



## Global Health and Safety Policy

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Owner/Author:

Global Compliance Department

Revision Date:

10/12/2023

## Our Commitment

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At Universal Electronics Inc. (UEI or the Company), the health and safety of our employees, contractors, visitors, and the communities in which we operate is paramount. UEI is committed to creating and maintaining a safe and healthy work environment and will comply with all relevant local, national, and international health and safety laws and regulations.

## Health and Safety Management

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UEI is dedicated to the following core principles to safeguard health and safety:

- Identify, assess, and mitigate health and safety risks in all our operations, seeking to eliminate or minimize hazards wherever possible.
- Employ local policies, standards, and management systems that are implemented and communicated by our regional teams.
- Maintain effective emergency response plans and procedures to mitigate the impact of accidents and incidents and protect our employees and the environment.
- Provide comprehensive training and education to employees and contractors to ensure they are aware of and capable of managing health and safety risks.

## Risk Management

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UEI will conduct regular risk assessments to identify potential hazards and evaluate the associated risks. The Company will develop and implement effective control measures to mitigate these risks, including measures to prevent accidents, injuries, and occupational illnesses. In case of emergencies, UEI will maintain emergency response plans and conduct drills to ensure preparedness.

## Training

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UEI is committed to providing comprehensive health and safety training to all employees, contractors, and relevant stakeholders. This includes orientation for new employees, ongoing training, and regular safety awareness campaigns.



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## Monitoring and Communication

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UEI will continually monitor and evaluate its health and safety performance against established goals and industry standards. UEI will maintain clear procedures for collecting information about health and safety incidents, near misses, and concerns. Each incident will be thoroughly investigated, and corrective actions will be taken to prevent their recurrence.

UEI will maintain open communication with employees, contractors, and other relevant parties about health and safety matters. We will actively engage with employees and stakeholders to ensure their input in the decision-making process and will regularly report on our progress and performance to all stakeholders.

## Responsibility

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The UEI management team is responsible for ensuring that this policy is implemented and for acting against any violation of this policy. All employees are responsible for actively participating in health and safety programs, following safety procedures, and promptly reporting any concerns or incidents.

## Applies To

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This policy applies to all global UEI locations. We expect every employee to adhere to these principles to reduce safety risks in the workplace that might pose a threat to the employee's or someone else's health or safety. Our business partners, suppliers, and any contractors working on UEI premises must also comply with the health and safety standards and procedures outlined in this Policy.

### Revision History

No.	Description	Revision Date
1	Initial release	10/12/2023