



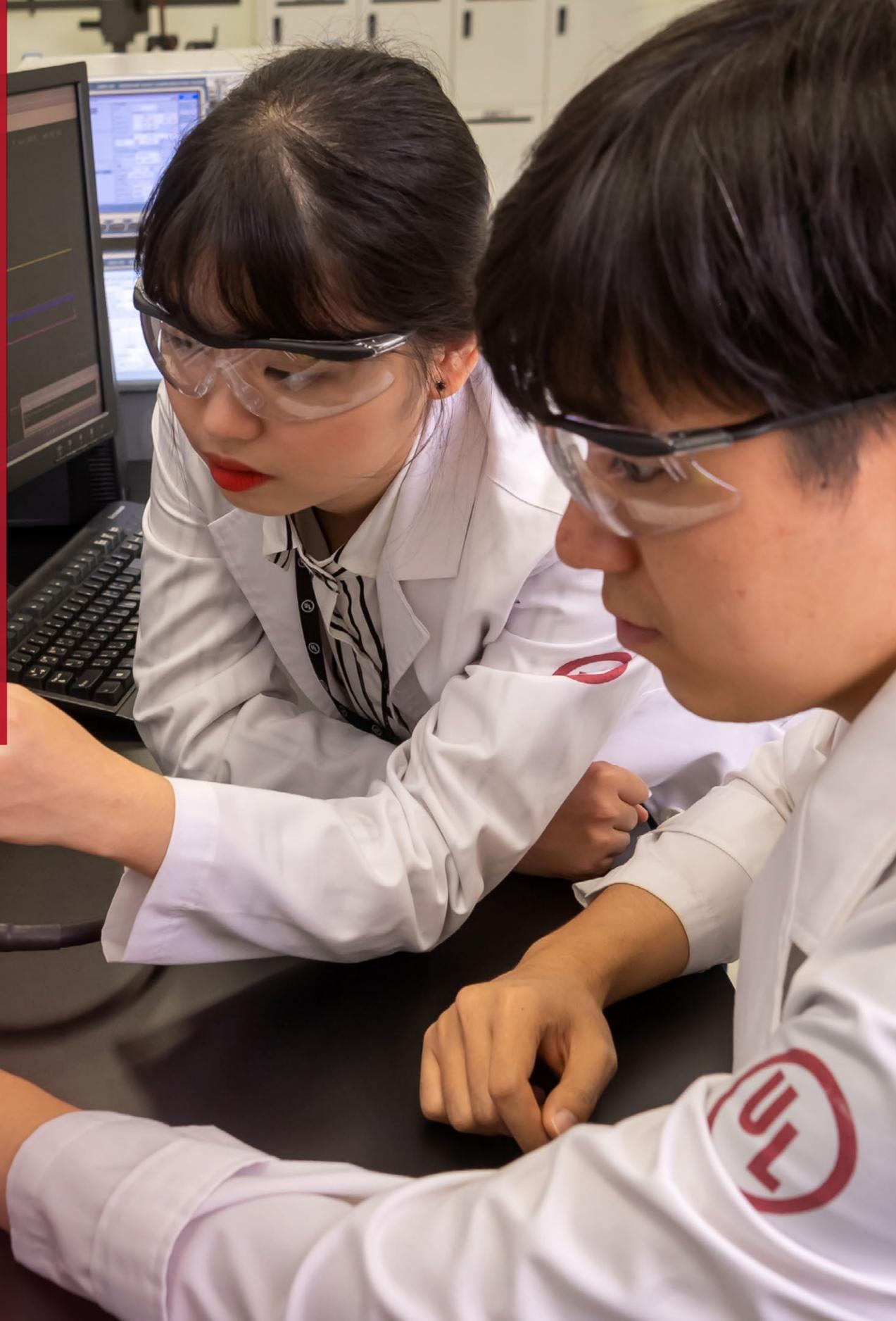
Our journey toward an equitable global workforce

2020 Diversity and Inclusion Report





At UL, our focus on diversity and inclusion empowers us to build a culture where all employees are inspired to share their talents, ideas, passions and experiences. We know that when people can fearlessly be their authentic selves, all of us can grow, prosper and better deliver on our mission of working for a safer world.



Contents

A message from Jennifer Scanlon, president and chief executive officer, UL Inc.

I am privileged to lead the more than 14,000 employees of UL, our 126-year-old organization that has undertaken a serious journey toward greater diversity, inclusion and equity. It means setting clear goals, holding ourselves accountable, and committing to a culture of diversity and inclusion as a business priority.

UL takes great pride in being mission-driven to make the world a safer place. Values-based integrity is UL's North Star. We are a company of engineers and scientists who build trust for our customers by testing and verifying their products and services for the benefit of consumers around the world. UL is rooted in safety, which I believe is the first and fundamental act of valuing one another.

It was UL employees, specifically the Women's Business Resource Group, who initiated our Diversity and Inclusion (D+I) journey. Our annual D+I summit and other initiatives demonstrate UL's progress in raising awareness among our entire workforce.

When I signed the CEO Action for Diversity and Inclusion Pledge last year, I joined more than 1,000 business leaders in the largest CEO-driven business commitment to

advance diversity and inclusion within the workplace. I pledged to take an active role to reduce bias and build inclusive communities, critical to our future. We know that diversity increases creativity and innovation and promotes better decisions, enhancing the value of the enterprise.

I am a firm believer that Diversity and Inclusion means no one gets left out. While leadership must embrace and be responsible for D+I and tone at the top, the larger D+I commitment must resonate throughout the organization. I'm very proud of the UL Inclusion Promise, an initiative which so many UL employees have signed, highlighting their own D+I commitments.

In June, over 750 UL employees participated in our inclusion conversations, which vividly illustrated the challenges that so many of our employees face – concern for family,

*"I pledged to take an active role to **reduce bias and build inclusive communities, critical to our future.**"*



the burden of worry, loneliness and yes, bias and injustice.

