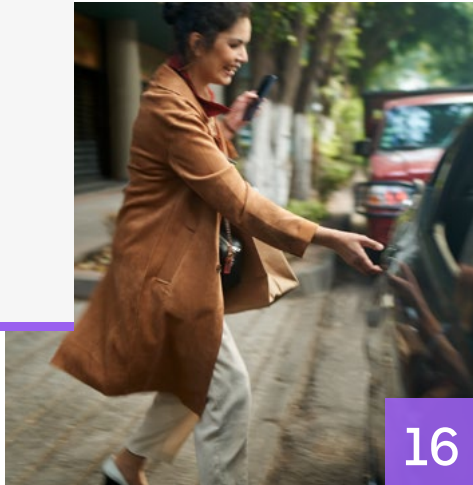
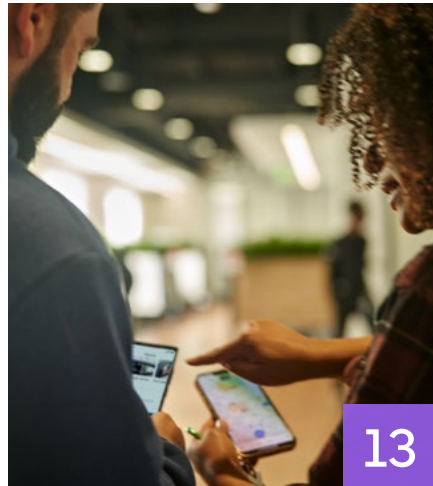
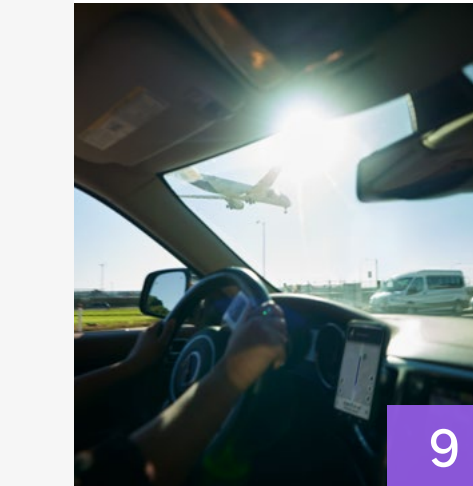
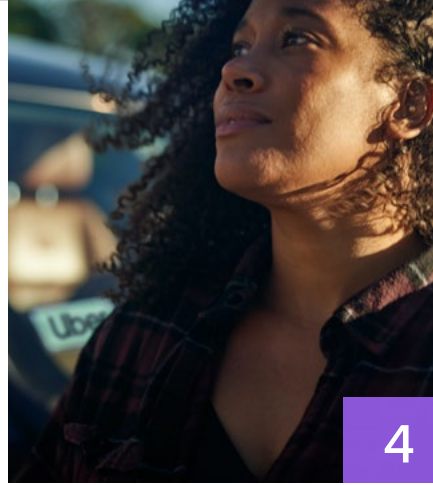
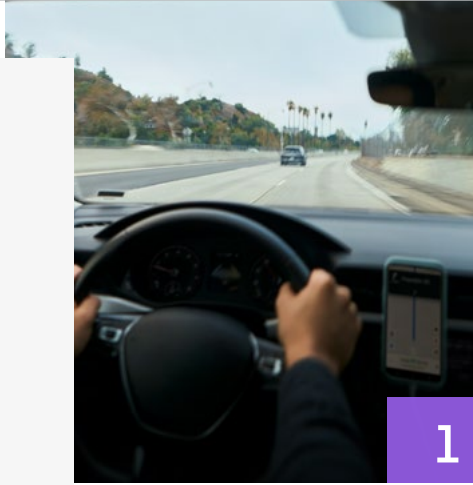
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# Introduction

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) (Modern Slavery Act) for the period 1 January 2022 to 31 December 2022.

