



**UPS Australia
2025 Modern Slavery Statement**

MANDATORY CRITERION 1: INTRODUCTION AND REPORTING ENTITY

This Modern Slavery Statement is made pursuant to the Commonwealth Modern Slavery Act 2018 for the financial year ending 31 December 2025, on behalf of **UPS Pty. Ltd ("UPS Australia")**.

UPS supports the protection and advancement of human rights throughout its global operations, and UPS Australia is committed to supporting efforts to identify and address modern slavery risks within its operations and supply chains, including risks related to forced labour, servitude, debt bondage, and human trafficking.

This statement sets out the steps UPS Australia has taken to help ensure that modern slavery practices are not taking place within its operations or supply chains. Common labour-related policies and procedures are adopted and applied across UPS Australia and form the basis of this statement, as set out below.

MANDATORY CRITERION 2: STRUCTURE, OPERATIONS, AND SUPPLY CHAINS

UPS is a global leader in logistics and international trade. As the largest express carrier and package delivery company in the world, UPS is also a leading provider of specialised transportation, logistics, capital, and e-commerce services.

UPS Australia is an Australian company incorporated pursuant to the Corporations Act 2001 and is part of the UPS group, with United Parcel Service, Inc. as the ultimate holding company. United Parcel Service, Inc. is listed on the New York Stock Exchange and has its corporate headquarters in Atlanta, Georgia, the United States.

UPS's supply chains are global and complex, with UPS managing the flow of goods, funds, and information on a daily basis across more than 200 countries and territories worldwide.

UPS relies on a global network of employees, agents, local business partners, and suppliers. The UPS group employs approximately 500,000 people worldwide.

MANDATORY CRITERION 3: RISKS OF MODERN SLAVERY PRACTICES

UPS Australia recognises that modern slavery risks may exist within its operations and global supply chains due to the scale, geographic reach, and complexity of the UPS business.

UPS Australia acknowledges that certain sectors connected to its operations and supply chains present elevated modern slavery risks globally. Higher-risk areas may include:

- Transportation and logistics services, particularly where subcontracted labour or outsourced transportation providers are utilised;
- Warehousing and manual handling operations involving temporary, migrant, or lower-skilled labour; and
- Cleaning, security, and facilities management services, which may involve vulnerable workers and labour-intensive practices.

UPS Australia also recognises that risks may arise where suppliers, contractors, or business partners have inadequate governance frameworks, insufficient labour protections, or poor oversight of subcontracting arrangements. Risks may be heightened where suppliers rely heavily on temporary, migrant, or vulnerable workers.

MANDATORY CRITERION 4: ACTIONS TAKEN

UPS maintains global policies and governance frameworks that support ethical business conduct, responsible labour practices, and respect for human rights across its operations and supply chains.

The following global UPS policies apply to UPS Australia and all other UPS entities worldwide:

- The **UPS Anti Trafficking In Persons Policy** strongly condemns trafficking and strictly prohibits the use of any of its assets or resources for any purpose that would enable the trafficking of persons, including forced labour, debt bondage, involuntary servitude, sex trafficking or commercial sex acts. This policy governs the UPS enterprise as a whole, including its employees, suppliers, consultants, third party representatives and subcontractors. Additionally, our recruiting and hiring activities must not knowingly include misleading or fraudulent practices, charge employees recruitment fees, or use recruiters or recruiting companies that do not comply with local labour laws or do not pay wages that meet the host-country's legal requirements.
- The **UPS Human Rights Statement** supports the principles articulated in the United Nations Guiding Principles on Business and Human Rights and commits to respecting all human rights articulated in the United Nations Universal Declaration of Human Rights. UPS believes that all people have a human right to be treated with dignity and without discrimination, whatever their nationality, place of residence, gender, national or ethnic origin, colour, religion, language or any other status. UPS manages its business based on this belief and expects those with whom it does business to do the same. UPS is taking an integrated approach to diversity, equity and inclusion across its stakeholder groups of employees, customers, suppliers and communities embracing the dynamics of different backgrounds, experiences and perspectives.
- The **UPS Code of Conduct and Ethics 2026** applies to all employees, agents and third party representatives of UPS. The Code provides information about UPS standards of integrity and explains its legal and ethical responsibilities. It requires, among other things, compliance with national and local laws and the reporting of any violations of such laws and UPS business standards. The Code includes recognition of basic human rights, such as equality among people, employee well-being and security, personal freedom from persecution, and economic, social and cultural freedom.

