



Uber

Global Modern Slavery Statement

For Financial Year Ending
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Introduction

Uber Technologies, Inc. (“Uber”) is committed to upholding fundamental human rights and believes that all human beings should be treated with dignity, fairness, and respect. Uber maintains a zero-tolerance approach toward all forms of modern slavery.

Modern slavery is a term used to describe serious exploitation. For the purposes of this statement, modern slavery includes the following forms of exploitation as defined under applicable legislation and international frameworks, including the *Slavery Act 2018* (Cth), Division 270 and 271 of the *Criminal Code Act 1995* (Cth), the *Modern Slavery Act 2015* (UK), the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada), and the UN Guiding Principles on Business and Human Rights:

- Human trafficking;
- Slavery;
- Servitude;
- Forced labour;
- Deceptive recruiting for labour or service;
- Debt bondage;
- Forced marriage; and
- The worst forms of child labour, as defined in Article 3 of ILO Convention No. 182.

This statement outlines our integrated global policies and regional specificities, complying with the Modern Slavery Act 2018 (Cth) in Australia, the Fighting Against Forced Labour and Child Labour in Supply Chains Act in Canada, and the Modern Slavery Act 2015 in the United Kingdom.



Structure, operations, and supply chains

Uber is a technology platform built on an expansive global network, cutting-edge innovation, operational excellence, and deep product expertise – all working together to seamlessly connect people from point A to point B.

Since our founding in 2010, we have completed more than 61 billion rides and deliveries worldwide. We continue to push boundaries, building products that empower people to earn on their own terms, travel almost anywhere they need to go, and get nearly anything delivered to their door.

Organizational structure

Uber maintains operations via several wholly owned subsidiaries across its global markets, including entities in Australia, Canada, and the United Kingdom. Each of these is an indirectly wholly owned subsidiary of Uber Technologies, Inc., the parent entity of the Uber group, which is listed on the New York Stock Exchange under the stock symbol UBER.

Operational segments

As of December 31, 2025, we had two operating and reportable segments: Mobility and Delivery.

Mobility

Mobility refers to products that connect consumers with driver partners/Drivers who provide rides. Mobility also includes activity related to Financial Partnerships, Transit, and Vehicle Marketplace offerings.

Delivery

Delivery allows consumers to search for and discover local restaurants, place an order, and opt for either pick up or delivery. In certain markets, consumers may also order goods from grocery stores, alcohol stores, convenience stores, and other merchants. Our Delivery business also includes Uber Direct, a white-label delivery-as-a-service offering available to retailers and restaurants.



Supply chain

As a large multinational, Uber has a supplier base that caters to local, regional, and global demands across certain categories of goods and services. Uber's Strategic Sourcing team procures goods and services primarily under five broad categories: Workplace services, Technology, Marketing, Corporate Services, and Operational Expense.

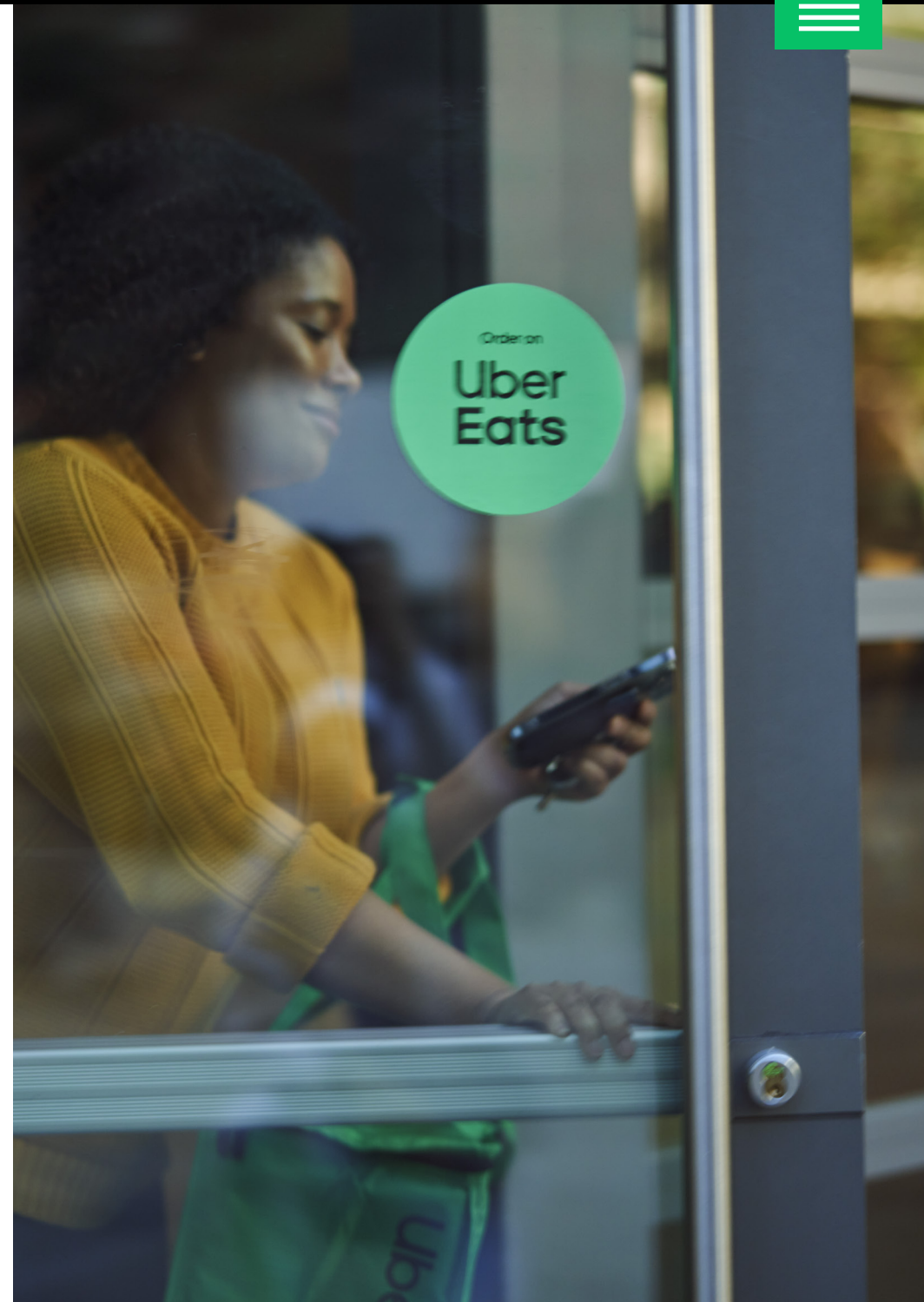
We expect our suppliers to demonstrate high standards of ethical conduct. In the spirit of the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights, and the International Labour Organization Declaration on Fundamental Principles and Rights at Work, Uber's Supplier Code of Conduct sets out our expectation that suppliers working on our behalf comply with all applicable laws and act ethically and with integrity at all times. It further sets out our expectation that all suppliers refrain from any form of modern slavery and provide their workers with a healthy and safe work environment. Uber's Supplier Code of Conduct is embedded within the Sourcing & Procurement Policy.

Uber recognises that sourcing is about more than cost. We seek suppliers who share our core values, support Uber in achieving its mission, and are committed to growing with us. Our suppliers are important to us, and we value open, innovative relationships built on close collaboration and transparent dialogue. Our external-facing supplier portal includes various modules covering purchase order terms and conditions, invoice requirements, and our Supplier Code of Conduct.

In addition to the modern slavery prohibition clause included in our contracts and the Supplier Code of Conduct acknowledgment, Uber's contracts include:

- An express right for Uber to audit or request evidence of a supplier's compliance with applicable modern slavery laws and the Supplier Code of Conduct; and
- An express right for Uber to terminate the relevant contract where a supplier is found to have breached modern slavery obligations and fails to take satisfactory remedial action within a reasonable period specified by Uber.

These protections apply across our contracts globally.



Key third-party relationships

Uber has key third-party relationships such as with merchant partners, delivery people/couriers, and driver partners/drivers and we have systems in place to monitor, assess, and manage these relationships.

Due to the local nuances in countries the terms are used as follows:

Australia: Driver partner and delivery people.

