



Health and Safety Policy

The health and safety of our employees, contractors and visitors is at the forefront of our business efforts. Universal is committed to the prevention of injury and illness in the workplace through strong health and safety management, employee empowerment and accountability, and strict compliance with health and safety regulations. Health and Safety as a non-negotiable priority of our culture.

Health and Safety Management

The Universal Occupational Health and Safety Program is in place and serves as the foundation of our health and safety efforts. Our operations shall align with the Universal program through local policies, procedures and instructions for local infrastructure, equipment and processes along with the Universal Health and Safety Manual. Additionally, they shall provide resources and training to our workforce to encourage compliance and continuous improvement. They shall also provide applicable personal protective equipment, and report and analyze health and safety data regarding near misses and incidents. As part of the management system, they shall undertake health and safety risk assessments, inspections and audits, measure performance, and implement corrective action where necessary.

Employee Empowerment and Accountability

Every employee, officer, and director has responsibility for creating and maintaining a safe and healthy work environment. All Universal must comply fully with applicable national, state, and local health and safety laws and regulations. Each employee, officer, and director is expected to perform his or her duties in accordance with Universal's policy by, among other things, following health and safety rules and practices, and reporting accidents, injuries, and unsafe equipment, practices, or conditions. Safety standards may never be disregarded or avoided. In addition, a safe and healthy work environment means a workplace free from violence. Threats of violence or intimidation will not be tolerated.

Legal Compliance

Universal companies shall maintain full compliance with health and safety laws and regulations, and cooperate with local authorities in maintaining a strong health and safety program. As part of our efforts to strengthen the supply chain, Universal shall encourage our suppliers and other partners to create and maintain healthy and safe work environments in compliance with all health and safety regulations.

This policy will be regularly reviewed by Universal Corporation's Nominating and Corporate Governance Committee and amended as needed.