

# UL Solutions Statement on Modern Slavery

**Introduction:** This statement sets out the actions UL Solutions and its affiliated companies have taken to evaluate the potential modern slavery risks associated with its business and to put in place steps aimed at minimizing the risk of slavery or human trafficking impacting its business, including in its supply chain.

As part of the Public Safety Industry, UL Solutions recognizes its responsibility to take a strong stance against slavery and human trafficking. UL Solutions is committed to preventing slavery and human trafficking in its corporate activities, including in its supply chain. In 2019, UL Solutions joined the United Nations Global Compact, stating its commitment to its sustainability principles, including respecting the protection of internationally proclaimed human rights and eliminating all forms of compulsory labor, while working to ensure UL Solutions is not complicit in human rights abuses.

UL Solutions annually reviews and revises as necessary its Standards of Business Conduct and Global Supplier Code of Conduct expressly addressing UL Solutions' dedication to ensuring legal and ethical conduct by its employees and suppliers. These documents set out UL Solutions' expectations of everyone working on its behalf to support and uphold its commitment to integrity and treating everyone with respect. Such documents provide guidance for employees, partners and agency workers to report any suspicions or concerns relating to compliance with applicable laws or UL Solutions' policies.

**Organizational structure and supply chains:** This statement covers the activities of UL Solutions and its affiliated companies.

UL Solutions helps companies demonstrate safety, confirm compliance, enhance sustainability, manage transparency, deliver quality and performance, strengthen security, protect brand reputation, build workplace excellence, and advance societal well-being. Some of the services offered by UL Solutions include testing, inspection, certification, and complementary software products and advisory services that support business innovation and growth.

## *Countries of operation*

UL Solutions currently operates in over 150 locations, in 38+ countries on six continents. Several countries around the world have enacted slavery and human trafficking legislation. UL Solutions applies the principles set out in this statement to its operations and facilities wherever UL Solutions conducts its business globally.

## *Modern slavery risk*

UL Solutions assesses its business as low risk for forced labor or modern slavery because it does not manufacture or sell tangible products. As a service provider in the field of testing, inspection, and certification, much of UL Solutions' work is conducted remotely or in laboratory settings. UL Solutions' business requires a significant percentage of its workers to have specialized knowledge and skills, including higher levels of education and training, making forced labor less likely.

UL Solutions has carefully considered Section 54 of the UK Modern Slavery Act. Our review has concluded that the services we provide are unlikely to be associated with slavery or human trafficking.

## *Responsibility*

UL Solutions' Ethics and Compliance Office is responsible for the organization's Standards of Business Conduct and works with Human Resources and other internal organizations on issues related to human rights and fair labor policies.

UL Solutions' Corporate Sustainability Council steers UL Solutions' efforts to fulfill our safety mission and achieve commercial success while embracing good global citizenship. The Sustainability Council leads UL Solutions' initiatives to achieve the United Nations Sustainable Development Goals and the Ten Principles of the United Nations Global Compact. We commit to optimizing our human, financial and brand capital to implement the sustainable strategies required to realize these goals and principles.

**Relevant compliance documents:** UL Solutions has adopted the following foundational documents that contain policies and ethical guidelines that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **UL Solutions Standards of Business Conduct** - The organization strives to maintain the highest standards of employee conduct and ethical behavior wherever it operates and in managing its supply chain. The organization's Standards of Business Conduct makes clear to employees the actions and behavior expected of them when representing the organization. Such document expressly prohibits involuntary labor and mandates compliance with all applicable laws. <https://www.ul.com/about/ethics-and-compliance>
- **UL Solutions Global Supplier Standards of Conduct** - The organization likewise strives to ensure its suppliers adhere to the highest standards of ethics. Suppliers are required to commit to providing safe working conditions, to treat workers with dignity and respect, and to act ethically and in compliance with applicable laws, including those that prohibit human trafficking and involuntary labor. Violations of the organization's Supplier Standards of Conduct are investigated and as appropriate may lead to the termination of the business relationship. <https://www.ul.com/about/ethics-and-compliance>

**Risk Assessment:** UL Solutions conducts comprehensive annual risk assessments associated with its operations, including an assessment of ethics and compliance risks.

**Investigations/due diligence:** The organization undertakes due diligence on its suppliers.

UL Solutions has established multiple means of allowing individuals to report questionable conduct or perceived violations of its policies, including an ethics e-mail box and an independent ethics helpline. All reports are appropriately investigated by the Ethics and Compliance Office, Human Resources, or other internal organization.

**Training:** All employees and directors at UL Solutions are required to comply with its Standards of Business Conduct and must complete training and certify to complying with such requirements annually. UL Solutions Standards of Business Conduct establishes the values, principles, and ethical standards pursuant to which it operates, including those pertaining to the respect for human rights and the fair treatment of employees.

**Board approval:** This statement has been approved by the organization's Board of Directors at its February 21, 2023 meeting. The Board will review and update this Statement annually.