

Uber

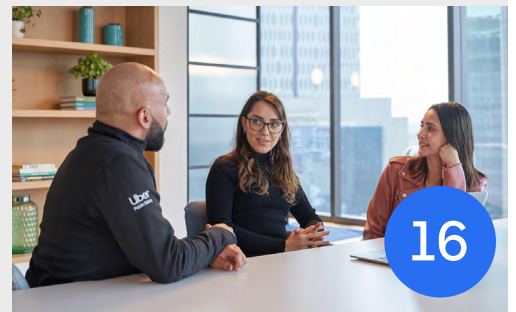


**2023
Australia
Modern Slavery
Statement**



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Introduction

This 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 of 1 January 2023 to 31 December 2023.

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 fourth Modern Slavery Statement), Uber Australia has assessed modern slavery risks in our Australian operations and supply chains and provides information regarding our progress since our 2022 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

In 2022, Uber Australia focused on the following key areas when assessing and addressing modern slavery risks in its operations and supply chains:

- **Policy:** Updating the Whistleblower Policy to allow Uber employees and partners to report modern slavery concerns.
- **Engagement and education:** Engaging with Uber Australia’s employees and suppliers on modern slavery issues and protocols through education sessions and materials.
- **Due diligence:** Reviewing and evaluating, through the Modern Slavery Working Group, the modern slavery initiatives and programs to assess Uber Australia’s progress.
- **Monitoring:** Introducing a new in-app modern slavery help node for driver partners and delivery people. This new help node explains modern slavery and allows driver partners and delivery people to report any potential instances of modern slavery.

Our 2023 initiatives

In 2023, Uber Australia continued its focus on considering, assessing, and responding to modern slavery risks in its operations and supply chains by undertaking the following steps:

- Creating a dashboard to monitor the tickets raised by driver partners and delivery people in the in-app modern slavery help node. The creation of the dashboard will allow Uber Australia to consider and monitor tickets raised by driver partners and delivery people in relation to any potential occurrences of modern slavery.
- Continuing to update contractual terms within contracts 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.
- Finalising a promotional agreement with a nongovernmental organisation, the Australian Red Cross, to link the Australian Red Cross' Work Right Hub on Uber Australia's web page.
- Continuing to develop and implement a modern slavery risk assessment as part of the supplier onboarding process, including refreshing the high-risk supplier identification matrix to reduce modern slavery risks. In 2023, Uber Australia engaged Ethixbase360 and is continuing to implement the Uber modern slavery questionnaire through the Ethixbase360 platform in 2024.
- Reviewing and assessing modern slavery risks in fleet arrangements. Uber Australia is continuing this process in 2024.
- Issuing a modern slavery assurance letter to all Tier 1 suppliers.
- Providing modern slavery awareness communications to driver partners and delivery people.
- Developing a modern slavery training module for Australian employees. Uber Australia is developing a modern slavery e-learning training module with the Australian Red Cross that will be implemented in 2024.
- Reviewing and updating our existing supplier contracts to include appropriate modern slavery clauses.

Our plans for 2024 and beyond

In 2024, Uber released its latest [Environmental, Social, and Governance \(ESG\) Report](#). At Uber and Uber Australia, we envision a future that is more sustainable, equitable, and profitable—not just for us, but also for those who rely on our platform for opportunity. As a global company, we are constantly evaluating risks and opportunities both internal and external. We recognise that various environmental, social, and governance factors can affect our business, and we understand the impact our business can have on society and our stakeholders. This includes investors, employees, cities, driver partners, delivery people, merchants, and consumers who use our platform to connect with work, food, goods, family, and friends. These enduring relationships—based on integrity, accountability, and respect—empower Uber to reimagine the way the world moves for the better.

By working to align our material ESG priorities with the interests of our business and stakeholders, we aim to apply the appropriate governance, engagement, and thoughtfulness to our approach, which we believe helps enable us to protect and deliver economic value and continual long-term growth.

