



UNITED GROUP

UNITED GROUP

HUMAN RIGHTS POLICY

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MEMBERS



CONTENT

1. INTRODUCTION 3

2. PURPOSE OF THE DOCUMENT 3

3. APPLICABILITY & WAIVER 4

4. GOVERNANCE, OVERSIGHT, ACCOUNTABILITY 4

5. HUMAN RIGHT COMMITMENTS 4

5.1 TOWARDS OUR SUPPLIERS 5

5.2 TOWARDS OUR EMPLOYEES 6

5.3 TOWARDS OUR CUSTOMERS 7

5.4 TOWARDS OUR SOCIETY & ENVIRONMENT 8

6. HUMAN RIGHTS ACTION PLAN 8

6.1 RISK BASED APPROACH 9

6.2 PROACTIVE MEASURES 10

6.3 CORRECTIVE MEASURES 11

7. SPEAKING OPENLY 12

8. CONSEQUENCES FOR VIOLATIONS 13

9. TRANSPARENCY & ANNUAL REPORTING 13

1. INTRODUCTION

United Group is committed to upholding and promoting human rights in all aspects of its operations, interactions, and engagements. We recognize that human rights and environmental rights are universal, inherent to all individuals, and are essential for the dignity, well-being, and equality of every person, regardless of race, ethnicity, nationality, religion, gender, sexual orientation, disability, age, or any other characteristic.

As an organization, we firmly believe that respecting and protecting human rights is not only a moral imperative but also a legal and ethical obligation. We are dedicated to ensuring that our actions and decisions are aligned with internationally recognized human rights principles, standards, and laws.

At United Group, we believe that by integrating human rights considerations into our policies, practices, and decision-making processes, we can contribute to building a more just, inclusive, and sustainable world for present and future generations. Through proactive engagement, continuous improvement, and transparent communication, we are dedicated to advancing human rights and fostering a culture of respect, dignity, and equity and equality for all.

2. PURPOSE OF THE DOCUMENT

The purpose of this Policy is to affirm United Group's commitment to upholding and promoting human rights across all aspects of its operations, interactions, and engagements. This Policy reflects our commitment to upholding the fundamental rights and freedoms of all individuals, both within our organization and in the broader communities and environments where we operate. It serves as a guiding framework for our employees, partners, suppliers, and stakeholders, outlining our responsibilities, expectations, and mechanisms for promoting and safeguarding human rights throughout our operations and supply chains.

As previously outlined in both United Group's Code of Conduct and Supplier Code of Conduct, in addition to our pledge to comply with relevant laws, we remain steadfast in our commitment to adhering to various international standards concerning human rights and environmental considerations, including but not limited to:

- The International Bill of Human Rights, comprising the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights;
- The principles concerning fundamental rights set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work (ILO);
- The OECD Guidelines for Multinational Enterprises;
- United Nations Global Compact's principles;
- The United Nations Guiding Principles on Business and Human Rights;
- The Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy (MNE Declaration).

By integrating human rights considerations into our policies, practices, and decision-making processes, we aim to contribute to the promotion of a just, inclusive, and sustainable world.



Through proactive engagement, continuous improvement, and transparent communication, we strive to ensure that our actions uphold the dignity, well-being, and equality of all individuals, both within our organization and throughout the broader communities and environments in which we operate.

This Policy is regularly reviewed and updated to ensure its continued relevance, effectiveness, and alignment with evolving legal requirements, industry standards, and stakeholder expectations.

3. APPLICABILITY & WAIVER

This Policy applies to you if you are an employee, director, board member, officer, contractor, agent, or representative of United Group B.V., its (in) direct shareholders up to Summer MidCo B.V., its (in) direct subsidiaries, affiliates, or joint ventures (together, “**United Group**”). All other policies and procedures related to this subject matter must be aligned with this Policy.

United Group is committed to working only with likeminded business partners who share the same ethical requirements, which are set out in detail in United Group’s [Supplier Code of Conduct](#) and reiterated in this Policy.

In implementing these commitments, due regard shall be given to the precedence of national and supranational laws, as well as cultural norms within the operational framework. Furthermore, any participation rights of responsible or authorized employee representatives shall be upheld. In instances where a conflict arises between national law and the provisions outlined in this policy, United Group's Compliance team will collaborate with the respective operating company of United Group to reconcile the conflict and achieve an outcome that aligns as closely as possible with the objectives of this Policy. Any request for a waiver of this Policy must be submitted in writing to United Group Compliance Department at compliance@united.group and be properly documented.

