



UFLEX LIMITED

Division/Office: CORPORATE - SECRETARIAL

Corporate Office: A-107-108, Sector-IV, Distt. Gautam Budh Nagar, NOIDA - 201301, (U.P.), India

Tel.: +91-120-4012345/2522558 Fax: +91-120-2442903

Website: www.uflexltd.com E-mail ID: secretarial@uflexltd.com

UFLEX/SEC/2023/

27 July 2023

The National Stock Exchange of India Limited
Exchange Plaza, 5th Floor
Plot No. C/1, G-Block
Bandra - Kurla Complex
Bandra (E),
Mumbai – 400051

The BSE Limited
Corporate Relationships Department
1st Floor, New Trading Ring,
Rotunda Building, P J Towers,
Dalal Street, Fort,
Mumbai – 400 001

Scrip Code : UFLEX

Scrip Code : 500148

Subject: Business Responsibility & Sustainability Report for the Financial Year 2022-23

Dear Sir(s),

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility & Sustainability Report which forms part of the Annual Report for the financial year 2022-23.

You are requested to kindly take the same on record(s).

Thanking you,

Yours faithfully,
For UFLEX LIMITED,

Ritesh Chaudhry
Sr. Vice President (Secretarial) &
Company Secretary

Encl: As above

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1988PLC032166
2.	Name of the Listed Entity	UFLEX Limited
3.	Year of incorporation	1988
4.	Registered office address	305, 3rd Floor, Bhanot Corner, Pamposh Enclave, Greater Kailash – I, New Delhi – 110 048
5.	Corporate address	A-108, Sector-IV, Noida- 201301
6.	E-mail	secretarial@uflexltd.com
7.	Telephone	0120 - 4012345
8.	Website	www.uflexltd.com
9.	Financial year for which reporting is being done	01-04-2022 to 31-03-2023
10.	Name of the Stock Exchange(s) where shares are listed	The BSE Limited The National Stock Exchange of India Limited
11.	Paid-up Capital	Rs. 72,21,14,860
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ritesh Chaudhry, Senior Vice President (Secretarial) & Company Secretary, Email ID: secretarial@uflexltd.com Phone no.: 0120-4012345
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).	Disclosures made in this report are on a standalone basis

Products/services

14. Details of business activities (accounting for 90% of the turnover):

S. no.	Description of main activity	Description of business activity	% of turnover of the entity (FY23)
1	Flexible Packaging Material	Flexible packaging manufacturer and exporter, with a wide variety product such as: Flexi-tubes, lids, confectionery foils, others	94.5%
2	Engineering Business	Manufacturing major for top-of-the-line packaging, printing and allied machines	5.5%

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	Flexible Packaging Material	22209 - Manufacture of other plastics products n.e.c	94.5%

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	10	5	15
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 states & 8 Union Territories
International (No. of Countries)	150

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

19%

c. A brief on types of customers

Uflex is a leading multinational flexible packaging and solutions company, serving as a one-stop-shop for all flexible packaging needs, serving varied sectors spanning FMCG, Consumer Product Goods, Pharmaceuticals, Building Materials, Automobile and much more. Uflex serves a wide range of customers across various sectors and geographies. Some of its global clients include **P&G, PepsiCo, Coca-Cola, Nestle, Mondelez, L'Oreal, Britannia, Haldiram's, Amul, Kimberly Clark, Reckitt, Dabur, ITC, Perfetti, GSK, Agrotech Foods, Mars Wrigley, Amcor, Mondi, UPM Raflatac** among others.

Uflex provides flexible packaging solutions for products such as **snack foods, candy and confectionery, sugar, rice & other cereals, beverages, tea & coffee, dessert mixes, noodles, wheat flour, soaps and detergents, shampoos & conditioners, vegetable oil, spices, marinates & pastes, cheese & dairy products, frozen food, sea food, meat, anti-fog, pet food, pharmaceuticals, contraceptives, garden fertilizers and plant nutrients, motor oil and lubricants, and automotive and engineering components.**

18. Employees

Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	2,830	2,661	94	169	6
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	2,830	2,661	94	169	6
Workers						
4.	Permanent (F)	4,364	4,349	99	15	1
5.	Other than Permanent (G)	2,968	2,953	99.49	15	0.51
6.	Total workers (F + G)	7,332	7,302	99.59	30	0.41

b. Differently-abled Employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
Differently Abled Workers						
4.	Permanent (F)	3	3	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	3	3	0	0	0

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67
Key Management Personnel	3	0	0

20. Turnover rate for permanent employees and workers

	FY 2022-23 (%)			FY 2021-22 (%)			FY 2020-21 (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16	31	17	15	34	16	13	21	14
Permanent Workers	17	50	17	13	47	13	15	33	15

21. Holding, Subsidiary and Associate Companies (including joint ventures)

(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)
1	Flex Middle East FZE	Subsidiary	100	No
2	Flex Americas S.A. de C.V.	Subsidiary	100	
3	Flex P. Films (Egypt) S.A.E.	Subsidiary	100	
4	Flex Films Europa Sp.zo.o	Subsidiary	100	
5	Flex Films (USA) Inc.	Subsidiary	100	
6	Uflex Europe Ltd.	Subsidiary	100	
7	Uflex Packaging Inc.	Subsidiary	100	
8	UPET Holdings Ltd.	Subsidiary	100	
9	UPET (Singapore) Pte. Ltd.	Subsidiary	100	

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)
10	Flex Films Africa Pvt. Ltd.	Subsidiary	100	No
11	Flex Films Europa Korlatolt Felelossegu Tarsasag	Subsidiary	100	
12	Flex Films Rus LLC	Subsidiary	100	
13	LLC Flex Chemicals Pvt. Ltd.	Subsidiary	100	
14	Flex Foils Bangladesh Pvt. Ltd	Subsidiary	100	
15	Flex Specialty Chemicals Egypt S.A.E.	Subsidiary	100	
16	Plasticfix Europa Spolka Z Ograniczona Odpowiedzialnoscia	Subsidiary	100	
17	Flex Pet (Egypt) S.A.E.	Subsidiary	100	
18	USC Holograms Pvt. Ltd.	Subsidiary	68	
19	Flex Foods Limited	Associate	47.15	
20	Digicyl Pte. Ltd.	Joint Venture	50	
21	Digicyl Ltd.	Joint Venture	50	

22. CSR Details

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover (in Rs.) – 6778.89 Cr.