In 2024 and subsequent years, Uber Australia plans to:

- Complete our ongoing development of a modern slavery e-learning training module for Australian employees, with the Australian Red Cross.
- Continue our review and assessment of modern slavery risks in fleet arrangements.
- Continue to review and amend existing supplier contracts to include modern slavery considerations.
- Continue to develop and implement modern slavery risk assessment through the Ethixbase360 platform as part of the supplier onboarding process.
- Conduct ongoing due diligence on selected suppliers using the Ethixbase360 platform to identify and mitigate modern slavery risks.
- Redevelop the high-risk supplier identification matrix, to be implemented as a risk management tool for modern slavery.
- Continue to review our policies and processes to ensure consistency and accuracy in addressing modern slavery risks across the business and supply chain.
- Introduce key performance indicators to assess effectiveness and compliance.
- Provide modern slavery awareness communications to driver partners and delivery people.



Structure, operations, and supply chains

About Uber

Uber Technologies, Inc. is a technology platform that uses a massive network, leading technology, operational excellence, and product expertise to power movement from point A to point B.

With more than 47 billion trips completed across the world, we continue building products to help people earn with flexibility, go anywhere, and get anything.

About Uber Australia

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 48 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 10 million Australians used Uber or Uber Eats and more than 150,000 people earned with the Uber platform in Australia.



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 currently employs more than 450 people.





Our segments

As of 31 December 2023, the reporting entities were involved in the operations of 2 platforms in Australia: **Mobility and Delivery**



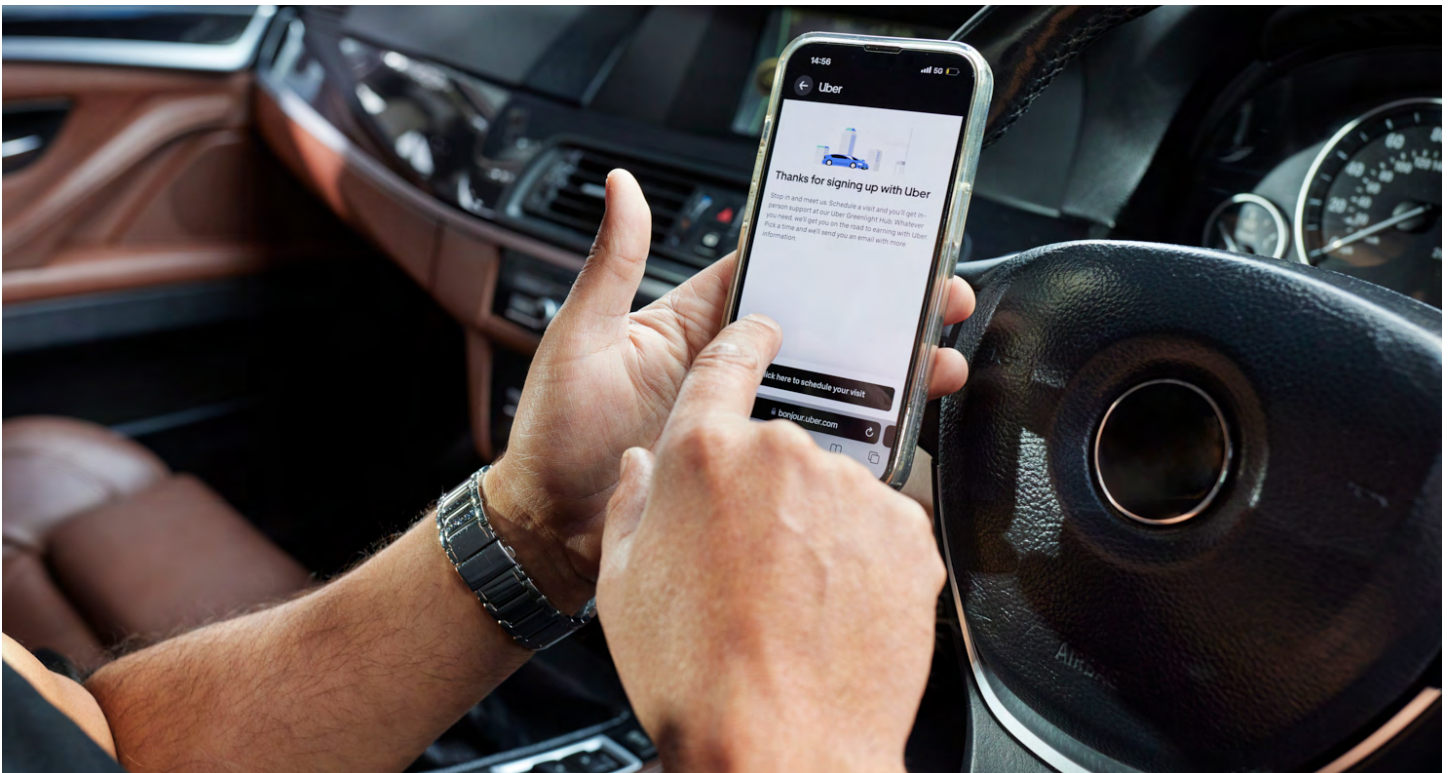
Mobility (Uber)