Every UL employee plays an important role in our D+I journey through their empathy for our colleagues, valuing one another for their unique contributions, perspectives and circumstances. It's the way we create a culture of safety and belonging, where every employee brings their full self to work.

D+I is a force multiplier for our employees and their impact when our culture provides

the psychological safety for every employee to feel welcome and valued.

That's the UL we embrace.

A handwritten signature in black ink that reads "Jennifer Scanlon". The signature is fluid and cursive.

Jennifer Scanlon

Pronouns: she, her, hers
President and Chief Executive Officer

Commitments

At UL, our mission of working for a safer world encompasses creating a safe space for everyone. We know that a commitment to diversity is not enough — inclusion is critical.

We want every employee to know that they belong and can fearlessly be their authentic selves. To accomplish that, we are building an equitable workplace where we call out implicit and explicit bias, ensure all voices are heard, all people are seen and know that their contributions are valued. Together, we are creating a culture that celebrates our commonalities and differences, openly addresses challenges, and provides every employee with the resources and support they need to grow, thrive and succeed.



“Inclusive perspectives are critical to achieving our safety mission.”

— Linda Chapin, SVP Chief Human Resources Officer, UL Inc.



Our commitments

As we continue to work toward a more equitable and representative population, we are committed to taking action. Our initial focus on representation and programmatic commitments are the result of the inclusion conversations following the racial and social justice movement, external benchmarking, internal baseline analyses and working sessions with functional leaders. While we are initially focusing on racial equity for all minorities within the U.S., we are also focusing on gender equity globally and building an inclusive environment for all of our colleagues.

We are committed to making meaningful and intentional progress along the way. By doing so, our colleagues can take part in both the what — the goals and benchmarks we are seeking to achieve — and the how — the systems, programs and processes put in place to advance our goals.

Our focus on D+I will continue to:



Enable UL to recruit, retain and advance colleagues clear of implicit biases.



Create an inclusive environment that drives employee engagement and empowers a One UL culture.



Prepare colleagues and leaders with tools to inclusively lead high-performing teams.



Serve as a key driver for innovation, our business transformation and future growth.

*“Our mission is working for a safer world, and **D+I is an integral part of that goal.**”*

— Katrina Jackson, Global Head of Diversity and Inclusion, UL Inc.

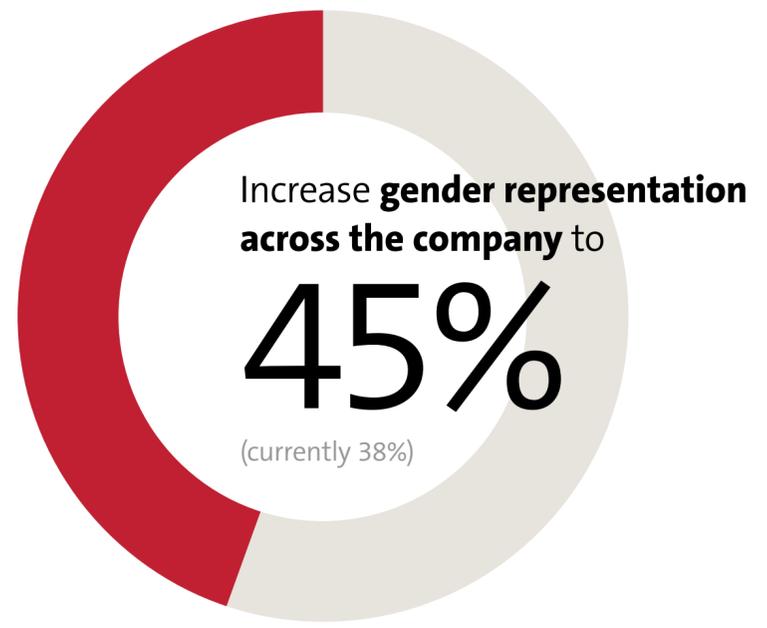


To measurably advance equity at UL by 2025, we have committed to:

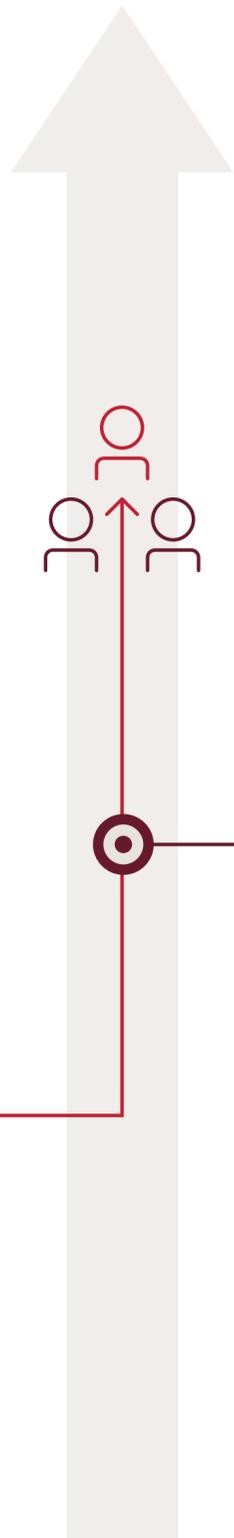


Improve LGBTQ+ workforce experience by becoming a “Best Place to Work for LGBT Equality” by obtaining a **Human Rights Campaign Corporate Equality Index score of**

90% by 2021 **and** **100%** by 2022



x2
Double Black and Latino/Hispanic representation in the U.S. to 23% (currently 13%)

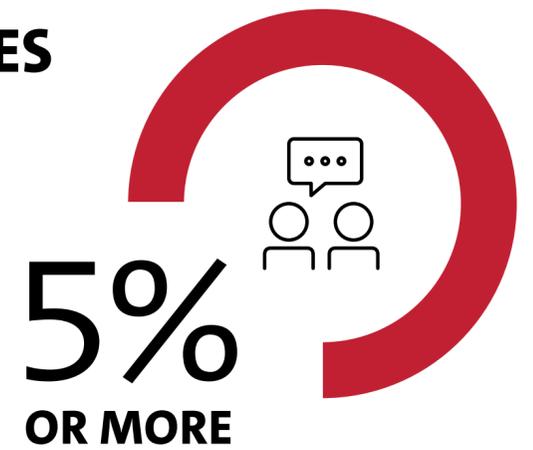


Increase **Black and Latino/Hispanic representation in senior leadership** to **25%**
(currently 7%)

Incorporate **HIRING AND PROMOTION BENCHMARKS for MINORITIES** within the U.S.

