



## **Statement on Forced Labour and Child Labour**

United Parcel Service Canada Ltd.

UPS SCS Inc.

Joint Report for 2024 Financial Year

## **This Report**

This report has been prepared in compliance with the Government of Canada's legislation, *An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff*. This joint statement documents measures undertaken by two entities: The United Parcel Service Canada Ltd. (Business #105453328) and UPS SCS Inc. (Business #871436135) (herein referred to as "UPS Canada"), to prevent and reduce the risk of forced labour or child labour for goods procured in Canada or elsewhere for our use. This statement covers steps taken for the 2024 financial year (from January 1, 2024, to December 31, 2024).

## **About UPS**

UPS is one of the world's largest companies and provides a broad range of integrated logistics solutions for customers in more than 200 countries and territories. Focused on its purpose statement, "Moving our world forward by delivering what matters," the company's approximately 490,000 employees worldwide embrace a strategy that is simply stated and powerfully executed: Customer First. People Led. Innovation Driven.

Since 1975, UPS has operated in Canada. UPS Canada is a leader in transportation and logistics of packages, international trade, global freight forwarding, and customs brokerage.

## **Introduction**

UPS recognizes the unique responsibility that private sector companies hold to mitigate the risks of forced labour and child labour used in the production of goods in Canada or elsewhere, where feasible. We are fiercely committed to being good corporate citizens, supporting the communities we serve around the world, reducing our impact on the environment, supporting inclusion, and protecting human rights. At UPS, we manage our business in compliance with all applicable laws and regulations of the countries in which we operate. We take an unwavering stance to conduct business with the highest standards of integrity and ethical responsibilities.

The *UPS Policy Book* and [\*UPS Code of Conduct and Ethics\*](#) are examples of enterprise-wide policy statements that articulate our overarching commitment to integrity, our values and management philosophies, and our standards of conduct for all of UPS. Both documents provide a global perspective that reflects our broad array of worldwide services and offers guidance to UPS people in all countries. The intent of the *UPS Policy Book* and *UPS Code of Conduct and Ethics* is that all our people and the company itself comply with and support the spirit of its policies through subsequent corporate policies and standards. This is essential to maintaining our reputation for honesty, quality and integrity.

## **Our Commitment to Integrity**

UPS has a long tradition of transforming and adapting to the needs of our customers but our commitment to integrity remains steadfast. We insist upon integrity in our people and understand that integrity is fundamental to how we run our business. We are committed to maintaining compliance with our policies and legal requirements and that we provide an atmosphere in which our people can ethically perform their jobs.

## **Choosing Suppliers and Consultants and Due Diligence of New Business Arrangements**

Our *UPS Code of Conduct and Ethics* includes policy statements of the company's expectations for suppliers and consultants – and others who do business with us or on our behalf. We have a firm expectation that suppliers conduct their business in compliance with all applicable laws and regulations and in accordance with the highest ethical standards.

When UPS uses independent contractors, consultants and/or suppliers to conduct its business, due diligence of new business arrangements is critical, mandatory, and must be completed before engagement to minimize the potential business and legal risks that could arise from these business arrangements.

### **We Value Human Rights**

The *UPS Policy Book* and *UPS Code of Conduct and Ethics* include policy statements supporting the protection of basic human rights throughout its worldwide operations. As a global company, UPS recognizes that it plays a role in acknowledging basic human rights in accordance with our high standards for the treatment of people. We strive to ensure human rights – which address such areas as inclusion among people; employee well-being and security; personal freedom from persecution; and economic, social, and cultural freedom - are respected and protected in the workplace.

Furthermore, [The UPS Human Rights Statement](#) provides greater policy direction that is aligned with 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.

### **Our Deep Commitment to Building Safer Communities**

UPS is deeply committed to social impact and building safer communities. UPS and The UPS Foundation lead the global company's philanthropy with a mission to help build stronger, safer, and more resilient communities around the world. The UPS Foundation's philanthropic approach centers on four areas: Health & Humanitarian Relief, Economic Empowerment, Local Community Engagement, and Planet Protection.

Helping to prevent human trafficking is an important way to make our communities safer. Human trafficking is defined by Homeland Security as the act of forcing or coercing people into work or commercial sex. We understand that millions of men, women, and children are trafficked worldwide every year.

[The UPS Anti-Human Trafficking Policy](#) reasserts the company's commitment to combatting human trafficking by strictly prohibiting the use of any of its assets or resources for any purpose that would enable the trafficking of persons, including forced labour, debt bondage, involuntary servitude, sex trafficking or commercial sex acts. The policy governs the UPS enterprise, its employees, suppliers, consultants, third-party representatives and subcontractors.

**UPS Anti-Human Trafficking Strategy:** UPS takes a comprehensive approach to mobilizing its resources to combat human trafficking. Through The UPS Foundation, we fund and engage with charitable nonprofit organizations, whose objectives are dismantling the systems that enable human trafficking, helping victims break free from exploitation, and offering services to help survivors rebuild their lives. To date, our partnerships have led to thought leadership on cross-industry initiatives and helped over 21,000 survivors globally, to receive essential support services. We are proud that our UPS employees have led community events and donated to charities to bring awareness to the issue in places where they live, work and play.

Through UPS and The UPS Foundation, the company offers one of the largest educational awareness programs in the transportation industry with Truckers Against Trafficking (TAT). In doing so, we arm 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. Regularly, UPS and The UPS Foundation dedicate resources to train our workforce, support non-profit organizations and provide thought leadership in the fight against human trafficking. Since 2016, we have trained over 212,000 UPS employees and over 1.2 million industry professionals, globally, on how to recognize and report human trafficking. Our global anti-human trafficking efforts were recently recognized by the Boston College Centre for Corporate Citizenship 2025 Innovation Award in the Social-Impact Changemaker category.

### **Our Actions to Reduce Risks of Forced Labour and Child Labour**

As a global company with world-wide operations, UPS is compliant with applicable laws to combat modern slavery. In Canada, UPS has begun the process of identifying risks and will continue to assess and identify opportunities to reduce risks of forced labour and child labour for goods we procure for our use.

### **Attestation**

This joint statement was approved by United Parcel Service Canada Ltd. Board of Directors and UPS SCS Inc. Board of Directors.

### **United Parcel Service Canada Ltd.**

Signed by:  
  
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Sean Griffin  
President and Board of Director

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BA438DG4DEFC407...  
Craig Podrebarac  
Board of Director

### **UPS SCS Inc.**

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