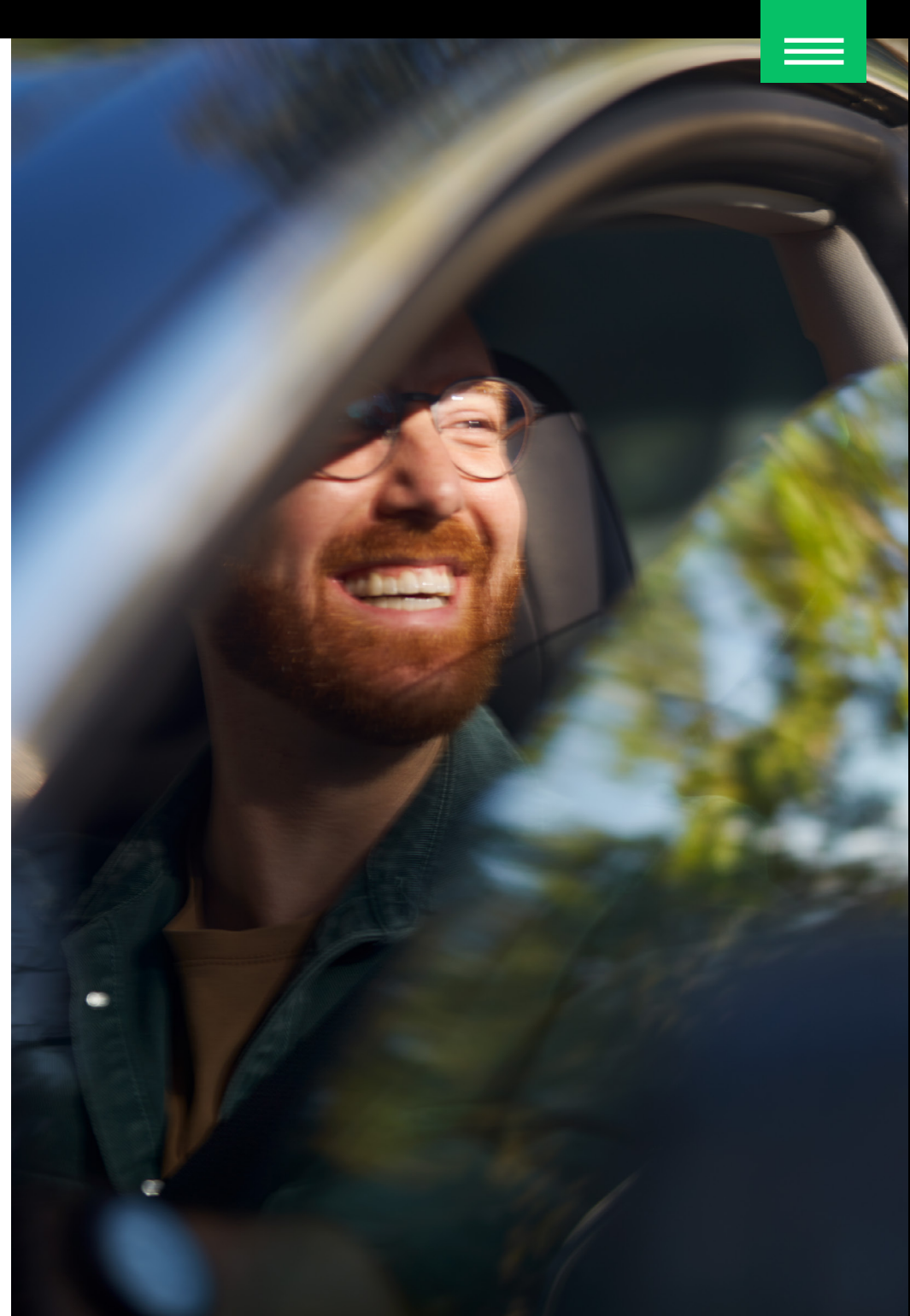
United Kingdom / Canada: Drivers and couriers.

Driver partners / drivers: These are independent providers of transport services to riders, and use the app to help riders get from point A to point B. All Drivers need a license and are required to undertake background checks and provide evidence of their identity and right to work in Australia, Canada, and the United Kingdom. In the UK Drivers are workers, which is a specific category of employment status between employee and self-employed.

Delivery people / courier: These are independent contractors who use the Uber Eats app to help move items from point A to point B. All delivery people/couriers who use the app are required to undertake background checks and provide evidence of their identity and right to work in Australia, Canada, and the United Kingdom.

Merchants: These individual businesses use Uber's platform to get their food and grocery products to their customers. A modern slavery prohibition clause is included within Uber's standard restaurant/retailer agreement.

Fleet partners: The Mobility business has a limited number of agreements providing access to the platform to fleet partners who engage Drivers directly. Payment to individual Drivers who are part of the fleet is the responsibility of the fleet partner. A modern slavery prohibition clause is included within fleet partner contracts.



Gig economy workers – Australia

Uber recognises that the platform-based model through which driver partners and delivery people engage with the Uber app creates specific modern slavery risks that require dedicated mitigation measures. These risks include, but are not limited to:

- Account sharing, which may indicate that an individual is being exploited and is unable to work freely;
- Coercion by third parties to accept work on unfavourable terms;
- Recruitment deception, including misrepresentation of earning potential; and
- Dependence on income that may make individuals reluctant to report concerns.

Uber's due diligence measures relating to driver partners, delivery people and fleet partners, described further below, are specifically designed to address these risks.

Fleet partner payment monitoring

While payment to individual Drivers who are part of the fleet is the responsibility of the fleet partner, Uber recognises this arrangement creates a risk that Drivers within fleet partner arrangements may not be paid appropriately or may be subject to exploitative conditions.

To address this risk, Uber requires fleet partners to warrant compliance with applicable laws, and reserves its right to request evidence from fleet partners that Drivers are being paid in accordance with applicable legal minimum wage requirements. Where concerns are identified, Uber will investigate and, where appropriate, terminate its arrangement with the relevant fleet partner.



Governance and policies

Our governance framework

We recognise that effectively managing the risks and opportunities related to our priorities is fundamental to our long-term success as a company and to delivering value to our stakeholders, such as shareholders, employees, people earning on our platform, customers, governments, and the communities in which we operate. Our Governance Strategy and Engagement program is designed with multilayered oversight and cross-functional coordination to support this objective.

Through active oversight and engagement, our Board of Directors provides guidance on Uber's overall strategy, key commitments, and the risks and opportunities that may arise from our business and operations.

This governance framework applies to Uber Australia, Uber Canada, Uber Eats UK, and Uber Mobility UK as part of the global Uber group. Each of these entities is governed by a non-executive Director, while Local General Managers are responsible for managing day-to-day operations across the respective Mobility and Delivery businesses. They are supported by a range of core functions including legal, regulatory, ethics and compliance, safety, and internal audit, which provide services at both a regional and group-wide level.

Our policies

At Uber, one of our core values is to do the right thing, period. We aim to uphold a safe and ethical approach to business in every location where we operate, to implement consistent programs, and to continually strengthen our approach through our global policies and handbooks.

Our [Global Human Rights Policy](#) reflects our firm belief that all human beings should be treated with dignity, fairness, and respect and that 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. In addition, we maintain a specific



UK Modern Slavery Policy, which is accessible to all employees through our intranet. Both policies reflect Uber's commitment to compliance with human rights laws. Uber does not condone the use of child or involuntary labour or human trafficking and denounces any degrading treatment of individuals or unsafe working conditions.

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

As part of our onboarding process, employees are given our Employee Handbook, Business Conduct Guide (which refers to Uber's Human Rights Policy and includes our zero-tolerance approach to modern slavery), and employment agreement. Employees are expected to read and acknowledge company policies that reflect and comply with employment laws. The Employee Handbook is readily accessible on Uber's intranet for ongoing employee reference.

Our global [Supplier Code of Conduct](#) sets out our expectation that suppliers working on our behalf comply with all applicable laws, act ethically and with integrity at all times. Uber's Supplier Code of Conduct is embedded within the Sourcing & Procurement Policy.

We have an established Strategic Sourcing Policy for Uber's businesses across the globe, supported by the Strategic Sourcing team's sourcing guidelines, and further reinforced by our Procurement Policy and processes.

Uber maintains an injury and illness prevention plan (IIPP) that adheres to all applicable legal requirements at federal, state, and local levels as well as with Uber's international and internal requirements. This plan applies to all personnel on-site at Uber premises.

