



UPL Limited, UPL House
610 B/2, Bandra Village
Off Western Express Highway
Bandra (East), Mumbai 400 051, India

w: upl-ltd.com
e: contact@upl-ltd.com
t: +91 22 7152 8000

27th July, 2023

BSE Limited
Mumbai

National Stock Exchange of India Ltd
Mumbai

SCRIP CODE: 512070

SYMBOL: UPL

Sub.: Submission of Business Responsibility and Sustainability Report for FY 2022-23

Dear Sir/Madam,

In terms of the requirement of Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2022-23.

We request you to take the above on record.

Thanking you,

Yours faithfully,
for **UPL Limited**

Sandeep Deshmukh
Company Secretary and
Compliance Officer
(ACS-10946)

Encl.: As above

Business Responsibility and Sustainability Report

Section A: General Disclosures

I. Details

1	Corporate Identity Number (CIN) of the Listed Entity	L24219GJ1985PLC025132	
2	Name of the Listed Entity	UPL LIMITED	
3	Year of incorporation	02-01-1985	
4	Registered office address	3-11, G.I.D.C., Vapi, Valsad-396195, Gujarat	
5	Corporate address	UPL Limited, UPL House, 610 B/2, Bandra Village, Off Western Express Highway, Bandra-East, Mumbai 400051, India.	
6	E-mail	upl.investors@upl-ltd.com	
7	Telephone	+91 22 71528000	
8	Website	https://www.upl-ltd.com/	
9	Date of Start of Financial Year	Start Date	End Date
	Financial Year	01-04-2022	31-03-2023
	Previous Year	01-04-2021	31-03-2022
	Prior To Previous Year	01-04-2020	31-03-2021
10	Name of the Stock Exchange(s) where shares are listed	Equity Shares of the Company are listed on BSE Limited and National Stock Exchange of India Limited. Global Depository Receipts (GDR) of the Company are listed on Singapore Stock Exchange and Admitted to Trading on the International Order Book (IOB), London Stock Exchange's electronic trading platform for GDRs.	
11	Paid-up Capital (in Rs.)	150,12,15,282	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		
	Name of Contact Person	Dr. Mritunjay Chaubey	
	Contact Number Of Contact Person	+91 22 71528000	
	Email of Contact Person	mritunjay.chaubey@upl-ltd.com	
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken, together).	Standalone basis	

II. Products/Services

14. Details of business activities

S. No.	Description of main activity	Description of business activity	% of turnover
1	Manufacturing	Chemical & Chemical Products	90%
2	Trade	Wholesale Trading	10%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Chemical & Chemical Products	2021	90%

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	15	454	469
International	26	1027	1053

17. Markets served by the entity: 138 countries

a. Number of locations

Location	Number
National (No. of States)	5 - Manufacturing locations in India (Gujarat, Maharashtra, Jammu, West Bengal and Karnataka)
International (No. of Countries)	14 - Manufacturing locations overseas (Vietnam, South Korea, United Kingdom, France, Colombia, Argentina, South Africa, Ivory Coast, Brazil, Mexico, Costa Rica, Belgium, United States of America, China)

b. What is the contribution of exports as a percentage of the total turnover of the entity?

89%

c. A brief on types of customers

The sales are primarily made to the distributors, however, at some geographies it's also to cooperatives and directly to growers

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled)

S. No	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
Employees								
1.	Permanent (D)	4126	3736	91	390	9	0	0.00
2.	Other than Permanent (E)	0	0	0	0	0	0	0.00
3.	Total employees (D + E)	4126	3736	91	390	9	0	0.00
Workers								
4.	Permanent (F)	3259	3251	99.7	8	0.3	0	0.00
5.	Other than Permanent (G)	0	0	0	0	0	0	0.00
6.	Total workers (F + G)	3259	3251	99.7	8	0.3	0	0.00

b. Differently abled Employees and workers

S. No	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
Differently Abled Employees								
1.	Permanent (D)	17	15	0.88	2	0.12	0	0
2.	Other than Permanent (E)	8	8	1	0	0	0	0
3.	Total differently abled employees (D + E)	25	23	0.92	2	0.08	0	0
Differently Abled Workers								
4.	Permanent (F)	0	0	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0	0	0

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.50
Key Management Personnel	2	0	N.A

20. Turnover rate for permanent employees and workers

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23	20	22	22	20	22	19	18	19
Permanent Workers	21	46	22	15	18	20	19	49	20

V. Holding, Subsidiary and Associate Companies (Including Joint Ventures)

21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
	There is no holding company to UPL Limited. The details of subsidiary / associate / joint venture companies are given in Form No. AOC-1, on page no. 200 of Annual report 2022-23			Yes

VI. CSR Details

22. CSR Details

Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
Turnover (₹ in crores)	18,783.72
Net worth (₹ in crores)	7,071.29

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	if Yes, then provide web-link for grievance redress policy	FY 2022-23			FY 2021-22		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	https://www.upl-ltd.com/downloads/UPL_CSR_Policy.pdf	-	-	-	-	-	-
Investors (other than shareholders)	Yes	The Company does not have a written policy in place, however the grievance redressal mechanism forms part of the Report of Corporate Governance. The contact details are available on UPL website for any grievance - Investor Contact UPL (upl-ltd.com)	-	-	-	-	-	-
Shareholders	Yes		55	-	All complaints were resolved satisfactorily	21	-	All complaints were resolved satisfactorily

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	if Yes, then provide web-link for grievance redress policy	FY 2022-23			FY 2021-22		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes	https://www.upl-ltd.com/investors/corporate-governance/policies (policies relating to Global Code of Conduct, Whistler Blower, Anti-Bribery, Information Security, Risk Management, Code of Conduct for Senior Management etc. are listed on this page). The Global Code Conduct provides three modes for aggrieved person to file complaint. 1. by email at UPL@tip-offs.com; 2. through a customized website www.tip-offs.com/UPL ; 3. Hotline Numbers which are region specific.	NIL	NIL	NIL	NIL	NIL	NIL
Customers	Yes	Customer Care Number & Email ID available on packaging labels https://www.upl-ltd.com/downloads/policies/compliances/UPL_Global_Code_of_Conduct.pdf	11	NO	Pending in courts	9	NO	Pending in Courts
Value Chain Partners	Yes	https://www.upl-ltd.com/downloads/supplier_portal/UPL_Supplier_Code_of_Conduct.pdf	NIL	NIL	NIL	NIL	NIL	NIL

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Operational Safety, Emergency Preparedness & Response	Risk	An agro-chemical company must take extra precautions to respond to any emergency that might directly or indirectly impact their operations.	We have a dedicated emergency response team at all locations of UPL to handle unforeseen situations. The team regularly engages with respective stakeholders to create the awareness and train on various risk associated with operations.	-ve

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Occupational Health & Safety	Risk	Providing a safe workplace to its employees is of prime importance to us.	UPL actively monitors employee and worker health and safety. Regular health inspections of our employees are carried out. We also conduct regular audits evaluate the processes in place from safety aspects and we regularly try to enhance the safety at the workplace. UPL also conducts regular safety training on various topics covering behavioral and operational topics.	-ve
3	Emissions & Climate Change	Risk	Unpredictable weather patterns, extreme climate events, and increased environmental degradation are indications that direct and indirect emissions are contributing to climate change.	We are committed to augment energy conservation and the decarbonization of our operations to reduce our carbon footprint. We aim to consistently enhance the resiliency of our operations and farmers to the physical impacts of climate change.	-ve
4	Waste Management	Opportunity	The production and use of agrochemicals results in the generation of hazardous waste. It is important to focus on reducing the waste generation, recycling, and reusing the waste.	NA	+ve
5	Water Use & Management	Opportunity	Access to clean and safe water is not only a basic human right, but also aligns with the Sustainable Development Goal number 6 of the United Nations to be achieved by 2030. As a responsible corporate citizen, we make sure at multiple levels that no negative impact on the quality or supply of water resources is created through our operations for any part of the ecosystem and society.	NA	+ve
6	Product Safety	Opportunity	Creating an awareness among the consumers on safe usage of the product is of utmost important for us. It helps the customer	NA	+ve
7	Agriculture Innovation & Productivity	Opportunity	Innovation that would help farmers, consumers, and the environment is urgently needed. We are focused on developing sustainable and differentiated products to address dynamic market needs with a sustainable approach.	NA	+ve
8	Local Communities	Opportunity	It is important for us to understand the local communities in the region we operate. Local communities play a significant role in the growth of our business and hence it's important to understand their issues and support them.	NA	+ve

