U-POL is committed to an operating philosophy based on opened in communication, integrity in serving our customers, fairness and concern for our employees and responsibility to the communities in which we operate. Our values are to delight our customers, dare to change, drive for results, deliver on our commitments and develop our people. We aim to achieve operational excellence and create a culture based on Health & Safety for all our employees. Additionally, we are dedicated to creating a profitable business culture that is based on the following principles:

OUR PEOPLE

U-POL is committed to equality in employment opportunity and rewards, embracing wholeheartedly the cultural diversity within the communities we call home. Our employees' welfare and interests are foremost throughout all aspects of our business and how we conduct our affairs. U-POL is committed to:

- Creating and nurturing an environment of success based on honesty and integrity;
- Equitable sharing in the success of the company through Value awards:
- Empowerment through training and communication;
- Individual growth and equal opportunity;
- Designing and providing a safe and secure work environment.

OUR CUSTOMERS

Customer needs are paramount and represent our highest priority within the business. Our obligation is to proactively seek out and define customer needs while addressing all requests without creating false expectations. We are committed to assessing and improving our systems, processes and people to enhance our innovative, value-added products and services on a continuous basis for the benefit of all our customers.

OUR COMMUNITY

U-POL is committed to supporting the communities within which we operate. We believe in the practice of social responsibility and encourage similar behaviour in our employees and suppliers. We support the conservation of the physical environment and the prevention of pollution at our facilities. We proactively comply with all applicable safety, environmental, legal and regulatory requirements to which we subscribe, and actively support projects to benefit people within our community.

OUR QUALITY

Beginning with a clear definition of customers' expectations, we strive to consistently meet or exceed them. Our BMS is based on recognized quality standards - including ISO 9001:2015 and IATF 16949:2016 - and the company is fully committed to maintaining this and other agreed requirements. The system has been enabled to integrate full in-house, product, industry best practice and customer specific requirements to build a robust and world class business. Our framework is used to set quality improvement objectives for the business that support our business strategic direction.

U-POL's quality policy will be available for viewing on the company's website and will be made available upon request to any interested parties.

Signed  Guy Williams; Chief Executive Officer Date: 19/10/2022