(iii) Net worth (in Rs.) – 2819.63 Cr.

23. Transparency and Disclosures Compliances

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
Investors (other than shareholders)	Yes	Over the course of FY2023 and the preceding fiscal year, Uflex has demonstrated a steadfast commitment to proactively addressing the needs and concerns of all our stakeholders. This commitment is deeply embedded within our corporate ethos and is a core pillar of our operations. Our approach has been predicated on the principle of open, transparent, and regular engagement, aimed at creating a robust mechanism for dialogue, feedback, and resolution of potential concerns. We have instituted a well-defined engagement process which is regularly followed to ensure the effective gathering of feedback, the understanding of our stakeholders' perspectives, and the timely resolution of any potential issues, complaints, or grievances. This process reflects the importance we place on our stakeholders' views and experiences and is a testament to our dedication towards fostering a culture of mutual respect and understanding.					
Shareholders	Yes						
Employees and workers	Yes						
Customers	Yes						

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
Value Chain Partners	Yes	<p>Throughout our interactions, we have sought to actively listen, understand, and respond effectively to our stakeholders' concerns, whether they are related to our interventions, operations, or broader corporate actions. We have endeavored to ensure that each concern is thoroughly investigated, thoughtfully addressed, and conclusively resolved to the satisfaction of the stakeholder involved.</p> <p>We are pleased to report that, as a result of these rigorous efforts, no grievances were raised by stakeholders during our interactions in FY2023 and the preceding fiscal year. This is not only indicative of the success of our engagement efforts but also reinforces our commitment to maintaining a harmonious relationship with our stakeholders.</p> <p>As we move forward, we remain steadfast in our commitment to maintaining this open and transparent line of communication with our stakeholders. We understand the vital importance of ensuring their voices are heard, and their concerns are promptly and effectively addressed. We are unwavering in our commitment to uphold these principles, as we believe they are integral to our continued growth, success, and the fostering of strong, positive relationships with our stakeholders.</p>					

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	Environment Impact	Risk and Opportunity	Risk: Poses risks such as environmental degradation, pollution, resource depletion and legal liability Opportunity: Offers opportunities such as innovation, efficiency improvement, waste reduction and stakeholder engagement	Emphasizing rigorous adherence to environmental regulations and fostering awareness among value chain partners	Negative: Risk of operational failure or breakdown owing to impact of environment on the supply chain or the processes Positive: Opportunity to contribute to environment preservation and thereby gaining stakeholders trust
2	Operational Efficiency and Sustainable Processes	Opportunity	Operational efficiency and sustainable processes drive cost savings, resource optimization, and environmental responsibility, ensuring a balance between productivity and long-term sustainability.	-	Positive: Enhanced saving via optimized processes, while contributing to the environmental safeguarding.
3	Product Innovation and Design	Opportunity	Research and development, along with technological advancements, present opportunities for quality improvement, efficiency enhancement, and gaining a competitive advantage.	-	Positive: Improving the quality of products and customer satisfaction can expand market reach and increase market penetration

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)
4	Disaster and risk management	Risk and Opportunity	<p>Risk: Disaster and risk management entails addressing potential risks such as disruption, damage, and loss resulting from unforeseen events or emergencies.</p> <p>Opportunity: This discipline also provides opportunities to foster resilience, facilitate effective recovery, and promote continuous learning from past incidents, leading to improved preparedness and mitigation strategies.</p>	Strategizing disaster and risk response through conducting in-depth risk assessment checks; and conducting regular monitoring activities while engaging internal as well as external stakeholders	<p>Negative: Possibility of encountering challenges that could lead to disruptions in the supply chain or manufacturing process, ultimately impacting production</p> <p>Positive: Enhancing safety protocols and implementing rigorous reviews can effectively mitigate potential disruptions and thereby reduce loss possibility</p>
5	Employee Relation and safety	Opportunity	Cultivating strong employee relations and safety fosters a positive work environment, boosts morale, enhances workplace safety measures, reduce accidents, and ensure a motivated and engaged workforce, leading to a more efficient and resilient organization	-	By enhancing operational efficiency, minimizing employee absences and turnover rates, fostering a culture of engagement and satisfaction, reducing healthcare expenditures, attracting and retaining top-tier professionals, and bolstering brand reputation
6	Community Relation and CSR	Opportunity	Community engagement and CSR initiatives present opportunities for community goodwill, positive community impact, and alignment with stakeholders' expectation and vision	-	Promoting social cause and working with the community helps gather market trust and expand with collaborative support.
7	Business Ethics & Integrity	Risk and Opportunity	<p>Risk: Business ethics and integrity pose potential risks including ethical breaches, reputational damage, and legal liability.</p> <p>Opportunity: Embracing business ethics and integrity offers opportunities for ethical leadership, stakeholder trust, and social responsibility.</p>	Emphasizing the importance of rigorous policy adherence, efficient implementation, regular internal or external reviews, and comprehensive audits takes precedence.	<p>Negative: Escalating levels of regulatory scrutiny bring forth the possibility of setbacks, including potential penalties or fines, increasing the risk of failure</p> <p>Positive: Capitalizing on the expanding market acceptance of ethical business and unlock new possibilities and foster exponential growth</p>
8	Disclosure	Opportunity	By disclosing relevant and reliable information about our activities and performance, we seize opportunities to build trust, foster accountability, and enhance our reputation among stakeholders and the public.	-	Positive: Transparent practices play a crucial role in shaping a favorable public image and fostering trust with investors and stakeholders.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The purpose of this section is to support businesses in showcasing their organizational structures, policies, and processes that have been established to embrace and implement the Principles and Core Elements outlined in the National Guidelines on Responsible Business Conduct (NGRBC).