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Talent Attraction & Retention	Opportunity	To give UPL's business that extra growth potential to expand or deliver solutions more relentlessly and to help the company focus on building organization-wide commitment towards hiring the right people, a good strategy towards talent attraction and retention becomes extremely essential.	NA	+ve
10	Sustainable Supply Chain	Opportunity	The functioning of an organization depends heavily on its supply chains. This topic focuses on how we collaborate with suppliers effectively to maximize value and minimize risks in the supply chain.	NA	+ve
11	Energy Management	Opportunity	Understanding and addressing energy efficiency across business activities is crucial and so is monitoring our performance via systems installed at multiple locations to record our consumption on a daily basis. Our strategy towards energy conservation also aligns with achieving set sustainability goals and targets.	NA	+ve
12	Business Integrity	Opportunity	Success in business depends on creating and sustaining a culture of ethics and integrity. It supports daily decision-making by providing employees and partners with a useful reference.	NA	+ve
13	Business Continuity	Opportunity	Risk management and ethics are interdependent. A company's business is less at risk when it complies with ethics as required. The alignment of business ethics and risk management becomes essential if an organization is to carry on working diligently during a disruptive incident.	NA	+ve
14	Resource Management - Materials	Risk	This topic focuses on UPL's approach to resource conservation through recycling, reusing and reclaiming materials, products, and packaging.	We understand that the natural resources which goes in our products inform of raw materials are limited and hence we have a strong focus on recycling, reusing to reduce the usage of virgin material wherever possible in our processes	-ve
15	Data Security	Risk	For any business, system dependability and the privacy of internal and external data are crucial. One may be exposed to multifaceted risks in the chemical sector, including cybercrime and breaches in official data security.	This topic addresses the necessity of recognizing and evaluating emerging risks prior to their occurrence, as well as the need to safeguard the company's personnel as well as its tangible and intangible assets. UPL has strong governance around its security systems to ensure data security.	+ve

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
16	Diversity & Inclusion	Opportunity	At UPL, we focus on value creation by expanding our pool of staff and building an agile workforce. Our staff is an eclectic mix of employees, hailing from different educational, cultural, and demographic backgrounds, and we consciously ensure that the inclusion and diversity principles and employability practices remain free from the shackles of age and gender.	NA	+ve
17	Biodiversity	Risk	Agro-chemicals such as pesticides can have short term toxic effects on directly exposed organisms, and long-term effects can result from changes to habitats and the food chain. This topic will focus on UPL's efforts in managing its products' impact on biodiversity.	UPL recognizes the importance of preserving biodiversity and the need to minimize the impact of its operations on the environment. UPL's senior leadership has taken a proactive role in promoting biodiversity conservation, and the company has established a comprehensive biodiversity policy that guides its operations.	-ve

Section B: Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC principles and core elements.

- P1 Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
- P2 Businesses should provide goods and services in a manner that is sustainable and safe
- P3 Businesses should respect and promote the well-being of all employees, including those in their value chains
- P4 Businesses should respect the interests of and be responsive towards all its stakeholders
- P5 Businesses should respect and promote human rights
- P6 Businesses should respect, protect and make efforts to restore the environment
- P7 Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- P8 Businesses should promote inclusive growth and equitable development
- P9 Businesses should engage with and provide value to their consumers in a responsible manner

(1) Disclosure Question	(1a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	(1b) Has the policy been approved by the Board? (Yes/No)	(1c) Web Link of the Policies, if available
Policy and management processes			
P1 Ethics & Transparency	Yes	Yes	https://www.upl-ltd.com/downloads/policies/compliances/UPL_Global_Code_of_Conduct.pdf
P2 Product Responsibility	Yes	Yes	Environment_Policy.pdf (upl-ltd.com) https://www.upl-ltd.com/downloads/supplier_portal/UPL_Supplier_Code_of_Conduct.pdf
P3 Human Resources	Yes	Yes	https://www.upl-ltd.com/downloads/policies/compliances/UPL_Global_Code_of_Conduct.pdf https://www.upl-ltd.com/sustainability/health-safety-environment-policy
P4 Responsiveness to Stakeholders	Yes	Yes	https://www.upl-ltd.com/corporate_governance_pdfs/Dw5qZKLdbeMmFB7iZr949BcHgMZzvpXu0DTjeKtP/UPL-CSR-Policy-with-AOP.pdf
P5 Respect for Human Rights	Yes	Yes	https://www.upl-ltd.com/images/people/downloads/UPL_Human_Rights_Policy.pdf
P6 Responsible Lending	Yes	Yes	Environment_Policy.pdf (upl-ltd.com)
P7 Public Policy Advocacy	Yes	Yes	https://www.upl-ltd.com/corporate_governance_pdfs/Dw5qZKLdbeMmFB7iZr949BcHgMZzvpXu0DTjeKtP/UPL-CSR-Policy-with-AOP.pdf
P8 Inclusive Growth	Yes	Yes	https://www.upl-ltd.com/corporate_governance_pdfs/Dw5qZKLdbeMmFB7iZr949BcHgMZzvpXu0DTjeKtP/UPL-CSR-Policy-with-AOP.pdf
P9 Customer Engagement	Yes	Yes	https://www.upl-ltd.com/downloads/policies/compliances/UPL_Global_Code_of_Conduct.pdf

Disclosure Question	(2) Whether the entity has translated the policy into procedures. (Yes / No)	(3) Do the enlisted policies extend to your value chain partners? (Yes/No)	(4) Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.
Policy and management processes			
P1 Ethics & Transparency	Yes	Yes	Global Reporting Initiatives Framework, UNGC Principles
P2 Product Responsibility	Yes	Yes	Responsible Care
P3 Human Resources	Yes	Yes	Occupational Health and Safety management system (ISO 45001:2018), UNGC Principles
P4 Responsiveness to Stakeholders	Yes	Yes	Global Reporting Initiatives Framework, UNGC Principles
P5 Respect for Human Rights	Yes	Yes	Global Reporting Initiatives Framework, UNGC Principles
P6 Responsible Lending	Yes	Yes	Environment Management System ISO 14001:2015, UNGC Principles
P7 Public Policy Advocacy	Yes	Yes	Global Reporting Initiatives Framework
P8 Inclusive Growth	Yes	Yes	UNGC Principles, CSR Rules, Companies Act 2013
P9 Customer Engagement	Yes	Yes	Global Reporting Initiatives Framework, International Standard on requirements for information security management - ISO 27001: 2013

Disclosure Question	(5) Specific commitments, goals and targets set by the entity with defined timelines, if any.	(6) Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.
Policy and management processes		
P1 Ethics & Transparency		Performance against our goals and targets are mentioned in the highlights section of this report.
P2 Product Responsibility		
P3 Human Resources		
P4 Responsiveness to Stakeholders		
P5 Respect for Human Rights		
P6 Responsible Lending		
P7 Public Policy Advocacy		
P8 Inclusive Growth		
P9 Customer Engagement		

- (7) Governance, leadership and oversight**
Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements
Please refer to the Chairman and Group CEO's message, and ESG section in the Annual Report.
- (8) Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).**
Dr. Mritunjay Chaubey, Global Vice President & Head of Environment & Sustainability at UPL Ltd. is the highest authority responsible for implementation and oversight of Business Responsibility policy.
- (9) Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).**
Yes
If yes, provide details.
The Board has formed a Sustainability Committee of Directors. The composition of the Committee is available on the website of the Company at the following link: <https://www.upl-ltd.com/investors/corporate-governance/board-committees>

(10) Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee	Yes, performance against each policy has been governed and reviewed by Sustainability Committee								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee (Sustainability Committee)	Yes, all the statutory requirements related to the BRSR principles is reviewed by Sustainability Committee								
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
Performance against above policies and follow up action Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)	Yes, annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)	Yes, annually								
(11) Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	The policies of UPL are reviewed and evaluated by Sustainability Committee at Board. The Sustainability Committee provides its observations for improvement to address any new opportunities to the Board.								

(12) If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Not applicable

Section C : Principle Wise Performance Disclosure

Principle 1

BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors and Key Managerial Personnel	5	The Company on a regular basis familiarizes the directors on various topics of ESG parameters and targets, sustainability initiatives, governance best practices, social contribution, regulatory updates, HR & market update through the board / committee meetings.	100%
Employees other than BoD and KMPs Workers	23	Anti-Bribery & Corruption Basics, Confidential Information, Ethics and Code of Conduct, Workplace Harassment	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

Nil

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Not applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web link to the Policy.