We will strive to **increase our D+I Engagement Survey score for including and using the talents and capabilities of all employees** by **5% OR MORE**
(current score is 5% below benchmark at 54%)

Increase **global gender representation in senior leadership** to **30%**
(currently 25%)



To measurably advance equity at UL by 2025, we have committed to these actions:

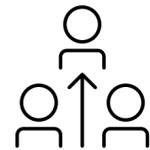
Enhancing our diversity recruitment practices

through hiring manager training, employer branding, a campus recruitment strategy focused on diverse talent, and building partnerships with minority- and women-focused professional associations



Launching a new Leadership Development Program

for minorities (U.S.) and women (globally)



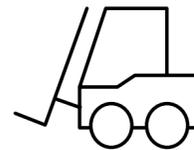
Enhancing our benefits and wellness programming with a focus on mental health

through partnership with our Employee Assistance Program (EAP) organizations



Launching a new Supplier Diversity and Responsible Sourcing Program

to invest in underrepresented businesses



Supporting employee initiatives for advancing racial equity,

we establish campaigns to match employee donations to vetted, nonprofit organizations working to eliminate racism and ensure economic and social equity



To learn more about how we are committed to measurably advancing equity at UL, visit

Advancing our strategic community nonprofit partnerships

with partners such as the YWCA Metropolitan Chicago Racial Justice League, which we recently joined



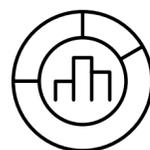
Incorporating D+I

into our new behavior and competency framework



Establishing D+I metrics

within the succession planning process



Developing a Global Allyship Program

for all colleagues



Launching “Leading Inclusively,”

our new diversity and inclusion training initiative



Our Diversity and Inclusion function

UL formalized its ongoing D+I efforts by officially launching the company's D+I function in 2019. The function is positioned to shape UL's global D+I strategy as aligned to our mission, business objectives and business transformation. Information and resources to further embed D+I into our culture and our day-to-day interactions are available on a dedicated company intranet.

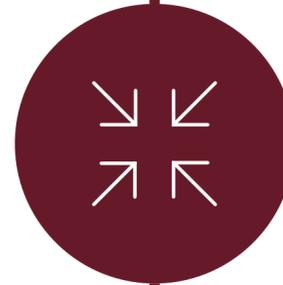
We've developed a co-created strategy with a top-down, bottom-up approach to better amplify the voices of the employees and to ensure leadership, commitment and accountability is leveraged along the way. We will continue to work to ensure that D+I is infused into our DNA and acknowledged through action that D+I is imperative to our business, our employees, our customers and our communities.

Strategy

Our recent D+I progress is driven by a multiyear plan that aligns our business strategy and overarching mission of building a diverse, inclusive and equitable company.



2019 — Building the case: In 2019, we formalized our D+I work, beginning the process with a discovery and diagnostic phase. During this time, we conducted a series of more than 60 focus groups in more than 30 locations, a cultural audit and benchmarking to better understand our current state, gather baseline data and identify existing gaps.



2020 — Building the core: We are continuing to build on our year one work, focusing on aligning D+I to our UL Key Results, leveraging data from the 2020 Employee Engagement Survey, building awareness, and educating and equipping our people leaders and colleagues with the tools and resources they need.



2021 — Building the culture: In 2021, we will work to further the integration of D+I with systemic initiatives such as more inclusive policies and procedures. And we intend to find ways to provide more equitable access to growth opportunities, along with targeted development for our historically underrepresented groups.

Diversity and Inclusion ecosystem

Our D+I strategy is a top-down, bottom-up approach



Our focus on attracting and hiring qualified talent at every level in the organization with a focus on underrepresented populations across the globe — from diverse backgrounds, identities, orientations, genders, generations, abilities, ethnicities and races.

Our focus on building a psychologically safe and inclusive employee experience where every voice is heard, everyone has an equitable opportunity to advance and colleagues can bring their full selves to work.

Our focus on building an inclusive external brand, embedding D+I into our vendor and customer relations and investing in justice and equity in the communities in which we operate and live.

Education

Education informs positive actions and is the foundation of our D+I strategy. Among our offerings are the D+I education series, D+I resources co-created by UL colleagues across the globe, and toolkits to transform learning into doing, all built through a sustainable approach in equipping our people leaders and colleagues with skills to build an inclusive culture.

Commitments

Our intentional steps toward a more inclusive culture include:



In 2020, we established the **D+I Leadership Council**, comprised of the D+I Regional Ambassadors and Business Resource Group (BRG) Leaders.



We have implemented the **UL Inclusion Promise** and have received over

600 SIGNATURES TO DATE.

UL has committed to two diversity and inclusion pledges, **committing to gender balance and equity** and **creating a globally inclusive culture**:

- ✓ CEO Action Pledge
- ✓ Chicago Network Pledge

Business Resource Groups expanded from five to seven, with two new BRGs:

Military

Black

UL Latino

UL Parents

PRIDE

Women in Leadership

Young Professionals

At the close of 2019, we hosted our third annual D+I Summit, Building a Global Culture of Inclusion. There were over:

2,000+ IN ATTENDANCE,

including virtually and in person.

