

A photograph of a man with dark hair, wearing a blue long-sleeved shirt, driving a car. He is looking out the window to his right. In the back seat, a woman with long brown hair is visible, looking forward. The car's interior is dark, and the background outside the window shows a bright, sunny day with green trees and a white fence.

UK Modern Slavery Statement

For Financial Year Ending December 2021

Uber

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A photograph of a man and a woman in a car. The man is driving, looking at a smartphone. The woman is in the passenger seat, smiling. In the foreground, a blurred sign with the word "Uber" is visible. The background shows a market stall with produce.

Introduction and organisational structure

Uber

Introduction and organisational structure

Uber London Limited, Uber Britannia Limited, Uber Scot Limited, and Uber NIR Limited (“Uber Mobility UK”), as well as the wider Uber group, have a zero-tolerance approach to all forms of slavery, servitude, forced labour, and human trafficking (which together we call “modern slavery”) and are committed to conducting business in a manner that works to eliminate modern slavery.

All entities composing Uber Mobility UK are UK-domiciled companies that operate exclusively in the UK. All are indirectly wholly owned subsidiaries of Uber Technologies, Inc., the parent entity of the Uber group, which is listed on the New York Stock Exchange under the symbol UBER. As a global company, Uber Technologies, Inc. is committed to upholding fundamental human rights and believes that all human beings around the world should be treated with dignity, fairness, and respect.

This statement has been produced in accordance with the Modern Slavery Act 2015.

Uber





About Uber Mobility UK



About Uber Mobility UK

Uber started in San Francisco in 2010 to solve a simple problem: How do you get from point A to point B at the touch of a button? More than 32 billion trips later across the world, we are building products to help people earn with flexibility, go anywhere, and get anything.

Since launching our Mobility business in the UK in 2012, Uber UK is now a licensed private hire operator in over 40 towns and cities. In 2021, 5 million people regularly used the app across the UK, with over 80,000 licensed drivers.

Uber also operates the Uber Eats app, which helps connect individuals seeking the delivery of items with merchants that advertise, sell, and deliver those items in the UK. We've published a separate Modern Slavery Statement covering the operation of the Uber Eats platform that is accessible [here](#).

At Uber, we recognise that Uber's financial performance and prosperity can only be built alongside the prosperity of our key stakeholders. This includes investors, employees, cities, and the drivers, delivery people, merchants, and consumers who use our platform to connect with work, food, goods, family, and friends. These enduring relationships—based on integrity, accountability, and respect—empower Uber to reimagine the way the world moves for the better.

A photograph of a man driving a car at night. The man is in the driver's seat, looking forward. He is wearing a light-colored, short-sleeved shirt and a watch on his left wrist. The car's interior is visible, including the steering wheel, dashboard, and side mirror. The background shows a city street at night with blurred lights and buildings.

Organisational structure and supply chain

Uber

Organisational structure and supply chain

Uber Mobility UK has a number of in-house functions making up key business operations that help facilitate the running of our technology platforms. Our goal is to create a workplace that is inclusive and reflects the diversity of the cities we serve, where everyone can be their authentic selves and where that authenticity is celebrated as a strength.

By creating an environment where people from every background can thrive, we'll make Uber a better company—for our employees, our users, and our shareholders. For this reason, the vast majority of our staff are recruited through Uber's internal teams, who are subject to and abide by our processes and policies to prevent modern slavery in our business.

During 2021, Uber's UK supply chain and platform predominantly consisted of:

Drivers:

These are workers across the UK who use the app to help riders get from point A to point B. All drivers in the UK are licensed and required to undertake enhanced Disclosure and Barring Service (DBS) background checks and provide evidence of their identity and right to work in the UK.





Fleet partners

Uber has agreements with a relatively small number of fleet partners across the UK, who engage a number of drivers directly. Payment to individual drivers who are part of the fleet is the responsibility of the fleet partner.

Facilities providers

Uber engages a number of external companies across the UK to provide a range of facilities services relating to IT, catering, cleaning, and maintenance. We have developed a strategic partnership with 2 large providers for our facilities services, and both have modern slavery policies and processes in place.


Professional services

Uber UK engages a number of large professional service firms, including for the provision of legal, accounting, and marketing services. All of our major professional services suppliers have modern slavery policies and processes in place.

Temporary recruitment

When temporary staffing is required, we have a strategic partnership with several of the largest temporary recruitment agencies in the UK. All of our major temporary recruitment agencies have modern slavery policies and processes in place. In addition, they're required to follow our procedures with respect to onboarding to confirm (among other things) individuals have the right to work in the UK and are remunerated appropriately for their role at a level equal to or above the legal minimum requirements.