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) is committed to upholding fundamental human rights and believes that all human beings around the world should be treated with dignity, fairness, and respect.**

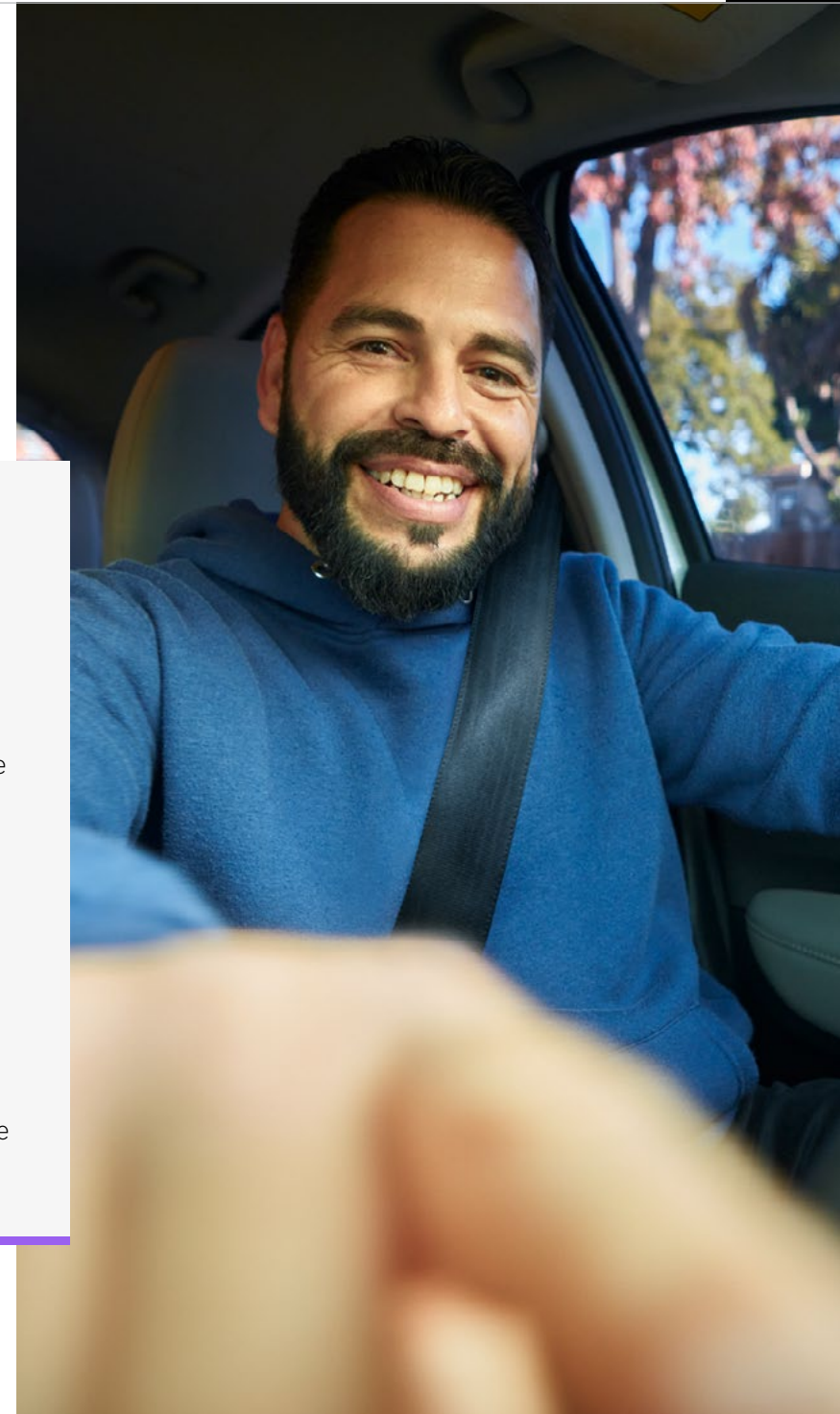
Uber does not tolerate, use, or condone slavery, servitude, forced labour, or human trafficking (which together we call “modern slavery”).

