

UKG Environmental, Social, and Governance (ESG) Policy

At UKG our purpose is people™. Our people-centered culture seeks to empower and inspire to greatness so that we can care for each other, our families, our customers, and our communities. Conscientious environmental, social, and governance activities are critically important to us and our stakeholder groups, and will help define our future success as a company. This Policy, together with our [Environmental Policy](#), [Human Rights Policy](#), [Code of Conduct](#), [Third Party Code](#) and other operational policies, provide the operational framework for our ESG practices, and reflect our commitment to enhance our already strong background in governance and corporate social responsibility with significant investment in, and focus on, diversity, ethics, compliance, community giving, and philanthropic projects.



Chris Todd,
President, UKG

Scope of Our Commitment

At UKG, we are committed to doing the right thing for our employees, our customers, and our communities. As part of that commitment, we believe that responsible ownership and business success are increasingly and inextricably linked. We recognize that, as an industry leader, we are uniquely positioned to facilitate positive change by acting legally and ethically, reducing our environmental footprint, respecting individual privacy rights and maintaining robust data security practices, respecting human rights, maintaining our labor practices, engaging in responsible sourcing, and by delivering high quality, innovative products. We also believe that we can serve as a catalyst for action by our partners.

UKG's ESG Program was established to coordinate and optimize the multitude of things UKG does in support of our commitments, to identify opportunities for us to grow and strengthen those commitments, and to demonstrate the positive impact we are making through measurable progress and tangible results. This Policy describes our commitment to establishing and continually improving our ESG practices throughout the organization, being transparent about our successes and shortcomings, and telling you where to go if you have questions or to report concerns.

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ESG Practices Throughout the Organization

Our promise to our customers, employees, and the world at large is to meet or exceed the ethical, legal, commercial, environmental, and public expectations of how a company should conduct business.



Environmental

We care deeply about our environmental impact and our responsibility to take care of the world in which we live and work. Our recent and ongoing efforts to reduce our environmental footprint, including both our own corporate output and the sustainability and environmental practices of our trusted customers, suppliers, and vendors, are a critical component of our ESG Program.

- We recognize that climate change presents a challenge to all of us and as such, dedicated UKG teams are focused on deploying programs designed to mitigate climate change while allowing us to conduct our business with respect for the right to a clean, healthy, and sustainable environment. This includes a commitment to benchmark and reduce our energy consumption, water usage, waste, and overall environmental footprint as we strive to be good stewards of our planet.
- In addition to supporting our own goal of reducing UKG's carbon emissions, our SaaS (software as a service) products and services, continued investment in the transformation towards cloud computing, virtual server expansion, and more energy-efficient methods for data backup and data purging enable our customers to be much more energy efficient, ultimately supporting client climate change-related strategies. Ultimately, by offering solutions that support flexible workplace and workforce environments, our customers are empowered to explore more remote access opportunities that can reduce reliance on physical office space — and, as a result, reduce their environmental footprint.

Our approach is outlined in our [Global Environmental Policy](#).



Social

We believe that we can only achieve business success when we support and empower people, from employees and customers to investors and partners, as well as the communities we serve across the globe. To bring our people-driven purpose to life, we have established both internal and external programs designed to create an engaging, supportive, and equitable environment for all.

- **Diversity, Equity, Inclusion & Belonging (DEIB):** UKG has more than 13,000 employees around the globe and is committed to an inclusive workplace culture. UKG believes businesses succeed when all individuals are respected, all voices are heard, and all employees have the support and

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resources necessary to thrive as professionals and people. We are dedicated to ensuring our employees feel safe and welcome, bringing their whole, authentic selves to work.