To engage with suppliers outside of our preapproved preferred supplier list, employees must follow our procurement and supplier policy and processes, which require a risk-based approach for due diligence to be conducted on the potential supplier.



Our modern slavery
and human trafficking
policies and practices

Our modern slavery and human trafficking policies and practices

At Uber, we do the right thing, period. We're deeply committed to our cultural norms. They guide us and hold us accountable for delivering excellence to the stakeholders we serve with an unwavering focus on ethical business conduct. We are committed to ensuring a safe and ethical approach to business in every location where we operate, to implementing consistent programs, and to continually improving our performance.

Employee policies and practices

Our Business Conduct Guide (BCG) provides our employees with clear expectations for the proper course of action when they are faced with ethical dilemmas. The BCG includes Uber's commitment to compliance with human rights laws and is supported by core ethics and compliance policies.

We have a specific UK Modern Slavery Policy, which is accessible to all employees through our intranet site. This policy further embodies Uber's commitment to compliance with human rights laws. Uber is committed to upholding fundamental human rights and believes that all human beings around the world should be treated with dignity, fairness, and respect. Uber does not condone the use of child or involuntary

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labour or human trafficking and denounces any degrading treatment of individuals or unsafe working conditions.

Uber has a “stand up, speak up” culture: we support and encourage our employees and third parties to “stand up, speak up” if they have a concern or if they see something they believe is inconsistent with our cultural norms or policies.

To achieve this, we maintain an independent third-party, multilingual Integrity Helpline where anyone, anywhere, anytime can raise a concern or report a suspected violation of our policies, procedures, or the law. Any report can be made

anonymously, whether by phone or online. Reports are investigated, and any necessary disciplinary and/or remedial action is taken as appropriate. Uber publicises the Integrity Helpline through the BCG, provides a link on the company’s intranet and internet sites, and promotes the helpline in online and in-person training sessions. Uber strictly prohibits retaliation for good-faith reporting to the Integrity Helpline or to any resource.

Uber values our “stand up, speak up” culture and appreciates that open, respectful discourse is a critical component of making the workplace better, more efficient, and more productive. As such, we

have recently revamped our Employee Handbook to better reflect the principles that unite us across the globe.

Supplier policies and practices

As a large multinational, Uber has a supplier base that’s global and caters to local, regional, and global demands for certain categories of goods and services. Uber’s sourcing team procures goods and services primarily under 4 broad categories: technology, advertising and marketing, workplace, and services. We have an established Strategic Sourcing Policy for the businesses across the globe, along with



the Strategic Sourcing team's guidelines document, which is further enriched by our procurement policy and processes. We expect our suppliers to demonstrate high standards of ethical conduct. In late 2019, we launched our global Supplier Code of Conduct. In the spirit of the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights, and the International Labour Organization Declaration on Fundamental Principles and Rights at Work, the Supplier Code of Conduct sets forth the expectation for suppliers working on our behalf to comply with all laws and to act ethically and with integrity at all times. Uber's Supplier Code of Conduct is embedded within the Strategic Sourcing Policy. Uber understands that sourcing is much more than just the cost. We look at suppliers who share our core values and help Uber achieve our mission and grow along with us. Our suppliers are important to us, and we seek open and innovative relationships characterised by close dialogues. Our external-facing portal for Uber suppliers consists of various modules, such as purchase order T&Cs, invoice requirements, and our Supplier Code of Conduct, where suppliers may view our standards for how our suppliers conduct business.

Rider/driver policies and practices

Uber has Community Guidelines that were developed to help make every experience safe, respectful, and positive. Everyone who signs up for an Uber account across all of our apps, including drivers and riders, must follow the guidelines. The guidelines reflect 3 key pillars: treat everyone with respect, help keep one another safe, and follow the law. Not following any of our Community Guidelines may result in the loss of access to Uber accounts.



Risk assessment and due diligence process for our partners and supply chain

Risk assessment and due diligence process for our partners and supply chain

To continually improve our global ethics and compliance program and to align our program priorities to critical risks facing the company, Uber conducts periodic, independent external risk assessments as well as internal risk assessments.

Uber's compliance risk assessment approach involves surveying employees at all levels of the company as well as across the globe to gauge both awareness for compliance topics and perceived risk. To effectively mitigate compliance risk at Uber, we provide highly customised, mandatory training on compliance and legal topics to raise awareness, promote confidence, and drive a globally compliant and principled business environment.