Yes, UPL is committed to the prevention, detection, and deterrence of fraud, bribery, and all other corrupt business practices. We endeavor to conduct our business activities with honesty, integrity, and the highest possible ethical standards. In view of the nature, scale and geographic range of our activities and protect our reputation, we have developed and implemented a global policy to check and address the risk of bribery and corruption. The Company has a Policy on Anti-Bribery and Corruption which can be referred on https://www.upl-ltd.com/corporate_governance_pdfs/exTCRRkbsuzPcf8z14APGjZWweUn8ZV8Jq2RC2Di/Anti_Bribery_and_Corruption_Policy.pdf.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Nil

6. Details of complaints with regard to conflict of interest:

Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Sr. No	Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1.	Procurement Sustainability awareness program	*Health & Safety *Environment *Labour rights *Anti-corruption *Management Systems	57% in India region

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No). If Yes, provide details of the same.

Yes, UPL developed a dedicated code of conduct for board members. The company expects all the Directors/officers to act in accordance with the highest standards of personal and professional integrity, honesty, and ethical conduct, while working at the Company's premises, at offsite locations, at Company's sponsored business and social events, and/or at any other place where the Directors/Officers represent the Company. The Company has a Policy on Code of Conduct for BoD and Senior Management which can be referred on https://www.upl-ltd.com/corporate_governance_pdfs/lo9JWgyc8motROUG1iGceEyVagFilaTctDJG41tL/Code-of-Conduct-for-BoD-and-Senior-Mgmt.pdf

Principle 2

BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	Please refer to Page no. 134 of the Annual Report		
Capex	9%	2%	1. Investment in renewable energy 2. Investment in Zero Liquid Discharge 3. Investment in Scaleban technology 4. Investment in recycling technology for waste

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, We have well defined procedure on Supplier sustainability evaluation. It includes online sustainability evaluation through e procurement tool, On-site audit mechanism and Post-Audit improvement plans. UPL Procurement sustainability program is aligned with UN Global Compact guidelines and ISO 20400 standard. UPL ambitious target is to "achieve at least 60% of sustainable sourcing by 2025". UPL team approached this challenge through user friendly e-procurement tool, automation of sustainability performance scoring, extensive engagement through buyers for completion of tasks and well defined on-site audit program. Through e-procurement tool, we could maintain Supplier Assessment Questionnaire in multiple languages e.g. Mandarin, Portuguese, English etc. to enable its completion. Automated scoring and supplier classification matrix as customized in portal helped classify supplier sustainability performance based on Supplier response and Auditor inputs into portal. This automation helped us save lot of time in manual intervention for scoring calculation and maintaining of those records. We could do it at scale as enabled by system. Innovative and clearly defined matrix as implemented in e-procurement tool to automatically classify supplier into any of three buckets of "Leaders", "Sustainable at par with Industry" and "Sensitive" helped us to save time in these calculations. It helped us to focus our time on supplier engagement and implementation tasks. Persistent engagement with supplier organization coupled with positive influence from our buyer team helped to achieve desirable results. Procurement team were backed up by strong team of subject matter experts and IT shared services team to take care of any issues that may arise during these engagements. Sustainable oversight on progress of this program was ensured through clear defining of progress indicators catering to each purchase category team. Sustainability was made part of each Management Performance Reviews within procurement function to create visibility and team leadership support. Internally, progress dashboard was published on weekly basis pertaining to each purchase category to indicate progress in terms of supplier response to online assessment, number of audits scheduled, number of improvement plans agreed etc. Another key challenge that we faced is for arriving at mutually agreed improvement plans with suppliers and in some cases, to educate our supply chain partners. Major challenge was to encourage sustainable practices and guide for improvement for suppliers categorized as Medium and Small Manufacturing Enterprises (MSMEs). We extended special efforts in guiding MSMEs to integrate key sustainability aspects within its operational practices in cost-effective manner. It was done by making them available practical guidance tool-kit, guidance engagements and topic specific workshop.

b. If yes, what percentage of inputs were sourced sustainably?

30% of global spend is considered as "sustainable at par with Industry" based on ratings from reputed external agencies & UPL assessments. Another 30% of global spend is assessed through on-site sustainability audits and in the process to be sustainable post implementation of improvement plans.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

By embedding sustainability through multiple levels of operations, we also aim to adapt to a functioning circular economy. This is largely enabled by low impact practices, innovative resource efficient technology, driven by a clear focus towards reducing waste generation through our holistic approach in waste management.

We tend to generate both hazardous and non-hazardous waste, given the nature of our business activities, but have also established a 4R waste strategy, aiming to accelerate progress towards our goal of a 25% reduction in specific waste disposal by 2025.

- Reduce
 - Ensuring the responsible use of raw materials while propagating the ideology of 'waste is wealth' across our business activities
 - Optimizing manufacturing operations to achieve waste reduction
- Recycle
 - Encouraging the recycling of packaging material
 - Augmenting waste reduction for the packaging process by using appropriate materials
 - Recovering value-added products from waste
- Reuse
 - Prolonging the Lifecycle of equipment and products
 - Utilizing incinerable hazardous waste for energy recovery
- Reprocess
 - Process redevelopment/ optimization to reduce
 - Landfill/ incinerable waste during operations
 - Trading coproducts with neighbors to derive maximum value from by-products/co-products

(a) Plastics (including packaging)

Plastics (including packaging) In line with plastic waste management rules, we are offsetting 100% of our packaging materials associated with domestic consumers in India through an external agency. The external agency facilitates collection and recycling of plastic waste in a responsible manner.

(b) E-waste

Although the quantity of E-waste generation is not significant at UPL, we ensure that all the E-Waste is sent for recycling through an authorized recycler as per E-waste amendment rule.

(c) Hazardous waste

Hazardous waste is disposed to Treatment, Storage and Disposal Facilities (TSDF sites) / Common Hazardous Wastes Incineration Facility (CHWIF) based on the characteristics of the waste. In addition to this, suitable wastes are sent for co-processing to cement industries by following Hazardous and Other Waste Management (HOWM) rules requirements.

(d) Other waste

Other wastes not falling under hazardous categories are being sold to actual end user or recycler as per the applicability.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

Yes

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Yes, EPR plan is approved by Central Pollution Control Board.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?

Yes, the Company conduct LCA studies on need bases for selected products on demand from stakeholders.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

No there aren't any significant social or environmental concerns or risks arising from production or disposal of our products as identified in the Life Cycle Assessments (LCA) for the selected products for whom LCA is conducted.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

We don't record this information at present. We will be working with our supply chain to evaluate the same in upcoming years.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	3105	-	-	5256	-
E-waste	-	9	-	-	5	-
Hazardous waste	-	96146	163184	-	54520	136255
Non-Hazardous waste	-	28795	-	-	152492	-

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

As the company is involved in production of agrochemicals, our products get consumed during the use phase hence we do not claim any reuse, recycling, and disposal of our products. However, we reclaim the packaging material i.e. plastic going along with our products through EPR process. We were able to recycle 3104.5 MT of our plastic packaging material during this reporting year.

Principle 3

BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

1. a. Details of measures for the well-being of employees

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No.	%	No.	%	No.	%	No.	%	No.	%
Permanent employees											
Male	3736	3736	100.00	3736	100.00	-	0.00	3736	100.00	0	0.00
Female	390	390	100.00	390	100.00	390	100.00	-	0.00	0	0.00
Total	4126	4126	100.00	4126	100.00	390	100.00	3736	100.00	0	0.00

b. Details of measures for the well-being of workers

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No.	%	No.	%	No.	%	No.	%	No.	%
Permanent workers											
Male	3251	3251	100.00	3251	100.00	-	0.00	3251	100.00	0	0.00
Female	8	8	100.00	8	100.00	8	100.00	-	0.00	0	0.00
Total	3259	3259	100.00	3259	100.00	8	100.00	3251	100.00	0	0.00

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	0	100	Yes	0	100	Yes

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

We ensure that our infrastructure is in line with the latest regulations and our differently abled colleagues can get the required support from our end.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes, UPL affirms its commitment to equal opportunity and inclusivity through its Human Rights Policy and Global Code of Conduct. These overarching policies guide the company's practices and align with the principles outlined in the Rights of Persons with Disabilities Act, 2016.

Within the Human Rights Policy, UPL explicitly addresses the principles of equal opportunity and non-discrimination. These principles are essential to fostering an inclusive workplace and ensuring that individuals with disabilities are treated fairly and provided with equal opportunities for employment and career advancement. UPL acknowledges the importance of eliminating barriers and creating a supportive environment that allows all employees, including persons with disabilities, to contribute to their fullest potential.

Furthermore, UPL's Global Code of Conduct serves as a set of ethical guidelines for its employees, emphasizing the importance of treating all individuals with dignity, respect, and fairness. This Code explicitly prohibits any form of discrimination, including discrimination based on disability, and promotes a work environment that is free from prejudice and bias.

If so, provide a web-link to the policy.

