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2023 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 2023 on behalf of UPS Limited, UPS SCS (UK) Limited, Polar Speed Distribution Limited, Marken Limited, UPS Global Treasury PLC and Marken Time Critical Express Limited (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:

- Named to America's Best Employers for Diversity list by Forbes in 2024: America's Best Employers For Diversity 2024 (forbes.com)
- Recognized in the Best Companies to Work for Women and Inclusion in 2024: Women's Choice Award 2024/
- Named to America's Most Responsible Companies list for ESG: Environment, Social, and Corporate Governance: America's Most Responsible Companies 2023
- Recognized as one of the Best Companies for Diversity 2023: Black Enterprise – Best Companies for Diversity
- Recognized as a Best Place to Work for Disability Inclusion: 2023 Best Places to Work – Disability Equality Index
- Recognized as a Best of the Decade honoree for supplier diversity by Minority Business News USA in 2023: MBN USA Portal

The UPS Foundation (The UPS Foundation Mission and Purpose | About UPS) 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: Health and Humanitarian Relief, Equity and Economic Empowerment, Local Community Engagement and Planet Protection.

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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 200 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 nearly 500,000 people worldwide.

Relevant Policies

The UPS Anti-Trafficking in Persons Policy (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 (Human Rights Statement (ups.com)) 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. Diversity, Equity & Inclusion | About UPS

UPS has in place a **Code of Business Conduct** (UPS_Code_Business_Conduct_2013.pdf) 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. Anytime, 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.

(*Signature page follows*)

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DocuSigned by:
Raoul Stewardson
04BB70C17CCB47F...

Signed on behalf of **UPS Limited**

Name: Raoul Stewardson
Position: Director

DocuSigned by:
Doaa Fathallah
C79E4273E38D49A...

Signed on behalf of **Polar Speed Distribution Ltd**

Name: Doaa Fathallah
Position: Director

DocuSigned by:
Raoul Stewardson
04BB70C17CCB47F...

Signed on behalf of **UPS SCS (UK) Limited**

Name: Raoul Stewardson
Position: Director

DocuSigned by:
Doaa Fathallah
C79E4273E38D49A...

Signed on behalf of **Marken Limited**

Name: Doaa Fathallah
Position: Director

DocuSigned by:
Raoul Stewardson
04BB70C17CCB47F...

Signed on behalf of **UPS Global Treasury PLC**

Name: Raoul Stewardson
Position : Director

DocuSigned by:
Doaa Fathallah
C79E4273E38D49A...

Signed on behalf of **Marken Time Critical Express Limited**

Name: Doaa Fathallah
Position: Director

* *

Links to relevant documentation:

- UPS Foundation: https://about.ups.com/us/en/our-impact/ups-sustainability-and-social-impact-report/delivering-for-our-communities.html