S. No.	NGRBC Principles
P1	Businesses should conduct and govern themselves with integrity, and 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 to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and 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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy And Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.uflexltd.com/policies.php								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.	Uflex adheres to rigorous standards and certifications across various domains. The company is ISO 9001 certified for maintaining high-quality management systems. It also complies with ISO 14001 for effective environmental management and ISO 45001 for occupational health and safety. Uflex demonstrates its commitment to energy management through ISO 50001 certification and risk management through ISO 31000. The company's testing and calibration laboratories adhere to ISO/IEC 17025, ensuring accurate results. Uflex is ISO 22000 certified for food safety management and ISO 15378 certified for pharmaceutical packaging materials. It follows ISO 14298 for security printing and ISO/IEC 27001 for information security management. Additionally, Uflex holds various certifications and memberships, including ITSA, IHMA, Halal India Certification, Forest Stewardship Council (FSC), BRCS, SEDEX, Agmark, Workplace Assessment for Safety and Hygiene, ASPA membership, and the HSSMS certificate.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>Uflex Limited is dedicated to ensuring a clear direction for its operations and growth. In pursuit of this, the company is currently undertaking a comprehensive process to formulate its goals and targets. These goals and targets are being carefully crafted to align with a set of 9 principles, which serve as a guiding framework for Uflex Limited’s strategic planning.</p> <p>By adhering to these principles, Uflex Limited aims to foster a strong foundation for its business practices. The company recognizes the importance of setting specific, measurable, and time-bound targets that reflect its commitment to various aspects such as sustainability, social responsibility, innovation, customer satisfaction, and more.</p> <p>Through this ongoing effort, Uflex Limited seeks to establish a roadmap that outlines its aspirations and the specific milestones it aims to achieve within defined timelines. By aligning its goals and targets with these 9 principles, Uflex Limited aims to ensure a holistic approach to its operations, emphasizing accountability, transparency, and long-term success.</p>								
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>Not applicable</p>								
<p>Governance, leadership and oversight</p>									
<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)</p> <p>Uflex, a global leader in flexible packaging materials and solutions, continues to demonstrate a robust commitment to environmental, social, and governance (ESG) challenges. This commitment is evident in the company’s proactive approach to sustainability and responsible business practices that seek to create long-term value for all stakeholders.</p> <p>Environmental responsibility remains at the forefront of Uflex’s agenda. The company’s global sustainability initiative, ‘Project Plastic Fix’, is designed to provide solutions that keep plastic in the economy and out of the environment. This initiative underscores Uflex’s four-pronged approach towards waste management, known as the 4R strategy: Reduce, Re-use, Recycle and Return.</p> <p>Uflex has consistently been an innovator when it comes to sustainable solutions. Its Asclepius film, made with up to 100% post-consumer recycled PET content, represents a significant reduction in carbon footprint compared to virgin BOPET grades. This product underscores the company’s commitment to the circular economy and has received recognition for its sustainability and low carbon footprint. Such initiatives highlight Uflex’s dedication to reducing plastic waste and contributing to a closed loop ecosystem.</p> <p>The company’s efforts to recycle multi-layered plastic (MLP) waste into granules and its conversion of waste plastic into fuel through its Pyrolysis plant are notable examples of its commitment to resource conservation and waste reduction. Uflex also offers biodegradable packaging solutions that break down into harmless components like water, biomass, and carbon, when in contact with soil, thereby addressing concerns related to uncollected plastic waste.</p> <p>Social responsibility and community development are integral parts of Uflex’s ethos. The company’s social awareness campaigns emphasize the importance of understanding plastic’s role in the circular economy and underscore the need for collective action to manage plastic waste.</p>									



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<p>Uflex is also taking significant strides towards carbon neutrality. The company aims to reduce almost 175,000 tons of carbon emission equivalent by the end of 2024. To this end, Uflex has partnered with Creduce Technologies Ltd, aiming to co-create a time-bound strategy towards carbon neutrality. The company is also committed to implementing various community development and outreach programs to meet its ESG goals.</p> <p>On the governance front, Uflex's approach ensures transparency, accountability, and ethical business practices, facilitated by effective risk management practices and robust internal control systems. In conclusion, Uflex's commitment to ESG challenges is comprehensive and multi-faceted. The company continually strives to innovate and drive change towards a more sustainable future, demonstrating its leadership in the flexible packaging industry. As Uflex moves forward, it continues to set ambitious targets to further safeguard our planet and create long-term value for its stakeholders.</p>									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	Shri Ashok Chaturvedi, Chairman & Managing Director Email ID: secretarial@uflexltd.com Phone no.: 0120-4012345								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Shri Ashok Chaturvedi, Chairman & Managing Director Email ID: secretarial@uflexltd.com Phone no.: 0120-4012345								

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									Frequency (Annually/ Half yearly / Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	All of the organization's policies are approved by the Board and examined on a regular or as and when deemed necessary.									As and when required								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The organization has put together the essential processes for compliance with all relevant requirements.									As and when required								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9									
	Yes, Uflex has actively pursued an independent assessment and evaluation of its policies in collaboration with EY (Ernst & Young). The evaluation conducted by EY has yielded valuable insights and comprehensive recommendations, which have played a crucial role in enhancing the effectiveness of Uflex's policies. This partnership demonstrates Uflex's commitment to ensuring a robust and well-informed policy framework that aligns with industry best practices and fosters continuous improvement.																	

