



## SOCIAL RESPONSIBILITY POLICY

Approved by the Board on 9<sup>th</sup> December 2020.

### 1. Introduction

The world matters to us, as does the impact we have on it.

It is Ultra's policy to conduct its activities in a responsible manner, having regard to our effect on the environment and the communities in which we operate. Whilst continuing to create and deliver value, we recognise that we need to protect our planet and look after our employees, customers, and communities, for a safer tomorrow.

### 2. Our Commitment

We strive to be 'A Positive Force' and are committed to conducting our business in an ethical, safe and sustainable way ensuring that we: protect our planet, support our people, and contribute positively to communities in which we operate.

Managing Directors/Presidents of each business are responsible for implementing our Social Responsibility policy which includes, but is not limited, to the following:

- **Protecting our Planet:**
  - Alignment with global Environmental and Energy Management Standards
  - Implementation of our Environmental Policies which aim to reduce our impact on the environment
  - Aim to meet or exceed our waste and GHG emissions reduction targets through sharing and implementing ongoing Environmental initiatives
  - Continue to work towards establishing a circular economy through product design and resource use
- **Supporting our People:**
  - Encourage a culture of continuous improvements across our sustainability initiatives
  - Support training and development across all disciplines to help our employees understand our social responsibility
  - Alignment with global Health and Safety management standards
  - Supporting the health and wellbeing of our employees through locally led initiatives
  - Supporting our Forces Charter for Military and other Forces' Veterans, Reservists and their families promoting Ultra as Forces Friendly Employer
  - Supporting and encouraging academic and STEM engagement in our communities
- **Giving Back:**
  - Encourage our employees to Give Back to our communities through our Giving Back Framework including organised team building community days and matched sponsorship

### 3. Actions

To support our commitments, we will:

- Work with all of our stakeholders to raise awareness on Social Responsibility;
- Collaborate with customers and suppliers to engage positively in our communities;
- Measure and minimise our impact on the environment and report against our targets set;
- Communicate this policy to all customers, suppliers, employees and other stakeholders; and
- Share best practice in our activities in line with international standards.

This Policy will be regularly reviewed in light of changing legislation and best practice.