



# SUSTAINABLE DEVELOPMENT



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# 1

## CEO's Message

Environmental protection is now a pressing worldwide issue. Abnormal climate is impacting the sustainability of the Earth and eventually the sustainability of individual corporations. To protect our environment is critical to the continued well being of our economy and community. Our world requires new levels of collaboration and innovation to create a sustainable future.

In particular, we emphasize our corporate governance by establishing a Sustainable Development Committee led by senior management to protect environment, support employees and benefit communities while achieving our business goals. We continue to carry our initiatives to improve our energy efficiency, safety and community.

UAT strives to continue our efforts to realize the principles of sustainable development through UAT, as a responsible corporate, providing world-class videoconferencing and audiovisual solutions in which we strike for a balance among the economic, social and environmental needs of the communities we operate.

Environmentally sustainable growth is our long term strategy. We consider environment and climate change in our core business processes. We will maintain our green initiatives despite costs. UAT is determined to advance our sustainable development efforts and to ensure harmony with environment and UAT stakeholders to form a healthy culture of UAT.



A handwritten signature in black ink that reads "Tony Cheung". The signature is fluid and cursive.

Tony Cheung  
CEO

“UAT is determined to advance our sustainable development efforts and to ensure harmony with environment and UAT stakeholders to form a healthy culture of UAT.”

# 2

## UAT Sustainability Management

“ Since its founding, UAT has continuously strived to contribute to the corporate responsibility and sustainment development of society. This endeavour is the guiding principle at UAT. ”



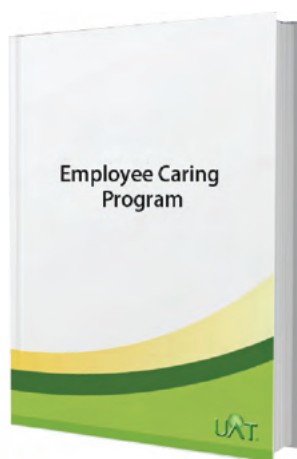
UAT sustainability

### Our Values and Policies

UAT is committed to our corporate responsibility in our founded vision 'Provide Best' in the audio visual industry. Sustainability is a key element in our values and the principles of Sustainable Development Policy and Code of Conduct.



Corporate Policy



Employee Caring Program



Environmental Policy

## UAT Sustainability Culture

The development and implementation of our mindset involve a perpetual interaction process among the company, stakeholders and society. The balance in economic, social and environment aspects is an overriding objective of our sustainability concept.

To operate and to excel as a corporate citizen, we align all business activities along the values of sustainability concept by encouraging and empowering our staff, monitoring our performance and reviewing our performance regularly.

## Governance

UAT has established the Sustainable Development Committee which is responsible for the management of our sustainability strategy. This Committee is supported and advised by the General Manager to provide direction, implement and oversee initiatives, and act as a coordinator among internal and external parties regarding sustainable development issues. The Committee brings our frontline staff to participate and provide recommendations to the management, as well as promotes sustainable development culture in UAT.

## Quality Policy

To provide quality audio visual and video conferencing products and services, UAT has our quality policy to:

- ◆ Set objectives and targets to optimize quality design, installation, and maintenance services
- ◆ Comply with agreed customer requirements, relevant statutory and regulatory requirements
- ◆ Continually improve our service quality
- ◆ Cultivate competency among employees through trainings



HKMA Quality Award  
The Hong Kong  
Management Association

# 3

## Employee - Most Important asset

“ We strive to create an integrated, happy, and safe workplace. The trust between the management and employees, fairness, communication, efficiency, and corporate governance are essential to accelerate employees’ positive work attitude, involvement, productivity, and retention. ”

### Our Values and Policies

We have formulated a comprehensive training and development program to motivate employees to develop their full potential. They have diversified opportunities to keep abreast of the latest audio visual technology and positive attitude and soft skills to interact with stakeholders. We encourage employees to pursue continuous study while providing them the study reward and subsidy.



