

MODERN SLAVERY STATEMENT FOR FINANCIAL YEAR 2023

Organization's structure

UPB is an industrial group, whose core business is complex building construction, including the design, production and assembly of structures. UPB group incorporates glass, steel and concrete structure production, a cogeneration production and mechanical engineering production units. Leading company of UPB group UPB AS is registered in Latvia. UPB successfully operates not only in Latvia, but as well in such export markets as Sweden, Denmark, Norway and UK.

Our policies

We are committed to ensure that modern slavery and human trafficking is not taking place in our business. Anti-slavery policy reflects our commitment to work ethically and in a transparent manner to exclude risks of modern slavery. This policy is adherent with internal policies and instructions regulating business processes in our group.

Risk assessment

As our sub-contractors, suppliers and other service providers are based throughout the world, before their engagement we perform due-diligence process to check the compliance with our standards and internal policies.

Steps to assess and manage risks

To ensure that our business and business activities of our suppliers and sub-contractors comply with quality standards defined, our group intend to take following steps to combat slavery and human trafficking:

- To assess internal and external risks of slavery and human trafficking in own operations;
- To assess risks with existing and new sub-contractors, suppliers and other services providers and ascertain that modern slavery and human trafficking are not taking place. Where suppliers or sub-contractors have not published an Anti-Slavery Statement, they are required to confirm that they have in place such ethical employment practices;
- If the risk of slavery or human trafficking would be identified in our own business or business of our partners, appropriate steps shall be undertaken to comply with all relevant laws and regulations;
- Employees are instructed to report any concerns or doubts of slavery and human trafficking inside and outside UPB.



Uģis Grīnbergs
Member of the Management Board



Dainis Bērziņš
Chairman of the Management Board

Drafted and approved: January 2023.
End of financial year: 31.12.2023.