4. GOVERNANCE, OVERSIGHT, ACCOUNTABILITY

The governance, oversight, and accountability of this Policy are integral to our commitment to responsible business practice. United Group’s Board of Directors provides oversight and guidance on matters related to human rights and environmental sustainability. It reviews and approves the policy, sets the strategic direction for the organization, and monitors compliance with relevant laws, regulations, and standards.

The Compliance, Risk & Sustainability department provides leadership and direction in ensuring the effective implementation of the human rights and environmental policy across the organization and update the Board of Directors about its implementation and performance. It also collaborates with cross-functional teams within the organization to ensure alignment and integration of the policy with other business functions, such as human resources, procurement, operations, and supply chain management.

5. HUMAN RIGHT COMMITMENTS

While governments have the ultimate responsibility for protecting human rights, at United Group we understand our duty to actively respect and support human rights throughout our operations. We are committed to seeking out opportunities to proactively promote and uphold human rights, both inside and



outside our United Group, striving to avoid any complicity in human rights violations and actively participating in efforts to address them when they arise.

To ensure transparency and accountability, we have established communication channels where all internal and external stakeholders can voice concerns without fear of reprisal. Additionally, we have implemented a grievance mechanism and ensure fair investigations are conducted when necessary (See section 7). Recognizing the importance of education and awareness, we provide our employees and partners with resources and training to enhance their understanding of human rights issues.

Our commitment to human rights extends to conducting ongoing due diligence and risk assessments to identify, prevent, and mitigate any adverse human rights impacts within our operations. Through continuous engagement with stakeholders, we strive to understand and address potential and actual human rights impacts, focusing on areas most relevant to our industry and operations.

These assessments helped us identifying key focus areas with respect to our (i) Suppliers, (ii) Employees, (iii) Customers as well as (iv) Society & Environment, including but not limited to, Children's Rights, Freedom of Expression, Labor Rights, Equal opportunity and Non-discrimination, Privacy, and ensuring access to remedy.

5.1 Towards our Suppliers

We recognize the critical role that our suppliers play in our operations and supply chain. We are committed to fostering strong, ethical, and sustainable relationships with our suppliers, guided by the following principles:

- **Ethical Sourcing Practices:** We expect our suppliers to adhere to ethical sourcing practices that respect human rights, labor rights, environmental sustainability, and business integrity. We prioritize suppliers who share our commitment to these principles and actively seek partnerships with those who demonstrate responsible and transparent practices.
- **Supplier Code of Conduct:** We communicate our expectations to all suppliers through our Supplier Code of Conduct, which outlines the standards and behaviors we require them to uphold. This includes adherence to internationally recognized human rights principles, such as the prohibition of child labor, forced labor, discrimination, and the promotion of workplace safety and fair labor practices.
- **Supplier Due Diligence:** We conduct due diligence assessments of our suppliers to evaluate their compliance with our Supplier Code of Conduct and other relevant standards. This includes assessing their policies, practices, and performance related to human rights, labor practices, environmental management, and business ethics.
- **Continuous Collaborative Improvement:** We engage with our suppliers in collaborative efforts to continuously improve their social and environmental performance. This may involve providing training, capacity building, and support to help suppliers meet our standards and regularly address any areas of non-compliance or improvement opportunities.
- **Monitoring and Accountability:** We establish mechanisms to monitor and hold our suppliers accountable for their adherence to our standards. This includes audits, assessments, and performance evaluations to ensure ongoing compliance and continuous improvement.
- **Remediation and Support:** In cases where suppliers are found to be non-compliant with our standards, we work with them to develop remediation plans and we provide them with support

to effectively address and manage the identified issues. We believe in fostering constructive partnerships with our suppliers to achieve sustainable and mutually beneficial outcomes.

- **Transparency and Reporting:** We are committed to transparency in our supplier relationships and regularly report on our efforts to promote ethical sourcing and responsible supply chain management. This includes disclosing information about our supplier engagement practices, due diligence processes, and performance in relevant sustainability reports or communications.