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, and 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 48 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 5 broad categories: facilities management, technology, marketing, workplace, and professional and operational 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 do 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 levels as well as with Uber's international and internal requirements. This plan applies to all personnel on-site at Uber premises.

Uber Australia understands that sourcing is much more than just the cost. We look at suppliers who share our core values, 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 terms and conditions, invoice requirements, and our Supplier Code of Conduct, where suppliers can view the standards at which we expect them to conduct business.

In 2023, Uber Australia commenced its process for review and assessment of modern slavery risks in fleet arrangements. This process will continue in 2024. In 2024, Uber Australia will also commence a process of ongoing due diligence checks on selected suppliers to identify and mitigate modern slavery risks in supply chains.



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](#) that allows anyone anywhere (including our suppliers) to at any time 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

We recognise that strong corporate governance and the appropriate management of ESG (environmental, social, and governance) risks and opportunities related to our business are essential to promoting long-term value for our stakeholders and our company. At Uber, we strive to seamlessly and appropriately integrate ESG principles throughout our corporate strategy, our governance structures, and our risk management processes. Our Nominating and Governance Committee, as well as our Board of Directors as a whole, is tasked with oversight of 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.

A non-executive Director governs each of the entities composing Uber Australia. Local General Managers manage day-to-day operations for each of the Mobility and Delivery businesses in Australia. They are supported by core functions, including legal, regulatory, compliance, and internal audit, which render services regionally and group-wide.

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 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, which encourages 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 reported concerns 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 2024 and beyond as part of our due diligence and onboarding procedures.

Uber Australia acknowledged Human Rights Day on 10 December 2023 and sent a communication to all employees to raise awareness about the resources available to help 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.





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**
- 3 **Follow the law**

We may terminate account access for any user who does not follow our guidelines.

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.

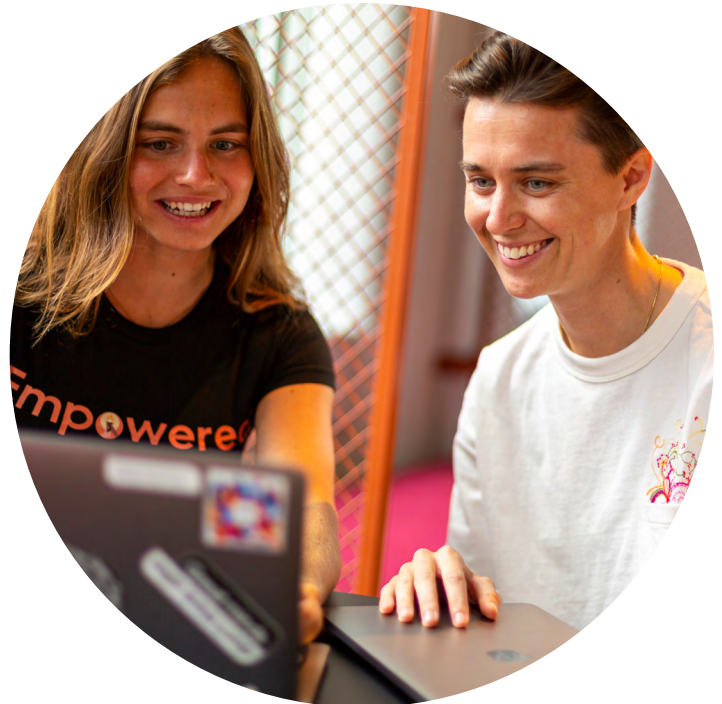
Driver partners and delivery people

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 or 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 photo of themselves before going online. This helps ensure that the person using the app matches the account we have on file. If



