



Universal Engineering Systems Limited

DISTRIBUTORS, DESIGNERS & CONTRACTORS

Air Conditioning, Refrigeration & Mechanical Ventilation Systems

Specialists in IT Cooling (Precision) A/C Systems

COMMUNICATION ON PROGRESS REPORT 2021

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AIR CONDITIONING, REFRIGERATION & MECHANICAL VENTILATION SYSTEMS

LETTER OF COMMITMENT

08th April 2022

To our stakeholders:

I am pleased to confirm that Universal Engineering Systems Limited reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Mrs. Naureen Alam

MANAGING DIRECTOR



COMMUNICATION ON PROGRESS REPORT 2021

HUMAN RIGHTS

The Management at Universal Engineering Systems Limited acknowledges that one of our main responsibilities is to provide and maintain, as far as possible, a work environment that is safe and without risk to the health of all our employees.

Implementation: In fulfilling this commitment, we provide and maintain a healthy and safety work environment as indicated in our organizational practices and policies and compliance to government and NOSA (South Africa's leading OSHS training provider which holds various international accreditations) requirements.

Measurement of outcomes: We strive to eliminate any hazards which may result in personal injuries, illnesses, fires, security losses, damage to property and environmental pollution through a process of continuous improvement of our practices and policies.

Implementation and measurement of outcome: Secondly, we provide medical covers for employees to access doctors and medication when they require to ensure they are fit to work and have an insurance in case of anything for good health and well-being.

Implementation: All our technicians receive full PPE to ensure their work is carried out safely and productively.

Measurement of outcomes: Our technicians receive annual trainings on OSH (Occupational, Safety and Health), fire and work at heights to keep them aware of hazards and risks while at work and how to report on incidents to minimize and eliminate chances of any incidents or accidents.

Implementation: We further conduct annual trainings on HVAC safety standards.

Measurement of outcomes: This ensures all our technicians know how to use the tools they are provided to complete works assigned and how to safely install, commission and maintain or attend to breakdowns with the HVAC equipment.

Implementation and measurement of outcome: We ensure to do a tools inspection annually to ensure our tools comply to the standards required for safe working environments.

LABOUR

At Universal Engineering, staff welfare is at the core of our Company; our staff are our assets, and we know that the more we invest in them, the better their performance and growth within the Company.

We ensure that the Company does not participate in any form of forced labor or bonded labor.

Implementation: We ensure that every staff member is paid above the basic minimum wage and are paid for any overtime they work.

Measurement of outcomes: Our staff members are more economically strengthened, giving them a platform for economic growth.

Implementation: In 2019, we launched an apprentice program, where UESL has partnered with local polytechnics, colleges, and universities to take in cohorts of students to gain technical experience as they complete their education, towards SDG Goal 17; partnerships for growth.

Measurement of outcomes: This not only works towards providing quality education and partnerships for goals but also, ensures that the students receive a feel of the workplace and have an upper hand in converting their internship experience into employment based on their performances.

Implementation: Moreover, we recently partnered with an NGO who has collaborated with a local Polytechnic to improve the quality of training in Refrigeration and Air Conditioning (RAC) course.

Measurement of outcomes: We are working towards encouraging more females to apply for the program so that there is more gender equality especially in our apprentice program. We hope to give the younger generation that are striving to get quality education in this field with an opportunity to become technically experienced and professional with this partnership, to allow them to earn a livelihood, whilst providing further training from experts in the RAC fields.

ENVIRONMENT

We recognize the importance and acknowledge to reduce to a minimum the impact of our operations on the environment by our Company policies and procedures in tandem with government policies.

At Universal Engineering Systems Limited, we are taking active action in managing our activities and the impact they have on the environment by the following steps and commitments:

Implementation: We are certified by the Energy Regulatory Committee (ERC) on the AC equipment we supply – for more energy efficient AC equipment and we have partnered with among the best manufactures in the world whose research and development in technology are also centered at environmental sustainability.

We are further advising and educating our clients on the impacts of their old ACs which have a higher carbon footprint because of the refrigerant used in them and how we can help them in reducing the effects of this by using more energy efficient ACs with technology that is more sustainable, hence minimizing the impact throughout the supply chain.

Furthermore, our NOSA certification includes our commitment to ensure the responsible use of energy throughout our business, including conserving energy and refrigerant recovery. We are looking to invest in technology that will enable implementation of this by next year.

Measurement of outcomes: The use of more environmentally friendly refrigerants throughout our clients and more shared knowledge on technology that is power efficient without compromising on quality of our products and services.

Refrigerant recovery during servicing and maintenances of HVAC equipment will allow us to preserve the release of these gases into the atmosphere

ANTI CORRUPTION

Universal Engineering System Limited demands the highest standards of integrity and ethical conduct in its business dealings. We do not tolerate any corrupt practices related to our business activities and we are committed to transparent reporting and to taking all other measures which avoid our involvement in corruption.

Implementation: We take responsibility for encouraging a transparent and ethical culture at Universal Engineering Systems Limited. When selecting potential business partners, we work with those that are likeminded in their approach to maintaining high ethical standards as well as demonstrated legal and regulatory compliance.

Measurement of outcomes: We undertake contractual terms with an ethical policy, including a statement on corruption to ensure our partners are educated on our standards of integrity.

Implementation: A copy of the ethical policy is shared with all Employees to ensure they are aware of this policy and a reporting system is in place for this. We prohibit the following behaviors from our Employees:

1. Laundering or concealment of proceeds of crime
2. Obstruction of justice
3. Illicit enrichment

Measurement of outcomes: We encourage trust and dialogue with Employees, so that they can voice their concerns if they witness any dishonest activity. If any Employee is found to be partaking in corrupt acts, they will be subject to disciplinary action which may ultimately lead to dismissal.