

## UPS Anti-Trafficking in Persons Policy

As a global organization, UPS has an obligation to support our employees, customers, stakeholders, and communities in all of the countries we serve. UPS is also committed to doing business in a manner that supports our high standards of business conduct and our UPS values. As part of this commitment, UPS strongly condemns the trafficking of persons. It strictly prohibits the use of any of its assets or resources for any purpose that would enable the trafficking of persons, including forced labor, debt bondage, involuntary servitude, sex trafficking or commercial sex acts. This policy governs the UPS enterprise as a whole, its employees, suppliers, consultants, third-party representatives, and subcontractors.

UPS strictly prohibits its employees, suppliers, consultants, third-party representatives, and subcontractors from:

- Engaging in trafficking in persons
- Procuring commercial sex act
- Using forced labor
- Destroying, concealing, confiscating, or otherwise denying access by an employee to the employee's identity or immigration documents, such as passports or driver's licenses, regardless of issuing authority

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 labor laws or do not pay wages that meet the host-country's legal requirements.

Employees or representatives who become aware of potential violations of the UPS Anti-Trafficking in Persons Policy or any related laws or regulations have an obligation to report these concerns to the company so they may be reviewed and addressed in an ethical and responsible manner. Any UPS employee or representative who believes our legal or ethical responsibilities are being violated, or who feels pressured to violate the law or our ethical responsibilities, must make contact with the UPS Help Line at [www.UPSHelpLine.com](http://www.UPSHelpLine.com) or +1-800-220-4126.

Additional Anti-Trafficking requirements apply when we are engaged in a contract to provide service to the U.S. Government. Pursuant to these government requirements, UPS employees may also report activity inconsistent with the policy prohibiting trafficking in persons to the Global Human Trafficking Hotline at 1-844-888-FREE or its email address at [help@befree.org](mailto:help@befree.org). Questions regarding the UPS Anti-Trafficking in Persons Policy should be directed to Corporate Compliance and Ethics at [corpcompliance@ups.com](mailto:corpcompliance@ups.com).