UAT Encourages staff participating in continuous education

### Family Friendly

UAT understands employees are shouldering family commitments like taking care of their parents and children. Family friendly culture facilitates the sense of belonging for improved morale and stakeholder relations and reduced turnover.



UAT staff gathering at Mid-Autumn Festival BBQ Party



Labour Department, HKSAR Family-friendly Good Employer



## Work-life Balance

UAT recognizes that the quality of life and work is essential to maintain a healthy, satisfied, and productive workforce. Our work-life balance measures are designed to improve work efficiency, interpersonal relationship, and stress management for employee daily wellness and enjoyment, both on and off the job.

Volunteerism is a process of personal development to realize their potentials. We always encourage employees to proactively participate in voluntary services in building an integrated, cohesive community together.

## Reward and Recognition

UAT treasures employees to consistently produce high quality of work and contribution. At year-end, we provide regular reward based on employee involvement such as the participation of company activities.



HAPPY 開心企業  
COMPANY  
5years+

Happy Company  
Hong Kong  
Productivity Council



Occupational Safety  
and Health Council  
Joyful @ Healthy Workplace  
Best Practices Award -  
Grand Award



ERB Manpower Developer Award  
Employees Retraining Board



Staff and families holiday trip



Employee appreciation ceremony

# 4

## Health & Safety

“ UAT places the highest priority on occupational health and safety and maintaining a tidy and safe working environment for employees. Since the accreditation of OHSAS 18001 Occupational Health & Safety Management System, the policy ensures that a high standard of workplace health and safety can be achieved and maintained. ”

### Workplace Health & Safety

UAT is committed to creating a safe, healthy workplace for employees. To reduce injuries during handling heavy items, we encourage employees to use proper position and assistance tools with teamwork.



Maintain a tidy and safe working environment for our staff



Safety Performance Award  
Hong Kong Occupational Safety & Health Council

### Site Safety

Our installation team is equipped with the lifting appliances and gears, working platforms, and personal protective equipment. We strictly monitor and supervise the daily operation with risk assessment, site inspection and audit to facilitate compliance with health and safety standards.



Maintain safety at installation sites



Charter on Preferential Appointment of OSH Star Enterprise  
Hong Kong Occupational Safety & Health Council



Enhancing staff training and awareness in health & safety

## Risk Assessment

Our risk assessment focuses on areas in office equipment, manual handling, use of display screen equipment, housekeeping, cleaning, and maintenance and installation service. Reduction in accidents and incidents has been founded since the conduction.



Hong Kong Smoke-Free  
Leading Company Awards  
Hong Kong Council on  
Smoking and Health

## Training and Awareness

Employees attend the mandatory health and safety training regarding OHSAS 18001 Occupational Health & Safety Management System, addressing the safety awareness at office and site. Specific positions involving site work and manual lifting are required to pursue professional safety trainings in Construction Industry Council and Occupational Health and Safety Council.

# 5

## Environment

“ Environmental protection is now a pressing worldwide issue. The accreditation of ISO 14001 Environmental Management System provides us a guideline to commit to protecting the environment and ensuring that all potential impacts are identified and managed in a responsible manner. ”



Fluorescent Lamp Recycling Programme



Recycle, Reuse, and Reduce Policy



### 減廢證書

Wastewi\$e  
— Certificate —

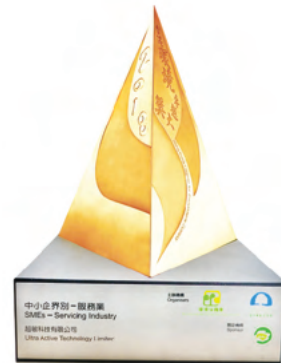
Hong Kong Green Organization  
Environment Campaign Committee

### Energy Conservation

To improve energy efficiency, UAT continuously monitors and optimizes energy consumption in areas of paper, carbon, water, and electricity. Energy saving labels are adopted at the workplace to encourage employees' awareness and action. Every year, we set the objective of energy conservation to challenge higher goals.

