



Preventing Sexual Harassment

Information for customers, contractors and other third parties

As part of our ongoing commitment to maintaining a safe, inclusive and respectful workplace, we are communicating our updated policies in accordance with the Worker Protection Act 2023.

At UPS (UK) Limited, the wellbeing and safety of our employees, contractors, customers and anyone who interacts with our business is of the utmost importance. We believe that every individual has the right to work in an environment of dignity, respect, fairness, and safety.

This notice is to inform you of our ongoing commitment to maintaining a workplace free from any form of sexual harassment.

We have a zero-tolerance approach towards sexual harassment, whether committed by or towards our employees, contractors, customers or third parties. We will continue to take proactive steps to ensure that our workplace remains safe and inclusive.

Measures we are taking to ensure compliance with the new legislation include but are not limited to:

- **New Sexual Harassment Policy:** We are updating processes in accordance with the legislation.
- **Clear Reporting Mechanisms:** We are providing easy-to-access, confidential channels to report any concerns or incidents of harassment.
- **Training and Education:** We are training our employees to ensure awareness of appropriate workplace behaviours.
- **Zero-Tolerance Approach:** We are continuing our commitment to immediate investigation and taking appropriate actions against any individuals found to be responsible for sexual harassment.

We are committed to maintaining a safe and inclusive working environment for all.

If you experience discrimination, harassment or sexual harassment, you can write a complaint to HRBP Director, UPS EMA, Douglas Way, East Midlands Airport, Castle Donington, Leicestershire, DE74 2BQ.