UPL's Human Right's Policy:- [UPL_Human_Rights_Policy.pdf \(upl-ltd.com\)](#)

UPL's Global Code of Conduct :- [Code_of_Conduct.pdf \(upl-ltd.com\)](#)

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0.84	0.84	0.97	0.97
Female	0.64	0.64	0	0
Total	0.82	0.82	0.97	0.97

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Yes, UPL's Grievance Redressal Policy explains how employees can voice their complaints in a constructive way and ensure that their point of view is heard, and the issue effectively resolved, thereby avoiding conflict and misunderstandings.

The company encourages employees to communicate their grievances to foster a supportive and pleasant workplace for everyone. [Grievance-Redressal.pdf \(upl-ltd.com\)](#)

	Yes/No (If Yes, then give details of the mechanism in brief)	Remark
Permanent Workers	Yes, UPL's Grievance Redressal Policy aims to provide employees with a constructive platform to voice their complaints and concerns in a fair and consistent manner. The policy encourages open communication and emphasizes creating a supportive and pleasant workplace environment for everyone. It aligns with UPL's core values of showing respect, demonstrating trust, and celebrating diversity. The scope of the Grievance Redressal Policy extends to all employees within the company, regardless of their position or status. Its objective is to address any employee grievance promptly and fairly in connection with their work, fostering a positive and harmonious work environment.	Our policy is applicable to all our employees
Other than Permanent Workers	The Grievance Redressal Policy ensures employees' right to information and outlines their options for raising grievances. Employees can reach out to their direct supervisor or the HR department, complete a Grievance Form to provide a detailed account of the situation, refuse to attend formal meetings alone, and make appeals on formal decisions. Likewise, employees facing allegations have the right to receive a copy of the allegations, respond to them, and make appeals on formal decisions.	
Permanent Employees	The Grievance Redressal Policy ensures employees' right to information and outlines their options for raising grievances. Employees can reach out to their direct supervisor or the HR department, complete a Grievance Form to provide a detailed account of the situation, refuse to attend formal meetings alone, and make appeals on formal decisions. Likewise, employees facing allegations have the right to receive a copy of the allegations, respond to them, and make appeals on formal decisions.	
Other than Permanent Employees	The company is obligated to establish a formal grievance procedure, communicate it to employees, promptly investigate all grievances, treat all employees who file grievances equally, maintain confidentiality throughout the process, and aim to resolve grievances whenever possible. UPL also maintains a strict no-retaliation policy for employees who file grievances with the company or external agencies. UPL's Grievance Redressal Policy works in conjunction with the company's Human Rights Policy, ensuring that employees have a mechanism to address their grievances and promoting a respectful and inclusive work environment.	

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

We don't have any associations.

8. Details of training given to employees and workers

Category	FY 2022-23				FY 2021-22					
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	3736	3662	98	3449	92	2732	2595	95	2322	85
Female	390	362	92	329	84	258	232	90	206	80
Total	4126	4024	98	3778	92	2990	2827	95	2528	85
Workers										
Male	3251	3168	97	2774	85	2260	2167	96	1831	81
Female	8	8	100	4	50	6	6	100	4	66
Total	3259	3176	97	2778	85	2266	2173	96	1835	81

9. Details of performance and career development reviews of employees and worker

All our employees are eligible for CD reviews, who has joined before October during the reporting year.

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3736	3451	92	2732	2477	91
Female	390	350	90	258	212	82
Total	4126	3801	92	2990	2689	90
Workers						
Male	3251	2936	90	2260	2023	90
Female	8	8	100	6	6	100
Total	3259	2944	90	2266	2029	90

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).

Yes, EHS policy is available stating OH&S management system for all (employees, workers) As per GFR 1963 & ISO 45001-2018. All our sites are ISO 45001:2018 certified and OH&S management system has been implemented confirming to this standard.

On roll employees and identified employees on third party roll are responsible for implementation for occupational health and safety management system. In addition to this, on need basis we also hire subject experts/consultants for the OHSE management system.

On the basis of leading and lagging indicator performance, MIS, Incident investigation reports, ISO audits, customer audits, Statutory bodies audits. Second and 3rd party audit. Yearly objectives and targets are decided based on last year's performance of the OHSE management system by the organization.

If yes, the coverage of such a system?

All workers, activities, and workplaces are covered by the occupational health and safety management system.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Our process for identifying hazards takes an all-encompassing approach to risk identification, utilising a number of tools to develop suitable strategy and mitigation plans as well as the verification of implementation plans. A cross-functional team oversees the entire hazard identification and mitigation plan, demonstrating our expertise in safety management.

Tools used to identify Risks and Hazards;

- Activity based hazard identification & risk analysis (HIRA)
- Man chemical interface
- Man machine interface
- 3 stage hazard & operability studies (HAZOP)
- Job safety analysis (JSA)

Implementation and verification of mitigation plans;

- Implementation of mitigation plans for identified root causes
- This is followed by the field verification of the implementation of mitigation plans through safety audits, Gemba round, Pre-Start Up Safety Review (PSSR)

Further to this, we have processes like Job Safety Analysis, Standard operating Procedures, Work instructions, permit to work, daily safety talk, learning from incidents & horizontal deployment of CAPAs across sites, capturing of Unsafe Actions/ Unsafe Conditions, internal safety audits, safety inspections for ensuring safety at work place.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, Safety of the workforce at UPL is of the prime importance, hence there are various control measures which our workforce follows at workplace. We understand that seriousness and transparency are key to create a safety workplace and hence our management regularly interact with different group of employees to create the awareness on safety. Through these interactions we create the environment which supports fearless reporting of all cases, and it also supports in taking necessary actions against identified work related hazard.

In addition, we have regular health checkups on identified parameters. This helps us to identify unsafe conditions for people working in specific zones.

d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, All our contract workers are covered under ESIC policy and Company employees are covered under Medclaim policy. In addition to this, we also have tie-ups with nearby hospitals for regular OPD facility for all our workers.

11. Details of safety related incidents, in the following format

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.41	0.0
	Workers	0.10	0.10
Total recordable work-related injuries	Employees	2	0
	Workers	3	3
No. of fatalities	Employees	2	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

At UPL, we are deeply committed to ensuring a safe and healthy workplace for all our employees. We prioritize the well-being and rights of our workforce, guided by our HSE Policy (UPL Health Safety Environment Policy), Human Rights policy (UPL_Human_Rights_Policy.pdf (upl-ltd.com) and Global Code of Conduct (Code_of_Conduct.pdf (upl-ltd.com)). These policies serve as references for the measures we take to create a conducive work environment. We adhere to strict health and safety standards, implementing robust systems and procedures to prevent accidents, injuries, and occupational hazards. Through regular training and awareness programs, we promote a culture of safety, ensuring that employees are equipped with the knowledge and skills to maintain a secure workplace.

By aligning our practices with these policies, we strive to create a work environment where the well-being, rights, and voices of our employees are valued and protected. Through continuous improvement and engagement, we aim to foster a culture that promotes the overall health, safety, and welfare of our workforce.

We have a Detailed management process on incident investigation in place. Recommended measures coming out of RCA of all incidents including near miss incidents are implemented to ensure safe & healthy workplace. Reporting mechanism for UA / UC is in place with defined protocols for closures of UA/ UC observations.

13. Number of Complaints on the following made by employees and workers

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Yes, all our occupational health and safety management systems are ISO 45000:2018 certified. We conduct both internal and external audits on periodic bases to evaluate our current practices and improve further based on observations and feedbacks from respective stakeholders.
Working Conditions	All our manufacturing plant & offices were assessed for ISO 45000:2018 OH&S certification by third party agencies as per Indian Factory Act 1948

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Based on the requirement, we regularly take services from external expert agency to enhance our safety cultural for transformation and improvement across sites.

The Transformation journey addresses several aspects in capability building across various workstreams, some of them are Process Safety Management, Incident Investigation, Behavioural intervention, Competence, Contractor Safety Management and review and updating of management process standards across critical activities.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

a. Employees (Y/N)

Yes

b. Workers (Y/N)

Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

We have strong mechanism through which regularly monitor that all statutory dues are been submitted to regulatory authorities. For our value chain partners we monitor regulatory dues monthly and required supporting evidence are also collected.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment

Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
	Employees	2	0	2
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Please refer to 'employee training and skill development' section of our Annual Report

5. Details on assessment of value chain partners:

Assessment being done for vendors

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices, and Working Conditions	30% of spend (by value) is considered as "sustainable at par with Industry" based on ratings from reputed external agencies & UPL assessments. Another ~50% of spend (by value) were subjected to online Sustainability evaluation. Additionally, 30% of spend was assessed through on-site sustainability audits and in the process to be sustainable post implementation of improvement plans.