Uber fosters a "stand up, speak up" culture, actively encouraging employees and third parties to raise concerns or report anything they believe to be "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 breach of our policies, procedures, or the law. Reports can be made anonymously, whether by telephone or online. All reports are investigated, and any necessary disciplinary and/or remedial action is taken as appropriate. Uber publicises the Integrity Helpline through the Business Conduct Guide, via link on the company’s intranet and internet websites, and through online and in-person training sessions. Uber strictly prohibits retaliation against anyone who makes a good-faith report to the Integrity Helpline or to any resource available. We firmly believe that open, respectful dialogue is a critical component of building a workplace that is safe, ethical, and effective for all.

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.



Assessing and addressing risk

We do not tolerate modern slavery and are committed to doing our part to confront it. We actively promote and protect the safety and welfare of our driver partners, delivery people, employees, and users. In markets around the world, Uber also protects and respects human rights through partnerships with government bodies, law enforcement agencies, and community organisations to support vulnerable groups.

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

Throughout 2025, we worked to continue assessing potential modern slavery risks present in our supply chain and on the platform through a number of initiatives, including:

Human resources and recruitment

As part of the onboarding process for all employees, Uber's Immigration team conducts checks to ensure that employees have the appropriate right to work in Australia, Canada, and the United Kingdom. That team also works alongside an external immigration firm to maintain ongoing compliance with our sponsorship obligations and applicable immigration laws. This process forms part of Uber's broader due diligence and onboarding procedures and will continue to be maintained beyond 2025.

All major temporary recruitment agencies engaged by Uber are required to have modern slavery policies and processes in place. They are also required to follow our onboarding procedures to confirm, among other things, that individuals have the right to work and are remunerated at a level equal to or above the applicable legal minimum requirements for their role.



Procurement and supply chain

As a global organisation, Uber has a complex supply chain servicing our international operations, drawing on a mix of centralised global, regional, and local supply partners.

We continue to perform due diligence when engaging with third parties, including reviewing third parties' own Modern Slavery Policy where applicable. We also seek contractual protections where appropriate and have measures in place to monitor key suppliers' compliance with their obligations. Where serious concerns regarding modern slavery are identified, suppliers are required to report these promptly in accordance with our expectations.

As part of our commitment to responsible sourcing and sustainable growth, we have leveraged various supplier assessment platforms to evaluate and engage our global partners across four key criteria including sustainability, labor and human rights, ethics and compliance, and third-party risk management. Ethixbase360 is utilised in Australia, EcoVadis in the UK and the standard onboarding review applies in Canada. This initiative is designed to strengthen transparency, reduce risk, and drive meaningful improvements across our supply chain.

Uber maintains a modern slavery prohibition clause in the standard supplier contracts, alongside a requirement for suppliers to acknowledge and comply with Uber's Supplier Code of Conduct.

Driver partner/driver and delivery people/couriers

These individuals are required to provide relevant documents as proof of their identity and their right to work in Australia, Canada and the United Kingdom. They must also pass a background check as part of the Uber App account activation process. Uber does not permit any individual who does not pass these checks to create an Uber App account or access the Uber App. These checks are conducted on a recurring basis and are not limited to the point of initial sign-up.

Account sharing is a breach of our usage policies and increases the risk that an individual fraudulently using a shared account may be a victim of modern slavery. To prevent this, we continue to use the Real-Time ID Check feature, which periodically prompts these individuals to share a real-time live photo selfie before going online to provide transportation or delivery services to users. This helps ensure that the person using their Uber App account matches the Uber



App account we have verified and recorded on our file. Where our system detects a discrepancy, the Uber App account is temporarily suspended pending an investigation.

For the delivery segment, a formal delegation process is available, offering the delivery person/courier the flexibility to delegate delivery services where permitted. Identity checks are carried out on all nominated individuals to ensure safety and compliance. Our contractual terms with delivery people/couriers explicitly require adherence to applicable modern slavery laws.

With millions of interactions taking place across our platform each year, we believe driver partners and delivery people/couriers are well placed to identify and raise concerns related to modern slavery and trafficking. All trips or deliveries on the Uber platform are GPS-tracked, and we encourage all those using the Uber Driver App to report any concerns or issues to our 24/7 Support team so that they can be investigated and addressed promptly.

Uber continues to offer a support package, including insurance cover, to help cover driver partners and delivery people/couriers in the event that something goes wrong whilst they are using the Uber Driver App.

Law enforcement practices

Uber's global Public Safety team is composed of experienced professionals with prior law enforcement backgrounds who engage with law enforcement agencies and government officials to provide guidance on Uber's capabilities during emergencies and to support active investigations. Our processes are continually refined to ensure that this support is timely, proportionate, and aligned with evolving public safety needs.

This work is underpinned by our secure, 24/7 Public Safety Response Portal, which facilitates lawful data requests from law enforcement and public health authorities. A dedicated team of specialists manages these requests, ensuring that responses are handled responsibly, efficiently, and in full compliance with applicable legal requirements, reflecting Uber's broader commitment to operating as a trusted partner to the communities we serve.



Education and awareness

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 **annually** for all employees. Employees in procurement, sourcing, legal, and compliance functions are required to complete additional modern slavery-specific training **annually**, given the heightened exposure of those roles to supply chain risk.

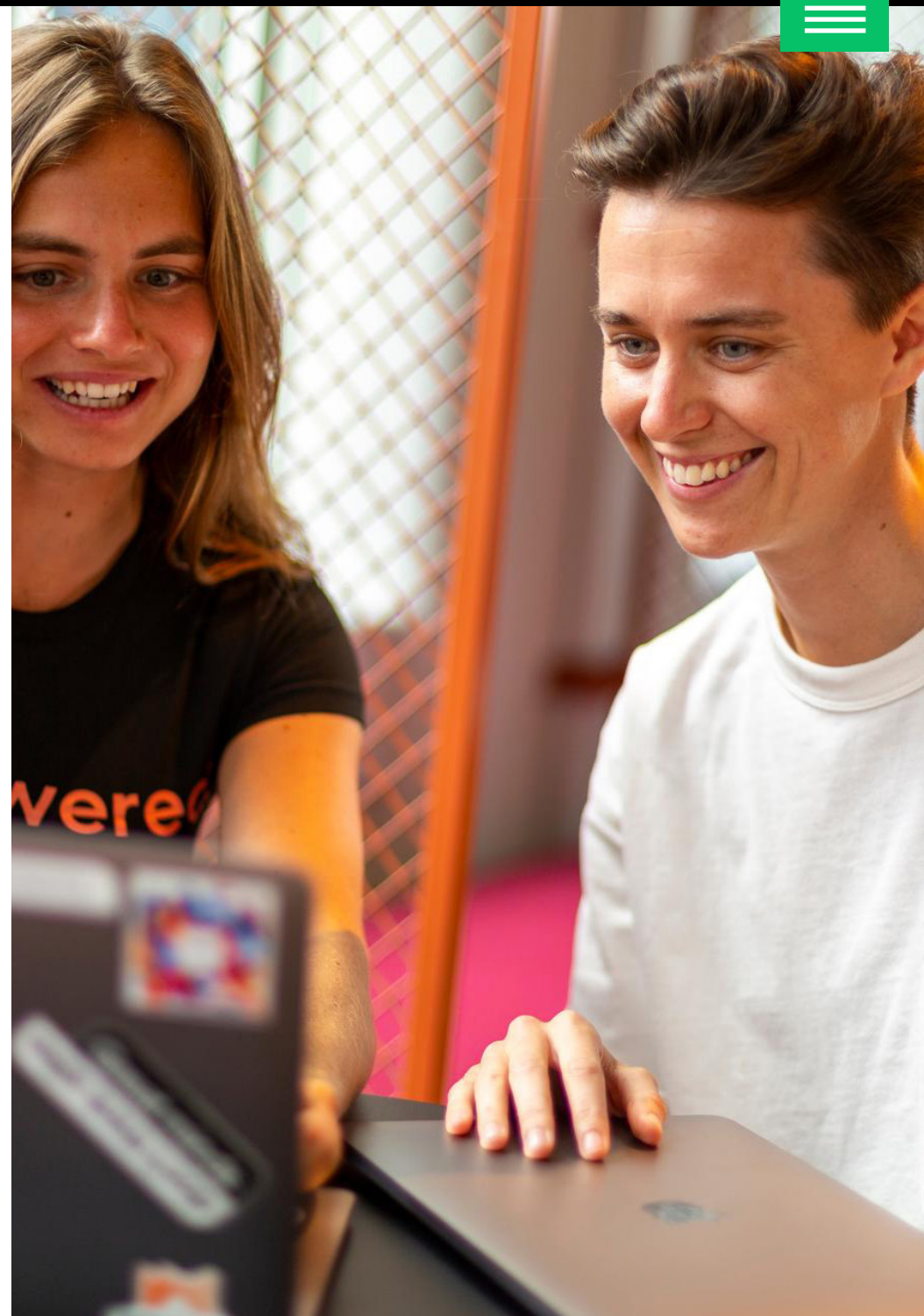
In 2025, Uber launched a dedicated internal awareness webpage to facilitate the sharing of global policies and procedures for combatting modern slavery and forced labour. This initiative serves to foster a culture of accountability and transparency across all organisational partnerships and operations.

