



ENVIRONMENT AND CLIMATE CHANGE POLICY

Unity is aware that the environment and specifically climate change is a real issue that affects us all globally. As such, at Unity, we strive to limit our impact on the environment and climate change while carrying out all our business activities in a sustainable manner. As a supplier to the global energy industry, we believe our industry has a key role to play in finding sustainable solutions to today's environmental and climate challenges.

The use of energy and fuel is vital in the supply and manufacture of Unity's products and services. The increase in energy costs for Unity and its suppliers, coupled with growing concerns over the security of energy supply and climate change, mean that controlling our energy use is of paramount importance to Unity. This policy, together with our procedures, supports the continuous improvement of our operations, ensuring we operate our business in a sustainable and responsible manner.

Unity is committed to the Race to Zero, with an objective of reducing our emissions by 50% by 2030 and achieving Net Zero by no later than 2045. Unity are actively pursuing ways to reduce our Scope 1, 2, and 3 emissions across our business operations. However, we recognise there will be a level of carbon emissions, associated with our operations, which cannot be reduced any further. In this situation, Unity will look at ways of offsetting its carbon emissions through environmental orientated schemes such as tree planting or renewable energy projects.

Unity will aim to:

- Reduce our Scope 1 emissions within our operations through consolidation of facilities, more efficient working methods through 6S implementation and implementing an environmental observation card system.
- Work with suppliers to improve our Scope 3, supply chain carbon, emissions through consolidating deliveries and reducing, or eliminating, single use plastic from packaging, and actively working to source from local supply chains.
- Work with clients to reduce their Scope 3 emissions through their supply chain. Through Unity's technical expertise, product, and service offerings we can improve crew utility, thereby reducing personnel on board, reduce operational time and refurbish old equipment, preventing the need to procure new equipment.
- Provide appropriate resources to achieve the objectives of this policy and that they are in line with continuous improvement principles.
- Ensure our waste is managed effectively and efficiently through waste segregation, training, and working with our waste contractors to reduce the volume of waste being sent to landfill.
- Ensure Unity staff are trained and aware of their responsibilities in relation to energy efficiency.
- Set KPI's and targets for energy efficiency and emission reduction.
- Continue to maintain accreditation of our Environmental Management System to ISO14001:2015.
- Report progress in relation to this policy to internal and external stakeholders.
- This policy, will be reviewed annually as part of the management review process

This policy will be made available to interested parties on request. It is also available to the public via our website. Signed versions of this policy may be found on the company intranet and displayed on QHSE notice boards throughout all Unity facilities.

A handwritten signature in black ink, appearing to be "Gary Smart".

Gary Smart – CEO

Date: 09/03/2026