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

UPL team organized topic specific workshops with help of external / internal subject matter experts to guide our supplier teams to adopt expected practices. ~70% of assessed suppliers are identified for improvement actions in process safety area. We conducted a workshop on process safety.

UPL team also offered individual supplier specific virtual discussion for guidance on audit findings.

Principle 4

BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

At UPL, we employ a comprehensive and strategic approach to identify and prioritize key stakeholder groups that are crucial to our business. We understand that stakeholders are individuals or entities that have a vested interest in our organization and can significantly impact or be impacted by our operations, decisions, and outcomes.

To identify key stakeholder groups, we consider several factors:

- Influence:** We assess the level of influence a stakeholder group holds over our business. This includes their ability to shape our strategies, policies, and decision-making processes. Stakeholders with higher influence are given greater consideration in our prioritization.
- Interdependency:** We analyze the degree of interdependence between our organization and different stakeholder groups. This involves understanding the extent to which their actions, resources, or support are necessary for our success. Stakeholders with whom we have strong interdependencies are identified as key stakeholders.
- Responsibility:** We evaluate the responsibility that stakeholder groups have towards our organization and vice versa. This includes their ethical, legal, or contractual obligations, as well as their contribution to our overall goals and objectives. Stakeholders who bear significant responsibility are recognized as key stakeholders.

By considering these factors, we can effectively identify the stakeholder groups that have the most significant impact on our business. This strategic approach helps us prioritize our engagement efforts and allocate resources appropriately to nurture relationships with these key stakeholders

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Top management	No	- Board meetings	- Quarterly, need-basis	- Occupational health and safety
		- Annual General Meeting (AGM)	- Annually	- Water and hazardous waste management
				- Climate change
				- Demand risk
				- Responsible management of information in the public domain
Permanent employees	No	- Employee satisfaction survey	- Weekly	- Increased awareness of all employees on UPL's policies
		- National townhall meetings	- Monthly	- Strategic skill up-gradation programs
		- Telephonic and e-mails	- Quarterly	- Lateral deployment
		- Virtual meetings	- Yearly	- Enhanced Standard Operating Procedures (SOP) and system implementation
		- Magazines and newsletters	- Need Basis	
		- Mid-year and annual review		

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Contractual employees	No	- Townhall meetings	- Weekly	- Reward and recognition programs
		- Email	- Monthly	- Strategic implementation of IT initiatives
		- Virtual webinars	- Need Basis	- Ethical business practice
		- Employee satisfaction survey		
		- Organised training and information sessions		
Investors	No	- Telephonic	- Quarterly	- Enhanced disclosures across UPL's asset base
		- Email		
Regulators	No	- One-on-one meetings	- Quarterly	- Environmental compliance
Suppliers and vendors	No	- Supplier engagement forums	- Quarterly	- Delay in payments
		- Virtual trainings	- Yearly	- Cancellation of orders
		- Supplier events	- Need Basis	- Enhanced sustainable growth
Customers	No	- Telephonic and e-mails	- Daily	- Delayed delivery of products
		- Executive announcements	- Weekly	- Increased customer engagement
		- Meetings with clients and managers	- Monthly	
			- Need Basis	
Academia	No	- Virtual meetings	- Monthly	- Sustainable agro-product portfolio of UPL
		- E-mails	- Quarterly	- Increased employment of technical experts
			- Yearly	- Enhanced R&D practices in conjunction with learning and development initiatives for students
Local community	Yes		- Need Basis	
		- Group meetings	- Monthly	- Educational infrastructure
		- One-on-one meetings	- Quarterly	- Health and sanitation
		- Impact assessments	- Need Basis	- Self-help groups
				- Agricultural techniques

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

At UPL, we ensure effective consultation between stakeholders and the Board on economic, environmental, and social topics through a well-defined process:

1. **HOD Engagement:** Heads of Departments (HODs) engage with stakeholders to understand ESG impacts and gather feedback.
2. **Identification of Improvement Areas:** HODs identify key improvement areas based on stakeholder interactions.
3. **Executive Sustainability Committee:** HODs communicate concerns, opportunities, and improvement areas to the Executive Sustainability Committee.
4. **Evaluation and Feedback:** The Executive Sustainability Committee assesses implications and provides feedback.
5. **Communication to the Board:** The Executive Sustainability Committee presents findings to the Board's Sustainability Committee.
6. **Board Inputs:** The Board's Sustainability Committee offers guidance and inputs based on their expertise.

By following this process, we ensure that stakeholder consultations on economic, environmental, and social topics are effectively integrated into our decision-making and governance structures. The feedback received from these consultations plays a vital role in shaping our sustainability initiatives, enhancing stakeholder relationships, and driving positive change throughout our organization.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No).

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder consultation is an integral part of our approach to identifying and managing environmental and social topics. We actively seek inputs and feedback from both internal and external stakeholder groups, recognizing the importance of understanding their perspectives and concerns. By engaging with our stakeholders, we gain valuable insights into how our business impacts various stakeholder groups and how they, in turn, can influence our operations. This collaborative approach ensures that our decision-making process is informed, transparent, and responsive to the needs and expectations of our stakeholders. For a comprehensive understanding of our stakeholder engagement practices and the material topics we address, please refer to the dedicated materiality section in our latest sustainability report.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

UPL is committed to supporting vulnerable and marginalized stakeholder groups, particularly local communities. We actively engage with these groups through partnerships with local NGOs to address their specific needs and challenges. By collaborating with these organizations, we can provide targeted support and implement programs that uplift and empower these communities. Our initiatives include prioritizing agricultural education to enhance farming techniques, supporting education for children to provide them with access to quality education and brighter futures, and promoting nature conservation to protect the environment and the resources these communities rely on. Through these actions, we aim to make a meaningful and positive impact on the lives of vulnerable and marginalized stakeholders.

For detailed examples of our engagement and actions, please refer to the dedicated Corporate Social Responsibility (CSR) section of the report. This report specifically highlights case studies and projects that UPL have worked on and supported vulnerable and marginalized stakeholder groups. By addressing their concerns and promoting their well-being, we strive to contribute to their sustainable development and create a more inclusive and equitable society.

Principle 5

BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format

UPL recognizes its responsibility toward human rights and works diligently to demonstrate its commitment, in the course of conducting its day-to-day business. We believe that doing this is fundamental to our long-term success and that of the communities where we live and work. Human Rights training is part of our induction program through which we communicate our values and commitment to our onboarded employees. Also, we have various virtual and in-person course on human rights which all our employees need to go through.

	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	4126	4126	100	2900	2900	100
Total Employees	4126	4126	100	2900	2900	100
Workers						
Permanent	3259	3259	100	2266	2266	100
Total Workers	3259	3259	100	2266	2266	100

2. Details of minimum wages paid to employees and workers, in the following format

	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Permanent Employees										
Male	3736	1233	33	2503	67	2732	902	33	1830	67
Female	390	121	31	269	69	258	80	31	178	69
Permanent Workers										
Male	3251	3023	93	228	7	2260	2102	93	158	7
Female	8	6	75	2	25	6	5	83	1	17

3. Details of remuneration/salary/wages, in the following format

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category (in ₹)	Number	Median remuneration/salary/ wages of respective category (in ₹)
Board of Directors (BoD)	4	33,50,000	1	19,00,000
Key Managerial Personnel	2	3,46,99,015	-	-
Employees other than BoD and KMP	1,760	14,36,793	196	15,63,089
Workers	3,019	4,77,999	4	3,47,910

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

The Company is committed in creating and maintaining a secure and safe work environment that is free from any violations of Human Rights. Human Rights issues are reviewed by POSH Committee at UPL. A knowledgeable and experienced Internal Complaints Committee (ICC) comprising of representatives from both genders and an unbiased third party is currently functional to attend and redress complaints that arise under Human Rights. Further, there are sub committees at unit locations to ensure strict adherence to this policy and keep the workplace free from biases and prejudices.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

We seek to ensure that stakeholders who are or could be affected by our activities have access to an effective grievance mechanism. Our Human Rights Policy is aligned with UPL's Global Code of Conduct which lays down a grievance mechanism for all stakeholders to address and resolve issues or potential violations. No action or reprisal would be taken against any employee for raising concerns under this policy. The Company will investigate, address and respond to the concerns of the stakeholder and will take appropriate corrective action in response to any violation. Our grievance cell (grievance@upl-ltd.com) is accessible to all stakeholders to address and resolve issues and concerns with great sensitivity and urgency.