As an organisation whose core purpose is to enable people and goods 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, not just within our own supply chain. In recognition of this, we continue to provide driver partner/driver and delivery people/couriers with access to information about modern slavery, including guidance on how to identify warning signs, and we actively encourage them to report any concerns relating to riders or third parties.

Uber's Community Guidelines were developed to help ensure that every experience on the Uber App is safe, respectful, and positive. Everyone who signs up for an Uber App account, including driver partners/Drivers, riders, delivery people/courier, Uber Eats users, and merchants, are expected to follow the terms of Uber's Community Guidelines. These individuals are expected to follow these guidelines, which are built around three key pillars:

- Treat everyone with respect;
- Help keep one another safe; and
- Follow the law,

Uber may terminate an individual's Uber App account access for any user who does not follow our guidelines and breaches its terms.



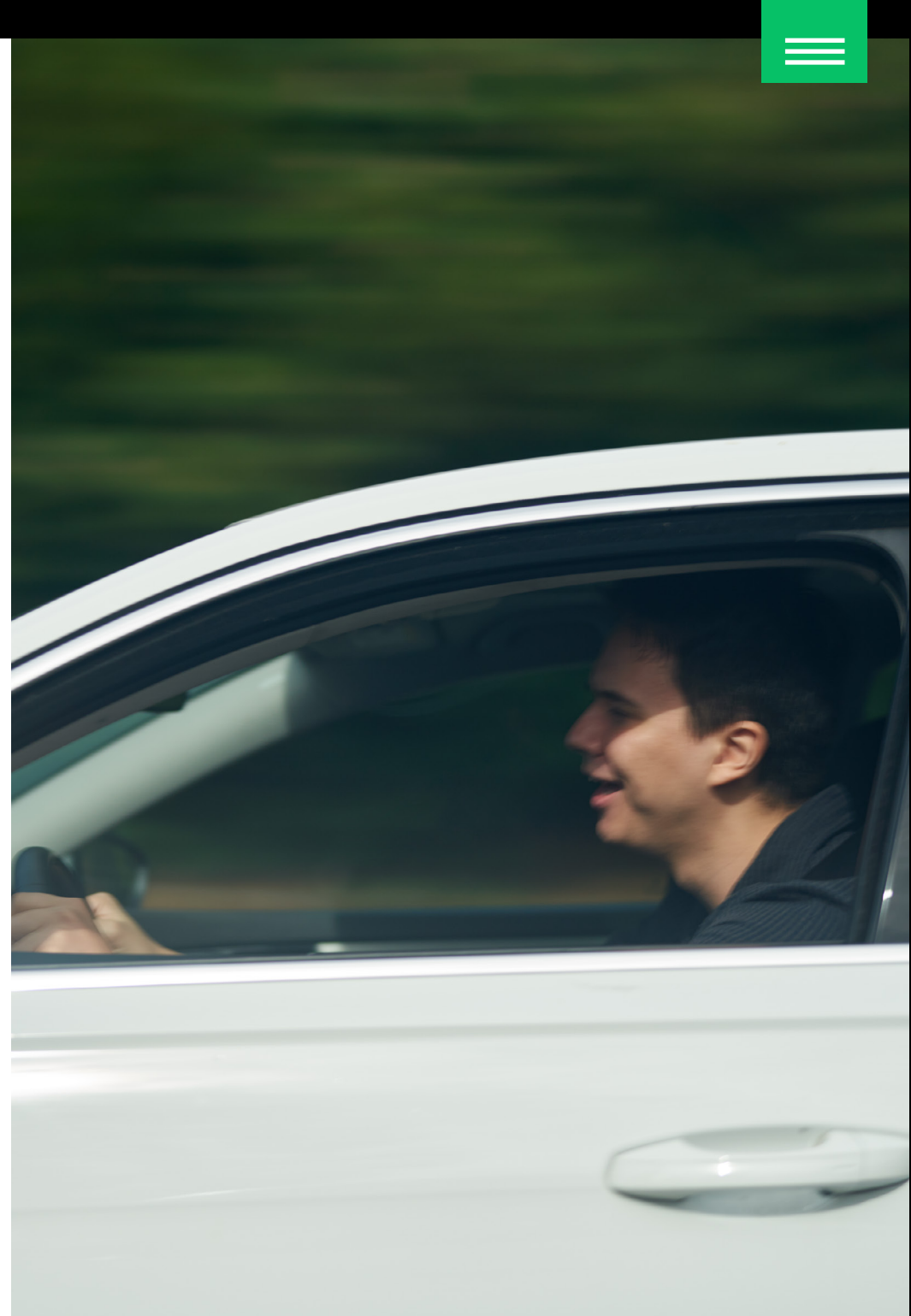
Responsible person for modern slavery training

Uber's Chief Compliance Officer holds global responsibility for overseeing the design, implementation, and delivery of modern slavery training. At a regional level, each General Manager (Australia, Canada, UK Delivery, and UK Mobility) is responsible for ensuring that modern slavery training obligations are met within their respective operations.

Training content description

Modern slavery training provided to Uber employees covers, at a minimum, the following topics:

- The definition of modern slavery and the different forms it may take, including human trafficking, slavery, servitude, forced labour, debt bondage, deceptive recruiting for labour or service, forced marriage, and the worst forms of child labour;
- How to identify warning signs of modern slavery in operations and supply chains;
- Uber's obligations under applicable modern slavery legislation, including the Modern Slavery Act 2018 (Cth), the Modern Slavery Act 2015 (UK), and the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada);
- Uber's key modern slavery policies and reporting obligations;
- How to report suspected modern slavery through the Integrity Helpline or other available channels; and
- Uber's whistleblower protections and non-retaliation policy.



Policy review

Our Modern Slavery Working Group continues to review Uber's existing policies including the Supplier Code of Conduct that address human rights. Uber's objective is to ensure that all relevant policies clearly and consistently reflect Uber's position on modern slavery and appropriately address modern slavery associated risks.

In addition, throughout 2025, Uber's publicly available policies related to modern slavery remained accessible on the Uber website, reaffirming our ongoing commitment to transparency and to combatting modern slavery in all its forms.



Remediation

Uber is committed to responding to and remediating any modern slavery issues as they arise, whether identified through ongoing review and due diligence processes or reported via the third-party Integrity Helpline or any other reporting channel. Uber's remediation process operates as follows:

Step 1 – Receipt and triage

Upon receipt of a report or identification of a suspected modern slavery issue, the matter is referred to Uber's Safety team, who will triage the matter and assess its urgency and severity. Reports received through the Integrity Helpline are handled in accordance with Uber's Integrity Helpline procedures.

Step 2 – Investigation

An investigation will be conducted by Uber's Safety team, with input from Uber's Legal team as required. The investigation will document:

- Details of the alleged incident or risk;
- The individuals or entities involved;
- The nature and severity of the harm or risk;
- Whether the matter is ongoing; and
- The evidence gathered in support of the investigation.



Step 3 – Remedial action

Following an investigation, appropriate remedial action will be taken, which may include one or more of the following:

- Suspension or termination of the relevant supplier contract, fleet partner agreement, or other third-party relationship;
- Termination of employment where an employee is responsible for a modern slavery breach;
- Referral to law enforcement or relevant regulatory authorities where criminal conduct is suspected;
- Engagement with relevant government agencies (including the Australian Border Force, UK Modern Slavery Helpline, or equivalent Canadian authorities) as appropriate; and
- Implementation of enhanced due diligence or monitoring measures.

Step 4 – Victim support

Where a victim of modern slavery is identified in connection with Uber's operations or supply chain, Uber is committed to:

- Ensuring the immediate safety of the individual;
- Referring the individual to specialist support services in Australia, Canada and the UK; and
- Cooperating with law enforcement and support agencies as required.



