



**Moving our world forward
by delivering what matters.**

UPS ANTI-HUMAN TRAFFICKING POLICY



Our Commitment to Combatting Human Trafficking



As a global leader committed to our purpose of moving the world forward by delivering what matters, UPS takes a strong stance against Human Trafficking and Human Rights violations in all forms. 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.

UPS supports the United States government policies that prohibit trafficking in persons. At UPS, you may not:

- Engage in severe forms of trafficking in persons.
- Charge employees or potential employees recruitment fees.
- Procure commercial sex acts.
- Use forced labor.
- Destroy, conceal, confiscate, or otherwise deny access by an employee to the employee's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority.
- Fail to provide return transportation or pay for the cost of return transportation upon the end of employment for employees who were brought from one country to work in another country (as applicable).
- Use recruiters that do not comply with local labor laws of the country in which the recruiting takes place.
- Provide or arrange housing that fails to meet the host country's housing and safety standards.
- Use misleading or fraudulent practices during the recruitment of employees or offering of employment. This includes failing to disclose basic information in a format and language understood by the employee or potential employee; making material misrepresentations during the recruitment of employees regarding the key terms and conditions of employment, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if applicable), any significant costs to be charged to the employee or potential employee, and, if applicable, the hazardous nature of the work.
- If required by law or contract, fail to provide an employment contract, recruitment agreement, or other required work document in writing and in a language the employee understands. If the employee must relocate to perform the work, the work document shall be provided to the employee at least five days prior to the employee relocating.



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Reports of such abuse will be investigated and could result in termination of employment and legal prosecution.

The UPS infrastructure and workforce is embedded in communities globally and uniquely positioned to be the eyes and ears of potential human trafficking threats or networks. UPS offers one of the largest educational awareness programs in the transportation industry with Truckers Against Trafficking (TAT) arming our workforce with tools to perform an active role in Anti-Trafficking by training all UPS drivers nationwide on how to spot and report signs of human trafficking to the appropriate authorities. To date, hundreds of thousands of UPS employees have been trained to recognize and report human trafficking. UPS stands with human trafficking survivors everywhere and is committed to creating a more equitable and just world.

The UPS Anti-Trafficking in Persons Policy is shared in compliance with the UK Modern Slavery Act of 2015 and outlines our global stance and commitment to maintaining vigilance, preventing, and reporting instances of Human Trafficking. This policy governs the UPS enterprise, its employees, suppliers, consultants, third-party representatives, and subcontractors.

What you can do to make a difference:

- Call local authorities to report suspected human trafficking/crime in progress.
- Contact the Global Human Trafficking Hotline at **1-844-888-FREE** or **help@befree.org** to report a tip or connect with anti-trafficking resources.
- If located in the U.S., contact **1-888-373-7888** to access victim services.
- Learn about the [red flags](#) of human trafficking.
- Hear from Nikki Clifton, president of SocialImpact and The UPS Foundation, about [three ways businesses can fight sex trafficking](#).

UPS Training Film Content / Key Training Tips

Live, Work, Travel Indicators



Live

- Be alert for these among your own children, family members, your neighbors:
 - Tattoos, burns, or scars as a form of branding
 - Having the resources (beyond what is provided by family or a part-time job) for frequent hair, nails and/or tanning appointments
 - Hotel room keys
 - Fake ID
 - Numerous school absences
 - Dating much older, abusive or controlling men
 - Large amounts of cash, jewelry or new clothes
 - Signs of physical assault or unexplained injuries (branding or tattooing, fractures, bruising, black eyes)
 - Runaway or homeless

Work

- Be alert for these wherever your job might take you ... universal application:

Recognize sex trafficking red flags:

- Minors selling sex ... no such thing as a child prostitute
- Pimp control ... regardless of the age or gender of the victim
- Individuals talking about needing to “make a quota”
- Signs of branding (tattooing that would indicate ownership of a particular trafficker)
- Individuals that talk about having a “daddy” or “boyfriend” who is controlling
- Signs of bruising, fearful behavior
- Individuals being watched, followed or threatened
- Lack of knowledge of their whereabouts; not in control of ID/passport
- Restricted or controlled communication – not allowed to speak for self

UPS Training Film Content / Key Training Tips

Live, Work, Travel Indicators



Work (cont.)

Recognize labor trafficking red flags:

- Feel pressured by their employer to stay in a job or situation they want to leave
- Owe money to an employer or recruiter and/or not being paid what they were promised or are owed
- Do not have control of their passport or other identity documents
- Appear to be monitored by another person when talking or interacting with others
- Are living in dangerous, overcrowded or inhumane conditions provided by an employer
- Are being threatened by their boss with deportation or other harm
- Are living and working in isolated or dangerous conditions
- Children engaged in work that is dangerous or not suitable for children
- Not dressed adequately or safely for the work they do

Travel

- Be alert for these when traveling in airports and hotels:

Airport

- Traveler is unable to provide details regarding his/her location of departure and/or flight information and/or destination.
- Traveler has someone speaking for him/her.
- Traveler is being watched closely and has no freedom of movement.
- Traveler is an adult and is not carrying personal identification documents.
- Traveler does not have any personal luggage.
- Traveler is not appropriately dressed for travel and/or destination.
- Traveler shows signs of physical abuse.
- Traveler exhibits fear, anxiety, depression, submission, tension, nervousness and/or avoids eye contact.
- A group of people, or an individual, are traveling for an unrealistic/vague/suspicious job offer.
- Children are traveling in groups with people who are not relatives.

UPS Training Film Content / Key Training Tips

Live, Work, Travel Indicators

Travel (cont.)

Hotel

- The parties are reluctant to provide IDs at check-in.
- Suspected trafficker pays for room in cash.
- Someone else speaks for the suspected victim, who is unable to talk freely or displays inadequate language skills.
- Suspected victim and trafficker are checked into a room together in an isolated part of the hotel, e.g., near a fire exit.
- Suspected victim is dressed inappropriately for age and/or weather.
- Suspected victim is never left alone.
- Suspected victim displays signs of physical or emotional abuse.
- Suspected victim seems submissive or fearful.
- Different visitors enter and exit the room of a suspected victim at an unusual rate.
- A room is being watched by someone in the hall or parked outside.
- Frequent room service orders, with high levels of alcohol, are made by different guests within the room.





Resources

What you can do to make a difference



Global Modern Slavery Directory

The Polaris managed Global Modern Slavery Directory (GMSD) is an interactive, searchable map and database of reporting hotlines, organizations and agencies across the globe that address the issue of modern slavery and human trafficking.

[GlobalModernSlavery.org](https://www.globalmodernslavery.org)

United States Hotline Number & Resources

National Human Trafficking Hotline

+1 888-373-7888

Truckers Against Trafficking created a directory of survivor-vetted service providers throughout the United States. Location, contact information, and types of services offered by service providers in each state can be accessed below.

[Truckers Against Trafficking State Service Provider Directory](#)

Parenting Resources

Truckers Against Trafficking released educational materials delineating the link between pornography and human trafficking, as well as tips on how parents can have productive conversations with their children about human trafficking. Both resources can be accessed below.

[Why Talk About Porn?](#)

[How to Talk to Your Kids About Human Trafficking](#)