Throughout 2021, we worked to continue to reduce potential modern slavery risks present in our supply chain and on the platform through a number of initiatives, such as:

Human Rights Policy

We published a Human Rights Policy in August 2021, highlighting our firm stance that we believe all human beings should be treated with dignity, fairness, and respect and everyone should have the right to move freely, safely, and without fear. Our policy confirms Uber's zero tolerance for any form of modern slavery. We requested all UK employees to read and acknowledge the new Human Rights Policy.

Uber





Driver engagement and training

We engaged with drivers on modern slavery issues and protocols by providing educational communications and access to educational materials.

Employee engagement and training

Environmental, social, and corporate governance experts spoke on a panel discussion about human rights that was accessible to all employees.

We also continued to perform activities that reduce potential modern slavery risks present in our supply chain and on the platform, such as:

Supplier due diligence

We continue to perform due diligence when engaging with third parties, including review of third parties' own Modern Slavery Policy, where applicable. We also continue to seek contractual protections where appropriate and have measures in place to check that our key suppliers are compliant with their obligations and promptly reporting any serious concerns regarding modern slavery.

Preventing driver account sharing

Drivers using the Uber app must be licensed for private hire by the appropriate regulator (for instance, Transport for London), and all drivers are required to undertake enhanced DBS background checks and provide evidence of their identity and right to work in the UK. Uber will not allow any driver who does not pass our initial and recurring checks to access the app. Driver account sharing, which is a breach of our usage policies, presents a significant risk to the safety of passengers and may increase the risk that an individual fraudulently using the shared account is a victim of modern slavery. To prevent this, we continue to use our **Real-Time ID Check** for drivers in the UK. This check verifies that driver accounts are not being used by anyone other than the licensed individuals who have undergone an enhanced DBS check.

A man in a brown hoodie is sitting in the driver's seat of a car. He is looking down at a smartphone in his right hand. His left hand is resting on a stack of papers or a folder. The car's interior is visible, including the steering wheel, dashboard, and center console. The background shows a building with large windows and trees with yellow leaves, suggesting an autumn setting.

Training and information


Training and information

Within 30 days of hire, every Uber employee is required to complete training on, and acknowledge, our Business Conduct Guide (BCG). The training and acknowledgment are then repeated every 2 years for employees. In 2020, Uber conducted a global campaign for employees to acknowledge and agree to our revamped BCG, resulting in near-100% acknowledgement.

In addition, as an organisation that exists for people to move from point A to point B at the touch of a button, we recognise that we have a unique role to play in helping to prevent modern slavery within the wider society and not just within our own supply chain.

In recognition of this, and to help drivers identify warning signs for modern slavery, we continue to provide access to information about modern slavery and we encourage them to report any concerns relating to riders or third parties. A snapshot of this information can be found [here](#). That web page also includes information on some of our partnerships to help eradicate modern-day slavery.



A photograph of three young people sitting in the back of a car, laughing and looking towards the front. The woman on the left has curly hair and is wearing a blue floral shirt. The man in the middle has short brown hair and is wearing a blue shirt over a white t-shirt with a colorful graphic. The man on the right has short dark hair and is wearing a grey shirt. The car's interior and a view of a city street through the window are visible in the background.

Measuring our effectiveness in combating modern slavery



Measuring our effectiveness in combating modern slavery

We have 3 main approaches to determine the effectiveness of our efforts in addressing modern slavery through prevention, responsiveness, and collaboration.

The measures taken to date establish a continuous improvement process to develop internal capabilities and iteratively improve our systems and processes. To track our progress in identifying and addressing modern slavery risks, we have implemented a review process.

Uber Mobility UK has a lead Director for Modern Slavery, and oversight is provided by the relevant boards. Any platform reports from riders, drivers, or third parties concerning modern slavery are handled by our Safety Incident Response team. Any relevant reports are escalated to the Compliance and/or Safety team, so that appropriate action can be taken and shared with senior management and the relevant Board (as applicable).

We remain confident that we're presenting a robust and consistent message regarding modern slavery across our business, and we continue to monitor how effectively we're tackling modern slavery using various key performance indicators. These include the number of reports made to Uber with regard to modern slavery and our response to such reports, which are monitored by our Community Operations and Compliance teams.

Declaration

This statement has been approved by a Director of the entities constituting Uber Mobility UK and is made pursuant to section 54(1) of the Modern Slavery Act 2015. It constitutes our modern slavery and human trafficking statement for the financial year ending 31 December 2021.



Andrew Brem

Senior Director, General Manager Rides, UK

June 2022

For and on behalf of Uber Mobility UK

