

Sustainability and the environment.

The Universal Group and its subsidiaries referred to henceforth as “TUG” commitment to environmental protection is an inherent part of our organization and will be upheld throughout all decision making processes.

Principles:

- Identify, assess, and minimise environmental footprint;
- Comply with all applicable national and international environmental legislation;
- Prevent pollution whenever and wherever possible.

The established principles and objectives of ‘TUG’ and its subsidiaries are achieved through implementation of the Environmental Management System according to the ISO14001:2004 Standards Requirement.

To fulfill these principles, The Universal Group and all subsidiaries staff are committed to:

- Promote environmental awareness among our employees and encourage them to work in an environmentally responsible manner;
- Train, educate and inform our employees about environmental issues that may affect their work or health;
- Reduce waste through re-use and recycling and by purchasing recycled, recyclable, or re-furnished, products and materials where these alternatives are available, economical and suitable;
- Promote efficient use of materials and resources throughout our facility including water, electricity, raw materials and other resources, particularly those which are non-renewable;
- Avoid unnecessary use of hazardous materials and products, seek substitutions when feasible, and take all reasonable steps to protect human health and the environment when such materials must be used, stored and disposed of;
- Where required by legislation, or where significant health, safety, or environmental hazards exist, develop and maintain an appropriate emergency response process;
- Communicate our environmental commitment to clients, customers, and the public, and encourage them to support it.
- Strive to continually improve our environmental performance and minimise the social impact and damage of activities by periodically reviewing our environmental policy in light of our current and planned future activities.
- The board shall review progress and compliance with this policy during the quarterly management meeting. All stakeholders are encouraged to submit suggestions, observations and feedback during the period for review. Any non conformity with this policy should be escalated to the Chief Executive Officer at the earliest opportunity.

Chief Executive Officer



Simon Harris

18th March 2022