Step 5 – Notification

Where required by law or where Uber considers it appropriate, Uber will notify relevant authorities of identified modern slavery risks, including the Australian Border Force (Australia), the relevant licensing authority or the National Referral Mechanism (UK), and Employment and Social Development Canada (Canada).

Step 6 – Review and learning

All remediated modern slavery incidents will be reviewed by the Modern Slavery Working Group to identify any systemic issues and implement process improvements. Learnings will be incorporated into Uber's training materials and risk assessment processes.



Measuring our effectiveness in combating modern slavery

Uber's approach to measuring effectiveness of its efforts in addressing modern slavery is built on three core principles: prevention, responsiveness, and collaboration. The measures taken to date form part of a continuous improvement process designed to develop internal capabilities and iteratively strengthen our systems and processes. To track our progress in identifying and addressing modern slavery risks, we have implemented a structured review process underpinned by key performance indicators.

Accountability for ensuring that Uber's modern slavery principles are followed rests with the relevant General Manager or their delegate, with oversight provided by the relevant boards. Any reports received through the Uber App platform from riders, Drivers, or third parties concerning modern slavery are handled by Uber's Safety team. Relevant reports are escalated to within the Safety team so that appropriate action can be taken, with findings shared with senior management and the relevant board as applicable.

We continue to monitor the effectiveness of our approach to tackling modern slavery through a range of key performance indicators, including the number of modern slavery-related reports made to Uber and our response to those reports. These are monitored on an ongoing basis by our Community Operations and Compliance teams.

Country specific initiatives and progress are provided separately in the appendices.



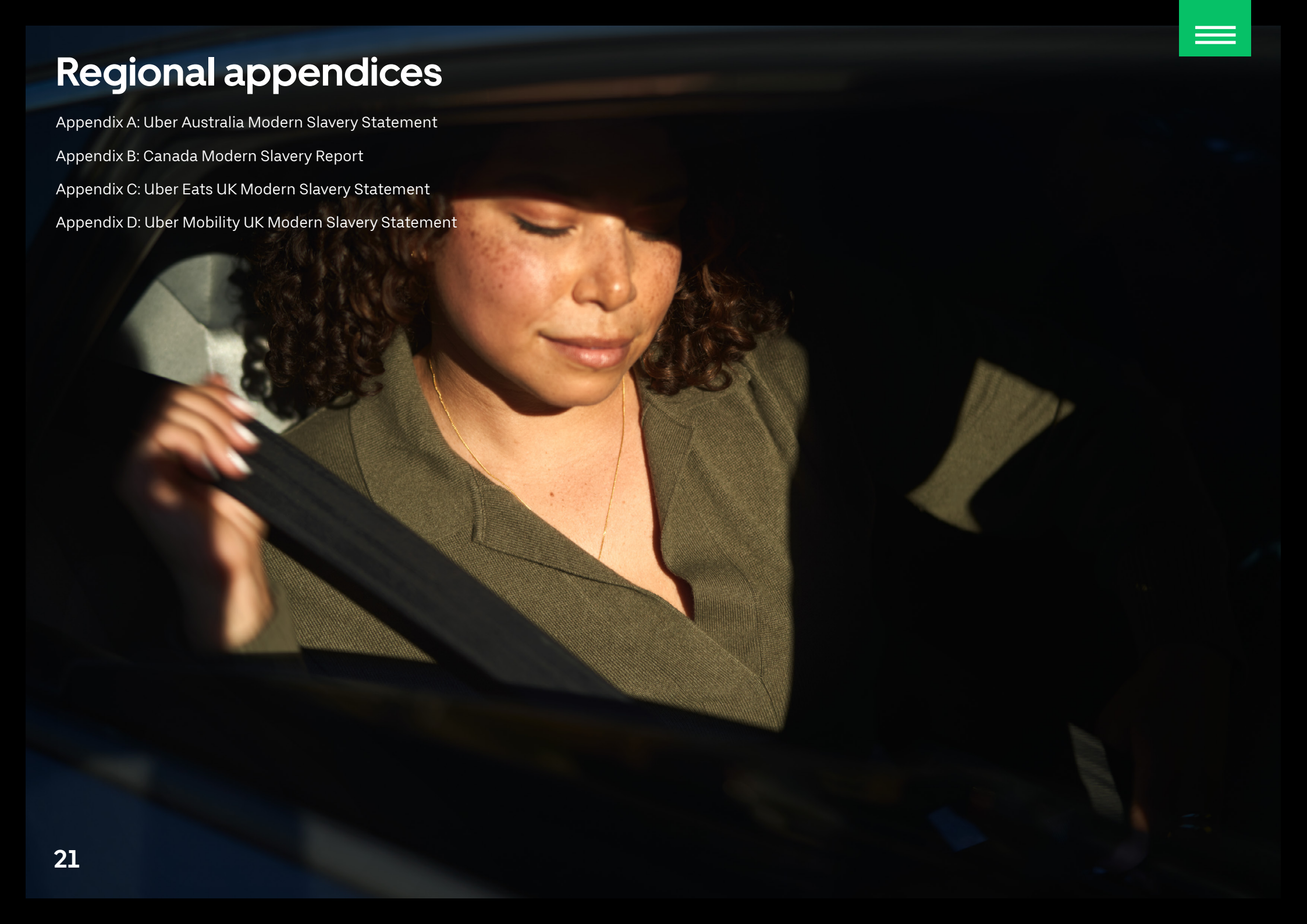
Regional appendices

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Appendix D: Uber Mobility UK Modern Slavery Statement





Appendix A: Uber Australia Modern Slavery Statement

Organisational structure

Uber operates in Australia through a number of Australian subsidiaries. The following nine are reporting entities for the purposes of the *Modern Slavery Act 2018* (Cth) and are addressed in this report:

- Rasier Pacific Pty Ltd ACN 622 365 833.
- Portier Pacific Pty Ltd ACN 622 365 459.
- Uber Australia Holdings Pty Ltd ACN 622 364 318.
- Uber Australia Pty Ltd ACN 160 299 865.
- Uber Cado Pty Ltd ACN 663 979 128.
- Uber Sunrise Pty Ltd ACN 647 801 554.

Each entity has a registered office in Sydney, New South Wales. Throughout this statement, these entities are referred to collectively as “**Uber Australia**”. All entities comprising Uber Australia are Australian-domiciled companies that operate exclusively in Australia. Uber Australia currently employs more than 560 people.

This statement is submitted as a joint statement on behalf of the above reporting entities pursuant to section 14 of the *Modern Slavery Act 2018* (Cth) for the period of 1 January 2025 to 31 December 2025.

Risks of modern slavery practices in Uber Australia’s operations and supply chains

In 2025, we continued to strengthen our approach to identifying and managing modern slavery risks across our operations and supply chain. As part of this process, we assessed our business activities against the following key categories:

- Human resources and recruitment.
- Procurement and supply chain.
- Users.
- Other third-party relationships (driver partners and delivery people, fleet partners, and merchant partners).

Actions taken to assess and address modern slavery risks

Since its establishment in 2020, Uber Australia’s Modern Slavery Working Group has grown significantly and continues to play a central role in developing and strengthening our systems and processes to address modern slavery risks across our operations and supply chains. This group led each of the following initiatives:

Supplier risk identification and prioritisation

Over 85% of Uber Australia’s supplier spending is directed towards Australian-based suppliers. The remaining 15% is largely concentrated in countries designated as low-risk by the Global Slavery Index. However, we recognise that certain goods and services sourced by our Tier 1 suppliers may originate from higher-risk countries such as China, India, and Vietnam, as identified by the 2023 Global Slavery Index.



Below are the key categories of Tier 1 suppliers with examples of products/ services and risks, plus the primary countries involved.

Category	Example products/ services	Potential risk	Primary country of spending
Workplace and facilities management	Janitorial services, repair and maintenance, physical security, food catering, office supplies	Forced labour, debt bondage, trafficking in persons	Australia
Marketing	Brand management, media buying, social media, events, research and insights, swag and promotional items	Forced labour, debt bondage	Australia
Technology	IT services, hardware, telecom, platform engineering services	Forced labour, debt bondage, deceptive recruiting	Australia
Corporate services	Contingent labour, training services, logistics, photography, consulting	Forced labour, debt bondage	Australia and United States
Operational expense	Global Intelligence, background checks and verifications, local activations etc.	Forced labour, debt bondage, deceptive recruiting	Australia

In 2025, Uber Australia continued to focus on analysing the risks inherent to our Tier 1 suppliers, those that supply goods and services directly to Uber Australia.

