



## HUMAN RIGHTS POLICY

### 1. PURPOSE

The UL Solutions Mission (working for a safer world) depends upon our core value of integrity. Customers, regulators and the public trust UL Solutions Inc. and its subsidiaries (“UL Solutions”) to maintain high standards of integrity, honesty and fairness in conducting its business. The purpose of this Human Rights Policy is to formalize our belief that increased cooperation, caring and competency play essential roles in solving our shared challenges and ensuring thriving communities. We endeavor to create collaborative and innovative solutions with our customers and stakeholders and apply our trusted abilities in safety science toward helping to make the world a safer, more secure and sustainable place.

### 2. SCOPE

This policy applies to all UL Solutions Associates.

### 3. DEFINITIONS

- **UL Solutions Associate** is an employee, officer, or director of UL Solutions Inc. (or any of its subsidiaries) and any third parties (such as subcontractor laboratories, sales agents and consultants) who work as agents or intermediaries on behalf of UL Solutions.

### 4. COMMITMENTS

- 4.1 UL Solutions is a [Participant of the United Nations Global Compact](#), committed to respecting human rights and is informed in that endeavor by the [Ten Principles of Responsible Business](#). This commitment includes respecting the dignity and worth of all employees, encouraging all employees to reach their full potential and providing equal opportunities to all employees. UL Solutions is an equal opportunity employer and recruits, hires, trains, promotes, compensates and administers all personnel actions in compliance with applicable law. In addition, UL Solutions endeavors to:
- Recognize its responsibilities with regards to workplace health and safety;
  - Prohibit the use of forced labor and child labor;
  - Not tolerate any form of unlawful harassment or discrimination;
  - Ensure compliance with applicable labor and employment laws, including those regulating wages and hours of work; and,
  - Protect and use for appropriate business purposes the personal information provided to it by customers, business partners and employees.

#### Disclaimer

This policy may be revised or revoked with no advance notice. This policy supersedes all prior policies on this particular topic. UL operates in different countries which may have differing legal requirements. In the unlikely event the laws of a particular jurisdiction conflict with this particular policy, local legal requirements shall control.

- 4.2 UL Solutions believes a clean, healthy and sustainable environment is of critical importance. Many of UL Solutions' products and services meaningfully impact the United Nations Sustainable Development Goals (UN SDGs), contributing to overall prosperity as we work to fulfill our mission and serve our customers.
- 4.3 UL Solutions is also committed to a diverse workplace. We strive to ensure our teams are composed of individuals from different geographies, cultures, ethnicities, religions, races, genders, sexual orientations, abilities and generations. We are committed to fostering diversity, inclusion and engagement across all aspects of our business. We are also committed to integrity and operating at the highest ethical standards.
- 4.4 UL Solutions is committed to providing appropriate training and resources, including pertaining to the human rights commitments reflected in this Policy.

## 5. EXCEPTIONS/REPORTING

- 5.1 Exceptions to this Policy must be specifically approved in writing by the Chief Human Resources Officer or their designee.
- 5.2 UL Solutions Associates can report any pertinent concerns to the Corporate Sustainability Office as well as the Ethics & Compliance Office through the UL Solutions Global Ethics Helpline. The Helpline, which is staffed by a third-party, allows UL Solutions staff, clients, suppliers, and other parties to ask questions and to report incidents of suspected illegal or unethical business activity. Unless prohibited by applicable law, such concerns can be submitted anonymously.

## 6. RELATED POLICIES AND DOCUMENTS

UL Standards of Business Conduct  
Anti-Bribery and Corruption Policy  
Supplier Code of Conduct  
Modern Slavery Act Statement  
Sustainability Report  
Data Privacy Policy

### Disclaimer

This policy may be revised or revoked with no advance notice. This policy supersedes all prior policies on this particular topic. UL operates in different countries which may have differing legal requirements. In the unlikely event the laws of a particular jurisdiction conflict with this particular policy, local legal requirements shall control.