In 2020, we held a virtual D+I gathering with over

4,000+ IN ATTENDANCE.

We worked with an external partner for current state analyses and a **five-year systematic review of UL's global demographic trends.**



Our **more than**

70+

D+I AMBASSADORS

helped facilitate, advocate and promote D+I regionally and locally.

Business Resource Groups

Our BRGs are voluntary, employee-initiated and employee-led associations that help us foster an inclusive workplace by supporting diverse perspectives and empowering community advocacy and transformation. BRGs serve as a catalyst for UL's cultural competence, business strategy and growth.

We now have seven BRGs with more than 1,200 members globally. **All BRGs are open to anyone within the company.**

We now have

7 BRGs
WITH 1,200+
MEMBERS GLOBALLY



Black BRG

The Black BRG (BBRG) is dedicated to driving inclusion by accelerating UL's commitment to engaging African American/Black employees and those with diverse backgrounds, skills and capabilities. Its focus includes furthering UL's commitment to corporate social responsibilities in African American/Black communities, developing and retaining African American/Black employees by developing skills, increasing representation in C-E level roles, and growing the talent pipeline among prospective candidates.



Military BRG

The Military Business Resource Group (MBRG) was created to establish and grow a community of employees who served in the military, have a friend or family member who has served or is still serving, and all employees who are interested in promoting awareness of military and veteran issues. This is not a U.S.-centric group, but rather a global group encompassing all military service, whether voluntary or conscripted. The MBRG's purpose is to make a positive impact by creating meaningful networking opportunities, honoring and remembering our military veterans and those currently serving, giving back to veteran causes, and connecting them to career opportunities.



PRIDE UL BRG

PRIDE stands for People Recognizing Identities and Differences for Equality. PRIDE UL is committed to increasing awareness and understanding of our LGBTQ+ community. This BRG strives to create a positive and supportive work environment, helping deliver UL's commitment to D+I, recruiting and retaining LGBTQ+ talent, and supporting customer engagement.

Business Resource Groups (continued)



UL Latino BRG

The UL Latino BRG promotes the heritage of Hispanic and/or Latino UL employees by sharing the Latino/Hispanic culture through educational opportunities, networking, cultural events and social gatherings. This BRG also supports the professional development and leadership opportunities of Latino/Hispanic team members to help recruit and retain top talent.



UL Parents BRG

The UL Parents BRG focuses on fostering a workplace where parents with children of all ages can thrive by supporting each other, providing expert guidance and influencing policy to help ensure that we are attracting and retaining top talent. Working parents make up a large contingency of UL's employee population. By creating a community via the UL Parents BRG, parents and caregivers can learn/share/advocate how to balance work-life priorities to enable greater employee engagement, productivity and retention — all of which has a positive impact on UL's business goals.



Women in Leadership BRG

The Women in Leadership BRG (WILBRG) helps accelerate the advancement of women working at UL by cultivating a strong community of female leaders. The BRG helps members develop their leadership skills and personal/business networks, shares best business practices and thought leadership, and promotes career opportunities for women.



Young Professionals BRG

The Young Professionals BRG (YPG) aims to build and nurture an inclusive environment that engages young professionals in support of UL's mission and business. Goals and objectives include supporting UL's effort to attract, develop and retain young professional talent, building an internal support system for young professionals to share experiences and information, developing personal and professional growth opportunities, and influencing change to help grow and digitize the business.

Business Resource Group highlights

2020

Black BRG

- In honor of Black History Month, the BBRG held a Yammer campaign to #celebrategreatness — members posted and invited colleagues to create/share posts celebrating Black people’s invaluable contributions to science, technology, engineering, mathematics, art, design, leadership and more.
- The BBRG celebrated National Engineering Week 2020 with a series of activities and events featuring science and contributions from our Standards division. They also held a rubber band car engineering design and launch competition.
- The BBRG initiated and partnered with Social Sustainability to develop and launch the first-ever UL Safety Smart® Virtual Summer Camp; over 400 children attended.

Military BRG

- The MBRG participated in a giving campaign during the Memorial Day period and provided donations as well as UL-matched contributions to the Memorial Day Flowers Foundation.
- In honor of Veteran’s Day, MBRG and PRIDE UL collaborated and provided a webinar that highlighted the experiences of gays in the military as well as historical information on the “Don’t Ask, Don’t Tell” policy of the U.S. Military in the 80s and 90s.

PRIDE UL BRG

- The PRIDE UL BRG hosted a pronoun usage webinar titled “A Conversation on Pronoun Usage” in April of 2020, which gave us the opportunity to collaborate with the UL Corporate Branding team to get approval for identifying pronouns in UL’s email signature blocks.
- PRIDE UL worked with Out & Equal to become a sponsor for the organization and hosted a booth and participated in the 2020 Virtual Workplace Summit.
- PRIDE UL partnered with UL Parents to host a webinar titled “Parent and Child Perspectives on Coming Out” in recognition of National Coming Out Day.

UL Latino BRG

- The UL Latino BRG expanded their chapter presence by establishing the first chapter with Field Service team members in the U.S.
- The UL Latino BRG celebrated Hispanic Heritage Month virtually by sharing local traditions and customs celebrated in the different Latin America locations.
- The UL Latino BRG partnered with our D+I Global Ambassadors to work collaboratively on initiatives in the U.S. and Latin America.

UL Parents BRG

- The UL Parents group offered virtual programs to help support parents and caregivers. These included a webinar on social media and screen time and project managing your household.