We continued to deploy a modern slavery questionnaire through the Ethixbase360 platform as part of our supplier onboarding process. In addition, we assessed selected current Tier 1 Uber Australia suppliers through Ethixbase360 to educate them on modern slavery risks and highlight the importance of addressing those risks within their own operations and supply chains. As part of this effort, we also directed suppliers to the Attorney-General Department’s website that describes how to identify signs of modern slavery. We will continue to assess the selected Tier 1 suppliers in 2025 and beyond.

During 2025, we developed a new modern slavery awareness module, which will be shared with new incoming suppliers next year as part of the onboarding process to further educate them on modern slavery and Uber’s approach to assessing and addressing modern slavery risks.

Uber Australia also continued to support suppliers by making our independent, third-party, multilingual Integrity Helpline publicly available. The Helpline enables anyone, anywhere, at any time to raise a concern or report a suspected violation of our policies, procedures, or the law, including in relation to modern slavery.

Driver partners and delivery people

Since its introduction in 2022, Uber Australia’s in-app modern slavery help node has remained available to all driver partners and delivery people across Australia. The node explains modern slavery and enables driver partners and delivery people to report any potential instances directly through the app.

Uber Australia also prioritises the safety of those earning on the Uber App platform. We provide easily accessible online education modules and resources for driver and delivery partners covering a range of topics, including safety. Uber Eats is a founding signatory to the National Safety Principles for Food Delivery Platforms and remains committed to promoting the safety of everyone who uses our apps. Uber Australia continues to offer a support package for driver and delivery partners, including insurance coverage for incidents that may occur while using the Uber Driver App.



Policy review

In addition to global policies, Uber Australia continued to maintain its Australian Whistleblower Policy, which encourages and supports eligible whistleblowers to promptly report suspected wrongdoing, including modern slavery concerns as soon as possible. This policy sets out the avenues available to employees for raising concerns, explains how Uber Australia handles disclosures it receives, and reflects our commitment to fostering a culture of speaking up.

Throughout 2025, our publicly available modern slavery-related policies remained accessible on the Uber Australia website, reaffirming our transparency and commitment to combatting modern slavery.

Employee education

Uber Australia acknowledged Human Rights Day on 10 December 2025 and Uber Australia sent a communication to all employees to raise awareness of the resources available to help manage modern slavery risks in our Australian operations and supply chain.

In 2025, we expanded our modern slavery e-learning program to all Australia-based employees, including relevant Sourcing teams. This initiative reinforces our commitment to identifying and addressing modern slavery risks across our supply chain.

Also in 2025, Senior Managers in Australia were required to complete whistleblowing e-learning training as a mandatory initiative, which included reviewing and formally acknowledging the updated Australian Whistleblower Policy.

Key performance indicators

Following the conclusion of an independent expert review, Uber Australia has incorporated the review's findings and recommendations into a set of Key Performance Indicators (KPIs) designed to measure the effectiveness of our Australian Modern Slavery Program. Commencing in 2026, these KPIs will be monitored across five pillars:

- Policies & procedures;
- Training & awareness;
- Supply chain;
- Incident reporting and investigation; and
- Governance.

Assessing the effectiveness of our actions

The year 2025 marked the sixth year of our Modern Slavery Roadmap. Throughout the year, Uber Australia built on and strengthened its reporting and accountability assessment measures, continuing to address modern slavery through prevention, responsiveness, and collaboration.

To review and track our progress in identifying and addressing modern slavery risks, we updated and strengthened our processes in 2025 as follows:

Program

- The Modern Slavery Program Sponsor, appointed by the ANZ Leadership Team, maintains strategic oversight of the Modern Slavery Program including action plan progress and key achievements through the regular Modern Slavery Working Group. In accordance with mandatory reporting requirements, the Program Sponsor is responsible for the formal review and sign-off of our annual Modern Slavery Statement.
- Held regular Modern Slavery Working Group and subgroup meetings to administer the Modern Slavery Program of work.



- Concluded an independent expert review, incorporating the finding and recommendations into our key performance indicators to measure the effectiveness and compliance of the program.
- Reviewed current reporting processes and systems to assess their suitability for receiving modern slavery-related reports.

Supply chain

- Continued to include modern slavery risk assessment as part of the supplier onboarding process through the Ethixbase360 platform.
- Reviewed and updated our existing supplier contracts to include appropriate modern slavery clauses.
- Developed modern slavery awareness video to be included into the supplier onboarding process in 2026, with the aim of building supplier awareness.

Key third-party relationships

- Maintained the modern slavery clause in fleet arrangement contracts, including guidance on reporting instances of modern slavery directly through the Uber App.
- Maintained modern slavery clauses in merchant agreements.
- Continued to carry out driver partner and delivery person due diligence steps, including:
 - Undertaking right-to-work checks;
 - Undertaking identity checks (when onboarding and in real time);
 - Undertaking background checks; and
 - Requiring that driver partners and delivery people abide by Uber's Community Guidelines to use the platform.
- Maintained the modern slavery Uber in-app help node for driver partners and delivery people across Australia, explaining modern slavery and providing a mechanism to report potential instances directly through the Uber App.

Awareness

- Sent an annual communication to employees on Human Rights Day, raising awareness of the resources available to help manage modern slavery risks in our Australian operations and supply chain.
- Maintained the Australian Red Cross Work Right Hub's link on the Uber Australia webpage, promoting Uber's commitment to educating about and minimising modern slavery.
- Expanded modern slavery e-learning training to all Australia-based employees, including relevant Sourcing teams, reinforcing our commitment to understanding and addressing modern slavery concerns in our supply chain.
- Launched an internal awareness webpage to share global policies, promoting accountability and transparency across all operations and partnerships.

Building on our 2025 achievements, we remain committed to continual improvement and will focus on monitoring and reviewing progress, including:

- Continuing to review our policies, supplier engagements, and contracts.
- Continuing to assess suppliers for modern slavery risk as part of the supplier onboarding process.
- Reviewing and updating existing contracts to incorporate modern slavery clauses and considerations.
- Continuing to educate employees and suppliers on modern slavery and Uber Australia's processes, policies, and expectations.
- Continuing to conduct ongoing due diligence checks on selected suppliers.
- Monitor the key performance indicators to assess effectiveness.



This statement was approved by the principal governing body of each of the below reporting entities. Nicholas Falzon, Director signed this statement on 25 June 2026.

Nicholas Falzon

Nicholas Falzon

Director

Date: June 25, 2026

- Rasier Pacific Pty Ltd ACN 622 365 833.
- Portier Pacific Pty Ltd ACN 622 365 459.
- Uber Australia Holdings Pty Ltd ACN 622 364 318.
- Uber Australia Pty Ltd ACN 160 299 865.
- Uber Cado Pty Ltd ACN 663 979 128.
- Uber Sunrise Pty Ltd ACN 647 801 554.

Appendix B: Canada Modern Slavery Report

Organisational structure

Uber operates in Canada as an integrated group with shared policies, systems and procedures. Under the following four entities:

- Uber Canada Inc. BN 832265904.
- Uber Raiser Canada Inc. BN 764945663.
- Uber Portier Canada Inc. BN 766028542.
- Uber Castor Canada Inc. BN 764937462.

Each entity listed above is headquartered in Toronto, Ontario. Throughout this statement, these entities are referred to collectively as “**Uber Canada**”. All entities comprising Uber Canada are Canadian-domiciled companies that operate exclusively in Canada. Uber Canada currently employs more than 470 people.

This statement is submitted as a joint statement on behalf of the above reporting entities pursuant to part 2, section 11 of the *Fighting Against Labour and child Labour in Supply Chains Act 2023* (Canada) for the period of 1 January 2025 to 31 December 2025.

Risks of modern slavery practices in Uber Canada’s operations and supply chains

Uber Canada recognises its responsibility to respect human rights and uphold ethical standards across its operations and supply chains. This statement sets out the steps taken to identify modern slavery risks and the measures implemented to address them.

Actions taken to assess and address modern slavery risks

Supplier risk identification

Uber Canada leverages Uber’s Strategic Sourcing Team to procure goods and services across four primary categories: Technology, Advertising & Marketing, Workplace, and Services. The table below outlines the key supplier categories, with examples of the products and services procured, the associated modern slavery risks, and the primary countries of operation.

