

UMC International – Health, Safety and Environment Policy

UMC is committed to the highest performance standards for Health, Safety and Environmental management. In accordance with the V.Group Operating Framework Shared Values, and the V.Group HSE Policy we will not take unacceptable risks.

All employees shall adhere to the UMC HSE Policy. Senior Management shall ensure that any persons working for or on behalf of the Company are aware of our HSE Policy and agree to adhere to its requirements.

UMC recognises that successful Health, Safety and Environmental management contributes to successful business performance and is dedicated to maintaining an effective HSE System across all its Operations that ensures, so far as is reasonably practicable, the Health, Safety and Welfare of all of the employees working for the Company or other persons who may be affected by our undertakings, and for the protection and preservation of the Environment.

UMC achieves this by committing to:

- Preventing accidents and cases of work-related ill health and providing adequate control of Health and Safety risks arising from work activities.
- Preventing all types of pollution and wasteful emissions through establishing and implementing the necessary environmental programmes.
- Allocating adequate finances and resources to ensure the maintenance of effective HSE Management.
- Ensuring all employees, contractors and associates are informed of their duties and personal responsibilities to take due care for the Health & Safety of themselves and of the Environment to ensure that they do not endanger themselves or other persons by their acts or omissions, or cause unwanted pollution or wasteful emissions. Specific HSE responsibilities shall be documented within the Terms of Reference documents.
- Establishing a system of participation and consultation with the workforce to enable all viewpoints and recommendations to be discussed at regular intervals.
- Ensuring a systematic approach to identifying hazards and environmental aspects, assessing the risks, determining a suitable and sufficient hierarchy of control measures and informing employees.
- Providing, so far as is reasonably practicable, safe and healthy working conditions and systems of work, safe plant and machinery, safe use, handling, storage and transport of articles and substances, the provision of adequate safety equipment and PPE, and ensuring that appropriate information, instruction, training and supervision is given.
- Monitoring, evaluating compliance and continually improving the HSE Management System by means of setting pertinent HSE Objectives and KPI's, conducting internal Audits and reviewing all System outputs at Management Review.
- Complying with all relevant Health, Safety and Environmental Legislation and any other associated regulations and/or other requirements of the Countries in which we conduct our Business.
- Expecting management to achieve their managerial targets without compromising Health, Safety and Environmental compliance.

All Managers and Supervisors at UMC will, by strong leadership, direction and example, ensure that this HSE Policy is understood, implemented and maintained across all our locations, and reviewed periodically to ensure that it remains relevant and appropriate to our Operations.

Achievement of this HSE Policy and the realisation of our Management Principles will come from a "One Team" approach and a predetermined commitment to a strategy of ongoing continual improvement aimed at improving our performance.



Alan Trevarthen
Managing Director – UMC International