Women in Leadership BRG

- WILBRG hosted an International Women’s Day (IWD) Celebration — #EachForEqual.
- WILBRG’s Women in STEM (WiSTEM) supporting and promoting the Believe, Do and Succeed 2020 Global Marathon Series in which our CEO was guest for the fifth session.
- WILBRG’s EMEA Chapter launched the new digital learning platform/dedicated channel — “Foster Women Leadership.”
- WILBRG Hosted Global Women’s Suffrage/Women’s Equality Celebration.

Young Professionals BRG

- The YPG hosted a virtual introduction to yoga and mindfulness for Wellness Month in May.
- The YPG offered virtual opportunities for discussion and collaboration regarding the cultural significance and civil unrest after the death of George Floyd.
- The YPG launched awareness campaigns around key societal topics, including the U.S. election.

Initiatives

The **UL Inclusion Promise** is an internal commitment. We encourage all UL colleagues to join to help make our workplaces more inclusive.



COMMIT to take action in making our workplace more inclusive



EMBRACE and connect with colleagues within and outside of your networks



INCLUDE an enhanced employee experience, increased understanding of our business and career growth



Leadership summits

Our annual Diversity and Inclusion Leadership Summits are UL-hosted events featuring speakers working outside of and within UL as thought leaders, advocates and business leaders in D+I. These discussions help us to connect, inspire and innovate the ways that we build our globally inclusive culture.

In 2017, we focused on “Creating Growth through Diversity and Inclusion.”

In 2018, the central topic was “Inclusive Change: Embrace, Transform, Empower.”

In 2019, our focus was “Inclusive Culture: Connect. Inspire. Innovate.”

In 2020, we held regular digital engagements, shifting our annual summit to early 2021. The theme for the 2021 Digital Summit will be “Advancing Equity: Empower. Commit. Act.”

 **More than 2,500 PEOPLE PARTICIPATED** in our globally broadcasted **2019 D+I Leadership Summit.**



Accomplished internal and external speakers



Pat Harris | Former Global Chief Diversity Officer at McDonalds



Keynote Speaker Rufus Gifford | Former U.S. Ambassador to Denmark, Senior Aide to President Barack Obama

A call for social justice

This year, in response to the devastating murder of George Floyd — and countless other unarmed Black men and women in America — we came together as a global community to confront the systemic disparities that exist within our societies, including lack of access to quality healthcare, resources, equitable pay or basic needs that many experience across the globe. Refusing to ignore the uncomfortable issues of racism, both implicit and explicit, and understanding the very real impact they have on our colleagues are the first steps toward

taking positive action to creating the unity we all hope to see in our communities across the globe.

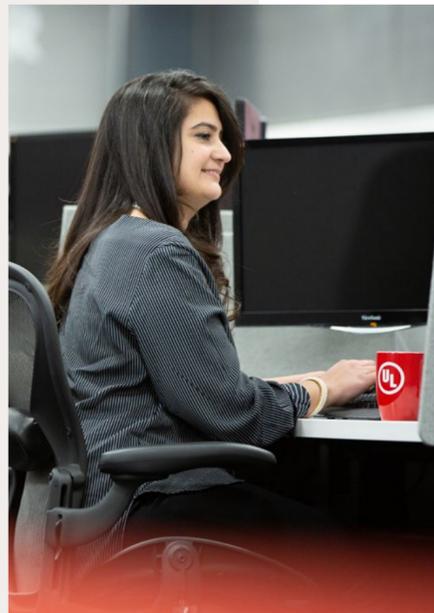
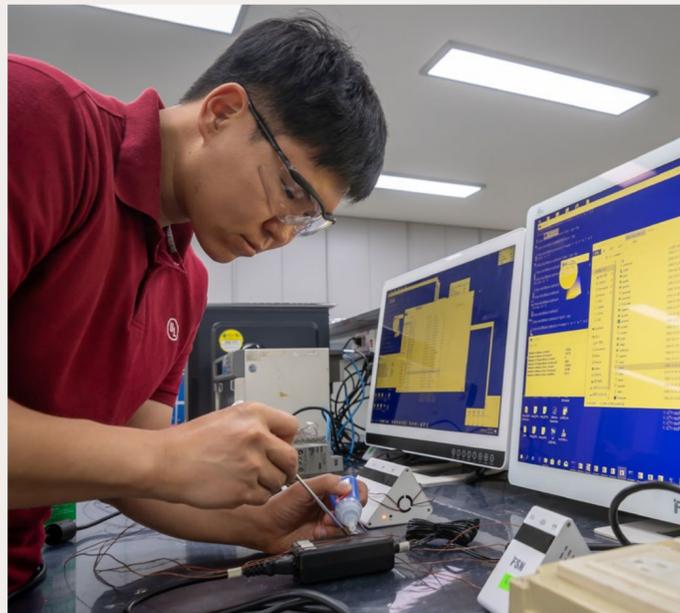
We launched the Inclusion Conversation Series to connect with our colleagues in an open discussion about racial equity and social justice. We also created an activation plan to empower each of us to act inclusively, including the Courageous Dialogue Guide to support team and peer discussions, educational resources co-created by UL colleagues across the globe, and invitations to dialogue from our Business Resource Groups.

We must continue to embrace the concept of being comfortable with being uncomfortable, as comfort has never been a catalyst for change. Social injustices are experienced across the globe and must be considered as humanity issues. This isn't a call out; this is a call to action.



Pay equity

UL's culture of diversity and inclusion extends to every aspect of UL, including compensation practices. Ensuring that all employees are compensated equitably for similar job content and have an equal opportunity to contribute and advance in the workplace is a priority for our organization. We commit to identify and promote best practices in compensation and career development, to develop strategies to reduce unconscious bias and to make compensation decisions that promote pay equity.



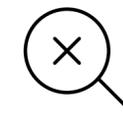
UL lives its commitment to the principle of pay equity at every level across the workforce. We continue to support this commitment in 2020 in a variety of ways:



We maintain a formal compensation structure to establish compensation on the basis of objective factors, including job leveling and the usage of external market data. We regularly review this compensation structure in light of common market trends, compensation market movements and internal equity.



