Human Rights Policy
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At Uber Technologies, Inc (“Uber”), we and our subsidiaries believe that all human beings should be treated with dignity, fairness, and respect. We believe everyone should have the right to move freely, safely, and without fear.
Recognition of international human rights principles

We strive to uphold internationally-recognized human rights principles in all our operations, including the United Nations Universal Declaration of Human Rights, the International Labour Organization Declaration on Fundamental Principles and Rights at Work including employee right to freedom of association and collective bargaining, and the United Nations Guiding Principles on Business and Human Rights.
Our employees are critical to the success of our company, and we are proud of our global, diverse workforce. Our Business Conduct Guide offers our employees guidelines for navigating ethical issues. It encourages employees to “Stand up, speak up” if they think an event or activity violates international human rights, applicable laws, or Uber policies or norms. Employees can report misconduct or raise ethical concerns in many ways, including reaching out to their managers, employees that specialize in handling such reports, or the Uber Integrity Helpline.

Uber maintains an independent third-party, multilingual Integrity Helpline where anyone, anywhere, anytime can raise a concern or report a suspected violation of our policies, procedures, or the law. Any report can be made anonymously, whether by phone or online. Reports are investigated, and any necessary disciplinary and/or remedial action is taken as appropriate.
Non discrimination policies

We do not tolerate discrimination against anyone. As a company that powers movement, our goal is to ensure that everyone can move freely, safely and without fear. To do that, we must fight racism and be a champion for equity—both inside and outside our company. Uber’s culture is one of mutual respect and dignity for all, regardless of an applicant’s or employee’s race, color, religion, gender, pregnancy (including childbirth) or related medical conditions, age, national origin or ancestry, physical or mental disability, marital status, medical condition, sexual orientation, gender identity and gender expression, or genetic information. We encourage employees who believe they, or other employees, have been subjected to discrimination to notify their manager, Uber’s People Team or the Integrity Helpline. We do not tolerate retaliation against anyone who raises genuine concerns in good faith or who participates in an investigation.

We are committed to internal pay equity on the basis of race and gender, and have included this goal as one of our anti-racism commitments. We will continue to analyze pay regularly and enhance our pay programs with the ongoing goal of achieving and maintaining pay equity.
Discrimination involving users of our platform

Uber seeks to provide safe, reliable, and high-quality service options to everyone. Uber and its affiliates prohibit discrimination against users based on race, religion, national origin, disability, sexual orientation, sex, marital status, gender identity, age or any other characteristic protected under applicable law. Such discrimination includes, but is not limited to, any user refusing to provide or accept services based on any of these characteristics. Any user found to have violated this prohibition will lose access to the Uber platform. Applicable laws in certain jurisdictions may require and/or allow the provision of services by and for the benefit of a specific category of persons. In such jurisdictions, services provided in compliance with these laws and the relevant applicable terms are permissible under this policy.
Suppliers

As a condition of doing business with Uber and partnering in our mission, we expect our suppliers to share in our commitment to doing the right thing... Period.

Uber works every day to operate its business in a fair and ethical manner, and to set a high standard of business integrity. Similarly, we expect suppliers to act with integrity and uphold Uber’s high standards for ethical conduct. All of our suppliers are expected to comply with our Global Supplier Code of Conduct, which identifies key principles, including freely-chosen employment, and fostering a safe, respectful, and inclusive work environment free from harassment and discrimination. Like our employees, supplier employees can contact the Uber Integrity Helpline to report known or suspected misconduct or raise ethical concerns. Uber reserves the right to assess and monitor suppliers’ compliance with the Global Supplier Code of Conduct and take appropriate action if suppliers violate the Code, up to and including termination of the relationship.
Customers

We respect the human rights of the people who use our platform, including the individuals who use our apps and visit our website.

Mobility drivers and delivery people (“Drivers”) and Freight carriers are key customers in the marketplaces that Uber has created through its apps. We are committed to ensuring that Drivers and carriers are treated with respect and dignity, and we impose requirements on our customers as well as our business and fleet partners to achieve this goal. We also protect Driver and carrier privacy through our consolidated Privacy Notice.
Safety as a component of human dignity

Uber’s Community Guidelines were developed to help make every experience feel safe, respectful, and positive. Everyone who signs up for an Uber account across all of our apps, including drivers, riders, delivery people, shippers, carriers, Uber Eats customers, and merchants, is expected to follow the guidelines. This is to help ensure the health and safety of all who use Uber’s marketplace platform. The Guidelines are grounded in the principles of treating everyone with respect, helping to keep one another safe, and following the law. Failure to follow our guidelines may result in loss of access to Uber accounts.
Privacy

We aim to be a trusted steward of our users’ personal data in every market where we operate. In this pursuit, Uber is guided not only legally by its obligations under global privacy laws, but also ethically by its public Privacy Principles, the first of which is “we do the right thing with data.” These are shared responsibilities that every Uber employee is expected to understand and demonstrate.
Uber does not condone the use of child or involuntary labor or human trafficking and denounces any degrading treatment of individuals or unsafe working conditions.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain.

Uber has a zero-tolerance approach to modern slavery. We are committed to conducting our business in a manner that works to eliminate modern slavery in our operations and supply chain, as well as through the use of our platform. We act ethically and with integrity in business dealings and relationships and are committed to ensuring a safe and ethical approach to business in every location where we operate, to implementing consistent programs, and to continually improving our performance.