We are committed to conducting our business in a manner that works to eliminate modern slavery. In preparing this statement (Uber Australia’s third 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 2021 statement.

## Our previous initiatives

In 2021, Uber Australia carried out various initiatives including:

- Publishing a global Human Rights Policy
- Updating the Supplier Code of Conduct to include Uber’s position on modern slavery
- Maintaining a third-party Integrity Helpline for reporting of a suspected violation
- Updating our Employee Handbook to address modern slavery
- Promoting our Business Conduct Guide
- Continuing a Visa Entitlement Verification Online (VEVO) check as part of employee onboarding
- Undertaking modern slavery due diligence steps to driver partners and delivery people as part of the account activation process





# Our 2022 initiatives

**In 2022, Uber Australia reviewed and considered our existing policies relevant to modern slavery, including the Whistleblower Policy, to include modern slavery reporting under our Whistleblower Policy and to ensure consistency in articulating Uber Australia’s modern slavery position and expectations of our suppliers and employees.**

In 2022, Uber Australia focused on the following key areas (the details of which are described later in this document) when assessing and addressing modern slavery risks in its operations and supply chains:



### Policy

Updating the Whistleblower Policy to confirm Uber Australia’s zero tolerance for any form of modern slavery and to allow Uber employees and partners to report modern slavery concerns.



### Due diligence

The Modern Slavery Working Group has continued to review and evaluate the modern slavery initiatives and programs to assess Uber Australia’s progress.



### Monitoring

Uber Australia introduced a new in-app modern slavery help node for driver partners and delivery people. This new in-app modern slavery help node explains modern slavery and allows driver partners and delivery people to report any potential instances of modern slavery.



### Engagement and education

Engaging with Uber Australia’s employees and suppliers on modern slavery issues and protocols through education sessions and materials.

## Our plans for 2023 and beyond

**In 2023 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 and supply chain
- Update contractual terms with delivery people to clarify that their obligation to comply with modern slavery laws extends to any act performed by any delegate they appoint to perform delivery services
- 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, including an onboarding modern slavery training module for all new employees
- 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 to conduct ongoing due diligence checks of our suppliers
- Review and update our existing supplier contracts to include appropriate modern slavery clauses
- Partner with non-government organisations or advocacy groups in relation to modern slavery
- Develop and implement a modern slavery risk assessment as part of new supplier onboarding
- Provide modern slavery awareness communications to driver partners and delivery people



# 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 37 billion trips later across the world, we are building products to help people earn with flexibility, go anywhere and get anything. Uber launched its rideshare business in Australia in 2012. Uber now operates in 43 cities across Australia.

In 2016, we launched our online food delivery business, Uber Eats, in Australia. Now in more than 40 cities across Australia, Uber Eats has tens of thousands of merchants (including restaurants and stores) and more than 50,000 active restaurant partners on the platform.

In 2022, over 8 million Australians used Uber or Uber Eats and more than 150,000 people earned with the Uber platform in Australia.

At Uber Australia, we recognise that our company's financial performance and prosperity can only be built alongside the prosperity of our key stakeholders. This includes investors, employees, cities, 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 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, 2022, 2 platforms operated in Australia:

## Mobility and Delivery



### Mobility (Uber)

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. Uber is available in 43 Australian cities.



### 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, alcohol, convenience store deliveries and services for the delivery of other select goods. The Uber Eats app was launched in Melbourne in 2016, and it is now in more than 40 cities around the country, connecting tens of thousands of merchant partners with delivery people and customers across Australia. Our Delivery business also includes Uber Direct, a white-label Delivery-as-a-Service offering to retailers and restaurants in 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 Strategic 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. Further, it sets out our expectations that all suppliers do

not participate in any form of modern slavery and provide their workers with a healthy and safe work environment. Uber’s Supplier Code of Conduct is embedded within the Strategic Sourcing Policy.

Uber’s injury and illness prevention plan (IIPP) is the foundation of our safety management system, which adheres to all legal requirements at federal, state and local level as well as with Uber’s international and internal requirements. This policy applies to all personnel onsite at Uber premises.

