



UNITED INDUSTRIES LIMITED

United Industries Group (UIL) Sustainability Policy

Aim The UIL Group and subsidiary companies are committed to lowering carbon emissions over time, and attaining long-term environmentally sustainable goals.

Application and Scope

The policy applies to all UIL Group companies and subsidiaries.

Key Values

Fundamental values:

- to maximise sustainable profits in UIL Group companies and subsidiaries;
- in the first instance to support sustainable New Zealand based suppliers;
- continue to invest in new sustainable methods to ensure iterative sustainable changes are continually introduced;
- assuring shareholders, all stakeholders, and the broader community are all aware of and support the values of the UIL Group.

Environment

A commitment to enhance and protect the local and surrounding environment associated with our workplaces. This includes:

- minimising environmental impact in the surrounding environs;
- actively reuse and recycle company waste and aim to prevent or minimize that waste;
- a commitment to being socially active and responsible for any waste produced.

Ethical Considerations

UIL Group acknowledges:

- our legal responsibility to comply with relevant laws and regulations;
- our ethical responsibility to the people in our businesses, to the environment, and to the communities and society we operate in.

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Human Capability

- ensuring the right people with the right skill sets are employed across the group regardless of individual ethnicity, gender, or beliefs;
- a commitment to ensure the business and supply chain is void of child labour and modern slavery;
- a commitment to ensure a safe and healthy business environment contributes to the wellbeing of our people, with the associated support and resources available.

Sustainable Initiatives

- Sustainable initiatives are critical to ensure long-term sustainable outcomes are reached and fulfilled.

The UIL Group is committed to creating strategic goals that will contribute to a reduced carbon footprint and a sustainable environmental footprint:

- Committed to source electricity from 100% renewable sources;
- Advance waste minimisation in our manufacturing and distribution processes wherever possible;
- Maintain robust systems that identify waste reduction opportunities and evaluate those opportunities to mitigate any environmental risk associated with that waste;
- A commitment to reuse and recycle waste and returned goods;
- A commitment to focus on transportation efficiency and to look for continuous improvement to reduce the carbon footprint associated with transport;
 - reduce the number of transport movements by maximizing each load;
 - ensure the transport fleet is modern and efficient.

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