We regularly conduct statistical analyses of compensation levels, encompassing company-initiated reviews (including a global study in 2020) and various analyses required by local laws. The analyses compare compensation of employees in similar positions to assess pay equity by gender and/or minority status. We address identified deficiencies in alignment with our foundational compensation policies and programs.



In compliance with various local laws and as part of UL's commitment to equal employment opportunity, UL does not seek current base compensation information from applicants.



We provide salary range information to people managers, thereby supporting greater pay transparency and further enhancing practices that support pay equity and fairness. We continually assess and enhance our practices to ensure that they are an effective control to monitor and address pay inequities.

Accountability

At UL, we know that diversity drives our ability to learn, innovate, serve our customers more effectively and deliver profitable business growth. We also understand the importance of transparency and holding ourselves accountable.

We are committed to building a workforce that represents all the communities where we live and work and our stakeholders around the world. While we have made progress in our workforce representation, we still have work to do. Our goal is to be the employer of choice for all, with a workforce that reflects the diversity of our stakeholders.



Numbers to know

For the second year, minorities continue to represent 28% of UL's U.S. population, and their representation in leadership roles (22%) remains unchanged. Based on U.S. demographic data, the collective minorities account for nearly 40% of the U.S. population, and by 2045, the U.S. will become a majority-minority population. (U.S. Census, 2010)

BY 2045
the U.S. will be a
majority-minority
population

(U.S. Census, 2010)

↑ We have seen an
INCREASE
in gender balance in
leadership roles.

For the fourth year, women continue to represent 38% of UL's global workforce. We have seen an increase in gender balance in leadership roles from 23% in 2019 to 25% in 2020.*

Millennial (50%) and Gen Z (5%) representation remains consistent with 2019. While millennials made up 65% of promotions in 2019, they only hold 9% of leadership roles. Gen X continues to account for the majority (78%) of leadership roles, while baby boomers account for 13%.

2019 GENERATIONAL LEADERSHIP REPRESENTATION

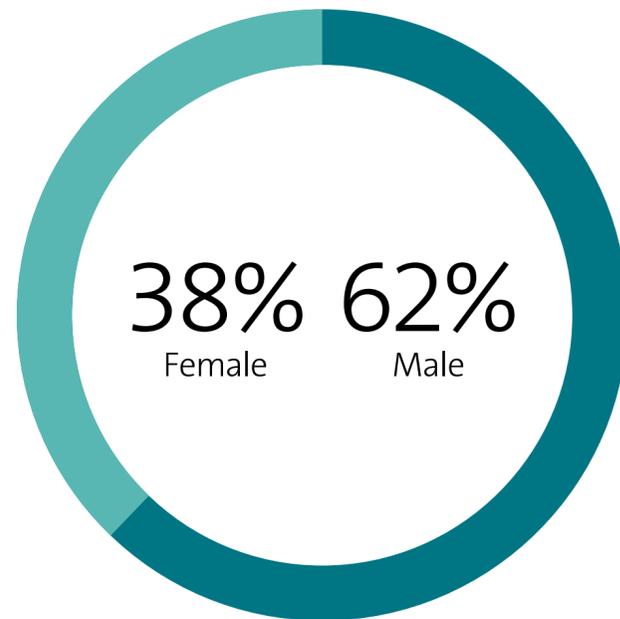
78%
Gen Xers

13% baby boomers
9% millennials

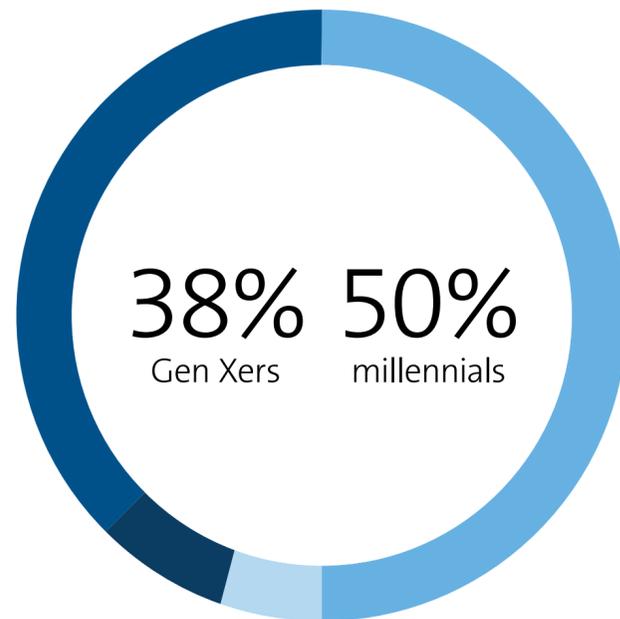
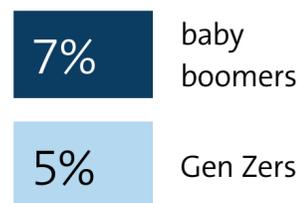
* Commensurate with the global market 25% (ILO)

