

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the following entities: Uber Canada Inc., Uber Castor Canada Inc., and Uber Portier Canada Inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

- Full name: Lola Kassim
- Title: Senior Director, General Manager
- Date: May 28, 2024
- Signature:

Lola Kassim

I, Lola Kassim, have the authority to bind Uber Canada Inc., Uber Castor Canada Inc., and Uber Portier Canada Inc.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Uber Rasier Canada Inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

- Full name: Michael van Hemmen
- Title: Senior Director, General Manager, Mobility
- Date: May 28, 2024
- Signature:

Michael van Hemmen

I, Michael van Hemmen, have the authority to bind Uber Rasier Canada INC.

An aerial photograph of a harbor filled with numerous fishing boats, likely in Canada. The boats are packed closely together, and the water is a dark blue-grey color. The boats vary in size and are equipped with various gear and equipment. The overall scene suggests a busy fishing industry.

Canada Modern Slavery Report

Uber

2023

This Modern Slavery Report is made on behalf of the following reporting entities:

Uber Canada Inc. BN 832265904

Uber Castor Canada Inc. BN 764937462

Uber Portier Canada Inc. BN 766028542

Uber Rasier Canada Inc. BN 764945663

Collectively, they are “Uber Canada”. The Uber Canada entities listed above are headquartered in Toronto, Ontario. All Uber Canada entities are directly and 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 stock symbol UBER. Uber Canada employs more than 350 employees. For purposes of this report, the Uber Canada entities are corporations carrying out importing goods into Canada produced outside Canada. The next few slides provides further information on these entities.

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

Uber Canada operates as an integrated group within Canada and has shared policies, systems, and processes that are applied across Uber Canada. The above reporting entities were consulted to develop this report and the policies, systems and processes that it describes for Uber Canada.

Our approach

As a global company, Uber Technologies, Inc. (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 tolerate, use, or condone slavery, servitude, forced labour, or human trafficking (which together we call “modern slavery”).

We are committed to conducting our business in a manner that works to eliminate modern slavery. In preparing this report, Uber Canada has assessed modern slavery risks in our Canadian operations and supply chains and provides information on our modern slavery compliance program development.



2023 Canada Modern Slavery Report



Reporting Entities

Which entities are part of this report?

Uber Canada Inc. is the entity that employs Uber's Canadian employees. It is also the entity that is used for local marketing agreements.

Uber Rasier Canada Inc. is the entity that refers to Uber's Canadian mobility business.

Uber Portier Canada Inc. is the entity that refers to Uber's delivery business, including through Uber Eats, Uber for Business and Uber Direct (white label delivery service).

Uber Castor Canada Inc. is the entity that refers to Uber's shopping delivery services which includes grocery and other retail merchants. It is also the entity responsible for Uber Connect which is used to send packages between individuals.

How do these entities fit within the global company?

Uber Technologies, Inc. is publicly traded on the NYSE as UBER, and has its head office based out of San Francisco, California. It is the parent company to Uber Holdings Canada Inc., which houses banking transactions for the Canadian business. Uber Canada Inc., Uber Rasier Canada Inc., Uber Portier Canada Inc., and Uber Castor Canada Inc. are all wholly owned subsidiaries of Uber Holdings Canada Inc.