5.2 Towards our Employees

We prioritize the welfare of our employees and are deeply committed to fostering a workplace environment that upholds their rights and dignity. In line with this commitment, we adhere to the following principles:

- **Prohibition of Forced Labor and Human Trafficking:** We condemn all forms of forced labor, debt bondage, and human trafficking, and affirm our commitment to freedom and dignity for all individuals. We ensure that all employment within our organization is voluntary and free from coercion.
- **Abolition of Child Labor:** We oppose the exploitation of children and enforce a strict prohibition on child labor throughout our operations. We ensure that all individuals under our employment are of legal working age and have access to educational opportunities for personal growth.
- **Ensuring a Living Wage:** We believe in providing our employees with a wage that meets their basic needs and enables them to maintain a decent standard of living. We are committed to offering fair and competitive compensation packages that recognize the value of our employees' contributions.
- **Cultivating an Open Door Policy:** We champion the freedom of opinion and expression at all levels of our organization. Encouraging regular communication and interaction between management and teams is paramount. Our goal is to nurture a culture that honors each individual's uniqueness and fosters an environment where sharing information and ideas is not only welcomed but celebrated, free from any hindrance.
- **Zero-Tolerance Policy against Workplace Violence and Harassment:** We maintain a zero-tolerance stance towards all forms of violence, harassment, and intimidation in the workplace and we additionally provide support in case of company's employees being victims of domestic abuse. We offer training and support resources to empower employees to report any incidents of misconduct and ensure a safe and respectful work environment for all.
- **Support for Freedom of Association and Collective Bargaining:** We respect our employees' rights to freely associate and engage in collective bargaining. We actively support the establishment of employee representative bodies and engage in constructive dialogue with labor unions or representatives to address workplace concerns and enhance working conditions.
- **Promotion of Occupational Safety and Health:** We prioritize the safety and well-being of our employees by providing a secure and healthy work environment. Our practices include implementing preventive measures to minimize accidents, injuries, and occupational health risks, and ensuring compliance with relevant safety regulations, within all company's premises.
- **Commitment to Equality and Non-Discrimination:** We uphold the principles of equality, fairness and non-discrimination in all aspects of employment. Discrimination based on race,

ethnicity, gender, religion, age, disability, sexual orientation, or any other characteristic is strictly prohibited.

- **Equitable Recruitment and Professional Growth:** Our pledge is to recruit and advance employees solely on transparent, objective standards and processes, emphasizing candidates' abilities and achievements. We advocate for ongoing skill enhancement, fostering mutual growth for employees and the organization, fostering loyalty and elevating operational excellence.

5.3 Towards our Customers

Our customers are at the heart of everything we do. As a telecommunications and media business, we are dedicated to providing high-quality products, services, and experiences that meet the evolving needs and preferences of our diverse customer base. Our commitment to our customers is guided by the following principles:

- **Privacy and Data Protection:** We prioritize the privacy and data protection of our customers, recognizing the importance of safeguarding their personal information and digital privacy. We adhere to strict privacy standards and practices, complying with relevant data protection regulations and implementing robust security measures to protect customer data from unauthorized access or misuse.
- **Accessibility and Inclusivity:** We strive to make our products and services accessible and inclusive to all customers, regardless of their background, abilities, or circumstances. We are dedicated to ensuring that our products and services are accessible and inclusive for all customers, irrespective of their background, abilities, or situation. We have notably broadened the reach of our networks to encompass remote areas. Furthermore, we have undertaken thoughtful renovations in our stores to ensure they are easily accessible to individuals with disabilities.
- **Content Quality and Freedom of Expression:** As a media business, we are committed to offering high-quality, diverse content that entertains, informs, and inspires our customers. We strive to provide a wide range of content options that reflect the diversity of our audience and contribute to cultural enrichment, social awareness, and community engagement. We also uphold the principles of freedom of expression and information, ensuring that our platforms and services serve as spaces for open dialogue, diverse viewpoints, and creative expression.
- **Protection of Children and Young People:** We recognize our responsibility to protect children and young people from harmful content and experiences. We implement measures to safeguard their well-being and promote their healthy development, including parental controls, age-appropriate content filters, and educational resources. We also collaborate with parents, educators, and child welfare organizations to address online safety issues and support digital literacy initiatives.
- **Ethical Advertising & Marketing:** We conduct our advertising and marketing activities with integrity and responsibility, ensuring that our messaging is truthful, respectful, and compliant with applicable laws and industry standards. We strive to build meaningful connections with our customers through authentic storytelling and relevant content that resonates with their interests and values.

