



Union Pacific Sustainable Procurement Statement

At Union Pacific, we are driven by our unwavering values to do the right thing for our employees, customers, and the communities in which we operate. This includes striving for sustainability across all functions of the enterprise. To this end, we are open and willing to collaborate with our suppliers and stakeholders to identify environmental, social, and economic impacts within our supply chain.

We are committed to upholding the relevant laws and regulations in the areas in which we operate. We expect our suppliers to strive for the same high standards within their business operations. Specifically, we assess our supply chain through supplier reviews with our critical and strategic suppliers that incorporate sustainability items.

This sustainable procurement statement is written in accordance with ISO 20400, Sustainable Procurement – Guidance, and with the UN (United Nations) Sustainable Development Goals in mind. Through this statement, we aim for improving sustainability within our operation through the following channels:

Human Rights & Labor Practices

We are committed to complying with applicable laws, in accordance with the principles of the Declaration on Fundamental Principles & Rights at Work by the International Labour Organizations (“ILO”) and the United Nations’ (“UN”) Universal Declaration of Human Rights.

We prohibit slavery and the use of forced or child labor across the supply chain. Our suppliers and customers are expected to protect human rights within their operations. We are committed to working with suppliers who sign our Supplier Code of Conduct, stating that they uphold a workforce free from unlawful discrimination and harassment and provide a safe and inclusive work environment.

For more information on our human rights practices, see our [*Human Rights Policy*](#).

Environmental Stewardship

We know that we must comply with and adhere to the applicable environmental laws in the respective areas in which we operate. In addition, we are committed to working

with suppliers who sign our Supplier Code of Conduct, asserting their compliance with and adherence to relevant environmental laws and regulations within their respective areas of operation.

For more information on our environmental practices, see our [Environmental Policy](#).

Business Ethics

We are committed to following relevant international and domestic laws regarding ethical business practices, including antitrust laws. We expect our suppliers to comply with and adhere to relevant laws and regulations regarding ethical business practices within their industries and territories.

We will continue to prohibit money laundering, fraud, bribery, and all other forms of corruption throughout our supply chain. In addition, we will continue to prohibit conflicts of interest that may arise throughout our supply chain.

For more information on our ethical standards, see [The How Matters](#).

Union Pacific strives to work collaboratively with its supply chain to identify opportunities to build America more sustainably. These efforts include conducting on-site audits, benchmarking supplier sustainability performance via questionnaires, and including sustainability topics in our annual supplier performance reviews and supply chain risk assessments. Additionally, our procurement managers receive sustainability training to ensure that they understand their role in the company's sustainable procurement program. We know that improving our sustainable practices will be a continuous effort and recognize that working with our suppliers to seek sustainable solutions is a part of that journey.

For more information, see our [Supplier Code of Conduct](#).