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 can view the standards at which we expect our suppliers to conduct business.

In 2022, Uber Australia reviewed and considered our existing policies relevant to modern slavery, including updating the Whistleblower Policy, 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.





# Governance and policies

## Our governance framework

Uber has a robust corporate governance framework in place. Our Nominating and Governance Committee, as well as our Board of Directors as a whole, are tasked with oversight of environmental, social, and governance (ESG) matters, which include human rights and labour practices in operations. Additionally, each of our 3 standing committees—Audit, Compensation, and Nominating and Governance—shares responsibility for various components of our ESG program.

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 addition to our Human Rights Policy, which was published in 2021, we have updated the terms of our Whistleblower Policy.



## 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 Whistleblower Policy (updated in December 2022), which encourages and supports employees to report suspected wrongdoing as soon as possible. The purpose of the Whistleblower 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 Visa Entitlement Verification Online (VEVO) 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. This has been ongoing and is a process Uber Australia will keep in 2023 and beyond as part of our due diligence and onboarding procedures.

In 2022, Uber Australia continued our staff education by conducting awareness training sessions for our key strategic sourcing staff. This awareness training has been introduced to uphold Uber’s commitment to conducting due diligence where it can address modern slavery concerns.

Uber Australia acknowledged International Slavery Day on 2 December 2022 and sent a communication to all employees to raise awareness about the resources available to manage modern slavery risks in our Australian operations and supply chain. As part of our ongoing training program for employees, the company has continued to raise awareness of modern slavery concerns for all employees year-round.

# 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 users and merchants, are expected to follow Uber’s Community Guidelines. The guidelines reflect 3 key pillars:

- 1. treat everyone with respect;
- 2. help keep one another safe; and
- 3. follow the law.

If any of our guidelines are not followed, this may result in account access being terminated. Uber Eats is a founding signatory to the National Safety Principles for Food Delivery Platforms and is committed to promoting the safety of everyone who uses our apps.

## 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 create 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 is not the one we have on file, the account is temporarily blocked while we investigate the situation.

Uber provides easily accessible online education modules and resources for driver partners and delivery people covering topics including safety. With millions of interactions happening with the public across our platform each year, we believe driver partners and delivery people 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.

We also maintain personal accident insurance through an insurer to cover driver partners and delivery people when they are driving or delivering using the Uber app.

In 2022, we introduced a new in-app modern slavery help node for driver partners and delivery people that explains modern slavery and allows driver partners and delivery people to report any potential instances of modern slavery. This node is available to all driver partners and delivery people in Australia.

In December 2022, Uber sent awareness communications to driver partners and delivery people on Uber’s position on modern slavery, ways in which to identify modern slavery and providing information about instances of modern slavery can be reported.



### 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. This clause remained in 2022.



### Fleet partners

The Mobility business 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 do not. This is why, through education and awareness across our network, Uber Australia is committed to playing its part to confront modern slavery head-on and to understand, detect, prevent and address it.



