



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 2018 on behalf of UPS Limited, UPS SCS (UK) Limited and Polar Speed 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 world-wide operations and the Companies are committed to UK government efforts to eliminate modern slavery (ie, 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 (<http://worldsmoethicalcompanies.ethisphere.com/honorees/>);
- UPS Europe was named as a Top 1000 Company Worldwide For Millennial Women in 2018: <https://onmogul.com/stories/mogul-announces-the-top-1000-companies-worldwide-for-millennial-women-in-2018-f48b6994-140e-446b-abe4-faf2de283340>
- named in 2017 as a best place to work for LGBT equality by the Human Rights Campaign's (HRC) Corporate Equality Index (<http://www.hrc.org/campaigns/corporate-equality-index>);
- recognised among the 50 most community-minded companies in the US by Points of Light in 2016 (<https://ww2.pointsoflight.org/civic50/honorees>); and
- 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 2016 (<https://nglcc.org/blog/nglcc-and-national-business-inclusion-consortium-announce-%E2%80%9Cbest-best%E2%80%9D-companies-diversity>)

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.



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 approximately 454,000 individuals worldwide (374,000 in the US and 80,000 internationally).

Relevant Policies

UPS has in place a Code of Business Conduct (https://www.ups.com/content/corp/code_conduct.html) (the "Code") that applies to all employees and representatives of UPS. 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.

The UPS Diversity and Inclusion Policy (<https://sustainability.ups.com/resources/policies-and-procedures/>) includes a focus on ensuring UPS practices objective and careful hiring methods, compensating employees fairly, and ensuring safe working environments are maintained. In addition, UPS, through its Professional Conduct and Anti-Harassment Policy (<https://sustainability.ups.com/resources/policies-and-procedures/>), prohibits harassment based on race, national origin, sex, gender identity, sexual orientation, age, disability, or religion.

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.

Signed on behalf of UPS Limited

Name: Elisabeth Rodriguez

Position: Director

Date: 19.03.2019



M. Vale

Signed on behalf of UPS SCS (UK) Limited

Name: Mark Vale

Position: Director

Date: 29/03/18.

[Signature]

Signed on behalf of Polar Speed Limited

Name: Peter Raoul Stewardson

Position: Director

Date: 14/03/18.

[Signature]

Signed on behalf of Global Treasury Plc

Name : Peter Raoul Stewardson

Position: Director

Date: 14/03/18.