5.4 Towards our Society & Environment

We recognize our role and responsibility as a corporate citizen to contribute positively to society and minimize our environmental impact. Our commitment to society and the environment is guided by the following principles:

- **Environmental Sustainability:** We are dedicated to minimizing our environmental footprint and promoting sustainable practices throughout our operations. We prioritize energy efficiency, waste reduction, and resource conservation, aiming to reduce greenhouse gas emissions and mitigate climate change. We also strive to minimize our use of single-use plastics and other harmful materials, and we seek to transition to renewable energy sources wherever feasible. Our commitment to environmental sustainability includes embracing principles of circularity, where resources are used efficiently, and waste is minimized through recycling, reuse, and regeneration.
- **Challenging Corruption:** Aligned with the principles outlined in the United Group Code of Conduct, we maintain a zero-tolerance stance towards corruption in all its forms. Our anti-corruption framework includes clear policies, employee training, internal controls, and whistleblowing mechanisms to prevent and detect corrupt activities. We are committed to upholding the highest standards of integrity, transparency, and ethical conduct in our business practices.
- **Digital Inclusion:** We are dedicated to promoting digital inclusion by ensuring that all individuals, regardless of socio-economic status or geographic location, have access to affordable and reliable telecommunications and media services. We work to bridge the digital divide by offering innovative solutions, such as affordable internet access plans, digital literacy programs, and outreach initiatives targeting underserved communities. Through our commitment to digital inclusion, we strive to empower individuals and communities to fully participate in the digital economy and society.
- **Community Engagement and Investment:** We are committed to being an active and responsible member of the communities where we operate. We engage with local stakeholders to understand their needs and concerns, and we invest in initiatives that address social challenges and promote community development. Our goal is to create shared value by supporting projects and programs that have a meaningful and lasting impact on the well-being of communities.
- **Community Empowerment and Support:** We recognize our impact on local communities and are committed to respecting their rights and supporting their ability to maintain sustainable livelihoods. We engage with local stakeholders to understand their needs and concerns, and we implement initiatives that contribute to community development, economic empowerment, and social well-being. Our efforts include job creation, skills development programs, infrastructure investments, and support for small businesses and entrepreneurs.

6. HUMAN RIGHTS ACTION PLAN

The successful implementation of this Policy requires a comprehensive and systematic approach that integrates human rights considerations into all aspects of our operations. We have adopted a risk-based approach to ensure that our efforts are targeted towards addressing the most significant human rights risks and impacts.

6.1 Risk Based Approach

Risk and Impact Assessment: As part of our Risk Management process, we conduct on a yearly basis a human rights and environmental risk assessment across our operations and supply chain to identify potential risks and impacts. This assessment considers factors such as geographic location, industry sector, stakeholder expectations, and specific human rights issues relevant to our business activities. We utilize a combination of internal and external sources to ensure comprehensive coverage of potential human rights and environmental risks:

- **Internal Data Collection:** We leverage various internal management processes to gather valuable insights. These include:
- **Complaint procedures:** We encourage employees and stakeholders to report any concerns related to human rights violations or ethical breaches.
- **Risk questionnaires:** We use structured questionnaires to assess and identify potential risks across different aspects of our operations.
- **Employee surveys:** Regular surveys help us gauge employee perceptions and experiences regarding human rights issues within the organization.
- **Audits and certifications:** Internal audits and certifications provide additional assurance regarding our compliance with human rights standards.
- **External Expertise and Stakeholder Engagement:** We actively seek input from external experts, business partners, and relevant stakeholders. This collaboration allows us to benefit from diverse perspectives and specialized knowledge. Key stakeholders include groups that may be impacted by our operations.
- **Public Reports and Risk Assessments:** We review publicly available reports on country-specific risks and sectoral vulnerabilities. These reports offer valuable insights into broader trends and emerging issues affecting human rights. Additionally, we utilize risk data from specialist external providers to identify key suppliers that may be susceptible to risk.

Prioritization of Risks: Based on the results of our risk assessment, we prioritize human rights risks and impacts according to their severity, likelihood, and significance. This enables us to focus our resources and efforts on addressing the most critical human rights challenges facing our organization and stakeholders.

Mitigation Measures: We have developed and implemented targeted mitigation measures to address identified human rights risks and impacts. These measures include policy development, capacity building, due diligence processes, monitoring and evaluation mechanisms, and remediation actions. United Group's Risk and Sustainability functions also collaborate with relevant stakeholders, including suppliers, to address shared human rights challenges and leverage collective action to achieve positive outcomes.