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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	<p>At Uflex, we are steadfast in our commitment to the professional development of our board members and key managerial personnel, emphasizing topics such as our business sustainability. This aligns seamlessly with the NGRBC principles, which we view as a cornerstone of our corporate philosophy.</p> <p>Our internal stakeholders benefit from a variety of training modules, covering vital topics such as our Code of Conduct, Prevention of Sexual Harassment, and Health and Safety. These modules ensure our team operates in a safe, respectful, and professional environment.</p> <p>In our continued journey of knowledge and growth, we are working towards introducing a periodic training program centered on the NGRBC principles. This initiative will further enhance our culture of responsible and sustainable business practices, ensuring all team members are not just informed, but proficient in integrating these principles into their daily work. In doing so, we strive to maintain Uflex as a beacon of responsible business conduct.</p>		
Key Managerial Personnel			
Employees other than BoD and KMPs			
Workers			



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):**

	Monetary				
	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ Judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	In the fiscal year FY23, Uflex exhibited a strong commitment to regulatory and legal compliance. Neither the company nor its directors or Key Managerial Personnel (KMPs) faced any monetary fines, penalties, or settlements from interactions with regulatory bodies, law enforcement, or judicial institutions. This achievement demonstrates our dedication to maintaining high standards of integrity and transparency in all our operations.				
Settlement					
Compounding fee					
	Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	None				
Punishment					

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.**

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
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.**

Uflex maintains a robust anti-corruption and anti-bribery policy, applicable uniformly across all our entities. Our commitment to upholding the highest standards of integrity and ethical behavior is central to our operations and all our interactions. We foster a culture of trust, accountability, and responsibility, treating all stakeholders with the utmost respect and dignity. Every business decision we make takes ethical considerations into account, reflecting our unwavering commitment to integrity. This commitment is a cornerstone of our reputation and success, enabling us to build enduring relationships based on mutual trust and shared values.

Looking ahead, we plan to further fortify our anti-corruption measures through regular policy updates, comprehensive training programs, and stringent monitoring mechanisms. Our aim is to ensure Uflex remains a beacon of ethical business conduct in our industry and beyond.

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

	FY 2022-23	FY 2021-22
Directors	<p>We are pleased to report that in both FY23 and FY22, our unwavering commitment to these principles was evident as there were no recorded instances of bribery or corruption involving our Directors, Key Management Personnel (KMPs), employees, or workers.</p> <p>This signifies our proactive approach to ensuring a culture of transparency and accountability that permeates our organization. Consequently, no actions were necessitated by any law enforcement agency concerning these matters during these fiscal years.</p> <p>At Uflex, we remain steadfast in our commitment to uphold the highest ethical standards, fostering a culture that underscores our dedication to fairness, honesty, and professionalism.</p>	
KMPs		
Employees		
Workers		

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors		<p>At Uflex, we take great pride in our commitment to excellent governance standards, which is evident in our actions and achievements. In both FY23 and FY22, we successfully maintained an environment free from any reported conflicts of interest involving our Directors or Key Management Personnel (KMPs).</p> <p>Our proactive approach in managing potential conflicts of interest underscores our dedication to upholding transparency and trust within our organization. We have created a culture of accountability that allows us to address any potential issues promptly and efficiently, ensuring our operations remain aligned with our values and standards.</p> <p>This accomplishment serves as a testament to our unwavering commitment to maintaining an open, transparent, and accountable organization that prioritizes the best interests of all our stakeholders.</p>		
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

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	1.45 Cr.	1.47 Cr.	Uflex's commitment to sustainability and innovation is evident in our strategic initiatives, which encompass a wide range of projects and collaborations aimed at enhancing recyclability, reducing environmental impact, and promoting renewable energy. Here are some of our key accomplishments and ongoing projects:

	FY 2022-23	FY 2021- 22	Details of improvements in environmental and social impacts
			<ol style="list-style-type: none"> 1. Foil Replacement Film: We've developed a new type of film designed to replace foil in packaging. This innovation enhances the recyclability of our products and aligns with emerging bans on non-recyclable materials. 2. High-Transparency, High-Barrier Film: We've created a high-transparency, high-barrier film with enhanced Oxygen Transmission Rate (OTR) and Water Vapor Transmission Rate (WVTR) properties. This development supports eco-friendly food packaging and contributes to a reduced carbon footprint. 3. Recyclable BOPET Film: In a world-first, we've innovated a recyclable BOPET film that uses water as a solvent. This achievement underscores our commitment to developing sustainable and recyclable products. 4. R&D Investment: Recognizing the importance of research and development, we have made significant investments in our R&D facilities. This enhances our capabilities and reduces our reliance on external sources for innovation and product development. 5. Green Hydrogen Project: In our ongoing efforts to align with global renewable energy goals, we've initiated a green hydrogen project. This project represents our dedication to exploring and implementing sustainable energy sources. 6. Film Recycling and Biodegradable Alternatives: We are actively exploring opportunities in film recycling and the development of biodegradable alternatives. This research is part of our commitment to reducing waste and promoting sustainability in our industry. 7. Collaborations with Research Institutes: We are actively collaborating with research institutes for additional green initiatives. These collaborations enable us to expand our knowledge, foster innovation, and accelerate our sustainability efforts. <p>These initiatives reflect Uflex's unwavering commitment to sustainability and responsible business practices. We continue to explore and implement innovative strategies to enhance our products, reduce our environmental impact, and contribute positively to the global sustainability landscape.</p>
Capex			Nil

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?

At Uflex, we are deeply committed to implementing sustainable sourcing practices across the majority of our business segments. Our goal is to minimize our environmental impact and contribute positively to a more sustainable future. Local sourcing plays a key role in our strategy, as it not only reduces transportation emissions but also supports local economies. We prioritize local sourcing of raw materials wherever feasible, aligning our practices with both environmental sustainability and social responsibility.

Looking ahead, we plan to further fortify our sourcing practices through the implementation of our 'Sustainable Supply Chain and Responsible Sourcing' policy. This policy will provide a structured approach to ensuring that

our supply chain operations align with our commitment to sustainability and responsible business practices. By prioritizing sustainable sourcing, we aim to create a more resilient supply chain, reduce our environmental footprint, and uphold our commitment to making a positive impact on our communities and the planet. Our vision is to continue leading the way in our industry, setting a benchmark for sustainability and responsible sourcing.

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: (d) other waste.

As a business-to-business (B2B) entity, our direct responsibility for our products at the end of their life cycle is limited. However, we hold ourselves accountable for the effective management of waste generated during our manufacturing and operational processes.

