



UTAC GROUP ENVIRONMENTAL POLICY



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

As a global group we are committed to understanding and reducing our negative impact on, or actively improving, the environment. We will ensure we meet all local and global legal and regulatory requirements that apply to our business.

This policy outlines the aims, measures and procedures that the UTAC Group has to put in place that will move us towards a more resilient and sustainable company.

We aim to:

1. Work towards a pathway to NET Zero - actively understanding our global footprint and working at local levels to reduce our emissions through energy efficiency and resource use, sustainable travel, 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 through Capital Expenditure Programmes, and recommendations from other sources
4. Meet all local and global legal and regulatory requirements, and publicly report on our emissions and reduction plans.

SCOPE

This policy applies to all UTAC Group employees and suppliers associated with the working practices and service provision of the business.

It aligns with current Customer and Investor requirements, and global trends and research to tackle the climate crisis.

This policy applies to workers operating from any UTAC facility, though we would encourage workers to continue to follow environmental good practice at their home office as well.



OUR ENVIRONMENTAL COMMITMENTS

Pathway to Net Zero

To remain competitive and to build resilience within our business and our local and global communities, the UTAC group will work towards an ambition of Net Zero. The UTAC Group will achieve this by:

- Calculating our Group Carbon Footprint using GHG Protocol scope 1, 2 and 3 emissions data
- Creating annual Carbon Reduction Plans modelled on “business as usual” basis
- Submitting our emissions data to the Science Based Targets Initiative (SBTi) for external validation against the most current Climate Change research.
- Sharing our data through various internal and external communications, as appropriate

Land Management

The UTAC Group owns or manages large areas of land for the use of our operational and office facilities. We are working with internal colleagues and external individuals or organisations to undertake training and initiatives to:

- Maintain or increase local biodiversity – including tree planting, re-introduction of wildflowers, bee keeping and wildlife management.
- Storage and use of Chemicals – ensuring that any fuel, cleaning or other chemicals hazardous to the environment are used, stored, cleaned up and reported appropriately.
- Planned Development – Work with local authorities and environmental organisations to ensure legal and regulatory compliance to protect and/or enhance biodiversity when developing our land.

Energy and Water Management

Energy and water consumption is a large environmental impact across our global sites. UTAC is committed to the management of its energy and water efficiency, taking a “site by site” approach to make improvements relative to local conditions and the current phase of development.

Through appropriate Facilities Management systems, UTAC will:

- Assess each site independently of the others to create improvement plans
- If required, allocate capital and revenue budgets to each site to undertake prioritised improvements
- Raise awareness of energy and water efficiency measures to engage with UTAC employees in behavioural changes and encourage reduction in consumption.
- Purchase high rated energy efficient equipment
- Monitor and review the advancement and cost in energy efficiency techniques, technology or system based solutions for future development of sites.

Waste Management

All UTAC Group sites must work towards the reduction, re-use and recycling of waste to build a more circular economy. Where possible, this can be achieved in a number of ways:

- Office waste – paper use, printer cartridges, electronic equipment etc.
- Zero waste to Landfill (where possible)
- Composting food waste



- Compliance – ensuring appropriate disposal of waste, with documentation and screening of waste providers
- Behavioural Change e.g. reducing single use plastic across our sites, reducing food waste, or reducing packaging.
- Sourcing high quality “refurbished “or “pre-owned” items or materials where possible.

Sustainable Transport

The UTAC Group is a key supplier in the automotive / mobility industry. Where possible, we encourage our employees to adopt more sustainable modes of transport for:

- Commuting
- On site journeys – short trips between offices and testing facilities (particularly on larger sites)
- Business trips (individual or group) for sales and customer visits, or international site visits or meetings
- Movement of test products between UTAC facilities and our customers i.e. delivery services

Sustainable Procurement

The UTAC Group is committed to creating a more sustainable supply chain, as well as reducing waste. The Group Procurement Team is working to create a centralised system that will formally assess key suppliers to the Group, and encourage more sustainable purchasing practice.

When deciding on purchasing new products or services, please take in to consideration:

- alternative eco-friendly materials, reduced packaging or low mileage delivery
- products that are of higher quality that will last longer – reducing the “disposable” culture
- products that can be re-sold, repaired, re-used or easily recycled
- Suppliers that have a wider environmental socio-economic commitment / benefit

The Procurement Team will be following guidance from the Drive Sustainability initiative, which also covers Ethical requirements for suppliers.

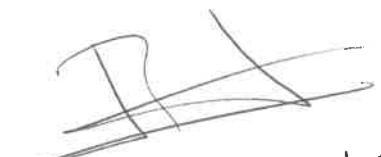
ADOPTION AND REVIEW

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

- Environmental and Compliance Managers,
- 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 environmental practices within this policy, please speak to your local manager responsible for Environmental Management.



Laurent Benoit, CEO