

UNIVERSAL THEATRICAL GROUP  
ENVIRONMENTAL, HEALTH AND SAFETY (EHS) POLICY

# UNIVERSAL THEATRICAL GROUP

It is the policy of Universal Theatrical Group to promote a safe and healthy work environment for all workers, and to comply with all applicable federal, state, and local laws and regulations governing workplace safety.

Our goal is to create a work environment that is free from work-related Injury and Illness. Meeting our goal will require the cooperation of every worker in identifying and controlling hazardous and potentially hazardous conditions. If any unsafe conditions are detected, the worker must report them immediately to their department head. No worker will suffer discipline or reprisal as a result of reporting existing or potential hazards.

To aid in meeting our goals, Universal Theatrical Group has developed a detailed Production Health & Safety Programme to be followed by all workers while performing their duties.

All production companies operating under Universal Theatrical Group control will adhere to the Production Health & Safety Programme and formally adopt it as their own. As such, all co-workers, department heads and managers must maintain a preventative and cooperative attitude relating to safety issues. Workers will strictly abide by all safety-related policies, rules, and procedures at all times as a condition of employment.

Management accepts the responsibility for the implementation of the program. The individual responsible for the implementation of this program is the Program Administrator (General Manager). The individual with the authority to address safety issues related to your department is your Department Head. The individual with the final responsibility and authority to address safety issues on your production is the Company Manager.

The success of the Production Health & Safety Programme relies heavily on the participation of our workers. We encourage any suggestions to improve Production Health & Safety Programme and will carefully consider them for implementation.

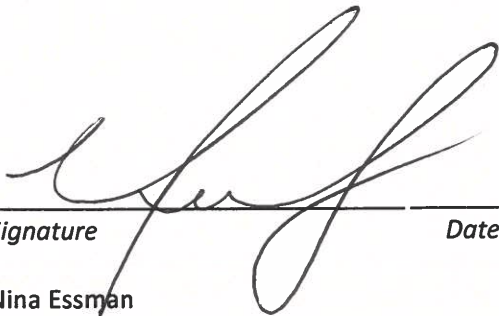
At Universal Theatrical Group, we realize that our most valued assets are our employees, and their safety is of utmost importance to the business. Both management and employees will consider themselves a team working together to accomplish the common goal of a safe and healthy workplace.

The health and safety of the individual worker, whether on the stage, backstage, production office, orchestra pit or dressing room takes precedence over all other concerns. Please make safety a priority in your work activities.

Thank you in advance for your cooperation.

  
\_\_\_\_\_  
Signature                      01-29-26  
Date

Robert Gibson  
Head of Operations & Finance  
Universal Theatrical Group

  
\_\_\_\_\_  
Signature                      Date

Nina Essman  
General Manager  
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