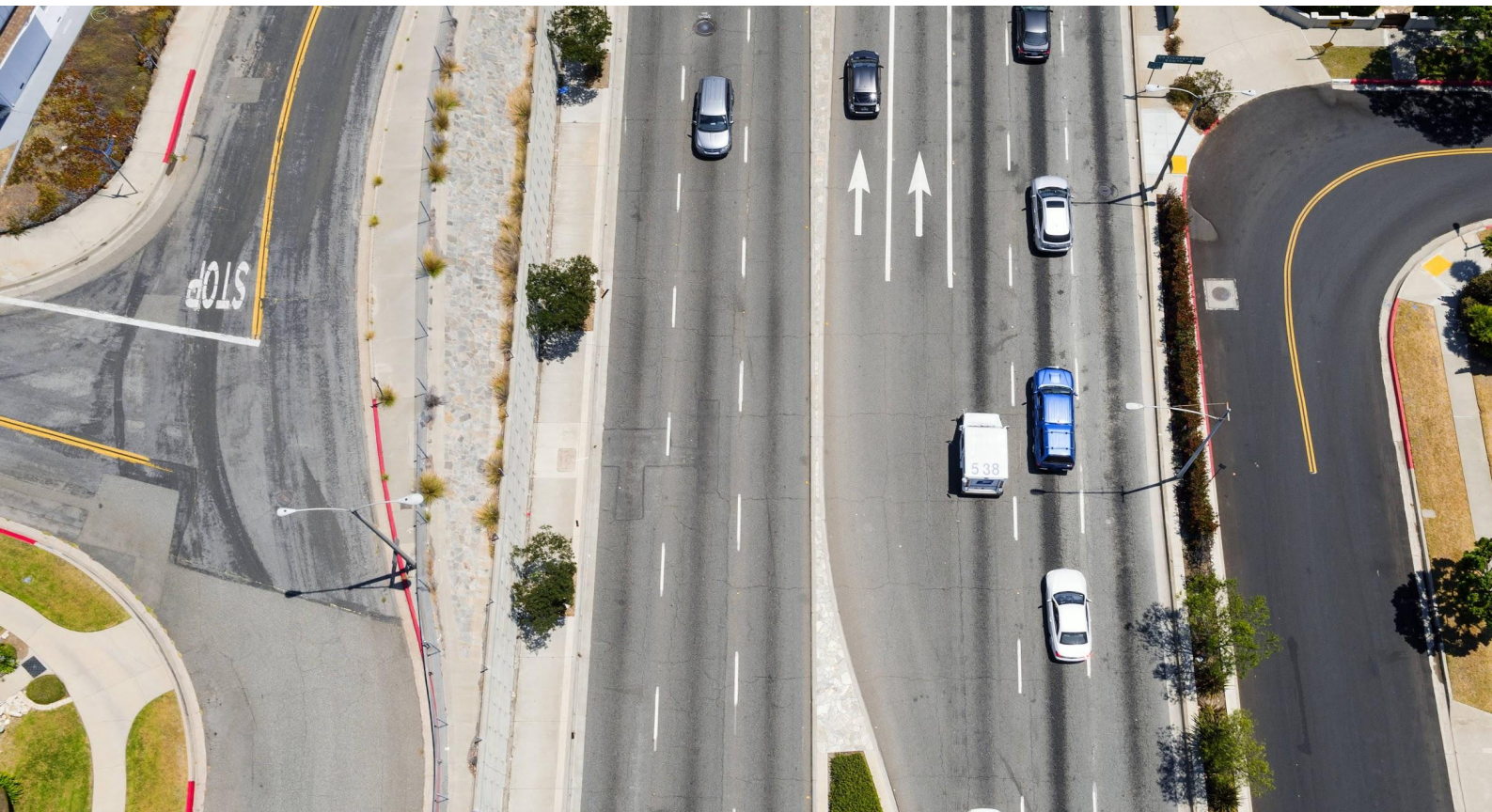
Uber Canada Inc., Uber Rasier Canada Inc., Uber Portier Canada Inc., and Uber Castor Canada Inc. operate as an integrated group in Canada with shared policies, systems and procedures. These entities were all considered collectively for purposes of preparing this report for Canada. The head office for each of these entities is in Toronto, Ontario.

Uber's Canada Supply Chain

What activities could be captured under Uber Canada's supply chain?

As a large multinational company, Uber has a supplier base that caters to local, regional and global demands for certain categories of goods and services. Uber's Strategic Sourcing Team procures goods and services primarily under four categories: technology, advertising and marketing, workplace and services. Certain technology services by virtue of their nature are sourced from suppliers mainly based out of the US and Europe. Below, are some examples of our supply chain:

- Importing tablets for merchants to use in their stores to accept and process orders
- Importing hardware for Uber's Canadian employees to use such as laptops, other technology accessories, office furniture, Uber swag such as t-shirts
- Catering services that are sourced locally from reputable service providers
- Facilities management at our offices from reputable service providers



Reporting for Entities



Reporting for Entities

Question:

What steps has the entity taken in the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity?

Answer:

In 2023, Uber Canada carried out various initiatives including:

- Mapping activities
- Mapping supply chains
- Addressing practices in the organization's activities and supply chains that 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 in the organization's activities and supply chains
- Developing and implementing anti-forced labour and/or -child labour standards, codes of conduct and/or compliance checklists
- Developing and implementing training and awareness materials on forced labour and/or child labour

Reporting for Entities

Question:

Please provide additional information describing the steps taken?

Answer:

Since 2019, Uber Canada has carried out various initiatives including:

- Released [Human Rights Policy](#) that is accessible to internal and external stakeholders, including to all new employees
- Updated and released our [Business Conduct Guide](#), including whistleblower guidance, to encourage and support employees to report suspected wrongdoing
- Supplier and employee education via distribution of the Uber [Supplier Code of Conduct](#) (the “SCoC”) in the [Uber Supplier Portal](#)
- Remediation through the [Integrity Helpline](#) whereby Uber encourages employees and partners to report any concerns of modern slavery so that they can be investigated

Reporting for Entities

Question:

Does Uber Canada currently have policies and due diligence processes in place related to forced labour and/or child labour?

Answer:

Yes, Uber Canada has policies and due diligence processes in place related to forced labour and/or child labour.

Question:

If yes, which of the following elements of the due diligence process has the entity implemented in relation to forced labour and/or child labour?