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

## Assessing our risk: overview

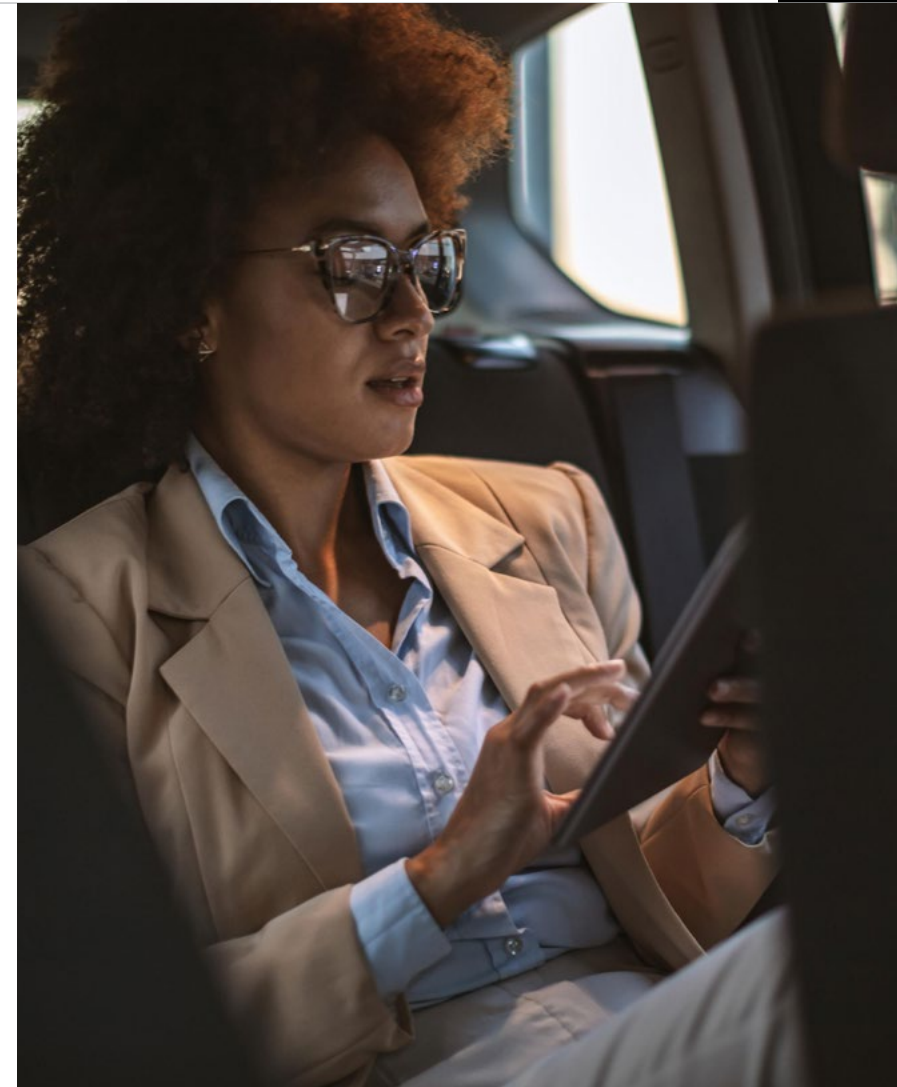
Uber Australia takes very seriously the potential for modern slavery risks within our business and is aware of the serious offences of engaging in the forms of modern slavery:

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

**In 2022, we continued to strengthen our commitment to understanding modern slavery risks in our operations and supply chain by conducting further due diligence. 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 products/ services	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 2022, 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 2022, 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 Cambodia, China, India, and Vietnam.



# 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 2022, 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, partners,

and suppliers to properly identify and address modern slavery risks. In 2022, Uber Australia had a large focus on due diligence initiatives and on how it can make small changes that will have a big impact on its network and partners in addressing 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, Uber's 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 2021, we strengthened our commitment to publicly upholding internationally recognised human rights principles by releasing our Human Rights Policy. Internal and external stakeholders can easily access the policy 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. The policy is provided to all new employees.

## Whistleblower Policy

In 2022, we updated and released our Whistleblower Policy. The purposes of the Whistleblower Policy is to encourage and support employees to report suspected wrongdoing as soon as possible; to promote Uber’s commitment to a culture of ethical behaviour and accountability; and to prevent and address wrongdoing when it occurs. The policy 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 from employees, whom the company encourages to embody Uber’s “stand up, speak up” culture.

## Employee education

In 2022, we asked employees to verify that they have read the Modern Slavery Statement as part of their onboarding. This process is intended to empower and educate 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.

As outlined in the previous section, in 2022 we released our updated Whistleblower Policy to ensure our staff are encouraged to report wrongdoing. In addition, Uber Australia sent emails to Senior Managers in Australia requesting that they read and acknowledge the updated Whistleblower Policy.