### Pollution Control

In promoting a green Hong Kong, UAT carefully considers potential environmental impacts regarding environmental aspects including air emission, noise, indoor air quality, wastewater discharge, and excessive surplus materials at office and site. We strictly comply with the environmental laws and regulations even under new challenges.



Hong Kong Productivity Council  
Hong Kong Awards for Environmental  
Excellence Gold Award 2019



UAT donate waste electrical and electronic equipment with free installation

## Waste Management

Donation of waste electrical and electronic equipment including computers, displays, video conferencing systems, and telephones to NGOs, schools, and the Environment Protection Department are pursued throughout the year to assist the needy.



We convey the message of environmental protection to the community by voluntary activities

UAT adopts 'Recycle, Reuse, and Reduce Policy' to minimize waste. We educate employees the proper waste disposal by environmental awareness training and waste management program.



Outstanding Green Leadership Award  
Hong Kong Productivity Council

## Green Procurement

UAT purchases products and materials that cause minimal adverse environmental impacts in accordance with our green procurement policy. We conduct supplier assessment with suppliers for their environmental performance such as recyclability, durability, energy efficiency, environmental certification, and international standard.

# 6

## Business Partners

“ UAT strives for the best practice in ethical procurement. When we are going to engage a business partner, we observe to the business ethics, legal and regulatory compliance, environment, health and safety, privacy and procurement procedure. ”



Introduce the latest advancements in audio visual and conferencing technologies with business partners regularly

### Engaging Business Partners

Business partners contribute to our success which is founded on integrity and fairness. In UAT, interaction with customers, contractors and suppliers takes place formally in respect of the UAT values, quality of service and business principles.



UAT interacting with business partners in our 20th Anniversary Open House Gathering



Excellent Cooperation 2017 Polycom Awards Polycom, inc.

We also convey the sustainability message to our business partners. This value is designed to provide a framework for our contractors to continuously improve environmental performance, especially the responsible disposal of end-of-life equipment, parts, wastes, batteries, and to refurbish and redeploy for other usage, or keep as reserve.



UAT attended the Sony Partner Conference in Bangkok

## Building Capacity of Local Suppliers

In promoting a green Hong Kong, UAT carefully considers potential environmental impacts regarding environmental aspects including air emission, noise, indoor air quality, wastewater discharge, and excessive surplus materials at office and site.



SAMSUNG 2021  
Growth Partner of the Year



UAT visiting Sharp

We also convey the sustainability message to our business partners. This value is designed to provide a framework for our contractors to continuously improve environmental performance, especially the responsible disposal of end-of-life equipment, parts, wastes, batteries, and to refurbish and redeploy for other usage, or keep as reserve.



UAT visiting Meiriki JP

# 7

## Community

“ UAT incorporates corporate social responsibility (CSR) into the workplace for employees to reciprocate to the society with UAT in interacting with stakeholders in different perspectives. ”



UAT visiting elderly in promoting a healthy lifestyle

### Corporate Volunteerism

To promote the vision in building a united and harmonious society amongst employees, UAT fosters the integration of corporate volunteerism with NGO partnership to building a cohesive society.



10 Years+ Caring Company  
The Hong Kong Council  
of Social Service



UAT company tour enabling students to broaden their horizons in audio-visual facilities and local career market





Co-operated with The Hong Kong Society for Rehabilitation in organizing various activities

## Community Relations

UAT has established cohesive, penetrated relationships with NGOs in upholding CSR projects. By organizing voluntary activities regarding company skills and employees' interests volunteerism has been built continually towards our CSR vision – reciprocating to the society with employees together.



The 10th Hong Kong Outstanding Corporate Citizenship Awards  
Gold Award - Hong Kong Productivity Council



Hong Kong SME Business Sustainability Index 2019 - Pacesetter

## Sports

Aiming at arousing employee awareness for a healthy life, UAT encourages sports by actively organizing sports activities, friendly matches, and trainings among stakeholders. Sports provide opportunities to maintain fitness and work-life balance while facilitating team spirit and sense of belonging.