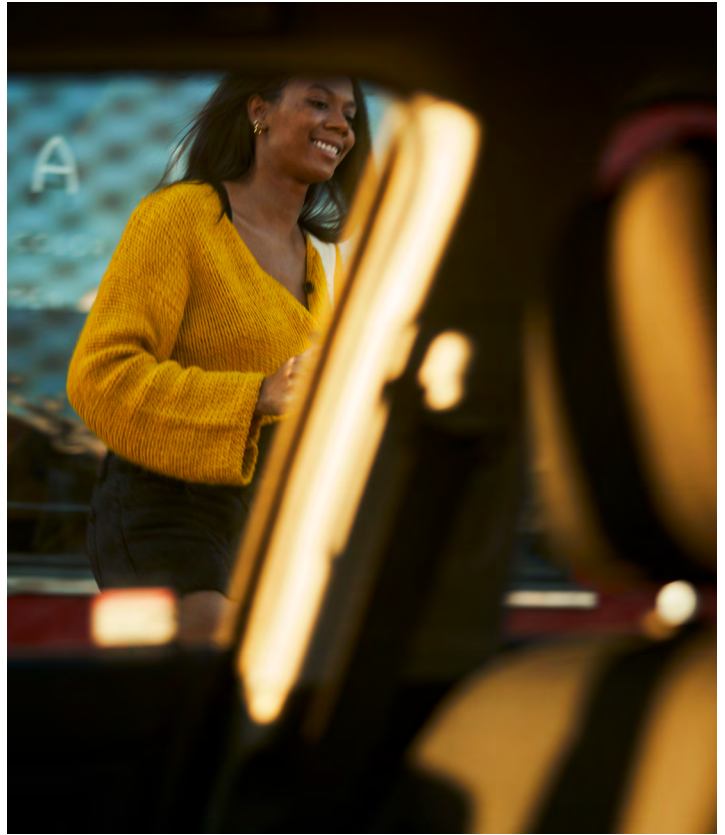
our system detects that the person is not the one we have on file, the account is temporarily blocked while we investigate the situation.

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 works to resolve these with them.

Uber Australia offers a [support package](#) for driver partners and delivery partners, including insurance to help cover partners should something go wrong while 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 2023, Uber continued educating driver partners and delivery people about Uber's position on modern slavery by sending awareness communications about ways to identify and report modern slavery.



Merchant partners

Although our merchant partners are not considered to be suppliers for the purpose of the Modern Slavery Act, we treat them as key partners to Uber Australia and therefore apply to them the same level of modern slavery-related due diligence. 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 2023.

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 fleet partner.

In respect to Uber Australia's business, driver partners, delivery people, and merchant partners have a unique view of Australian cities and 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 following 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 2023, 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 to be at higher risk of modern slavery.

Category	Example products/services	Potential risk	Primary country of spending
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
Technology	IT services, hardware, telecom	Forced labour, debt bondage, deceptive recruitment	Australia
Professional and operational services	Logistics, photography, background checks, consulting	Forced labour, child labour, debt bondage	Australia and United States

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



Operational risks

In 2023, 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 2023, Uber Australia continued to place its focus on analysing the risks inherent to 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 92% of our spending. The remaining 8% is also primarily concentrated in countries designated by the Global Slavery Index¹ as low-risk.

However, based on the Global Slavery Index 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, and Vietnam.

¹Global Slavery Index, Walk Free (2023), [walkfree.org/global-slavery-index](https://www.walkfree.org/global-slavery-index).



Actions taken to assess and address modern slavery risks

Our approach and progress

We do not tolerate modern slavery and are committed to doing our part to confront 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 2023, we reviewed and strengthened our modern slavery practices and policies with a particular focus on educating employees. We especially focused on identifying a platform

to implement modern slavery supplier risk assessment. We engaged Ethixbase360 and continue to work with them in 2024 to implement Uber Australia's modern slavery questionnaire through its platform.