6. Number of Complaints on the following made by Employees and Workers

Category	FY 2022-23		FY 2021-22	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	NIL	NIL	NIL	NIL
Discrimination at workplace	1	0	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL
Forced Labour/Involuntary Labour	NIL	NIL	NIL	NIL
Wagest	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

UPL has a strong ICC committee to take of issues related to Human Rights. We at UPL promote a culture where issues and concerns can be raised without any fear. ICC will take necessary actions to investigate, address and respond to the concerns of the stakeholder and will take appropriate corrective action in response to any violation identified. We also safeguard the rights of complainant and ensure that no actions or reprisal would be taken against any employee for raising genuine concerns under this policy.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, our human rights policy is part of our standard agreement. Our business partners need to adhere to our human rights policy. In addition to this, we also conduct a ESG audit before onboarding a business partner which covers verification of human rights parameters as well.

9. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Yes, we regularly conduct human rights assessment at our various operating location. These assessments are conducted by a third party to avoid any bias opinions. In last three years we have covered more than 40% of our India locations and one unit from international location.
Forced/involuntary labour	
Sexual harassment	The screening was extended to our suppliers with an aim to strengthen our commitment towards human rights across the value chain.
Discrimination at workplace	
Wages	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

From on-site Sustainability audits in India region, corrective actions are underway on ~44 audit findings in Labour rights topic.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

Please refer the answer to question no. 2

2. Details of the scope and coverage of any Human rights due-diligence conducted.

With Human Rights Assessments and the associated due diligence being sensitive matters, at UPL, we have set in place mechanisms, and regional / international commissions to act on any instances of violation swiftly, and with all necessary confidentiality.

Our assessment methodology involved pre-planning and scoping across major locations of our operations, third parties, and JVs across India and overseas.

- Senior management
- Cross functional employee in different cadres
- Contractor in skilled, semi-skilled & unskilled categories
- Security staff
- Third party manufacturers

This cross-hierarchy, broad-based information gathering helped us identify and map our Human Rights landscape - i.e. the nature and extent of potential risks linked to our activities. We focused on 8 major aspect s

- Child labour
- Discrimination
- The rights of Freedom of Association and Collective Bargaining
- Fair Remuneration
- Fair Working Hours
- Occupational Health and Safety
- Bonded Labour
- Workers' Involvement and Protection of human rights

For further details, please refer our website - <https://www.upl-ltd.com/sustainability/people-development/human-rights>

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the office's infrastructure is as per the requirements in the Act.

4. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	We have accessed our value chain partners through online assessments. Through this methodology we were able to evaluate 50% of global spend. From which 30% of spend was covered through on-site audits globally.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Yes, during the assessment, 60% of assessed suppliers were identified for improvement actions in labour practices such as working hours, payment of wages etc. UPL is working collaboratively with the value chain partners by offering guidance to individual suppliers for improvement on audit findings.

Principle 6

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format

Parameter	Unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	Giga Joules	1370077	1136754
Total fuel consumption (B)	Giga Joules	9025162	8622560
Total energy consumption (A+B)	Giga Joules	10395239	9759314
Total Energy Intensity	Giga Joules / metric ton	16.11	15.25

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes, our energy consumption is verified and assured by third party using International Standard on Assurance Engagement (ISAE) 3000 (Revised).

If yes, name of the external agency.

KPMG Assurance and Consulting Services LLP

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N)

No

3. Provide details of the following disclosures related to water, in the following format

Parameter	Unit	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)			
(i) Surface water	kilolitres	0	0
(ii) Groundwater	kilolitres	31964	44088
(iii) Third party water	kilolitres	4716308	4950131
(iv) Seawater / desalinated water	kilolitres	0	0
(v) Others	kilolitres	31198	52885
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kilolitres	4779471	5047104
Total volume of water consumption (in kilolitres)	kilolitres	3665604	3764866
Water intensity	kilolitres / metric tonnes	5.36	5.88

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes, our water consumption is verified and assured by third party using International Standard on Assurance Engagement (ISAE) 3000 (Revised).

If yes, name of the external agency.

KPMG Assurance and Consulting Services LLP

4. Has the entity implemented a mechanism for Zero Liquid Discharge?

Yes, UPL is the first agrochemical company to make a technical manufacturing facility Zero Liquid Discharge (ZLD).

If yes, provide details of its coverage and implementation.

More than 60% of our plants have achieved Zero Liquid Discharge (ZLD).

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format

Parameter	Unit	FY 2022-23	FY 2021-22
NOx	MT / Year	476	449
SOx	MT / Year	133	125
Particulate matter (PM)	MT / Year	393	228
Persistent organic pollutants (POP)	-	N.A.	N.A.
Volatile organic compounds (VOC)	-	N.A.	N.A.
Hazardous air pollutants (HAP)	-	N.A.	N.A.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO 2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	metric tonnes	787994	754432
Total Scope 2 emissions (Break-up of the GHG into CO 2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	metric tonnes	240118	235094
Total Scope 1 and Scope 2 emissions Intensity	metric ton / metric ton	1.50	1.54

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes, our emissions are verified and assured by third party using International Standard on Assurance Engagement (ISAE) 3000 (Revised).

If yes, name of the external agency.

KPMG Assurance and Consulting Services LLP

7. Does the entity have any project related to reducing Green House Gas emission?

Yes, UPL has taken necessary actions to reduce its CO2 emissions, below are few focus areas on which we are working actively;

- Utilisation of biomass as a source of energy: working on installing a biomass boiler for steam generation
- Use of renewable energy through green power purchase agreements
- Process and technology innovation to reduce CO2 emissions

8. Provide details related to waste management by the entity, in the following format:

Parameter	Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)			
Plastic waste (A)	metric tonnes	3105	5256
E-waste (B)	metric tonnes	9	5
Bio-medical waste (C)	metric tonnes	0.11	0.13
Construction and demolition waste (D)	metric tonnes	N.A.	N.A.
Battery waste (E)	metric tonnes	20	26
Radioactive waste (F)	metric tonnes	N.A.	N.A.
Other Hazardous waste. Please specify, if any. (G) Hazardous waste sent for recycle, Incineration, Landfill, Coprocessing and common MEE	metric tonnes	262392	190775
Other Non-hazardous waste generated (H). (Scrap Material).	metric tonnes	28795	152492
Total (A+B + C + D + E + F + G + H)	metric tonnes	294321	348554

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	metric tonnes	FY 2022-23	FY 2021-22
(i) Recycled	metric tonnes	128003	212300
(ii) Re-used	metric tonnes	-	-
(iii) Other recovery operations	metric tonnes	-	-
Total	metric tonnes	128003	212300

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	metric tonnes	FY 2022-23	FY 2021-22
(i) Incineration	metric tonnes	5195	9741
(ii) Landfilling	metric tonnes	152711	114455
(iii) Other disposal operations	metric tonnes	5277	12059
Total	metric tonnes	163183	136255

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes, our waste disposal data is verified and assured by third party using International Standard on Assurance Engagement (ISAE) 3000 (Revised).

If yes, name of the external agency.

KPMG Assurance and Consulting Services LLP

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Embedding sustainability through multiple levels of operations, we also aim to adapt to a functioning circular economy. This is largely enabled by low-impact practices, innovative resource efficient technology, driven by a clear focus towards reducing waste generation through our holistic approach in waste management. We tend to generate both hazardous and non-hazardous waste, given the nature of our business activities, but have also established a 4R waste strategy, aiming to accelerate progress towards our goal of a 25% reduction in specific waste disposal by 2025.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)	If no, the reasons there of and corrective action taken, if any.
1	Unit-4, Ankleshwar	Manufacturing	Y	NA
2	Unit-05 &15, Jhagadia	Manufacturing	Y	NA
3	Unit-12, Dahej	Manufacturing	Y	NA

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

During the current financial year (FY 2022-23), UPL was not require any Environmental Impact Assessment (EIA) to be conducted at our sites. However, we have diligently performed EIAs for previous years, prioritizing compliance with applicable laws and regulations. Our commitment to environmental stewardship remains steadfast as we continuously strive to minimize our environmental impact and promote sustainable practices.

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).

Yes, we proactively monitor the changing regulations from pollution control board. This approach has helped to go beyond compliance requirements. No cases were received from pollution control board during the reporting year.

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
From renewable sources			
Total electricity consumption (A)	Giga Joules	257223	179990
Total fuel consumption (B)	Giga Joules	110430	19406
Energy consumption through other sources (C)	Giga Joules	N.A.	N.A.
Total energy consumed from renewable sources (A+B+C)	Giga Joules	367653	199396
From non-renewable sources			
Total electricity consumption (D)	Giga Joules	1112854	956764
Total fuel consumption (E)	Giga Joules	8914732	8603154
Energy consumption through other sources (F)	Giga Joules	N.A.	N.A.
other sources			
Total energy consumed from non-renewable sources (D+E+F)	Joules or multiples	10027586	9559918

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes, our energy consumption is verified and assured by third party using International Standard on Assurance Engagement (ISAE) 3000 (Revised).