- UKG's DEIB programs focus on building an inclusive environment where differences are respected, and our innovative spirit is unlocked. Our programs and DEIB strategy include foundational learning to mitigate bias, partnerships to build a diverse talent pipeline and maximize impact, accountability through DEIB goals and scorecard metrics and community by leveraging our employee resource groups (ERGs).
- **Employee Health and Safety:** UKG remains committed to ensuring the safety, health, and well-being of employees while also maintaining uninterrupted, exceptional support to our customers, suppliers, and partners. This includes addressing both immediate (e.g., weather related, fire, etc.) and prolonged (pandemic) crisis events where employees may require support, guidance, or financial relief. Supplemental to these crisis events, the UKG health and wellbeing set of programs aspire to empower and support employees and their families throughout their journey to achieve optimal well-being and happiness both at work and at home.
- **Community and Society:** Our UKG giving philosophy and values guide our global partnerships with a variety of non-profits, participating in philanthropic projects and providing local community support. Every day, we are focused on helping people within the areas of health, human services, education, and public safety. We strive to be a force for good and accountable to our community.
- **Human Rights:** As is reflected in our [Human Rights Policy](#), we are committed to respecting internationally recognized human rights in our operations, which includes our employees and those in our supply chain, in our products, and in our communities. This commitment is informed by our adherence to the United Nations Guiding Principles on Business and Human Rights. This means we aim to respect the rights of all individuals affected by our business and will work to address any adverse impacts that we may cause or to which we may contribute. It also means that we seek to mitigate adverse human rights impacts that are directly linked to our operations, products, or services by our business relationships with third parties, including those in our supply chain. We also believe that we can serve as a catalyst for action by suppliers and other third parties with whom we work.
- **Modern Slavery Statement:** We comply with modern slavery prevention laws, including the Modern Slavery Act 2015 (UK), and the Modern Slavery Act 2018 (Australia). This includes not using underage labor, as defined under applicable law, and not employing workers below the age of 18 in jobs that are likely to jeopardize their health and safety. We only use voluntary labor and employees who have the proper work-related documentation and are otherwise committed to taking steps to ensure compliance with those laws. This commitment applies to UKG and its suppliers.

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Governance

We recognize our obligation to our business stakeholders and partners by establishing corporate processes and reports that honor our commitments to our employees, our customers, and the communities we serve. And we are committed to demonstrating the positive impact we are making through measurable progress and tangible results that we share with all our key stakeholders.

Our culture is an intentional one—one that values diverse perspectives, actively sacrifices individual preferences to benefit the greater good, values transparency and kindness, is adaptive and agile, offers support and opportunities for growth, and relentlessly pursues great outcomes. Embedded in that culture is a profound commitment to doing the right thing for our employees, customers, and other stakeholders. This includes actively working to earn and maintain trust by showing consistency between our words and actions, by being transparent, and by taking personal and collective responsibility for the decisions we make and the outcomes that follow.

- UKG has a variety of tools to help our employees understand and live our values. This includes our Code of Conduct and several of our policies, including our Conflict of Interest, Human Rights, Anti-Corruption, Workplace Harassment, Anti-Money Laundering, and Data Privacy and Security policies. Our Code and policies apply to all UKG employees throughout the world.
- Our UKG policies are intended to ensure that we follow the law while setting forth the type of ethical conduct we expect from our employees, every day, in everything they do on behalf of the Company. These policies help our employees navigate business and ethical situations with integrity and in a manner that is consistent with our values.
- Supply Chain/Suppliers: We believe in developing and maintaining a culture where our partners support and practice our values, including abiding by our [Third Party Code](#). This Code outlines our expectations regarding anti-discrimination, modern slavery prevention, union membership, fair treatment, compensation and working hours, anti-corruption and gifting, confidentiality, intellectual property rights, privacy, grievance channels and non-retaliation, workplace safety, environmental responsibility, health and safety training and communication, and responsibly sourced materials.
- UKG's ESG Program is overseen by our Board of Directors with executive accountability to UKG's Chief Legal Officer. UKG's ESG team is responsible for the day-to-day management of the Program and the implementation of this Policy.

Transparency and Information Sharing

UKG is committed to promoting and sharing programs, progress, targets, and results with both internal and external stakeholders and communities, while creating opportunities for open dialogue and participation. In addition to maintaining an environment where candid communications are the

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expectation, we see mechanisms for reporting concerns as an important tool for identifying potential impacts. To be consistent with our commitment, we will report on our implementation of this Policy, our salient risks, and our efforts towards continuous improvement through our ESG Report, published statements (e.g., Privacy, Modern Slavery, etc.), and on UKG.com.

Benchmarking and Metrics

We are committed to holding ourselves accountable while ensuring we continually enhance our programs and future reporting efforts in alignment with recognized sustainability frameworks such as the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB). We also intend to continue to participate in recognized, third-party ESG-centric audits, including EcoVadis, CDP, and Sedex. We are also committed to performing periodic materiality assessments to inform our ESG priorities and initiatives.



Questions/Reporting Concerns

If you have questions about our ESG Program, ESG practices, or this Policy, contact esg@ukg.com. If you know or suspect that this Policy has been violated, report it promptly to ComplianceOfficer@ukg.com or the [UKG ReportingLINE](#) (reports may be made anonymously where permitted by local law).

Related Policies and Standards

- Global Environmental Policy
- Green Cleaning Statement
- Human Rights Policy
- Modern Slavery Statement
- Code of Conduct
- Third Party Code of Conduct



Version History

Version #	Version Date	Effective Date	Policy Owner	Approver	Audience
1.0	March, 2022	April 01, 2022	Compliance & ESG Operations	Peter Acton	All UKG employees