Answer:

Yes, Uber Canada has implemented the following elements of the due diligence processes related to forced labour and/or child labour:

- Embedding responsible business conduct into policies and management systems
- Identifying and assessing adverse impacts in operations, supply chains and business relationships

Reporting for Entities

Question:

Please provide additional information on the entity's policies and due diligence processes in relation to forced labour and child labour?

Answer:

The SCoC was launched in 2019 and updated in 2021. The SCoC sets forth the expectation for suppliers working on Uber's behalf to comply with all laws and to act ethically and with integrity at all times. It sets out Uber's expectations that all suppliers do not participate in any form of modern slavery and provides their workers with a healthy and safe work environment. The SCoC is embedded within the Strategic Sourcing Policy. Uber considers suppliers who share Uber's core values and help Uber to achieve its mission. Uber's external portal for suppliers consists of various modules, such as purchase order T&C, invoice requirements, and the SCoC, where suppliers can view the standards expected by Uber. Finally, the SCoC sets forth the expectation that all Suppliers will promptly report known or suspected misconduct to their Uber representative or to the Uber Integrity Helpline.

Reporting for Entities

Question:

Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used?

Answer:

Yes, Uber Canada has started the process of identifying risks, but there are still gaps in our assessments.

Question:

If yes, has the entity identified forced labour or child labour risks related to any of the following aspects of its activities and supply chains?

Answer:

Yes, Uber Canada has implemented the following elements of the due diligence processes related to forced labour and/or child labour:

- The types of products it produces, purchases or distributes
- The types of products it sources
- Tier one (direct) suppliers
- The use of outsourced, contracted or subcontracted labour

Reporting for Entities

Question:

Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries?

Answer:

Yes, Uber Canada has identified forced labour and child labour risks in its activities related to facilities management, marketing, workplace and IT products and services.

Question:

Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the entity has taken to assess and manage that risk.

Answer:

We have identified the potential risk of forced labour or child labour being used in repair and maintenance and cleaning services, the production of apparel and promotional products, staffing and office supplies production, and IT services and hardware. Initial steps taken to manage these risks include sourcing only from reputable suppliers. Starting in 2024, we will conduct a deeper assessment of our top suppliers in each of these areas to ensure appropriate measures are taken to monitor and manage the risks identified.

Reporting for Entities

Question:

Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains?

Answer:

Yes.

Question:

Please provide additional information on any measures the entity has taken to remediate any forced labour or child labour (if applicable).

Answer:

Initial steps taken to manage these risks include sourcing only from reputable suppliers. Starting in 2024, we will conduct a deeper assessment of our top suppliers in each of these areas to ensure appropriate measures are taken to monitor and manage the risks identified.

Question:

Has the entity taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains?

Answer:

No, we have not taken any remediation measures.

Reporting for Entities

Question:

Does the entity currently provide training to employees on forced labour and/or child labour? Please provide additional information on the training the entity provides to employees on forced labour and child labour (if applicable).

Answer:

Yes, Uber has provided training during the reporting period, although not in Canada during the reporting period. We aim to identify a subset of employees in the Uber Canada entities that should be required to complete training for future reporting periods. Employees in Uber Australia are required to read the Modern Slavery Statement as part of their onboarding. As part of Uber Australia's Modern Slavery Roadmap, there was a goal listed to develop and release a modern slavery training module for all employees. We intend to model the training program for the Uber Canada entities after the program that has been established by Uber Australia.

Question:

Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains?

Answer:

No, we do not have specific policies and procedures in place to assess our effectiveness in ensuring that forced labour and child labour are not being used.

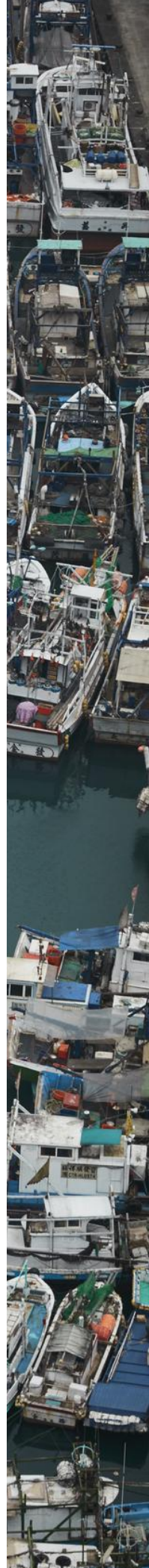
Reporting for Entities

Question:

Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains (if applicable).

Answer:

Uber has developed an internal Modern Slavery and Prevention Compliance Guide (the “MSPC Guide”) to empower and educate Uber employees; to help build organizational capability across the company as we work to prevent modern slavery from our supply chain, from operations, and on the platform; and to meet modern slavery reporting obligations in markets where such requirements exist. Uber Canada will use the MSPC Guide and learnings from our modern slavery assessment and reporting in Canada to develop our effectiveness assessment program.



Uber