## Supplier education

In December 2022, we conducted modern slavery training sessions for our Tier 1 suppliers in Australia 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 intend to continue engaging with our Tier 1 suppliers and their own modern slavery initiatives.

Uber Australia 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 2022 we continued to set up initiatives, such as training and the review of our supplier agreements, and conducted further due diligence into our supply chains and operations to identify the areas in which Uber Australia could do more.

## Supplier risk identification and prioritisation

In 2022, our Modern Slavery Working Group initiated a work stream to explore options to develop and automate modern slavery risk assessment as part of supplier onboarding. The goal is to make sure that Uber Australia is investigating its suppliers' approach to modern slavery to ensure that they are in line with Uber's position on modern slavery.

We have also commenced reviewing and updating our high-risk-supplier matrix to ensure that we are not missing any new suppliers and are updating the status of our suppliers as their own practices change.

## 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 2022 our publicly available policies related to modern slavery remained accessible, to transparently reiterate our commitment to combatting modern slavery. We also updated our Whistleblower Policy as outlined in a previous section to ensure that our key policies are addressing modern slavery and our employees are aware of how such concerns can be reported.

## 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 Whistleblower Policy, Uber encourages our employees and partners to report any concerns of modern slavery so they can be investigated, and so remedial action can be taken as appropriate.

## Modern Slavery Road Map

The year 2022 marked the third year of our Modern Slavery Road Map. In 2022, 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 4 (2023) and beyond, we'll 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 modern slavery risk assessment as part of the supplier onboarding process
- Reviewing and updating existing contracts with modern slavery clauses and modern slavery considerations
- Identifying and building a corporate partnership with a modern slavery organisation or NGO dedicated to combatting modern slavery
- Continuing employee and supplier education about modern slavery and Uber Australia's processes, policies, and expectations
- Refreshing high-risk-supplier identifications to ensure that they are accurate and represent the current supplier pool
- Conducting ongoing due diligence checks on selected suppliers
- Reviewing and assessing any modern slavery risks in our fleet arrangements
- Developing and releasing a modern slavery training module for all employees
- Monitoring any responses received from driver partners and delivery people through the modern slavery help node released to them in 2022



# Assessing the effectiveness of our actions

## Reporting and accountability

Driven by the work of the Modern Slavery Working Group, in 2022 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 2022:

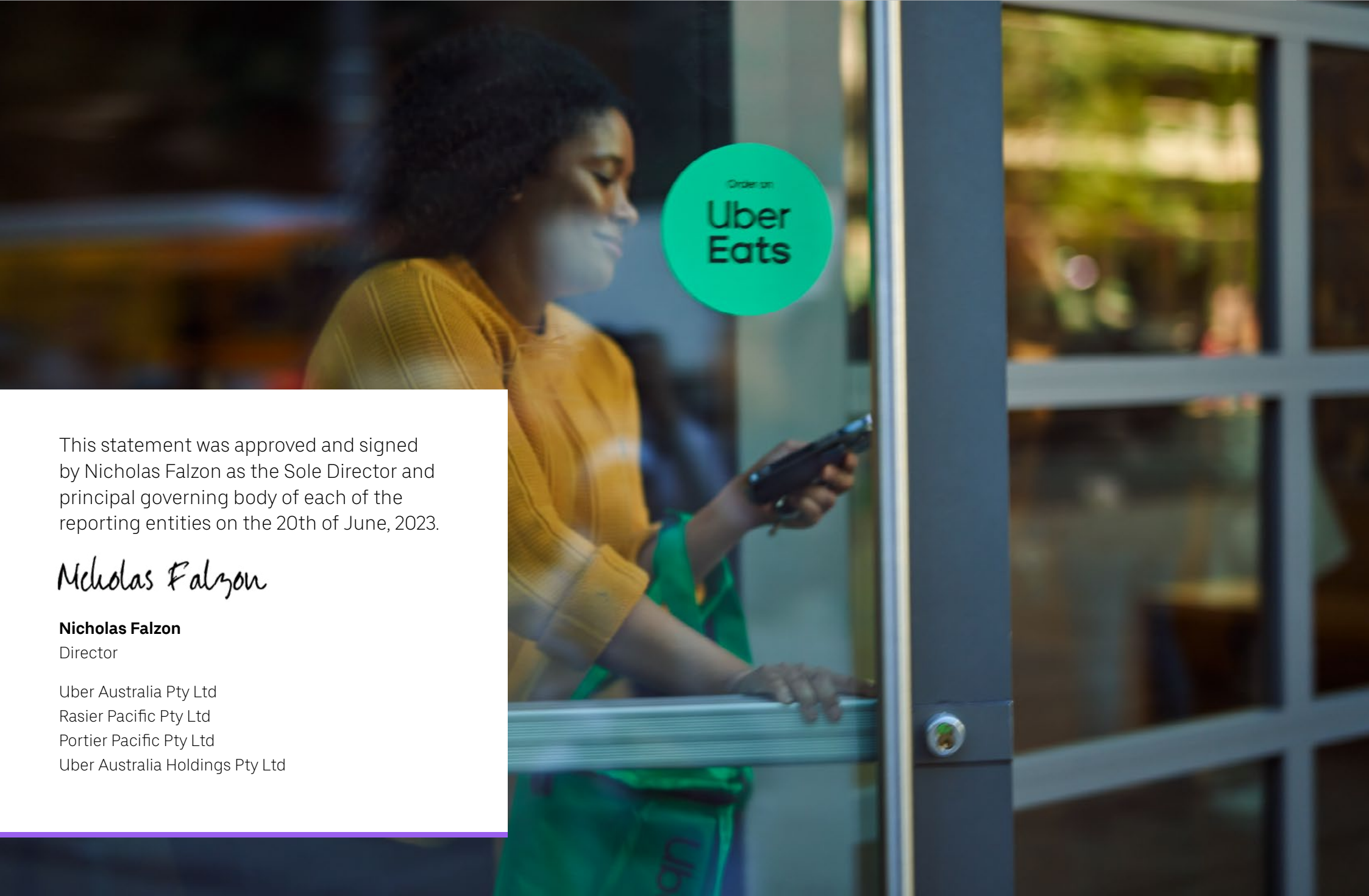
→ The ANZ Leadership Team reviews modern slavery progress and addresses issues collaboratively between operational areas

- 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 2022, we have built on and strengthened this process by:**

- Introducing additional work streams within the 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
- Conducting reviews of initiatives and changes made in 2020 and 2021 to assess the programs, education seminars or actions that worked for Uber Australia’s employees and partners and to allow successful programs to be adapted in 2022, such as creating an awareness webinar for suppliers
- Focusing on due diligence of our current operations and practices to ensure that all employees and third parties are aware of Uber’s expectations for modern slavery
- Continuing to consider and seek to address modern slavery risks in operations and supply chains since our 2020 supply chain risk analysis
- Sending assurance letters to high-risk suppliers regarding Uber’s position on modern slavery, including requesting a signed acknowledgement of the letter from high-risk suppliers
- Initiating a work stream to develop a modern slavery risk assessment as part of the supplier onboarding process
- Requiring employees to verify that they have read the Modern Slavery Statement as part of their onboarding
- Continuing to carry out driver partner and delivery person due diligence steps, including:
  - Right-to-work checks
  - Identity checks (when onboarding and in real time)
  - Background checks
  - Ensuring that driver partners and delivery people are abiding by Uber’s Community Guidelines
- 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 2022, including:
  - Tracking responses to the supplier assurance letter
  - Tracking attendance at the modern slavery awareness session for suppliers
- Expanding our modern slavery awareness communications to delivery people, driver partners, and suppliers to promote Uber’s commitment to educating and minimising modern slavery





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 20th of June, 2023.

*Nicholas Falzon*

**Nicholas Falzon**

Director

Uber Australia Pty Ltd

Rasier Pacific Pty Ltd

Portier Pacific Pty Ltd

Uber Australia Holdings Pty Ltd