

## Corporate Social Responsibility Policy

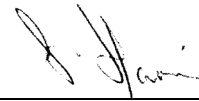
The Universal Group and its subsidiaries referred to henceforth as “TUG” recognises the responsibility to integrate its business values and operations across its internal and external stakeholders with an emphasis on positively impacting the communities in which it directly and indirectly operates.

This policy encompasses social, economic, and environmental responsibilities under the following guidelines which are to be observed:

- to fully consider all feedback received from stakeholders and, where possible, maintain an open dialogue to ensure that the requirements outlined within this policy are fulfilled;
- to be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development;
- to ensure national and international legal compliance within our operations and daily practices;
- ensure a high level of business performance while minimising and effectively managing risk;
- ensure our values of honesty, partnership and fairness in our relationships are reflected and required of our stakeholders;
- ensure fair and transparent procurement processes;
- set clearly agreed terms, conditions, and bases of relationships and to operate in a way that prevents unfair business practices;
- encourage suppliers and contractors to adopt responsible business policies and practices;
- support the development of our external stakeholders through training courses and informational awareness campaigns;
- encourage dialogue with local communities for mutual benefit and sustainable development;
- support and encourage our employees to help local community organisations and activities;
- work with local schools, colleges, and universities to assist young people in choosing their future careers, being an advocate for our business sector;

- to operate an equal opportunities policy for all present and potential future employees and offer employees clear and fair terms of employment providing resources to enable their continual development;
- to provide preventive measures to ensure that all employees of whatever nationality, colour, race or religious belief are treated with respect and without sexual, physical or mental harassment.
- liaise with and understand local and national government plans and initiatives that affect the sector or communities within which we operate and, where required, be an advocate for disadvantaged or discriminated against citizens;
- to provide, and strive to maintain, a clean, healthy and safe working environment in line with our Health and Safety policy and safe systems of work
- follow our Environmental policy and objectives as part of the business planning cycle.

Chief Executive Officer



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Simon Harris  
17<sup>th</sup> March 2022