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 Australia's Modern Slavery Working Group has expanded and continues 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 2023, we updated our Whistleblower Policy to make sure our staff are encouraged to report wrongdoing. The purposes of the Whistleblower Policy are to encourage and support eligible whistleblowers 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 about 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 2023, Uber Australia sent emails to Senior Managers in Australia requesting that they read and acknowledge the updated Whistleblower Policy.

To acknowledge Human Rights Day in December 2023, Uber Australia sent a communication to all employees to raise awareness about the resources available to help 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.



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, educate Uber suppliers about modern slavery and Uber’s position on it, and reiterate our expectation that our suppliers will comply with Uber’s modern slavery prevention efforts.

We also prepared an assurance letter regarding Uber’s position on modern slavery and issued it to all high-risk Tier 1 suppliers along with a request for signed acknowledgment of the letter. We intend to continue engaging with our Tier 1 suppliers to understand their modern slavery initiatives.

Uber Australia continued to provide support for our suppliers by making our independent, third-party multilingual Integrity Helpline publicly available so anyone anywhere can at any time 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 2023 we continued to set up initiatives, such as training and the review of our supplier agreements. We also 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 for developing and automating 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. In 2023, we engaged Ethixbase360, a third-party risk management platform, and we have continued to work with Ethixbase360 in 2024 to implement Uber Australia's modern slavery questionnaire through its platform.

We are continuing to review and update our high-risk-supplier matrix to ensure that we're 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 2023 our publicly available policies related to modern slavery remained accessible on the Uber Australia website to transparently reiterate our commitment to combatting modern slavery.



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 eligible whistleblowers to report any concerns about possible modern slavery so we can investigate and, if needed, take remedial action.



Modern Slavery Road Map

The year 2023 marked the fourth year of our Modern Slavery Road Map. In 2023, 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 5 (2024) and beyond, we aim 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
- Implementing modern slavery risk assessment as part of the supplier onboarding process
- Reviewing and updating existing contracts with modern slavery clauses and modern slavery considerations
- 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 in 2022



Assessing the effectiveness of our actions

Reporting and accountability

Driven by the work of the Modern Slavery Working Group, in 2023 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 2023:

- 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 2023, we built on and strengthened this process by:

- Continuing to hold regular Modern Slavery Working Group and subgroup meetings to administer a modern slavery program of work
- Conducting reviews of initiatives and changes made in 2021 and 2022 to assess the programs, education communications, or actions that worked for Uber Australia's employees and partners and to allow successful programs, such as sending awareness communication to employees on Human Rights Day, to be adapted in 2023
- Continuing to assess modern slavery risks in fleet arrangements
- Updating the contractual terms within contracts 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
- Sending assurance letters to all high-risk suppliers regarding Uber's position on modern slavery and requesting a signed acknowledgement of the letter from high-risk suppliers
- Continuing a work stream to develop a modern slavery risk assessment as part of the supplier onboarding process; in 2023, Uber Australia engaged Ethixbase360, a third-party risk management platform, and continued to work with Ethixbase360 to implement Uber Australia's modern slavery questionnaire through its platform in 2024
- Continuing to carry out driver partner and delivery person due diligence steps, including:
 - Undertaking right-to-work checks
 - Undertaking identity checks (when onboarding and in real time)
 - Undertaking 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
- Creating a dashboard to monitor tickets raised by driver partners and delivery people in the in-app modern slavery help node in relation to any potential occurrences of modern slavery
- Expanding our modern slavery awareness communications to delivery people and driver partners and adding the Australian Red Cross Work Right Hub's link on the [Uber Australia web page](#) to promote Uber's commitment to educating about and minimising modern slavery
- Engaging the Australian Red Cross to develop a modern slavery e-learning training module, which will be implemented in 2024
- Reviewing and updating our existing supplier contracts to include appropriate modern slavery clauses





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 25th of June 2024.

Nicholas Falzon

Director

Uber Australia Pty Ltd
Rasier Pacific Pty Ltd
Portier Pacific Pty Ltd
Uber Australia Holdings Pty Ltd