At various Uflex operational sites, we have implemented robust mechanisms and procedures for the efficient handling of waste. This includes recycling, reusing, and proper disposal of waste materials. All these procedures are carried out in strict compliance with regulatory standards, ensuring the safety of our environment and our workforce. To ensure optimal waste management, we collaborate with authorized dealers who uphold our commitment to environmentally responsible practices. This collaboration enables us to ensure that waste materials are treated and disposed of appropriately, minimizing environmental impact. We remain committed to continuously improving our waste management practices, contributing positively to a more sustainable future.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Extended Producer Responsibility (EPR) is a key aspect of our sustainability strategy at Uflex, and it applies to five of our business segments: Aseptic liquid packaging, Packaging films, Flexible packaging, Holography, and Chemicals.

We have proactively taken steps to submit our EPR plan to the Pollution Control Boards for most of these segments. This step demonstrates our commitment to ensuring that our products are managed responsibly at every stage of their lifecycle, from production to post-consumer use. For the remaining segments, we are actively working on preparing and submitting our EPR plans. Our aim is to ensure that we have comprehensive EPR coverage across all our operations. This will enable us to further reduce our environmental footprint and contribute to a more sustainable future.

At Uflex, we take our responsibilities as a producer very seriously. We are dedicated to continuous improvement in our EPR practices and are committed to meeting and exceeding regulatory requirements in all our business segments.

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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	2,661	2,661	100	2,661	100	0	0	0	0	2,661	100
Female	169	169	100	169	100	169	100	0	0	169	100
Total	2,830	2,830	100	2,830	100	169	100	0	0	2,830	100
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	4,349	4,349	100	4,349	100	0	0	0	0	4,349	100
Female	15	15	100	15	100	15	100	0	0	15	100
Total	4,364	4,364	100	4,364	100	15	100	0	0	4,364	100
Other than Permanent workers											
Male	2,953	2,953	100	2,953	100	0	0	0	0	2,953	100
Female	15	15	100	15	100	15	100	0	0	15	100
Total	2,968	2,968	100	2,968	100	15	100	0	0	2,968	100

2. Details of retirement benefits

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	85	90	Y	60	40	Y
Gratuity	100	100	Y	100	100	Y
ESI	26	45	Y	25	40	Y

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? If not, whether any steps are being taken by the entity in this regard.

We are committed to creating an inclusive environment where everyone feels valued and supported. As part of this commitment, we actively take steps to ensure that majority of our facilities are friendly and accommodating to individuals with diverse abilities. This involves considering accessibility in our facility design and layout to minimize barriers and maximize ease of navigation. Our ongoing efforts to enhance accessibility reflect our dedication to inclusivity and our belief that everyone should have equal access to our facilities. By creating an environment that removes barriers and fosters inclusiveness, we aim to provide a welcoming and supportive experience for all individuals.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy

Yes, Uflex has a comprehensive Equal Opportunity Policy in place that is fully committed to providing equal opportunities for individuals with disabilities. This policy extends to all areas of employment, training, and professional growth. We deeply value inclusivity and diversity in our workforce. As such, our policy promotes a workplace environment that supports and respects the rights and well-being of individuals with disabilities. It strictly prohibits any form of discrimination based on disability.

By adhering to this policy, we are actively fostering a culture of inclusivity and diversity. We believe that everyone, including individuals with disabilities, brings unique value and perspectives to our organization. Hence, we are committed to creating an environment where every individual is respected, valued, and given the opportunity

to contribute to their fullest potential. At Uflex, we see the strength in our diversity and continue to uphold our commitment to inclusivity as a core part of our corporate values.

Policy Weblink: <https://www.uflexltd.com/policies.php>

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	0	0	0
Female	3	100	0	0
Total	3	100	0	0

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief

	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Uflex has a well-established mechanism in place to receive and address grievances from all our employees and workers. Our organization has implemented a comprehensive grievance redressal system designed to provide everyone the opportunity to voice their concerns and submit their grievances.
Other than Permanent Workers	This system enables thorough investigations into all reported grievances, ensuring they are addressed in a fair, transparent, and timely manner. Our commitment to transparency and fairness extends to every step of the grievance redressal process.
Permanent Employees	We firmly believe in upholding the rights and well-being of all individuals within our organization. Our grievance redressal system is a testament to this belief. It serves as a vital tool in maintaining a supportive and equitable work environment where everyone feels valued and heard.
Other than Permanent Employees	At Uflex, we strive to foster an inclusive and respectful workplace culture. We remain committed to addressing all concerns promptly and fairly, ensuring our employees and workers feel respected, heard, and valued.

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total Permanent Workers	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0



8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total	On Health and safety measures		On Skill upgradation		Total	On Health and safety measures		On Skill upgradation	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	(D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	2,661	1,784	67%	1,872	70%	2,529	1,686	67%	1,497	59%
Female	169	26	15%	29	17%	155	26	17%	24	15%
Total	2,830	1,810	64%	1,901	67%	2,684	1,712	64%	1,521	57%
Workers										
Male	4,349	2,831	65%	3,437	79%	4,213	2,677	64%	2,379	56%
Female	15	1	7%	1	7%	19	1	5%	1	5%
Total	4,364	2,832	65%	3,438	79%	4,232	2,678	63%	2,380	56%

*Each worker is being given multiple trainings on regular basis under EHS & Skill upgradation

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2,661	2,661	100	2,529	6,529	100
Female	169	169	100	155	155	100
Total	2,830	2,830	100	2,684	2,684	100
Workers						
Male	4,349	4,349	100	4,213	4,213	100
Female	15	15	100	19	19	100
Total	4,364	4,364	100	4,232	4,232	100

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage of such a system?

At Uflex, we prioritize the health and safety of our employees above all else. We have implemented a robust Occupational Health and Safety Management System that spans across all our operational units, facilities, offices, and business segments. Our proactive approach involves conducting regular safety audits and inspections of our workplace areas to ensure compliance with all health and safety standards. Our advanced system allows us to identify potential workplace risks and hazards, enabling us to implement preventive measures and minimize incidents.

One of our key tools in maintaining safety is our near miss reporting format. This format encourages employees to report any potential incidents within our premises, allowing us to conduct thorough investigations, determine causes, and implement preventive actions. This not only aids in reducing workplace accidents, but also fosters a culture of safety consciousness within the company. Additionally, we have Environmental, Health, and Safety (EHS) Manual and Standard Operating Procedures (SOPs) in place to guide our operations and ensure the safety of our employees and workers.

