



## CORPORATE SOCIAL RESPONSIBILITY POLICY

United-Guardian is committed to sustainable growth and lowering our impact on our community. As a manufacturer with global sales, we value our employees, our partners, the planet, and the products we produce. We are committed to measuring and monitoring our impact in these core areas and continually improving.

### **Commitment to People**

United-Guardian values our employees and recognizes the effort they put forward to create the products we produce. We are committed to equal opportunities, anti-discrimination, anti-harassment, anti-bullying, as well as the health and safety of all our employees.

### **Commitment to Planet**

United-Guardian complies with all federal/state/local environmental regulations. We have recently initiated a carbon footprint monitoring program and will be setting goals to lower our impact on the environment in the following years.

### **Commitment to Products**

United-Guardian has joined initiatives for core raw materials, such as RSPO, to ensure that we support suppliers in protecting the environment and the people in it. We are committed to using green chemistry principles to produce biodegradable, natural, and safe products with renewable feedstocks.