Through The UPS Foundation, UPS supports initiatives aimed at addressing human trafficking and supporting affected individuals and communities. UPS engages with organisations focused on disrupting trafficking networks, supporting survivors, and raising awareness of human trafficking risks.

UPS Public Affairs supports the development and advancement of anti-trafficking legislation and public policy initiatives aimed at addressing systemic human trafficking risks. UPS also works with nonprofit partners, such as the International Justice Mission, and other stakeholders to support awareness, advocacy, and broader efforts to combat human trafficking and related forms of exploitation.

UPS also supports employee awareness initiatives designed to help employees identify and report indicators of human trafficking. Globally, UPS has provided anti-trafficking awareness training to employees and supports employee-led fundraising and volunteer activities relating to anti-trafficking initiatives.

MANDATORY CRITERION 5: ASSESSING EFFECTIVENESS

UPS Australia recognises the importance of continually evaluating the effectiveness of its actions to assess and address modern slavery risks across its operations and supply chains. UPS Australia understands that effective modern slavery risk management requires ongoing monitoring, review, and continuous improvement.

UPS Australia assesses the effectiveness of its modern slavery risk management activities through a combination of governance oversight, policy compliance, supplier engagement, risk monitoring, training, and internal review processes.

- **Governance and Internal Review:** UPS Australia's approach to modern slavery risk management is supported by internal governance and compliance processes designed to promote accountability and oversight. Relevant business functions, including Human Resources, Legal, Public Affairs, Compliance, Procurement, and Operations collaborate through UPS Australia's Business Risk and Compliance Committee (BRCC) to review modern slavery-related risks, policies, and mitigation measures on an ongoing basis. UPS Australia periodically reviews its modern slavery framework and related policies to assess whether its controls and procedures remain appropriate and effective in light of evolving operational, regulatory, and supply chain risks.
- **Supplier Risk Management and Due Diligence:** UPS Australia assesses the effectiveness of supplier-related controls by monitoring supplier due diligence and engagement activities. This includes reviewing supplier onboarding and screening through internal third-party due diligence (3PDD) processes, assessing supplier compliance with applicable laws, contractual obligations, and UPS policies, engaging with suppliers where potential risks or concerns are identified, and evaluating whether suppliers appropriately address identified issues or remediation requirements. UPS Australia may also review procurement and supplier management practices to identify opportunities to strengthen visibility and oversight across higher-risk supply chain areas.
- **Training and Awareness:** UPS Australia recognises that employee awareness is an important component of effective modern slavery risk management. UPS Australia may assess the

effectiveness of relevant training and awareness initiatives by monitoring participation rates, employee engagement, and ongoing awareness across relevant business functions.

MANDATORY CRITERION 6: CONSULTATION WITH ANY ENTITIES

UPS Australia does not own or control any other entities and therefore this criterion is not applicable.

NEXT STEPS

UPS Australia acknowledges that assessing effectiveness is an evolving process and that modern slavery risks may change over time due to changes in operations, suppliers, sourcing practices, or geographic exposure.

Accordingly, UPS Australia is committed to continuously improving its approach to identifying, assessing, and addressing modern slavery risks. This may include enhancing supplier engagement processes, refining risk assessment methodologies, strengthening internal governance, and increasing visibility across supply chains where feasible.

UPS Australia will continue to review and develop its modern slavery risk management processes to support responsible business conduct and compliance with the requirements of the Commonwealth Modern Slavery Act 2018.

BOARD APPROVAL AND SIGNATURE

This statement is made pursuant to the Commonwealth Modern Slavery Act 2018. It has been approved by the Board of the Company and is signed below by the Managing Director as a duly authorised representative of the Company.



Signed on behalf of UPS Pty. Ltd

Stephen Stroner
Managing Director
UPS Australia