



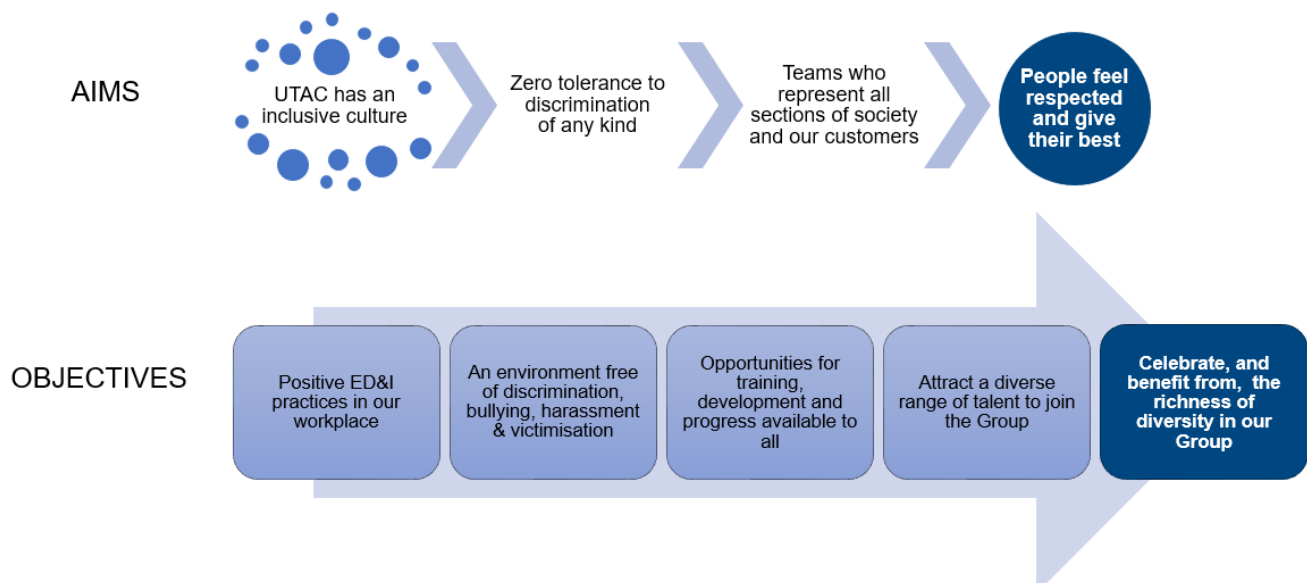
EQUITY, DIVERSITY AND INCLUSION POLICY

UTAC is committed to encouraging equity, diversity and inclusion among our teams. The UTAC Way and our Values of ***Expertise, Innovation and Integrity***, support this.

Our ambition is for our teams to be truly representative of all sections of society and our customers, and for each colleague to feel respected and able to give their best.

We have a zero tolerance to discrimination of any kind.

We believe that embracing the richness of diversity will deliver significant benefits for the Group, ensuring a better working environment for our colleagues, a great experience for our Customers and improved returns for our shareholders.



OUR COMMITMENTS

UTAC commits to:

1. Encourage positive equity, diversity and inclusion in the workplace as they are good practice and make good business sense.
2. Ensure our working environment is free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all colleagues are recognised and valued.

This commitment includes training managers and all other colleagues about their rights and responsibilities in relation to equity, diversity and inclusion. Responsibilities include colleagues conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All colleagues should understand they, as well as UTAC, could be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow colleagues, customers, suppliers and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by colleagues, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

4. Make opportunities for training, development and progress available to all colleagues, who will be encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
5. Make decisions concerning colleagues based on merit (apart from in any necessary and limited exemptions and exceptions allowed under Equality legislation).
6. Review employment practices and procedures when necessary to ensure fairness, and update them and the policy to take account of changes in the law.
7. Monitor the diversity of our colleagues regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in order to encourage equity, diversity and inclusion, and to meet the aims and commitments set out in this policy.

The UTAC Way - Our Values

Expertise	Innovation	Integrity
Trusted experts , striving to be the very best at what we deliver	Progressive mindsets , continuously innovating and helping each other succeed	One team , always doing the right thing, with care and respect
<p>Deliver for your customers</p> <p>Share knowledge and skills across the organization</p> <p>Provide authoritative and timely advice and information/data</p> <p>Apply your expertise in line with our strategic priorities and commercial goals</p> <p>Aim high in the search for excellence</p> <p>Positively represent our company</p> <p>Develop your networks to enhance your skills and knowledge</p> <p>Stretch yourself to perform at your best, developing personally and professionally</p>	<p>Be curious and push boundaries to retain and gain unique competitive advantages</p> <p>Challenge the status quo and make innovation central to everything you do</p> <p>Constantly assess customer needs and changes in the market</p> <p>Lead, not follow in technological development within our business</p> <p>Work together internally, with customers and others to improve our processes and customer service</p> <p>Take responsibility for making our business a success</p> <p>Be dynamic, flexible, positive and responsive to cope with rapid changes and transformation</p>	<p>Work together as one team integrating expertise and perspectives different from our own</p> <p>Ensure that equality, diversity and inclusion are at the heart of growing our business</p> <p>Demonstrate a strong sense of health, safety and environmental responsibility</p> <p>Build Trust, internally and externally</p> <p>Care and respect for yourself, each other and our processes</p> <p>Always be fair and transparent</p> <p>Speak out when something is not right</p> <p>Own mistakes and learn from them</p>

EQUITY, DIVERSITY & INCLUSION STATEMENT

Gender

Improving gender balance is an important focus for us and we will focus on attracting, developing and retaining more women because we recognise the value their talent will bring to the Group.

Age

We value the talent of all colleagues, regardless of age and aim to develop and retain people of all ages.

We will strive to have an age-diverse and balanced colleague age profile.

Culture

Cultural diversity supports our global business and is key to our success.

We are committed to cultural diversity and will strive to ensure that UTAC's colleagues are representative of the countries where we do business.

Disability

We value all colleagues, regardless of any physical or learning disability.

We will ensure our policies and practices do not create barriers for colleagues to have a fulfilling career with UTAC.

LGBTQ+

We want all colleagues to feel comfortable to be their authentic self at work at UTAC.

We will ensure our policies and practices are free from bias in relation to gender identity and sexual orientation.

Signed:



Connor McCormack
Group CEO, UTAC

Date: 30/5/23