Category	Example products/ services	Potential risk	Primary country of spending
Workplace and facilities management	Janitorial services, repair and maintenance, physical security, food catering, office supplies	Forced labour, debt bondage, trafficking in persons	Canada
Marketing	Brand management, media buying, social media, events, research and insights, swag and promotional items	Forced labour, debt bondage	Canada
Technology	IT services, hardware, telecom, platform engineering services	Forced labour, debt bondage, deceptive recruiting	Canada
Corporate services	Contingent labour, training services, logistics, photography, consulting	Forced labour, debt bondage	Canada



Drivers couriers

Uber Canada is committed to the safety and wellbeing of those who earn on the Uber platform. Easily accessible online education modules and resources are provided to drivers and couriers, which cover a range of topics, including personal safety and awareness of exploitation risks. In addition, Uber Canada offers a comprehensive support package for drivers and couriers, which includes insurance coverage for incidents that may occur while using the Uber Driver App.

Policy review

Business conduct & whistleblower guidance

A Business Conduct Guide (Guide) has been maintained by Uber Canada, that sets out the standards of behaviour expected of all employees. The Guide includes whistleblower guidance designed to encourage and support employees in reporting suspected wrongdoing, including concerns related to modern slavery, without fear of retaliation.

Human Rights Policy

Uber Canada has adopted a Human Rights Policy that is accessible to both internal and external stakeholders. The Policy is provided to all new employees as part of the onboarding process and is publicly available to suppliers and other third parties.

Employee education

Compliance training program

Uber Canada operates a risk-based compliance training program delivered to all employees upon onboarding and on an annual basis thereafter. The program covers a range of topics, including but not limited to:

- Business conduct and ethics;
- Human rights; and
- Data privacy and security.

All training is administered online through Uber's eLearning portal. Completion records are maintained in accordance with Uber Canada's document retention policies and applicable regulatory requirements.

Supplier education

Uber Canada communicates its expectations to suppliers through the Uber Supplier Code of Conduct, which is distributed via the Uber Supplier Portal. The Supplier Code of Conduct sets out the standards suppliers are required to meet, including with respect to labour rights and ethical conduct.

Assessing the effectiveness of our actions

Uber Canada is committed to continuously evaluating the effectiveness of its efforts to prevent and reduce the risk of forced labour and child labour within its operations and supply chains. The following sets out the steps taken during the previous financial year and the measures in place to identify, manage, and address those risks.

Steps taken to prevent and reduce risk

During the previous financial year, Uber Canada undertook the following activities to prevent and reduce the risk of forced labour and child labour at any step of the production of goods in Canada or imported into Canada:

- Mapping of business activities and supply chains to identify areas of elevated risk;
- Reviewing and addressing practices within the organisation's activities and supply chains that may increase the risk of forced labour and/or child labour;
- Developing and implementing due diligence policies and processes for identifying, addressing, and prohibiting the use of forced labour and/or child labour across operations and supply chains;
- Developing and implementing standards, codes of conduct, and compliance measures aligned with anti-forced labour and anti-child labour obligations; and
- Developing and implementing training and awareness materials to build internal capacity on forced labour and child labour risks.



Policies and due diligence processes

Uber Canada has implemented due diligence processes related to forced labour and child labour, including:

- Embedding responsible business conduct into company policies and management systems; and
- Identifying and assessing adverse human rights impacts across operations, supply chains, and business relationships.

Identification of forced labour and child labour risks

Uber Canada has identified forced labour and child labour risks across the following aspects of its activities and supply chains:

- The types of products it produces, imports, and sources;
- Tier one (direct) suppliers; and
- The use of outsourced, contracted, and subcontracted labour.

Risk assessment and management

Uber Canada has identified potential forced labour and child labour risks in the following areas:

- Repair and maintenance and cleaning services
- Production of apparel and promotional products
- Staffing and office supplies production
- IT services and hardware

As an initial measure, Uber Canada manages these risks by sourcing exclusively from reputable suppliers and operates a supplier assessment program to evaluate key vendors from a sourcing and compliance perspective. Where risks are identified, Uber Canada closely monitors corrective actions and works collaboratively with suppliers to remediate flagged concerns and drive continuous improvement.

Declaration

This statement has been approved by a Director of the entities constituting Uber Canada and is made pursuant to part 2, section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 (Canada). It constitutes our modern slavery statement for the financial year ending 31 December 2025.

Signed:

Name: Michael van Hemmen

Date: May 27, 2026

For and on behalf of Uber Rasier Canada Inc. and Uber Canada Inc.

Name: Omair Khalid

Date: May 28, 2026

For and on behalf of Uber Portier Canada Inc.

Name: Klaas Knieriem

Date: May 28, 2026

For and on behalf of Uber Castor Canada Inc.



Appendix C: Uber Eats UK Modern Slavery Statement

Organisational structure

Uber Eats UK Limited, together with the wider Uber Eats UK group, maintains a zero-tolerance approach to all forms of modern slavery, including, slavery, servitude, forced labour, and human trafficking. We are committed to conducting our business in a manner that actively works to prevent and eliminate modern slavery in all its forms.

Uber Eats UK Limited is a UK-domiciled company operating exclusively in the United Kingdom. It is an indirectly wholly owned subsidiary of Uber Technologies, Inc., the parent entity of the Uber group, which is listed on the New York Stock Exchange under the symbol UBER.

This statement has been produced in accordance with the *Modern Slavery Act 2015* (UK).

The Uber Eats app launched in the UK in 2016. The Uber Eats platform enables consumers to connect with restaurants and convenience stores across more than 70 cities throughout the United Kingdom. Merchants receive and manage orders through Uber Eats merchant-facing tools, including the Uber Eats tablet, while independent couriers use the Uber Eats app to accept and complete delivery requests made available through the platform.

Uber also operates our mobility app in the UK. The Modern Slavery Statement covering Uber Mobility UK's operations is set out in Appendix D.

Risks of modern slavery practices in Uber Eats UK's operations and supply chains

Throughout 2025, we continued to work to identify and reduce potential modern slavery risks present in our supply chain and platform operations. Our efforts were focused across the following key areas:

- Human resources and recruitment;
- Procurement and supply chain;
- Users; and
- Other third-party relationships (drivers and couriers, fleet partners, and merchant partners).

Actions taken to assess and address modern slavery risks

Throughout 2025, we continued to work to identify and reduce potential modern slavery risks across our supply chain and platform operations through a number of initiatives, including those set out below. This section forms part of our statement published in compliance with section 54 of the *Modern Slavery Act 2015* (UK).

Employee policies and practices

Uber Eats UK reviewed Uber's existing policies including the Business Conduct Guide and the Human Rights Policy, to ensure that all relevant policies clearly and consistently reflect our position on modern slavery and appropriately address modern slavery risks. Employees are required to undertake modern slavery awareness training as part of our broader compliance program.

Supplier policies and practices

In addition to the global Supplier Code of Conduct, Uber Eats UK performs due diligence when engaging with third parties, including reviewing third parties' own modern slavery policy, where applicable. We continue to seek contractual protections where appropriate and have measures in place to monitor key suppliers' compliance with their obligations. Where serious modern slavery concerns are identified, suppliers are required to report these promptly in accordance with our expectations.



As part of our commitment to responsible sourcing and sustainable growth, we have leveraged the EcoVadis supplier assessment platform to evaluate and engage our partners on four key criteria: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. This initiative is designed to strengthen transparency, reduce risk, and drive meaningful improvements across our supply chain.

During 2025, Uber Eats' UK supply chain and platform consisted of:

- **Couriers:** Independent contractors aged 18 or over who hold the right to work in the United Kingdom and have no unspent criminal convictions. Right-to-work checks are conducted in accordance with Home Office guidance, including via the online right-to-work checking service where applicable, and background checks are carried out through the Disclosure and Barring Service (DBS) process.
- **Merchants:** Individual businesses use Uber's platform to offer food, grocery, retail, and other permitted products to their customers. A modern slavery prohibition clause is included within Uber's standard restaurant and retailer agreements.
- **Facilities providers:** External companies operating across the United Kingdom that provide a range of facilities services, including IT, catering, cleaning, and maintenance. We have developed strategic partnerships with two large providers for our facilities services, both of whom have modern slavery policies and processes in place.
- **Professional services:** Large professional service firms engaged for the provision of legal, accounting, and marketing services. All major professional services suppliers have modern slavery policies and processes in place.
- **Temporary recruitment:** Strategic partnership with several of the largest temporary recruitment agencies in the United Kingdom. All of our major agencies are required to have modern slavery policies and processes in place and to follow our onboarding procedures to confirm, among other things, that individuals have the right to work in the United Kingdom. These individuals are to be remunerated at a level equal to or above the applicable National Living Wage or National Minimum Wage for their role.

