

Uber

Modern Slavery Statement

2018

Modern Slavery Statement

1. Introduction

Uber London Limited (“Uber”) is committed to tackling issues of modern slavery and human trafficking (which together we call “Modern Slavery”) in our business and supply chain, and promoting the safety and welfare of our partners, staff and users.

In preparing the Statement we have invited contributions and input from various parts of our business as well as assessing the various partnerships and practices we already have that touch on this area to ensure we can identify, react to and address any issues.

2. Our Business

The app started in San Francisco in 2009 to solve a simple problem: how do you get from A to B at the touch of a button? More than 10 billion trips later across the world, we’re building products to get people closer to where they want to be.

With the Uber smartphone app, you can easily book a car with a licensed partner-driver in more than 40 towns and cities

across the UK. All drivers who use the app in the UK must be licensed by a Local Authority (e.g. TfL) and this includes an enhanced background check (DBS).

In 2016, Uber Eats was launched as a new food delivery platform that makes getting great food from your local favourite restaurants as easy as requesting a ride.

3. Our Business And Supply Chain

- **Key business functions:** We have a number of in-house functions which comprise our key business operations. This includes our staff working at Uber’s offices on a whole host of business functions, our dedicated partner onboarding centres, and also from one of Uber’s Centres of Excellence which provide a key response function to reports of safety issues (including those relating to Modern Slavery).
- **Partner-drivers, delivery-partners and restaurant partners:** Individuals and companies across the UK use the app to help riders get from A to B, and eaters get the food they want.

- **Service providers:** Uber engages a number of external companies across the UK to provide a range of services relating to IT, catering, cleaning, maintenance and temporary staffing.

We believe it is very important that everyone who interacts with our business and supply chain should share and practise our own values.

4. Our Policies And Practices On Modern Slavery And Human Trafficking

Uber is committed to making sure that our business and supply chain are free from Modern Slavery. We already tackle these issues using a number of established policies and procedures, such as:

- **Safety Reporting Procedure:** We have spent a great deal of time developing our safety reporting procedure, which allows app users to report any concerns they have when using our app (which can include anything connected

to slavery), and for these reports to be quickly escalated to our dedicated Safety Team to respond to appropriately.

- **Safety Team Guidelines:** Our Safety Team undergo extensive training so that they are equipped to respond to any reports we receive in a consistent and timely manner.
- **Whistleblowing Policy:** Uber has a Whistleblowing Hotline and internal Whistleblowing Policy, which helps facilitate and encourage the reporting of potentially illegal or unethical conduct (including relating to Modern Slavery), without fear of victimisation or retaliation. This provides a way for our staff to raise any concerns outside of our app.

As well as these, we have also introduced a dedicated Modern Slavery Policy for our staff. We will also continue to monitor our business over the coming year, and consider what further measures might help us to achieve this objective.

5. Due Diligence Process For Our Partners And Supply Chain

We already have a number of measures in place to check that our suppliers are compliant with their obligations and that they promptly report any serious concerns regarding Modern Slavery. We are also looking into what additional measures we might implement to help us to continue to monitor and report any concerns as they arise.

We also carry out a thorough process on all partner-drivers and our delivery-partners before they sign up to use our app.

They are required to undergo a background check and also provide evidence of their identity and right to work in the UK when obtaining their private hire licence from the appropriate regulator. Drivers who use the app must also be licensed for private hire by a Local Authority. Uber will not allow any partner-driver or delivery-partner who does not pass these checks to access the app. Those checks are ongoing and not limited to when they first sign up.

6. Training And Information

To ensure a high level of understanding of the risks of Modern Slavery to our business and supply chain, we provide training and information to our partner-drivers and delivery-partners as part of our Salvation Army and Unseen initiative. A snapshot of this information can be found here: www.uber.com/en-GB/drive/resources/modern-day-slavery/, which also includes more information on some of our partnerships. Such resources help partners to identify warning signs for Modern Slavery, and encourages them to report any concerns via the app.

In order to ensure that our office staff are also properly equipped to tackle issues of Modern Slavery, we are currently designing a desk-side training session which will provide them with key information on what issues to look out for and where they can go to raise a concern.

7. Measuring Our Effectiveness In Combating Modern Slavery

We are confident that we are presenting a robust and consistent message regarding Modern Slavery across our business, and will monitor how effectively we are tackling Modern Slavery using a number of key indicators. This may include the number of reports made via the Uber app regarding Modern Slavery, and the time taken for us to respond appropriately to such reports.

8. Declaration

This statement has been approved by the Board of Uber London Limited and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 31 December 2018.

Signed:



Name: Tom Elvidge
Date: 29 March 2019

For and on behalf of Uber London Limited