

## Universal Products, Inc. Energy Efficiency Policy

Universal Products, Inc. will reduce energy and related costs by eliminating waste and increasing energy efficiency in buildings and electrical equipment used in offices and manufacturing operations, as well as maximizing efficiencies in transportation activities wherever possible.

**Personal Responsibility** – It is the responsibility of each employee of Universal Products to minimize energy consumption wherever possible, including lowering thermostat settings in the winter, raising thermostat settings in the summer, and turning off lights, computer monitors, printers, copiers, and other electrical equipment when not in use. Employees should consider dressing for the weather – wearing warmer clothes and sweaters in the winter, thus increasing personal comfort without the need for additional fuel/electricity resources.

**Education and Awareness** – Universal Products has implemented a coordinated strategy to educate employees about relevant energy issues and update them frequently regarding progress toward business unit energy goals. Monthly progress reports are posted for employee review.

**Computer and IT Equipment** – Printers, monitors, projectors, copy machines, and other office equipment should be turned off when not in use.

**Purchasing** – Universal Products includes energy efficiency as a primary consideration when making purchasing decisions and shall purchase energy-efficient equipment to the greatest extent possible.

**Transportation** – Universal Products encourages carpooling as a mean of reducing global fuel consumption through the use of an employee incentive program. Business related trips shall be controlled and consolidated wherever possible.

Additionally, our Energy Efficiency Policy strives to carry out the goal of improving energy efficiency through targeting the following areas:

- Energy retrofits to optimize energy efficiency in existing lighting fixtures
- High performance building standard for capital development projects
- Renewable energy projects
- Energy saving performance contracts with vendors
- Energy efficiency projects for the future of UPI
- Continual manual auditing

