



## **UTAC GROUP CSR POLICY**

At UTAC we pride ourselves on our Values of ***expertise, innovation and integrity***.

Our CSR policy summarises the UTAC Group's key commitments associated to the three pillars of Environment, Social and Governance. More detail on these commitments can be found in associated individual policies.

We are committed to continue to work on our environmental and societal impact.

## SCOPE

This policy applies internally to all employees, contract and temporary workers and interns in all countries in which the Group operates, in accordance with international standards and local legislation. As a result, everyone in the company is responsible for ensuring that this policy is followed and applied in their day-to-day business activities.

The CSR policy is also publicly available to share with key external stakeholders to inform their CSR decision making process and learn more about how we can work together to achieve positive changes.

This policy covers the UTAC Group commitments to:

- Human Rights and Working Conditions
- Health and Safety
- Business Ethics
- Environment
- Economic and Social Responsibility



## OUR COMMITMENTS

### Human Rights and Working Conditions

The UTAC Group operates in a number of countries under local and global human rights and working conditions laws and legislation. We are committed to ensuring compliance with local and global laws and legislation, as well as recognised good practice, to safeguard our workers and wider society from any mis-treatment or inequality.

#### a) Human Rights

The UTAC Group has established a strong Code of Conduct that covers a large range of business ethics including:

- Modern slavery
- Freedom of association and collective bargaining
- Harassment and non-discrimination

Child Labour is covered in UTAC's Human Rights and Working Conditions Group policy

Our Procurement Team will engage with our Suppliers through the development of a Supplier Charter and Sustainable Supply Chain Assessment process to ensure further Human Rights compliance within UTAC's supply chain. This will be aligned to the Drive Sustainability guidelines.

#### b) Working Conditions

We continually aim to create a respectful working culture that is open, inclusive, and free from any kind of bullying, harassment or discrimination. The UTAC Group values its colleagues, and aims to be a fair and flexible employer. The global HR Team works with local HR to assess each country individually, whilst maintaining a common goal of providing our employees with a modern, safe and secure workplace. This includes regular reviews and assessments on:

- Wages and benefits
- Working hours and hybrid working
- Legal compliance, including Equality Diversity and Inclusion
- Changes in current employee expectations and values, and workplace good practice

### Health and Safety

Everyone has the right to a safe and healthy working environment. The health and safety of our teams is a key priority for The UTAC Group.

We set high standards for protecting the health and safety of others and ourselves. We expect the same from our customers and suppliers.



We achieve this through:

- Analysis and reduction of risks and occupational accidents at the workplace through systematic audits and associated action plans.
- Awareness and up to date training with employees
- Providing appropriate PPE for employees in different roles
- Maintenance and replacement of machinery
- Availability of well maintained and appropriate safety equipment

## Business Ethics

Our company is firmly committed to a high Ethics and Compliance approach. Integrity offences are unacceptable and incompatible with our values, which support a zero-tolerance policy toward corruption, extortion and bribery. In order to enhance this vision and meet the requirements of all applicable international anti-corruption Law, our company must fulfil its obligations, which include in particular the deployment of a Code of Conduct dedicated, notably, to preventing and detecting corruption and other related offences.

Conflicts of interest – The UTAC Group is committed to preserve its professional judgement and act with impartiality. We recognize that the confidence in its deliverables is based on sound technical facts and transparent and auditable processes.

The code of conduct is supported by:

- Employee training
- Policies, charters and procedures
- Ethics Advisors
- Whistleblowing policy and third party portal for reporting

## Environment

As a global group we are committed to understanding and reducing our ecological footprint. We will comply with all environmental laws and regulations that apply to our business. We will strive to minimise the impact of what we do upon the environment in which we operate. We strive to grow sustainably whilst taking care of the environment across our business. We aim to:

1. Work towards a NET Zero Pathway - actively understanding our global footprint and work at a local level to reduce our emissions through energy efficiency and resource use, control of hazardous materials, waste management or improved biodiversity.
2. Engage our stakeholders on the importance of protecting and enhancing the environment, and the changes they can make.
3. Continue to invest in improvements to our global facilities and processes.



## Society and Economic Benefit

The UTAC Group recognises that our people are our most valuable asset to the company. We care deeply about how we respond to the needs of not only our employees, but also our customers, suppliers and local communities. Investing in people helps to strengthen the economy, and the UTAC Group is now working towards developing its socio-economic strategy. We aim to:

- Create a cohesive group approach that allows employees to support good causes and communities in each of our subsidiaries and countries of operation.
- Bring together the sense of community across the Group – understanding and respecting our individual cultures and ways of working.
- Support our customers by identifying their needs and meeting their expectations
- Explore and support global initiatives to strengthen and engage and diversify our internal and external stakeholders.

## Governance

The UTAC Group is governed by an Executive Committee who oversee the operations across all of the UTAC subsidiaries. As such, it is part of the decision-making process, and is accountable for steering the CSR strategy with input from its Senior Leadership Team. The Executive Committee will adopt the following processes to demonstrate the commitment they make to investing in UTAC's CSR:

- Annual agenda item for ExCom meeting, and regular updates with the Senior Leadership Team
- KPIs and performance management
- Approve budgets for Capital and Revenue Expenditure
- Open communication and engagement processes to encourage a “top down, bottom up” approach
- Achieving standards and accreditations across the Group – e.g. EcoVadis, Eurazeo reporting, ISO
- Development of reporting of sustainability related information
- Legal and Financial transparency as required

## ADOPTION AND REVIEW

This policy is effective immediately, and will be reviewed annually by the Group:

- CSR Manager and Chief HR Officer
- Executive Committee

This will ensure that it remains up to date with current legislation, working standards and good practice within the UTAC Group and the countries in which we operate.

If you wish to discuss or contribute to the CSR practices within this policy, please speak to the CSR Manager or Chief HR Officer



09/07/2023

Laurent Benoit, CEO

