



## 2025 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 2025 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 been recognized for multiple years in rankings published by Newsweek, Forbes and others for its workplace environment."

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, Economic Empowerment, Local Community Engagement and Planet Protection.

Because human trafficking relies heavily on transportation systems, UPS is poised to make a real difference in this fight. We have a comprehensive approach to disruption—using our financial resources, reputation and human capital to combat human trafficking.

Through the UPS Foundation, we fund and engage with organizations, who are dismantling the systems that enable human trafficking, helping victims break free from exploitation, and offering services to help survivors rebuild their lives. To date, our partnerships have helped over 23,000 survivors receive essential support services.

Our Public Affairs team has supported critical anti-trafficking legislation in the US at the state and federal level to target systemic change. And we routinely use our influence, reputation and convening power to amplify the great work of our nonprofit partners.

And perhaps most importantly, we are working to mobilize our employees, especially our fantastic drivers, by equipping and empowering them to be an extra set of 'eyes and ears' for law enforcement where they live, work and travel.

To date, we have trained over 230,000 UPSers on how to recognize and report human trafficking. We are also proud of the generosity of our UPS employees. They have answered the call and raised more than \$8 million to combat human trafficking through employee giving campaigns. They've dedicated countless hours volunteering and advocating for the cause. Their passion is the driving force behind our social impact.

### **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.

UPS has in place a **Code of Conduct and Ethics** ([UPS Code of Conduct 2025](#)) 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.