

UNILUX, INC

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Unilux, Inc. Code of Business and Environmental Standards

Purpose: The following document provides a statement of behavior related to the Code of Business and Environment for Unilux employees and gives the framework and direction for setting both business practices and environmental objectives to follow and to achieve continual improvements of our policies. It sets minimal guidelines to be adhered to by our employees, suppliers and other key stakeholders.

Core Values:

- **Integrity:** We conduct all business with honesty, fairness, and transparency. We provide our employees with a safe and healthy work environment. We are committed to paying fair wages regardless of race, ethnicity, religion, age, marital status or gender based on industry standards and local, national or international applicable laws. We do not tolerate any form of discrimination and the opportunity to report and eliminate it in any form. We reject the use of child labour, forced labour and human trafficking both in the Unilux environment or any supplier or company we work with.
- **Sustainability:** We are committed to protecting the environment and conserving resources for future generations. We take a long-term and life-cycle view, working to prevent and minimize adverse environmental impact through the life cycle of our products and services by optimizing material use, minimizing waste and increasing recycling.
- **Respect:** We treat all stakeholders, including employees, customers, suppliers, and communities, with respect and dignity. Due to our globally established business relationships, special attention is paid to risks with human rights and when selecting our business partners, we ensure that they comply with all international standards for the protection of human rights.
- **Innovation:** We continuously seek new ways to improve our products, services, and operations, while minimizing our environmental footprint. We integrate environmental consideration into strategic management decisions, policies, processes and practices across our businesses, supporting the principle to promote greater environmental responsibility.

Business Conduct:

- **Compliance with Laws and Regulations:** We comply with all applicable laws and regulations in the countries where we operate and are committed to protecting the internationally recognised standards.
- **Fair Competition:** We compete fairly and ethically, and avoid any anti-competitive practices.
- **Conflicts of Interest:** We avoid conflicts of interest and disclose any potential conflicts to the appropriate authorities.
- **Corruption and Bribery:** We do not engage in any form of corruption or bribery. We do not engage in any fraudulent activities or extortion. We do not offer, pay, request or accept any form of bribes.
- **Human Rights:** We respect human rights in all our operations and business relationships. We stand by this responsibility as a company, regardless of the ability or willingness of states or countries to fulfil their obligation to protect human rights. The management our company is committed to this and ensures that corporate due diligence is adhered to in the day-to-day business operations of each of our business units.
- **Diversity and Inclusion:** We value diversity and inclusion in our workforce regardless of race, ethnicity, religion, age, marital status, gender or sexual orientation.

Environmental Sustainability:

- **Resource Conservation:** We strive to conserve resources in all our operations, including energy, water, and materials. We contribute to efficient resource use by optimizing material use and minimizing waste and increasing recycling.
- **Pollution Prevention and Waste Reduction:** We minimize our pollution footprint and implement measures to prevent pollution from our operations through recycling of metals, paper plastic, glass and batteries through proper channels and programs.
- **Recovery of WEEE:**
We design and produce all our devices in a way that extends their useful life as far as possible, facilitating their reuse, disassembly and repair. Preparation for the reuse and recovery of WEEE, their components and materials will be facilitated at the end of their useful life, so as to avoid their disposal.
- **Sustainable Procurement:** We source materials and products from sustainable suppliers and increase the share of material from renewable resources in our products and packaging.

- **Climate Change:** We take action to reduce our greenhouse gas emissions and address the impacts of climate change.
- **Environmental Education:** We raise awareness of environmental issues among our employees and stakeholders.

Implementation and Monitoring:

- This Code of Business and Environmental Standards is communicated to all employees and stakeholders.
- We encourage our employees to report any conflicts or suspected violations of this policy and to report any conflicts with or suspected violations of this policy statement to management.
- We have procedures in place to identify and address any violations of this Code.
- We regularly monitor our performance against our business practices and environmental sustainability goals.



Michael Simonis (President) January 19, 2024