If yes, name of the external agency.

KPMG Assurance and Consulting Services LLP

2. Provide the following details related to water discharged:

Parameter	Unit	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - Tertiary level of treatment	kilolitres	603.24	0
(ii) To Groundwater	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - Tertiary level of treatment	kilolitres	0	0
(iii) To Seawater	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - Tertiary level of treatment	kilolitres	904462	916089
(iv) Sent to third-parties	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - Tertiary level of treatment	kilolitres	208801.35	366148.79
(v) Others	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
Total water discharged (in kilolitres)	kilolitres	1113867	1282238

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes, our water discharge data is verified and assured by third party using International Standard on Assurance Engagement (ISAE) 3000 (Revised).

If yes, name of the external agency.

KPMG Assurance and Consulting Services LLP

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

Water withdrawal, consumption and discharge in areas of water stress

(i) Name of the area – Ankleshwar, Jhagadia, Jammu, Hallol and Kalol

(ii) Nature of operations - Manufacturing

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
Surface water		
Groundwater	31964	35925
Sent to third-parties		
Seawater / desalinated water		
Others (Municipality and rain water)	4136298	4298791
Total volume of water withdrawal (in kilolitres)	4171934	4334716
Total volume of water consumption (in kilolitres)	3267472	3391694
Water intensity (kilolitres/metric tonnes of production)	5.46	6.08
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment - Tertiary level of treatment	904462	943022

Parameter	FY 2022-23	FY 2021-22
(ii) Into Groundwater		
- No treatment	0	0
- With treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment - Tertiary level of treatment	904462	916089
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment - Tertiary level of treatment	0	26933
Total water discharged (in kilolitres)	904462	943022

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes, our water withdrawal, discharge and consumption data is verified and assured by third party using International Standard on Assurance Engagement (ISAE) 3000 (Revised).

If yes, name of the external agency.

KPMG Assurance and Consulting Services LLP

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

UPL has conducted a detailed Scope3 emission assessment and included Scope 3 emissions in our overall GHG Inventory for global operation (India and International). For Scope 3 emissions, the emission factors are referred from GaBi data base, DEFRA, EPA, IEA database, WRI GHG Tool and India GHG program.

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO 2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2	3717575	3405140
Total Scope 3 emissions per tonnes of production	tCO2/MT of production	3.7	3.5

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes, our scope 3 emission data is verified and assured by third party using International Standard on Assurance Engagement (ISAE) 3000 (Revised).

If yes, name of the external agency.

KPMG Assurance and Consulting Services LLP

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

UPL Limited believes that businesses and biodiversity are closely interlinked. We recognize sustainability of both our business and society depends on the natural capital and biodiversity linked ecosystem. Before starting construction of any technical production unit, at UPL we undertake a detailed Environment Impact assessment (EIA) in which the impact on biodiversity deeply studied and we develop the conservation plan to protect biodiversity.

We conducted EIA studies to assess the impacts of its operation on nearby biodiversity and surrounding environment. The findings of the study illustrates that no significant negative impact has been observed on the native flora and fauna.

Our commitment towards continual improvement is promoting conservation of Schedule 1 species in vicinity of operations under The Wildlife (Protection) Act 1978, we have developed wildlife conservation plan in consultation with state forest department, Government of Gujarat. The prepared wildlife conservation plans with activity and budget have been approved by Chief Wildlife Warden of state forest department. The implementation of wildlife conservation plan has been ensured and activities approved under wildlife conservation plan have been reviewed and recognized by state forest department by making a site visit followed by NOC cum appreciation letter.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Increase in renewable energy share in total energy consumption	UPL announced partnership with CleanMax for a new renewable energy project in Gujarat, India to establish a hybrid solar-wind power plant. The set-up will operate a hybrid captive power plant generating 28.05 megawatts of solar power and 33 megawatts of wind power. Combining two of the fastest growing renewable energy technologies, this project will enable us to increase its renewable energy usage to 30% of its total global power consumption. Learn more: https://bit.ly/3QHvYhL	Reduction in scope 1 and scope 2 emission
2	Replacement of Coal with biomass in our operation	UPL is working on 15% replacement of coal with biomass in our steam and power generation.	Reduction in scope 1 emission
3	Zero Liquid Discharge	Implementation of scaleban technology and Reverse osmosis technology.	23% water recycled of our total water withdrawal
4	Hazardous waste management	Reduced waste disposal to landfill through waste characterization and segregation.	Avoided 61% of hazardous waste from going to landfill

7. Does the entity have a business continuity and disaster management plan?

Please refer to Risk Management section of the Annual Report

8. Disclose any significant adverse impact to the environment arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

From on-site Sustainability audits in India region, corrective actions are underway on ~72 audit findings in Environment topic.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

30% of Global spend (by value) is considered as "sustainable at par with Industry" based on ratings from reputed external agencies & UPL assessments. Another ~50% of spend (by value) were subjected to online Sustainability evaluation. Additionally, 30% of spend was assessed through on-site sustainability audits and in the process to be sustainable post implementation of improvement plans.

Principle 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

UPL actively engages in collaboration and dialogue with trade and industry chambers/ associations to stay connected and address common concerns impacting the business and communities. Currently, UPL holds affiliations with six prominent trade and industry chambers/ associations. These affiliations provide valuable opportunities to exchange insights, drive positive change, and contribute to the growth and development of the agricultural industry. By actively participating in these alliances, UPL strengthens its commitment to fostering sustainable practices and creating a meaningful impact in the communities we serve.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Vapi Industrial Association	State
2	Indian Merchant Chambers	National
3	Crop Care Federation of India	National
4	Asmechem	National
5	Centegro Environment of Agriculture	State
6.	CII	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Not Applicable

Leadership Indicators

1. Details of public policy positions advocated by the entity:

Not Applicable

Principle 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web Link
<p>1. Institutions of excellence: UPL Limited established numerous institutions that have provided quality education and skills to thousands of beneficiaries from all strata of society for over 5 decades. These initiatives have and will continue to generate positive multiplier effect in society through the learnings and values it has embedded in its students. The importance of institutions of excellence in nation-building can never be overemphasized as it remains the most important tool and bridge that connects a plain naive mind, that is without any richness, to a mind with depth and grace, that is capable of achieving societal advancement. Initiatives assessed under this programme are:</p> <p>a. Smt. Sandraben Shroff Gnyan Dham School</p> <p>b. Gnyan Dham Eklavya Model Residential School</p> <p>c. UPL University of Sustainable Technology / SRICT</p> <p>d. Sandra Shroff ROFEL College of Nursing</p> <p>e. UPL Centre For Agriculture Excellence</p>	-	-	Yes	Yes	Click for link to Impact Assessment Report
<p>2. Sustainable Livelihood: Livelihoods are an important part of human existence. In order for one to survive there is need for livelihoods that would sustain and support their households. Therefore, UPL Limited focused on creating sustainable livelihoods of women, youth and farmers that can provide sustenance, economic viability, a sense of identity, social status, and the means to consume, produce and distribute resources and services by enhancing their capabilities and assets. Thus, contributing towards economic development of the individual and the nation. UPL Limited developed an integrated approach that engrossed and covered all the major three marginal oppressed section of the society in India which can be identified as Women, Dropout youths and Farmers and as a leading responsible organization, we always focused on to Improve Quality of Life of these Communities/ People.</p> <p>Initiatives assessed under this programme are:</p> <p>a. UPL Khedut Pragati</p> <p>b. UPL Udyamita</p> <p>c. UPL Niyojaniy</p>	-	-	Yes	Yes	Click for link to Impact Assessment Report

Name and brief details of project	SIA notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web Link
<p>3. Nature Conservation: Nature underpins our economy, our society, indeed our very existence. We also rely on them for health, happiness and prosperity of our community. UPL Limited understands the value of nature to our society and economy and recognizes the importance of living in harmony with nature, and therefore acted on it through numerous programs which gives us real hope for the future.</p> <p>Initiatives assessed under this programme are:</p> <p>a. Sarus Conservation</p> <p>b. Deer & Antelope Breeding</p> <p>c. UPL Social Forestry</p> <p>d. UPL Mangrove Plantation</p> <p>e. UPL Eco Clubs</p> <p>f. Soil & Water Conservation</p>	-	-	Yes	Yes	Click for link to Impact Assessment Report
<p>4. Local and National Area Needs:</p> <p>a. Local Area Needs: Building a strong community is critical to a harmonious and sustainable society. Therefore, UPL Limited contributed towards building a strong community by taking care of local area needs through its numerous projects which enriched them, familiarized them with the community, and connected them to people. This resolved critical issues of the communities which resulted in them leading a better life.</p> <p>Initiatives assessed under this programme are:</p> <p>1. UPL School Sanitation</p> <p>2. UPL Suraksha Abhiyan</p> <p>3. COVID-19 Response</p> <p>4. UPL Gram Pragati</p> <p>b. National Area Needs: Every nation requires sincere efforts and contribution from its citizens to create and execute large development initiatives that would reach each and every last mile of the country. UPL Limited has been a responsible corporate citizen and has supported numerous programs that align with national priorities and improve the lives of its fellow citizens.</p> <p>Initiatives assessed under this programme are:</p> <p>1. Ekatriya Bhavishya</p> <p>2. Global Parli</p> <p>3. UPL Ekal Vidyalaya</p> <p>4. United Against Child Labour (UACL)</p> <p>5. Project Unnati</p> <p>6. Project Aspatal</p>	-	-	Yes	Yes	Click for link to Impact Assessment Report

