

SUSTAINABILITY POLICY

Introduction

Uniroyal Global Ltd is fully committed to being a sustainable business and this commitment forms a fundamental part of our wider Environmental, Social and Governance strategy. We aim to follow and to promote good sustainability practice to reduce the environmental impacts of all our activities.

This policy helps Uniroyal Global to:

- Consider the resource impacts of our activities.
- Consider the integration of sustainability into the services we offer our clients and candidates.
- Consider how we support and participate in the communities in which we operate.
- Consider our obligations to secure the well-being of future generations.

Our Sustainability Policy is based upon the following principles:

- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To integrated sustainability considerations into all our business decisions.
- To ensure that all staff are fully aware of our Sustainability Policy and are committed to implementing and improving it.
- To minimise the impact on sustainability of all manufacturing, office and transportation activities.
- To make clients and suppliers aware of our Sustainability Policy, and encourage them to adopt sound sustainable management practices.
- To continually reduce carbon emissions.
- Reporting, both internally and externally our sustainability initiatives.
- To review annually and continue to strive to improve sustainability.

Areas of Commitment

- **Energy Efficiency:** we are working to improve our energy efficiency in all areas of our facility, including consideration of renewable energy generation (such as roof top solar) and / or third-party renewable energy sourcing for all of our facilities;
- **Climate Change:** we continue to work towards reducing our greenhouse gas emissions throughout our supply chain, including at our facilities, as part of our ultimate goal of becoming carbon neutral;
- **Primary Resource Conservation:** our sourcing policies shall continue to identify alternatives to the use of primary materials in all areas of our raw material purchasing, as well as in water resources usage;
- **Responsible Sourcing:** we remain committed to ensuring that sourcing throughout our supply chain remains environmentally and socially responsible, including our prohibitions against the use of conflict minerals and products from unsustainable agriculture.

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- **Product Stewardship:** we continue to innovate with our product design to best ensure that our products are easily resource-recovered, as we work towards a closed loop manufacturing process and a zero-landfilling policy.
- **Toxic Reductions:** we are striving to reduce our usage of toxics in both our operations and products through our continual improvement processes and our investments in both innovation and safer alternatives to toxic substances.
- **Transparent Chemical Management:** we are working with our supply chain partners to responsibly manage our supply chain, including full visibility of the chemical content of all of our products through our adherence to the Global Harmonized System for the Classification and Labelling of Chemicals; and
- **Packaging / Plastics Elimination:** we continue to seek the elimination of excessive usage of primary, convenience and transportation packaging.

Meeting our Commitments – Monitoring, Remediating & Reporting

We are committed to monitoring our supplier's adherence to this Policy. We recognize that we must take steps to identify and address any actual or potential adverse impacts with which we may be involved, whether directly or indirectly, through our own activities or through our business relationships. We manage these risks by integrating the responses to our due diligence into our policies and internal systems, acting on findings, tracking our actions, and communicating with our stakeholders about how we address impacts.

We will track and report on relevant progress on an annual basis and are committed to regularly reviewing and improving our practices. Where required, we will publish statements and make disclosures regarding our achievement of our sustainability commitments.

The reputation of Uniroyal Global Ltd is built on trust and respect. Our employees and those who do business with us know that we are committed to our high set of values that represent the highest standards of quality, integrity, excellence, compliance with the law, and respect for sustainability in the communities where we operate.

Mark Heron
Managing Director