



UPS Human Rights Statement

At UPS, we are driven by a desire to innovate, to collaborate and to help our customers, employees and business partners do more. We connect people to new markets, unlock new opportunities for them and create stronger communities as a result an empowered workforce is critical to our ability to support others. In our view, respect for human rights is integral to helping people and communities develop their potential and achieve their goals.

Commitment to Human Rights

UPS 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.

In accordance with the principles established by the United Nations Office of the High Commissioner for 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. We manage our business based on this belief and we expect those with whom we do business to do the same. We are committed to the protection of human rights throughout our worldwide operations and we respect the human rights of all people in the communities where we operate.

Human rights includes equality among people, employee well-being and security, personal freedom from persecution, privacy and economic, social and cultural freedom. UPS addresses our human rights commitment in our UPS Code of Business Conduct and UPS Policy Book. In addition, we discuss our management approach to human rights issues in our annual Corporate Sustainability Report. UPS is further committed to undertaking formal human rights due diligence to fully understand the manner in which UPS may support human rights throughout its businesses and operations.

Consultations with Stakeholders Regarding Human Rights

UPS views stakeholder engagement as essential to its corporate governance, so we engage with a diverse and global range of stakeholders. In addition, we conduct a formal sustainability materiality assessment to identify which issues are most critical to the business and most influential to stakeholder decision-making. The materiality assessment is one of the key inputs in determining material topics related to human rights. Using this framework, a number of material topics have been identified that are related to human rights, including: Employee Health, Safety and Wellness; Labor Relations; Workforce Diversity; Compensation; Recruitment, Training and Development; Ethical Conduct; and Disaster-Preparedness and Response.

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A full description of our materiality and stakeholder engagement processes and results can be found on our social impact reporting page at about.ups.com.

Commitment to Ethical Conduct

At UPS, we see ethical behavior as a foundational principle of our business. From our inception more than a century ago, we have sought to maintain a culture of integrity and to earn the trust of our global business associates.

All UPS employees, agents and third-party representatives are expected to act in accordance with the UPS Code of Business Conduct, which is intended to guide them in acting ethically in their daily activities. It also empowers them with an understanding of the processes available for raising concerns about ethical conduct and the proper ways to respond to ethics concerns.

Commitment to Employees and Business Associates

We strive to create a working environment for all UPSers that fosters a spirit of respect, trust, accountability and partnership—and we encourage our vendors and suppliers to do the same. To promote that environment in all our workplaces around the world, UPS has defined business practices that support human rights.

- Health and wellness – We are committed to providing a work environment that encourages wellness and safety for our employees and the communities they serve.
- Equal opportunity and fair treatment – We do not discriminate based on age, race, religion, disability, sexual orientation, gender identity, military status, pregnancy, national origin or any other characteristic protected by law. This applies to anyone we employ or do business with, as well as anyone who applies for employment with us.
- Wages – We comply with applicable national and local regulations related to wages, work hours, overtime and benefits.
- Respectful behavior – We do not tolerate conduct that would lead to a hostile, intimidating or offensive work environment.
- Fair and safe working environment – We respect our employees’ right to work free from persecution and abusive, or otherwise unfair, treatment.
- Workers’ rights – We recognize and respect our employees’ right to choose whether or not to join a labor union, participate privately in trade associations and collectively bargain in accordance with local or national law.
- Voluntary labor – We do not knowingly engage in forced, compulsory or bonded labor and we do not threaten workers or restrict their movement. For more details, see the UPS policy prohibiting human trafficking.
- Child labor – We do not employ workers in violation of any applicable national or local regulation governing age of employment. In addition, we do not employ workers in violation of the mandatory school age set by a country.

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- Privacy – We respect the privacy of personally identifiable and other information of our employees, customers, suppliers and business associates. We are committed to proper handling of this information in accordance with UPS privacy policies, contractual obligations and all applicable privacy laws.

Commitment to Communities

UPS and its employees deliver more than just packages. We design innovative solutions aimed at building better business and stronger communities. We believe free and fair open trade creates economic opportunity, which can foster conditions that help advance human rights.

We are neighbors who volunteer time, share knowledge and donate funds to make communities better. At UPS, we've built a culture that supports community service, helping us harness our collective effort in ways that make a real difference around the globe, including advancing human rights. Through The UPS Foundation, we focus our philanthropy and the resources of the company on enhancing humanitarian relief and building community resiliency – making our roads safer, expanding the world's volunteers and promoting diversity and inclusion practices everywhere. Collectively these programs empower individuals and help guard against conditions where human conditions may deteriorate, such as in the wake of a disaster.