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
	The is no such project for which R&R is undertaken by the Company	NA	NA	NA	NA	NA

3. Describe the mechanisms to receive and redress grievances of the community.

The Company proactively engages with the community as a part of the development work. Throughout the year, a number of informal and formal sessions are conducted which help interactions with the community apart from program specific meetings to facilitate working together. Comms Engage is the grievance redressal mechanism established by the Company to receive and redress concerns/grievances received from the community. A site level committee consisting of members from various departments viz. administration, security, CSR, etc. is formed which receives the concerns (written/verbal) and works towards its redressal.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2022-23	FY 2021-22
Directly sourced from MSME/ small producers	60%	62%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

No negative impacts identified in the SIA.

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In INR)
1	Gujarat	Narmada District, Gujarat	80,09,700

The Narmada Project is designed to work with small and marginal tribal farmers of the Narmada Cluster. Covering 100+ villages UPL works on Value Chain development of farmers with the aim to enhance farm productivity and increase the farm incomes for 5000+ farmers through capacity building on sustainable agricultural practices, farm demonstrations and entrepreneurship development activities over a span of 3 years.

- 3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**
- (b) From which marginalized /vulnerable groups do you procure?**
- (c) What percentage of total procurement (by value) does it constitute?**

UPL for its business purpose does not have a preferential procurement policy. Through our Sustainable sourcing initiative, we engage with our suppliers and conduct ESG assessments. Based on our assessments we assist our suppliers to improve their ESG performance. We encourage supplies from MSME wherever possible.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		Nil		

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
		Nil

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups

The primary objective of the company's CSR projects is to reach out to the most vulnerable and marginalized communities from a weak socio-economic background from the rural as well as urban population. This year 1.5 million number of people benefitted through the CSR projects undertaken by the CO.

Principle 9

Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has adequate systems and procedures in place to receive consumer complaints and respond to them.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	Disposal details are shared under Material Safety Data Sheet (MSDS). We follow disposal guidelines as per local law/ regulation

3. Number of consumer complaints in respect of the following:

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Received during the year	Pending resolution at end of year	Received during the year	Pending resolution at end of year
Data privacy	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil

4. Details of instances of product recalls on account of safety issues:

Nil

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes, UPL has a robust framework and policy in place to address cyber security and risks related to data privacy. We prioritize the protection of business information and the privacy of our stakeholders. To ensure the highest standards of cyber security and data privacy, we have implemented our Global Business Information Protection Policy. This policy outlines the measures and guidelines that govern the handling, storage, and transmission of business information and personal data across our organization.

For detailed information on our cyber security and data privacy framework, you can refer to our Global Business Information Protection Policy. By proactively addressing cyber security and data privacy concerns, we demonstrate our commitment to safeguarding sensitive information and maintaining the trust and confidence of our stakeholders.

If available, provide a web-link of the policy.

Global-Business-Information-Protection-Policy.pdf (upl-ltd.com)

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not applicable

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Information on UPL's products and services can be accessed through the official website. The website, www.upl-ltd.com, provides comprehensive details about our range of agricultural solutions, including crop protection products, seeds, and biostimulants. Visitors can easily navigate the user-friendly website to explore product descriptions, technical specifications, safety information, case studies, and industry news.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

UPL places a strong emphasis on farmer education and engagement to ensure the safe and responsible usage of our products. Through our initiatives like "Apply Well" and "Applique Bem," we actively inform and educate farmers on best practices for agricultural applications. We provide comprehensive training programs, workshops, and informational materials that highlight the importance of proper product usage, dosage, and application techniques.

"Apply Well" focuses on educating farmers about the correct application methods, including the appropriate equipment, timing, and environmental conditions for optimal results. We emphasize the importance of following label instructions, ensuring proper mixing and dilution, and adhering to recommended safety precautions. "Applique Bem" further extends our educational efforts by raising awareness about integrated pest management (IPM) practices and sustainable farming techniques. We educate farmers about the benefits of adopting a holistic approach that combines biological control agents, crop rotation, and judicious use of crop protection products to minimize pest resistance and promote long-term crop health.

Through farmer engagement programs, field demonstrations, and interactive sessions, we actively involve farmers in knowledge-sharing and experiential learning. We encourage open dialogues, addressing their queries, and providing personalized guidance to enhance their understanding of safe and responsible product usage.

Agriculture Training - Farming Techniques, Methods & Education | UPL (upl-ltd.com)

Additionally, each product page on UPL's website is designed to provide comprehensive information related to the safe and responsible use of our products. We understand the importance of clear and detailed instructions for farmers to ensure proper handling and application.

On every product page, farmers can easily access essential details such as the Direction for Safe Use, which includes step-by-step guidance on how to use the product effectively and responsibly. This includes information on the appropriate dosage, application methods, and recommended timings for application.

Moreover, our product pages also highlight important storage instructions, emphasizing the need to store the products in a secure and controlled environment to maintain their efficacy and prevent any potential risks.

Few examples are :

Fazor | UPL (upl-ltd.com)

Fungicide - Best Systemic Fungicide Products for Plants | UPL India (upl-ltd.com)

SAATHI | UPL (upl-ltd.com)

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Not applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not applicable)

Yes

If yes, provide details in brief.

Yes, UPL goes above and beyond the mandated requirements of local laws when it comes to displaying product information on our product labels. We firmly believe in providing comprehensive and transparent information to our customers.

Our product labels encompass all the necessary details that are essential to ensure safety and efficacy. We strictly adhere to the regulations set by the relevant regulatory authorities, such as the CIB (Central Insecticides Board)

regulations and legal metrology guidelines issued by the respective countries. By surpassing the minimum legal requirements, we demonstrate our commitment to empowering our customers with accurate and comprehensive information about our products. This proactive approach ensures that our customers have access to the necessary information to make informed decisions and use our products effectively and responsibly.

At UPL, we consider it a fundamental responsibility to provide clear, concise, and user-friendly product labels that exceed the standard requirements. By doing so, we aim to enhance transparency, promote safety, and foster trust among our customers.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?

Yes, at UPL we are deeply committed to providing the best possible agriculture solutions, and customer insights play a crucial role in our approach. We value both in-house and third-party surveys conducted through market research agencies to understand the needs and preferences of our customers. Internally, we conduct surveys that primarily focus on dealer and farmer satisfaction, as well as gathering insights on areas where there may be gaps in meeting their needs. We have established Adarsh Kisan Centers (AKC) with call centers located in key cities such as Mumbai, Visakhapatnam, Chandigarh, and Baroda. Through our toll-free number provided on all product packaging, customers can easily connect with us to lodge complaints or provide feedback. We treat every query and complaint from our customers as a priority and ensure timely resolution.

In situations where customers require further assistance, we go the extra mile by involving our dedicated field executive team. A representative from our field team personally visits the customer's location to address and resolve the issue. This personalized approach reflects our commitment to customer satisfaction. Furthermore, we utilize our call centers not only to address complaints but also to gather feedback from registered farmers at AKC. This broader scope of survey encompasses various aspects such as product availability, product usage, and market access for their harvest. This enables us to gain valuable insights into our products and services.

Additionally, we conduct external surveys in collaboration with reputable market research agencies. These surveys specifically target farmers, aiming to understand their product usage, identify any gaps in meeting their needs, and gauge overall farmer satisfaction. Through these external surveys, we gain valuable insights that help us continuously improve our products and services. The feedback received from farmers allows us to seize opportunities, enhancing product quality, ease of use, and value for money.

Overall, our surveys, both internal and external, have proven to be highly successful in providing us with actionable insights. They serve as a catalyst for improvement, enabling us to enhance customer delight and strengthen our position as a trusted provider of agricultural solutions.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

Nil

b. Percentage of data breaches involving personally identifiable information of customers

Nil