Diversity and Inclusion dashboard

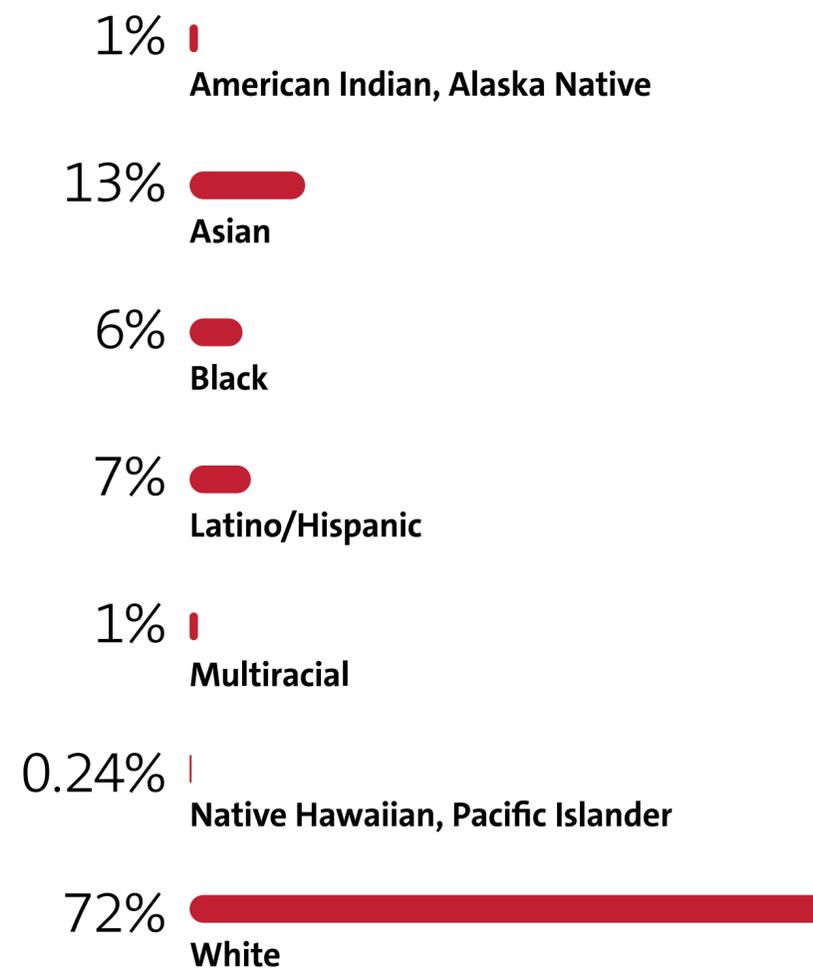
Global gender



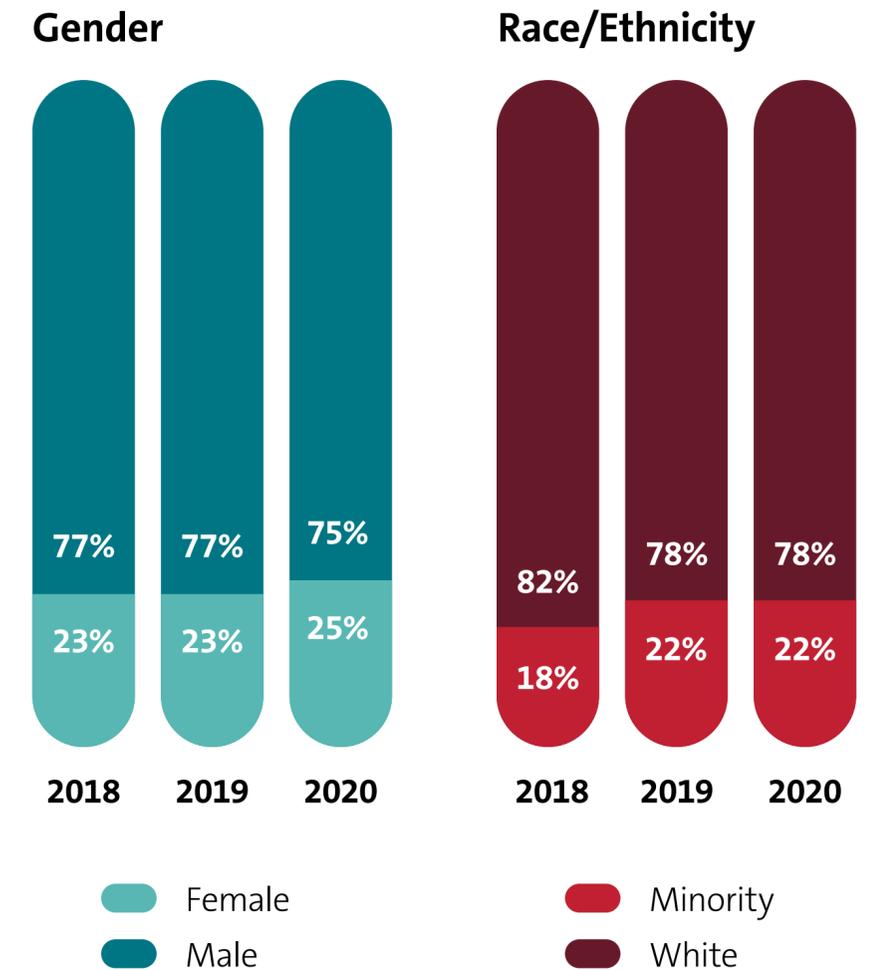
Global generation



U.S. race and ethnicity



Leadership representation

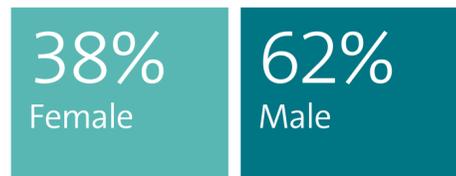


The progress of gender balance in UL's workforce

GLOBAL GENDER



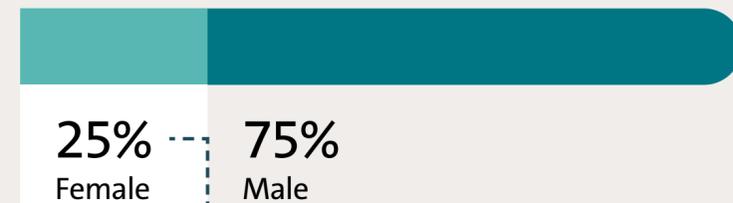
UL's global gender representation has remained steady for the fourth year in a row, with 38% of colleagues who identify as women and 62% who identify as men.