Continuous Monitoring and Review: We implemented monitoring and review mechanisms to track the effectiveness of our mitigation measures and identifies any emerging human rights risks or issues. This involves regular assessments, internal and external audits, and reviews to evaluate our progress, identify areas for improvement, and address any instances of non-compliance or human rights violations. We also adapt our approach as necessary to respond to changing circumstances and stakeholder expectations.

Stakeholder Engagement: We engage with a diverse range of stakeholders to seek input, feedback, and collaboration on human rights issues. This will include ongoing communication, consultation, and

dialogue with employees, customers, suppliers, investors, civil society organizations, and government authorities to understand their perspectives and concerns and to build mutually beneficial partnerships.

By integrating information from these diverse sources, we adopt a comprehensive approach to monitoring and assessing human rights risks within our operations and global supply chain.

6.2 Proactive Measures

When as a result of our risk-based approach, we identify relevant human rights or environmental risks, we implement a range of proactive measures aimed at preventing violations and promoting ethical business practices. These proactive measures include:

With respect to our own operations

- **Clear rules:** We have developed a robust framework of policies and guidelines to implement human rights and environmental-related strategies across our operations. These policies serve as guiding principles that inform our decision-making processes and shape our interactions with stakeholders. Our comprehensive suite of policies includes our Code of Conduct, Suppliers Code of Conduct, Human Rights Policy, Due Diligence on Third-Party Relationships Policy, Responsible Sourcing Policy, Procurement Policy, Anti-Bribery & Corruption framework¹, Sanctions Policy, Data Protection & Privacy framework², Environmental Policy, Diversity, Equity & Inclusion Policy, and Health & Safety framework³. Each of these policies and frameworks is designed, promote ethical behavior, and mitigate risks associated with human rights violations, environmental harm, and unethical practices.
- **Employee Training and Awareness:** We provide regular training and awareness-raising initiatives to our employees to enhance their understanding of human rights issues and their responsibilities in upholding them. This includes education on relevant international standards, company policies and procedures, and practical guidance on promoting human rights within the workplace.
- **Audit and Review:** We conduct regular audits and reviews of our operations to assess compliance with human rights standards and identify areas for improvement. These audits and reviews provide valuable insights into our performance and help us track progress towards our human rights goals. By continuously monitoring and evaluating our practices, we can identify potential risks and take proactive measures to address them.
- **Speak Up and Anti-Retaliation Mechanisms:** We have established robust speak-up and anti-retaliation mechanisms to encourage employees and stakeholders to report, even anonymously, concerns related to human rights violations or ethical breaches. These mechanisms provide confidential channels for individuals to raise concerns without fear of retaliation or reprisal. We take all reports seriously and investigate them thoroughly, taking appropriate action to address any identified issues. By fostering a culture of openness and accountability, we empower individuals to speak up and contribute to a safe and ethical work environment.

¹ This includes all United Group's Anti-Bribery & Corruption Policies.

² This includes all United Group's Data Protection and Privacy related policies and procedures.

³ This includes all United Group's Health & Safety's policies and procedures.

With respect to our supply chain

- **Due Diligence with Environmental and Social Screening:** We conduct comprehensive due diligence on our suppliers to evaluate their environmental and social performance. This includes conducting environmental and human rights impact assessments to identify potential risks and areas for improvement. Through these assessments, we aim to ensure that our suppliers are aligned with our values and commitments to sustainability.
- **Supplier Code of Conduct:** We communicate our expectations to all suppliers through our Supplier Code of Conduct. This code outlines the standards and behaviors we require them to uphold, including adherence to internationally recognized human rights principles and environmental standards.
- **Ad Hoc Contractual Clauses:** In addition to our Supplier Code of Conduct, we implement ad hoc compliance measures to address specific human rights and environmental issues as they arise. This may include the implementation of environmental and human rights clauses in supplier contracts, as well as the development of specific action plans to address identified risks.
- **Training and Capacity Building:** We provide training and capacity building initiatives to our suppliers to enhance their understanding of human rights and environmental issues and their ability to address them effectively. This includes education on relevant international standards, our Supplier Code of Conduct, and practical guidance on promoting human rights and environmental sustainability within their own operations.
- **Cross-Sector Initiatives:** We participate in cross-sector initiatives aimed at promoting responsible supply chain management. This includes initiatives such as the Responsible Business Alliance (RBA) and the Carbon Disclosure Project (CDP) Supply Chain program. Through these initiatives, we collaborate with industry peers and stakeholders to share best practices, address common challenges, and drive positive change across the supply chain.

