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Slavery and Human Trafficking Statement

This slavery and human trafficking statement is made pursuant to section 54 of the Modern Slavery Act 2015 (UK) for the financial year ending 31 December 2020 on behalf of UPS Limited, UPS SCS (UK) Limited, Polar Speed Distribution Limited, Marken Limited and UPS Global Treasury PLC (the **"Companies").** The statement sets out the steps the Companies have taken to ensure that slavery and human trafficking are not taking place in any part of their businesses or in their supply chains.

UPS fully supports the protection and advancement of basic human rights throughout its worldwide operations and the Companies are committed to UK government efforts to eliminate modern slavery (i.e., slavery, servitude, forced or compulsory labour and human trafficking) throughout global supply chains.

A common standard of labour related policies and procedures are adopted and applied across the UPS group of companies and therefore provide the focus for this statement, as set out below.

About UPS

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

UPS has a strong record of achievement and recognition in relation to its ethical conduct, its labour practices and to its charitable activities and contributions within the communities in which it operates. UPS has, for example, been:

- recognised by the Ethisphere Institute as one of the World's Most Ethical Companies every year from the program's inception in 2007 to 2017: https://www.worldsmostethicalcompanies.com/past-honorees/

- named in 2021 as a best place to work for LGBT equality by the Human Rights Campaign's (HRC) Corporate Equality Index: https://www.hrc.org/resources/best-places-to-work-for-lgbtq-equality-2021

- recognised among the 50 most community-minded companies in the US by Points of Light in 2020: https://www.pointsoflight.org/the-civic-50-honorees/

- named among the National Business Inclusion Consortium's (NBIC) Best-Of-The-Best Top 30 Corporations for employee & supplier diversity & inclusion in the US in 2020: https://nglcc.org/BOTB20Release

The UPS Foundation (https://sustainability.ups.com/the-ups-foundation/) leads UPS's global citizenship efforts and philanthropy with a mission to help build stronger, safer, and more resilient communities around the world. The UPS Foundation's philanthropic approach centres on four focus areas that reflect the Foundation's mission and UPS corporate values and expertise: Diversity & Inclusion, Environmental Sustainability, Community Safety and Volunteerism.

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Our Supply Chains

UPS's supply chains are complex and global, with UPS managing the flow of goods, funds and information in more than 220 countries and territories worldwide and on a daily basis.

UPS relies on a global network of employees, agents, local business partners, and suppliers. The group employs more than 540,000 people worldwide.

Relevant Policies

The UPS Anti-Trafficking in Persons Policy (https://about.ups.com/us/en/our-company/governance.html) 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 (https://about.ups.com/content/dam/upsstories/assets/governance/UPS-Human-Rights-Statement-05102021.pdf) 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, color, 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 (https://about.ups.com/us/en/social-impact/our-people/diversity-equity-and-inclusion.html).

UPS has in place a Code of Business Conduct https://investors.ups.com/ assets/ f2c821572389b3b8a82823417f9e77ca/ups/db/1097/9987/file/UPS Code Business Conduct 2013.pdf (the "Code") that 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.

Next Steps

The UPS group of companies remain focused on maintaining the highest standards of ethical and business integrity across their businesses and supply chains. In the coming financial year UPS is committed to ensuring that its policies and procedures are fit-for-purpose to address the risk of modern slavery occurring in our businesses and supply chains.

Board Approvals and Signatures

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (UK). It has been approved by the boards of each Company and is signed below on their behalf by a director of each Company.

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Signed on behalf of UPS Limited

Name: Raoul Setwardson

Position: Director

Date: 8/6/2021 | 2:08 AM PDT

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Peter Raoul Stewardson
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Signed on behalf of UPS SCS (UK) Limited

Name: Raoul Stewardson

Position: Director

Date: 6/29/2021 | 4:45 AM PDT

DocuSigned by:
Peter Raoul Stewardson
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Signed on behalf of Polar Speed Distribution Limited

Name: Raoul Stewardson Position:

Director

Date: 6/29/2021 | 4:45 AM PDT

DocuSigned by:
Peter Raoul Stewardson
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Signed on behalf of Marken Limited

Name: Doaa Fathallah

Position: Director

Date: 8/2/2021 | 2:57 PM PDT

DocuSigned by:
E9936A72CD68467...

Signed on behalf of UPS Global Treasury PLC

Name: Raoul Stewardson

Position: Director

Date: 6/29/2021 | 4:45 AM PDT

DocuSigned by:
Peter Raoul Stewardson
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