GLOBAL LEADERSHIP

Women account for 25% of Director and Global Leadership positions, which is commensurate with the global market 25% (ILO).

2020



We have seen an **INCREASE** in female Director and Global Leadership positions, from 23% in 2019 to 25% in 2020.



In 2019, UL appointed our first female CEO. Due to this, along with subsequent hires and promotions,

EXECUTIVE LEADERSHIP IS NOW 55% female

GLOBAL WORKFORCE



Women are largely underrepresented in all CBS Levels except Business and Technical Associates (45%)



The gap widens drastically at Managers and Professionals 28% female 72% male



and slightly more at Directors 23% female 77% male



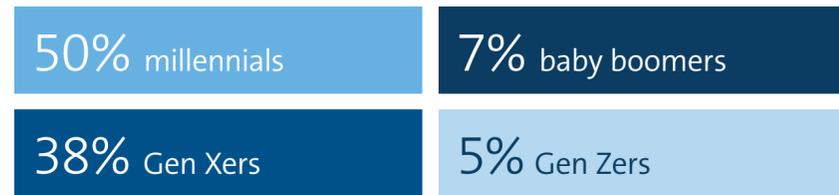
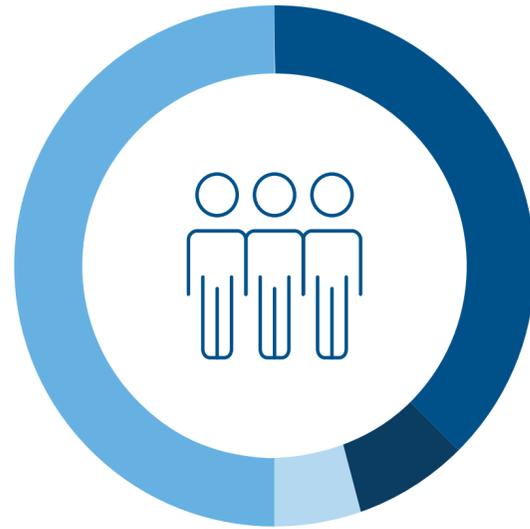
then narrows slightly at Global Leaders 28% female 72% male

↑ New hire trends for women have increased from 38% to 41%. **HOWEVER** ↓ Women are voluntarily terminating at the same rate they are hired (41%).

Note: Data to account for the 2019 year in review

UL's generational landscape has drastically evolved

GLOBAL GENERATIONAL LANDSCAPE



UL's millennial (50%) and Gen Z populations (5%) account

55% OF OUR GLOBAL WORKFORCE

GENERATIONAL WORKFORCE



Generational representation has impacted hiring trends, with **Gen Z accounting for 27% of new hires** (up from 22%).



Global data projections indicate that **Gen Z will account for 34% of new hires by 2024.** (EY)

MILLENNIAL REPRESENTATION ACROSS REGIONS



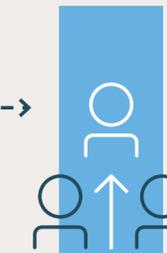
GLOBAL GENERATIONAL LEADERSHIP

Gen Xers account for 38% of UL's workforce and hold the majority (**78%**) of leadership roles within UL.

UL Leadership

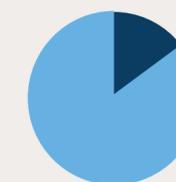


13% baby boomers
78% Gen Xers



Millennials accounted for **65% OF PROMOTIONS IN 2019**

(majority from the Business and Technical Associates, and Managers and Professionals levels); **however, they only hold 9% of leadership.**



Baby boomers account for 7% of UL's population and **hold 13% of leadership roles** (Director and Global Leadership).

UL's U.S. based workforce minority view

U.S. BASED WORKFORCE



Minorities currently account for 28% of UL's U.S. based workforce, with Asian Americans being the second largest demographic group (18% of UL's U.S. population).

Minorities account for nearly 40% of U.S. labor force, thus there is opportunity to focus on balanced minority representation. (U.S. Bureau of Labor Statistics)



We have seen an **INCREASE** in minority representation over the last four years, from 25% in 2016 to 28% in 2020.

The U.S. minority workforce is expected to increase by **10-12% BY 2045.**

It is projected the U.S. will be comprised of a "majority minority," **with the Hispanic/Latino population represented as the largest minority group.**

(U.S. Census, 2010)

U.S. BASED LEADERSHIP

Minorities in leadership roles have remained consistent since 2019 and can mostly be attributed to internal promotions (11%) and external hires (17%) of Asian Americans.

2020



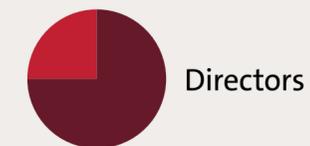
22%
Minority

78%
White

Minorities are significantly underrepresented. The gap begins to widen for minority Business and Technical Associates,



with a significant drop-off for Managers and Professionals, 23% Minority 77% White



slight improvement for Directors, 25% Minority 75% White



then another drop for Global Leadership. 22% Minority



Based on hiring trends, **minorities are**

40%

LESS LIKELY TO BE HIRED AS MANAGERS AND ABOVE, and are voluntarily and involuntarily terminated at a higher rate than their white counterparts.



Conclusion

Diversity and inclusion is not a project with a due date, something we can mark complete and call done. It will always be a work in progress. As a company, we continuously strive to meet our highest aspirations and to ensure that D+I is embedded into our everyday work, lives and business.

We are committed to continuing to narrow the gap between where we want to be and where we are now. We will keep using our collective power to create a safe, empowering space where everyone can achieve their goals, better serve our customers and communities, and feel a sense of pride about who we each are and how we interact with each other.

For more information and resources, visit our website. Let's keep the conversation going.



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