Complementing these safety measures, our packaging films and chemical divisions are ISO 45001 certified, a testament to our commitment to maintaining an Occupational Health and Safety (OHS) Management System of the highest standard. At Uflex, we remain committed to promoting a safe and healthy work environment for all our employees, continually advancing our practices to meet and exceed industry safety standards.

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

Uflex employs a comprehensive approach to identify work-related hazards and assess risks in order to maintain a safe working environment. Our multifaceted process incorporates periodic safety audits, inspections, and Hazard Identification and Risk Assessment (HIRA) techniques.

Our cross-functional teams perform safety audits on a regular basis, aiming to identify potential hazards and assess corresponding risks. This proactive approach ensures potential issues are identified and addressed promptly. To manage hazards associated with non-routine tasks, we have implemented a work permit system. This allows us to maintain control and oversight over such activities, ensuring that all safety requirements are adhered to.

Moreover, we place a high emphasis on daily identification and rectification of unsafe acts and conditions. This ongoing vigilance contributes to maintaining a safe work environment and helps to prevent accidents before they occur. These measures collectively contribute to our commitment to safety and wellbeing of our workforce. At Uflex, the safety of our employees remains our top priority and we continuously strive to uphold our high safety standards.

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

At Uflex, we have established a comprehensive safety framework across all our business segments to ensure that our workers can promptly report work-related hazards and take necessary steps to safeguard themselves.

1. **Direct Reporting:** Workers can directly report any hazards or risks to their supervisors or the designated safety officer. This allows for immediate action and helps to minimize potential harm.
2. **Incident Forms:** We have a system in place where workers can document potential hazards through incident forms. This helps us keep a recorded track of all reported hazards and allows us to carry out a thorough investigation.
3. **Safety Committee Meetings:** Regular safety committee meetings provide a platform for workers to report work-related hazards and discuss mitigation plans. These meetings encourage open dialogue and collective problem-solving.
4. **Safety Observation Register:** We maintain a safety observation register, allowing workers to document and report any unsafe conditions or acts. This proactive approach aims to prevent minor issues from escalating into major accidents.
5. **Incident Management System:** Our incident management system enables workers to report incidents in a specified format, ensuring standardized and efficient documentation.
6. **Regular Plant Rounds:** Regular interaction with shop floor workers during daily plant rounds provides opportunities to address any work-related hazards and concerns directly.

These multiple channels of communication foster a proactive reporting culture and contribute significantly to the safety and well-being of our workforce. At Uflex, we remain committed to maintaining a safe working environment and ensuring the welfare of our workers.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

At Uflex, we prioritize the health and well-being of our employees and workers, offering comprehensive non-occupational medical and healthcare services across all our business segments.

1. **First Aid Boxes:** We have strategically placed first aid boxes at multiple locations throughout our facilities. These boxes are maintained by trained first aiders and our safety department and contain essential supplies for immediate medical assistance. Emergency contact numbers and directions to the nearest hospitals are also prominently displayed.
2. **Annual Health Checkups:** We conduct annual health checkups for all our employees in specific business segments, ensuring regular monitoring of their health and well-being.
3. **Comprehensive Medical Insurance:** Uflex provides comprehensive medical/healthcare insurance to all employees, extending coverage to their family members as well. This helps ensure that our employees and their families have access to necessary medical care when needed.
4. **Employee State Insurance Corporation (ESIC) Facility:** For our workers in the flexible packaging, chemical, and holography segments, we offer access to the Employee State Insurance Corporation (ESIC) facility. This extends healthcare coverage to their family members, providing additional support and peace of mind.

These measures underscore Uflex’s unwavering commitment to the health and well-being of our workforce. We believe in creating an environment where our employees and workers feel cared for and supported, both within and outside the workplace.

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	9.534	6.531
	Workers	0.534	0.531
Total recordable work-related injuries	Employees	25	12
	Workers	4	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	1
	Workers	0	0

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

At Uflex, we demonstrate an unwavering commitment to adhering to the standards and regulations outlined in the Factory Act, 1948, and the Environment Protection Act, 1986. Furthermore, we go beyond compliance, implementing proactive measures to foster a safe and healthy work environment.

1. **Comprehensive Training Programs:** We provide rigorous safety training to our employees, equipping them with the knowledge and skills needed to work safely and responsibly.
2. **Regular Safety Inspections:** Our safety team conducts regular inspections of our facilities to identify potential hazards and ensure adherence to safety protocols.
3. **Behavioral-Based Safety Practices:** We promote a culture of safety consciousness, encouraging employees to take personal responsibility for their safety and the safety of others.
4. **Emergency Response Preparedness:** We ensure our teams are prepared to respond effectively in the event of an emergency, conducting regular drills and maintaining updated emergency response plans.
5. **Compliance with Latest Regulations:** We stay abreast of the latest safety and environmental regulations, ensuring our practices align with current standards.
6. **Safety Committee Meetings:** Regular safety committee meetings provide a platform for discussing safety issues and implementing proactive measures.

7. **Employee Health Checkups:** We conduct regular health checkups to monitor the health and well-being of our employees.
8. **Mock Drills:** We organize regular mock drills to train our employees in emergency response procedures and to test our preparedness.

At Uflex, we believe that a safe and healthy work environment is fundamental to our success. Our proactive measures underscore our commitment to safeguarding our employees, our facilities, and the environment.

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

	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	<p>At Uflex, we are pleased to report that we have received no complaints from any employees or workers concerning working conditions or health and safety practices within our organization. This positive feedback is a testament to our steadfast commitment to ensuring the safety and well-being of our employees and workers.</p> <p>Safe and Conducive Working Environment: We prioritize the creation of a safe and conducive environment, where our employees and workers can perform their roles effectively and comfortably.</p> <p>Employee Well-being: The health and well-being of our workforce remains at the forefront of our operational ethos. We have comprehensive measures in place to ensure the physical and mental wellness of our staff.</p>					
Health & Safety	<p>High Standards: Our dedication to maintaining high standards of working conditions and health and safety practices is unwavering. This commitment ensures a productive and safe workspace that meets and exceeds regulatory requirements.</p> <p>Continuous Improvement: We continuously strive to enhance our health and safety practices, incorporating feedback from our employees and workers and adapting to evolving industry standards.</p> <p>Our employees and workers are our most valuable asset, and their satisfaction and safety are paramount to us. We will continue our efforts to uphold and enhance our strong record in maintaining exemplary working conditions and health and safety practices across all our operations.</p>					

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	100
Working Conditions	100

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.

