

United Industries Group Sustainability Policy

Effective: June 2025

This policy outlines United Industries Group's commitment to operating as a responsible, sustainable business that balances economic performance, environmental stewardship, and social responsibility. As a group of decentralised manufacturing and distribution businesses, UIL recognises that long-term success depends on our ability to reduce harm, conserve resources, and contribute positively to the communities we operate in.

This policy applies to all United Industries businesses, subsidiaries, employees, contractors, and operational partners across New Zealand.

Our Commitment to Sustainability

Environmental Responsibility

United Industries commits to:

- **Reducing Emissions:** Aim to source 100% renewable electricity for all group operations and transition to low-emission transport fleets.
- **Waste Minimisation:** Actively minimising waste to landfill through process improvement, recycling initiatives, and product lifecycle awareness.
- **Solar Initiatives:** Expanding solar energy generation across facilities to reduce grid dependency and lower carbon impact.
- **Pollution Prevention:** Preventing contamination of air, land, and water by managing hazardous substances and discharges responsibly.
- **Sustainable Resource Use:** Reducing energy, water, and raw material consumption through innovation and operational efficiency.

Social Responsibility

United Industries will:

- Maintain healthy, safe, and inclusive workplaces across all companies.
- Uphold labour rights and prohibit forced or child labour in all operations and supply chains.
- Engage with local communities and educational institutions through partnerships, grants, and sponsorships.
- Invest in employee development and wellbeing through structured training and career pathways.



UNITED INDUSTRIES LIMITED

Ethical and Sustainable Supply Chains

UIL supports responsible procurement by:

- Selecting suppliers who align with our sustainability principles.
 - Promoting transparency and accountability across our value chains.
 - Partnering with logistics providers committed to emissions reduction and ethical practices.
-

Innovation and Continuous Improvement

We aim to embed sustainability in decision-making, design, and delivery by:

- Exploring circular economy opportunities across business units.
 - Supporting product and packaging improvements that reduce environmental impact.
 - Reviewing sustainability performance annually and adjusting our goals accordingly.
-

Governance and Accountability

- United Industries Group Leadership are accountable for implementing this policy.
 - Business Unit Managers are responsible for operational execution and local initiatives.
 - All employees are expected to actively contribute to sustainability goals and report improvement opportunities.
-

Lifecycle Awareness and Environmental Impacts

United Industries is committed to understanding the broader impacts of our operations and striving to reduce them throughout the product lifecycle—from raw material sourcing through to use, reuse, and disposal.

Approved by:

John Williams

Managing Director, United Industries Ltd

Date: June 2025