We have established a range of control mechanisms to regularly assess the effectiveness of our proactive measures. These mechanisms include conducting employee surveys to gauge perceptions and ensure ongoing engagement and feedback. Additionally, we monitor training completion rates to ensure that all relevant stakeholders have received the necessary education and resources to support remedial efforts. We also engage in internal and external audits, including through industry initiatives like the Responsible Business Alliance (RBA), to validate the effectiveness of our controls and benchmark our performance against industry standards.

6.3 Corrective Measures

In the event of identified human rights or environmental violations within our operations or supply chain, we are committed to taking prompt and effective remedial action to address the issues and prevent recurrence. Our remedial action initiatives include:

- **Investigation and Assessment:** Upon receiving reports of potential human rights violations, we conduct thorough investigations and assessments to determine the nature and scope of the issues. This may involve gathering evidence, interviewing relevant parties, and engaging external experts as needed to ensure a comprehensive understanding of the situation.
- **Immediate Corrective Measures:** We take immediate corrective measures to address any ongoing violations and mitigate danger or harm to affected individuals or communities. This may

include suspending the relationships with non-compliant suppliers or employee, implementing interim measures to prevent further harm, and providing support to affected stakeholders.

Remediation Plans: We develop remediation plans in collaboration with relevant stakeholders or suppliers to address the root causes of the violations and prevent recurrence. These plans may include specific actions to improve internal processes, supplier practices, provide restitution to affected parties, and strengthen internal controls to prevent similar issues in the future. Our goal is to work together towards sustainable solutions that uphold human rights and environmental standards. However, if despite our efforts, no progress is made, and the supplier fails to demonstrate a commitment to remediation and improvement, we may consider terminating the relationship. We view termination as a last resort but recognize its necessity in upholding our values and ensuring accountability within our supply chain.

- **Monitoring and Follow-Up:** We closely monitor the implementation of remediation plans to ensure that corrective actions are effectively implemented and achieve the desired outcomes. We are dedicated to collaborating with our suppliers to resolve issues and support them in improving the situation.
- **Learning and Improvement:** We use lessons learned from remedial actions to improve our internal processes and practices. This includes revising policies and procedures, enhancing training and capacity-building initiatives, and strengthening due diligence measures to prevent similar issues from occurring in the future.
- **Transparency and Accountability:** We maintain transparency and accountability throughout the remedial action process by communicating openly with affected stakeholders and providing regular updates on our progress. We take responsibility for our actions and outcomes, and we strive to build trust and confidence through our commitment to addressing human rights and environmental issues.

7. SPEAKING OPENLY

No matter if you are a United Group's internal or external stakeholder, we highly encourage you to raise concerns related to conflicts with the law, regulations, the Code of Business Conduct & Ethics, or United Group's policies, including this Policy.

As soon as an issue arises, or you become aware of it, you can report it using one of the following channels:

- emailing the Compliance Department at compliance@united.group;
- contacting the Compliance Department via the Integrity Helpline at unitedgroup.ethicspoint.com.

For more details on your rights if you have reported a concern see the [Protected Disclosure Policy](#).

If you have doubts on how to implement this policy, you can contact the Compliance department at compliance@united.group which can offer additional online or face to face **training** in all aspects of this Policy.

8. CONSEQUENCES FOR VIOLATIONS

Violation of this Policy by employees or suppliers shall result in appropriate disciplinary action, up to and including termination of employment or contract termination, depending on the severity and frequency of the violation. Consequences may also include legal action and financial penalties, as deemed necessary.

9. TRANSPARENCY & ANNUAL REPORTING

We are committed to transparency and accountability in our efforts to uphold human rights and environmental standards. We believe in openly communicating our policies, practices, and performance to stakeholders and the public.

We produce an annual sustainability report that provides a comprehensive overview of our human rights and environmental initiatives, including our progress, challenges, and achievements. This report includes information on our policies, practices, performance metrics, and any remedial actions taken in response to violations. Through our annual sustainability report, we aim to transparently communicate our commitment to responsible business practices and demonstrate our accountability to stakeholders.

To facilitate easy access to our annual reports and other relevant information, we maintain a dedicated page on our website where stakeholders can find comprehensive information about our human rights and environmental initiatives, including our annual reports, policies, and performance data. This dedicated page serves as a central hub for transparency and accountability, allowing stakeholders to access information easily and stay informed about our progress and activities.