Numerous proactive measures have been taken to enhance fire and health safety in the workplace, demonstrating a strong commitment to reducing health and safety risks and preventing the reoccurrence of unsafe conditions and incidents across all businesses. Regular evaluations and assessments are conducted to identify any further areas of improvement and to address emerging concerns related to health and safety practices and working conditions.

In terms of engineering controls, for instance, cut-off systems, level transmitters, and switches have been installed in storage tanks to enhance safety measures. Reactors now feature temperature detectors and wells

to prevent fires and runaway reactions. Nitrogen purging systems have been implemented for the safe handling of flammable substances. Fire suppression systems, relief valves, and flame arrestors have also been installed to eliminate potential hazards. Cooling systems have been put in place to prevent polymerization in hazardous materials. Additionally, measures such as static dissipaters, earthing clamps, antistatic flooring, and safety shoes have been implemented to mitigate electrostatic hazards. Adequate ventilation systems and safety measures for electrical fixtures have been incorporated as well. Firefighting infrastructure, including hydrants and sprinklers, has been installed to promptly address fire-related incidents. Emergency procedures and work permits have also been established to ensure compliance and appropriate response to emergencies.

From the perspective of administrative controls, a Management of Change procedure has been introduced to effectively manage any changes that may impact safety. Incident reporting systems have been established to promptly identify and address any safety concerns. A chemical compatibility matrix has been implemented to ensure the safe handling and storage of hazardous substances. Furthermore, comprehensive training programs have been developed to educate employees about safety protocols and best practices. Visual displays have been strategically placed to promote safety awareness and reinforce safe working habits. Regular on-site emergency preparedness procedures and drills are conducted to ensure preparedness in case of emergencies. Work permits have been implemented to regulate non-routine activities involving contractors and maintain safety standards.

A significant emphasis is placed on personal protective control, prioritizing the utilization of top-tier personal protective equipment (PPE) and fostering heightened employee awareness. To determine the suitable PPE for each task, a meticulous hazard assessment process is employed, and the outcomes are incorporated into a comprehensive PPE matrix. Based on the nature of their activities, employees are supplied with various types of PPE, including but not limited to organic full-face vapor masks, nitrile gloves, safety shoes, and full-face masks.

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 Uflex, we recognize the significance of stakeholders who have the potential to influence or be impacted by our organization's activities, products, services, and performance. We prioritize identifying and prioritizing key stakeholders by evaluating their influence over our company and assessing the consequences of our business actions and their implications.

To formalize and strengthen our engagement with stakeholders, we have implemented a comprehensive "Stakeholder Engagement" policy. This policy serves as a guiding framework for our interactions and ensures that we engage with our stakeholders in a meaningful and transparent manner.

Key elements of our Stakeholder Engagement policy include:

- 1. Identification and Prioritization:** We undertake a thorough process of identifying and prioritizing stakeholders based on their relevance, influence, and potential impact on our organization.
- 2. Engagement Mechanisms:** We have established various mechanisms for engaging with stakeholders, such as regular meetings, surveys, consultations, and feedback mechanisms. These enable us to gather valuable insights, address concerns, and incorporate stakeholder perspectives into our decision-making processes.
- 3. Transparency and Communication:** We prioritize transparency in our communication with stakeholders, providing them with accurate and timely information about our activities, performance, and impacts. We actively seek to foster open and honest dialogue to build trust and mutual understanding.
- 4. Continuous Improvement:** We are committed to continuously improving our stakeholder engagement practices. We regularly evaluate and review our approaches, taking into account stakeholder feedback and evolving best practices.

Our Stakeholder Engagement policy underscores our commitment to building strong and mutually beneficial relationships with our stakeholders. We believe that engaging with our stakeholders in a transparent and collaborative manner not only strengthens our business but also enables us to address social, environmental, and governance challenges more effectively.

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
Investor/ Shareholder	No	Yearly General Assembly, shareholder gatherings, yearly financial statement, quarterly performance updates, press releases, corporate website, electronic correspondence, Stock Exchange (SE) notifications, in-person meetings / teleconferences.	Ongoing	Analysis of stock prices, dividend payouts, potential risks and challenges, competitive positioning, and financial robustness, growth prospects.
Government	No	Engagements with local/state/ national government officials and ministries, participation in conferences, dissemination of press releases	Ongoing	Advocacy for policies, disclosure of business information
Supplier/ vendor/ third party manufacturer	No	Discussions, electronic correspondence, gatherings, communication, and collaborative meetings	Ongoing	Achievement and sustainability, establishing brand presence, fostering transparent dialogue.
Media	No	Press briefings, emails, and meetings, Internal platform, email communications, survey tools, town hall sessions, and meetings	Ongoing	Performance updates, marketing, disclosure
Employees/ trainees/workers	No	Intranet platform, electronic communication, survey software, town hall sessions, and in-person meetings	Ongoing	Training and development, opportunities for professional growth, well-being initiatives, recognition of employees, maintaining work-life balance
Local community/ NGO	Yes	Gatherings, involvement facilitated by the corporate social responsibility implementation division	Ongoing	Dialogue on community development aspects, raising awareness, ensuring safety and security, addressing grievances.