Any engagement with suppliers outside our preferred supplier list must follow our procurement policy, which requires a risk-based due diligence approach.

Courier / eater policies and practices

Uber's Community Guidelines promote safe, respectful, and positive experiences for all account holders, including couriers, merchants, and customers. These guidelines center on three core pillars: mutual respect, safety, and legal compliance.

We continued to maintain our partnership with Unseen, a UK charity that runs a UK Modern Slavery and Exploitation Helpline. Unseen works with individuals, communities, business, governments, other charities and statutory agencies to combat modern slavery. As part of this partnership, we signposted Unseen's helpline within the Uber Eats app and, on our website, provided couriers with guidance on how to identify the signs of modern slavery and how to report suspected instances affecting themselves or others.

Building on foundations established in 2024, when we first engaged Unseen's expertise to develop bespoke communications for couriers, we continued to raise awareness of modern slavery and the support available throughout 2025. Couriers on the platform are permitted to appoint a substitute to deliver on their behalf, however substitutes must be registered with Uber on the Uber App in advance. Uber verifies the identity and legal Right to Work in the United Kingdom of all individuals prior to their access to the Uber platform. Real-time ID checks are conducted on an ongoing basis to mitigate the risk of fraudulent usage and behaviour, to confirm that the courier accessing the Uber Driver App is authorised to do so, and to uphold the safety of account holders, registered substitutes, and all other users of the platform.

Uber has recognition agreements with the GMB union covering both Rides and Eats in the UK, providing Drivers and couriers with an independent channel through which they can raise concerns.

We engage regularly with GMB on issues affecting Drivers and couriers, helping ensure their views are heard and providing an additional route for identifying and addressing concerns, including where these may relate to welfare or exploitation risks.



Training and information

As an organisation whose core purpose is to enable people and goods 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 wider society, not just within Uber's supply chain.

In recognition of this, we continue to provide couriers with access to information and resources on modern slavery, including guidance on identifying warning signs and reporting any concerns relating to customers or third parties. Further information on these resources is available on our website (here).

Assessing the effectiveness of our actions

Uber's approach to measuring the effectiveness of its efforts in addressing modern slavery is built around three core principles: prevention, responsiveness, and collaboration. The measures taken to date form part of a continuous improvement process designed to develop internal capabilities and iteratively strengthen our systems and processes. Uber's General Manager of UK Delivery is accountable and responsible for ensuring that the business' modern slavery principles are followed, 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 continue to monitor the effectiveness of our approach to tackling modern slavery through a range of key performance indicators, including the number of modern slavery-related reports received and our response to those reports. These are monitored on an ongoing basis by our Community Operations and Compliance teams.

Declaration

This statement has been approved by a Director of the entities constituting Uber Eats UK and is made pursuant to section 54(1) of the Modern Slavery Act 2015 (UK). It constitutes our modern slavery and human trafficking statement for the financial year ending 31 December 2025.

Signed:

Name: Merve Basci

Date: June 2026

For and on behalf of Uber Eats UK



Appendix D: Uber Mobility UK Modern Slavery Statement

Organisational Structure

Uber London Limited, Uber Britannia Limited and Uber Scot Limited (“Uber Mobility UK”), as well as the wider Uber group, maintain a zero-tolerance approach to all forms of modern slavery, including servitude, forced labour, and human trafficking. We are committed to conducting our business in a way that actively works to prevent and eliminate modern slavery in all its forms.

All entities composing Uber Mobility UK are United Kingdom-domiciled companies that operate exclusively in the United Kingdom. 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.

This statement has been produced in accordance with the *Modern Slavery Act 2015* (UK).

Since launching our Mobility business in the UK in 2012, Uber Mobility UK is now a licensed private hire operator in more than 60 towns and cities. In 2025, millions of riders regularly used the Uber App across the UK, supported by more than 150,000 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. The Modern Slavery Statement covering Uber Eats UK’s operations is set out in Appendix C.

Risks of modern slavery practices in Uber Mobility UK’s operations and supply chains

Throughout 2025, we continued to work to identify and reduce potential modern slavery risks across our supply chain and platform operations. Our efforts were focused across the following key areas:

- Human resources and recruitment
- Procurement and supply chain
- Users
- Other third-party relationships (driver partners and delivery people, fleet partners, and merchant partners)

Actions taken to assess and address modern slavery risks

Throughout 2025, we worked to continue to reduce potential modern slavery risks present in our supply chain and on the platform through a number of initiatives, including:

Employee policies and practices

Uber Mobility UK reviewed Uber’s existing policies including the Business Conduct Guide and the Human Rights Policy to make sure relevant policies appropriately and consistently state our modern slavery position and address modern slavery risks as required.

Supplier policies and practices

In addition to the global Supplier Code of Conduct, Uber Mobility UK performs 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 report any serious concerns regarding modern slavery.



As part of our commitment to responsible sourcing and sustainable growth, we have leveraged the EcoVadis supplier assessment to evaluate and engage our partners on four criteria (Environment, Labor & Human Rights, Ethics, and Sustainable Procurement). This initiative is designed to help Uber strengthen transparency, reduce risk, and create shared value across our supply chain.

During 2025, Uber Mobility UK's supply chain and platform consisted of:

- **Drivers:** Workers across the UK who use the Uber Driver app to help riders to travel from point A to point B. All Drivers in the UK are required to hold a private hire licence issued by the appropriate regulatory authority and must undertake enhanced Disclosure and Barring Service (DBS) background checks and provide evidence of their identity and legal right to work in the United Kingdom.
- **Fleet partners:** Uber maintains agreements with a small number of fleet partners across the UK who engage Drivers directly. Responsibility for payment to individual Drivers within a fleet arrangement rests with the fleet partner, though Uber maintains oversight of compliance obligations.
- **Facilities providers:** External companies operating across the UK that provide a range of facilities services, including IT, catering, cleaning, and maintenance. We have developed strategic partnerships with two large providers for our facilities services, both of whom have modern slavery policies and processes in place.
- **Professional services:** 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:** 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 are 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.

Any engagement with suppliers outside our preferred list must follow our procurement policy, requiring a risk-based due diligence approach.

Rider / driver policies and practices

Uber's Community Guidelines promote safe, respectful, and positive experiences for all account holders, including Drivers and riders. These guidelines center on three core pillars: mutual respect, safety, and legal compliance.

Throughout 2025, we engaged with Drivers on our Community Guidelines and modern slavery processes by providing educational communications and access to relevant resources and materials. All Drivers using the Uber app must hold a valid private hire licence issued by the appropriate regulatory authority and are required to undertake enhanced DBS background checks and provide evidence of their identity and legal right to work in the United Kingdom. Uber will not permit any driver who does not pass our initial and recurring checks to access the platform.

Account sharing is a breach of our usage policies and presents a significant risk to rider safety. It may also increase the risk that an individual fraudulently using a shared account is a victim of modern slavery. To address this, we continue to deploy our Real-Time ID Check for Drivers across the UK. This check is designed to verify that driver accounts are being used only by the licensed individuals who have undergone the required enhanced criminal background check.

Uber has recognition agreements with the GMB union covering both Rides and Eats in the UK, providing Drivers and couriers with an independent channel through which they can raise concerns.

We engage regularly with GMB on issues affecting Drivers and couriers, helping ensure their views are heard and providing an additional route for identifying and addressing concerns, including where these may relate to welfare or exploitation risks.



Training and information

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, we continue to provide Drivers with access to information and resources on modern slavery. This information is public facing and these resources are available on our website [here](#).

Assessing the effectiveness of our actions

We have three main approaches to determine the effectiveness of our efforts in addressing modern slavery: 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's General Manager of Uber Mobility in the UK is accountable and responsible for ensuring that the business' modern slavery principles are followed, 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 are presenting a robust and consistent message regarding modern slavery across our business, and we continue to monitor how effectively we are 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* (UK). It constitutes our modern slavery and human trafficking statement for the financial year ending 31 December 2025.

Signed:

Andrew Brem

Name: Andrew Brem

Date: 24 June 2026

For and on behalf of Uber Mobility UK