Interacting with youth through sports



Social Capital Builder Award  
Community Investment  
And Inclusion Fund

# 8

## UAT Foundation

“ Since our founding, UAT recognizes our responsibility to contribute to the communities in which we interact and live. UAT actively supports the growth and diversification of education, regarding our CSR vision “C reciprocating to the society and sustainable stakeholders' relations with employees together.”

香港耀能協會  
羅怡基紀念學校

香港耀能協會  
高福耀紀念學校

香港紅十字會  
甘迺迪中心

**超敏活力少年獎學金2021**

UAT Active Student Scholarship Award 2021

香港紅十字會  
瑪嘉烈戴麟趾學校

香港耀能協會  
賽馬會田綺玲學校

香港基督教服務處  
培愛學校

香港紅十字會  
雅麗珊郡主學校

We have launched the UAT Active Student Scholarship Award 2021 to encourage students with disabilities to actively involved in extracurricular activities

### UAT Active Student Scholarship Award

UAT believes in cultivating the future. This increases hope and establishes self-reliance by given support to student. We have launched the UAT Active Student Scholarship Award 2018 to encourage students to actively involved in extracurricular activities.



We believe in a world without boundary

## Next Generation Education Programs

Education has long been a major focus of UAT corporate social contribution. Throughout the years, we proactively organize next generation education programs in sponsorship, company visits, technical support to education institutions, internships, and scholarships.



Internship for students with special needs



Appreciation Reception for Donors of PolyU 80th Anniversary Celebration Dinner – “Walk of Friends” Sponsorship Programme

PolyU Sponsorship Programme

## ACCA Community Day

UAT has continuously supported the ACCA Community Day's Corporate Sponsorship Program for 11 consecutive years. In the past 11 years, UAT raised over HK\$1 million to give love and care to the needy in our community and inspire the others to do the same. In the coming year, we will keep helping the Hong Kong community with people in need.



ACCA Community Day's Corporate Sponsorship Program



UAT staffs participated in the ACCA Community Day

# 9

## Human Rights and Equality

“ UAT is committed to developing an organizational culture which implements a policy of support for the internationally recognized human rights, and seeks to avoid human rights abuses. ”



UAT organized an anti-discrimination talk with barristers-at-law

### Employees

To respect the human rights of our employees at work, including non-discrimination, prohibition of child and enforced labor, and freedom of association and the right to engage in collective bargaining. We are committed to prevent sexual harassment in the workplace, stop unlawful discrimination and improve equal opportunities.

### Local Communities

To respect the cultures, customs and values of the people in communities in which we operate and to contribute, within the scope of our capabilities, to promote the fulfillment of human rights through improving economic, environmental and social conditions and serve as a positive influence in communities in which we operate.

### Society

To participate where appropriate in public affairs in a non-partisan and responsible way to promote internationally recognized human rights.

To seek to play a positive role, within our capabilities, in capacity-building for the realization of human rights within our operations.

To uphold the highest standards in business ethics and integrity and where appropriate to support efforts of national and international authorities to establish and enforce high ethical standards for all businesses.

“ UAT strives for success but not at the expense of integrity and compliance. It is our declared objective to work against illegal payments, undue gifts, and entertainment in all its forms and strictly forbid bribery and corruption, in line with the founded guidelines of the Independent Commission against Corruption.”



Anti-corruption talk held at UAT Office by ICAC

## Business integrity

UAT seeks to uphold the highest standards in business integrity, including supporting efforts of national and international authorities to establish and enforce high integrity standards for all businesses.

## Against illegal payments, undue gifts and entertainment

It is UAT's declared objective to work against illegal payments, undue gifts, and entertainment in all its forms, including corruption, extortion, improper payments and fraud, in line with the founded guidelines of the Independent Commission Against Corruption (ICAC) in the HKSAR.

## Forbid bribery

UAT strictly forbids bribery and corruption, applying rules for all UAT employees in line with ICAC. As a rule, facilitation payments are not permitted. With a strong set of internal controls and a clear picture of what is expected in the general public in the HKSAR, we strive to create a culture of integrity reflected in our behavior.



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