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:

Category	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	2,830	1,395	49	2,684	1,754	65
Other than permanent	0	0	0	0	0	0
Total employees	2,830	1,395	49	2,684	1,754	65
Workers						
Permanent	4,364	2,962	68	4,232	3,273	77
Other than permanent	0	0	0	0	0	0
Total workers	4,364	2,962	68	4,232	3,273	77

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

Category	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)
Employees										
Permanent										
Male	2,661	0	0	2,661	100	2,529	0	0	2,529	100
Female	169	0	0	169	100	155	0	0	155	100
Other than permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	4,349	260	6	4,089	94	4,213	231	5.5	3,982	94
Female	15	0	0	15	100	19	0	0	19	100
Other than permanent										
Male	2,953	2,953	100	0	0	2,597	2,597	100	0	0
Female	15	15	100	0	0	13	13	100	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (INR)	Number	Median remuneration/ salary/ wages of respective category (INR)
Board of Directors (BoD)	7	5,00,000	1	8,50,000
Key Managerial Personnel	3	2,81,70,840	-	-
Employees other than BoD and KMP	3,076	6,94,978	221	5,41,231
Workers	4,971	3,09,316	23	1,58,941

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)

Yes, we have a comprehensive approach to addressing human rights impacts or issues caused or contributed to by our business. Our organization assigns the responsibility of serving as focal points for human rights matters to all our business heads, in addition to their regular responsibilities. This ensures that there is a dedicated and accountable individual at the helm of each business unit, actively addressing any human rights challenges that may arise. By empowering our business heads as focal points, we foster a culture of awareness and responsibility throughout our organization, enabling us to effectively identify, mitigate, and resolve any human rights issues related to our business operations.

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

At Uflex, we have established robust internal mechanisms to effectively address human rights grievances. These mechanisms provide a fair and transparent process for individuals to report concerns and seek redress, ensuring that their voices are heard and their rights are protected.

Guided by our Grievance Redressal Policy, we prioritize thorough investigations into reported human rights violations. Our objective is to uncover the truth, understand the underlying issues, and take appropriate actions to address and resolve the grievances.

We are committed to upholding fundamental principles of dignity, equality, and justice within our organization. Our internal mechanisms for addressing human rights grievances reflect this commitment, as we strive to maintain a work environment that respects and upholds the rights and well-being of our employees and stakeholders.

We believe in providing a safe space for individuals to express their concerns and ensuring that every grievance is treated with the utmost seriousness and sensitivity. Our goal is to rectify any violations, take necessary disciplinary actions, and implement preventive measures to foster a workplace culture that is inclusive, respectful, and supportive.

At Uflex, we are resolute in our commitment to protecting human rights and continuously improving our internal mechanisms for addressing grievances. We work diligently to create an environment where individuals can exercise their rights without fear and have confidence in our organization's commitment to justice and accountability.

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

	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
Discrimination at workplace	2	0	Successfully resolved	3	0	Conclusively resolved
Sexual Harassment	<p>At Uflex, we are proud to report that we have received no complaints from our employees or workers on any aspect other than discrimination at workplace, which has been successfully resolved. We place a strong emphasis on the well-being of our workforce and actively encourage them to report any safety issues or concerns they may encounter.</p> <p>To facilitate the reporting of safety issues, we have implemented several programs and initiatives. These include:</p> <p>Hazard Identification Processes: We have established robust hazard identification processes that encourage employees to proactively identify and report potential hazards in their work areas. This helps us address these issues promptly and implement appropriate preventive measures.</p> <p>Suggestion Schemes: Our suggestion schemes provide a platform for employees to contribute their ideas and suggestions for improving safety measures. This fosters a culture of continuous improvement and empowers employees to actively participate in enhancing our safety practices.</p> <p>EHS Committees: We have established Environment, Health, and Safety (EHS) committees comprising representatives from various departments. These committees serve as forums for employees to engage in safety discussions, share insights, and collectively work towards improving health and safety practices throughout the organization.</p> <p>These initiatives demonstrate our commitment to creating a safe working environment and involving our employees in the continuous improvement of our safety measures. We firmly believe that the active participation and feedback of our employees play a vital role in maintaining and enhancing our safety culture.</p> <p>At Uflex, we will continue to prioritize the well-being of our workforce and encourage their involvement in shaping our safety practices. By working together, we strive to create a workplace that is safe, supportive, and conducive to the overall well-being of our employees and workers.</p>					
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other human rights related issues						

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

Yes, at Uflex we have mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. Our Grievance Handling procedure ensures that any complaint is first brought to the attention of the reporting Manager. If the complaint is not resolved at this level, it is then escalated to the function Head for further investigation and action. In the event that the matter remains unresolved at the function head level, it is further escalated to the Business Head and HR Head. These senior management members carefully review the complaint, conduct a thorough investigation, and take appropriate measures to address the issue. The goal is to ensure a satisfactory and conclusive resolution that safeguards the complainant's rights and well-being while fostering a safe and inclusive work environment for all employee

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

Uflex Limited recognizes and respects Human Rights and is committed towards protection of such rights.

9. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	<p>At Uflex, while our plants and offices have not undergone external assessments, we maintain an unwavering dedication to operational excellence and compliance with the highest standards. We prioritize internal monitoring, thorough inspections, and audits to ensure that our operations align with industry standards and regulatory requirements.</p> <p>Our commitment to upholding these standards is reflected in our internal processes, which include regular assessments and inspections conducted by our dedicated teams. These internal mechanisms allow us to identify areas for improvement, address any non-compliance issues, and continuously enhance our practices.</p> <p>While we have not pursued external assessments thus far, we remain open to future collaborations and opportunities for assessments or inspections. We recognize the value of external perspectives and expertise in helping us further strengthen our practices and benchmark our performance against industry best practices.</p> <p>At Uflex, we continuously strive to raise the bar of operational excellence, ensuring compliance with relevant regulations and delivering sustainable outcomes. We are committed to embracing new opportunities for collaboration and external assessments to enhance our practices and demonstrate our commitment to the highest standards of excellence and compliance.</p>
Forced/involuntary labour	
Sexual harassment	
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.

Not applicable

Principle 6: Businesses should respect and make efforts to protect and restore the environment

ESSENTIAL INDICATORS

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	168,239,167.79	78,990,124.14
Total fuel consumption (B)	64,130.30	2,223,059.99
Energy consumption through other sources (C)	463,290.20	247,185.21
Total energy consumption (A+B+C)	168,766,588.29	81,460,369.34
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	24,895.90	14,357.34

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

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) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not applicable

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

Parameter	FY 2022-23	FY 2021--22
Water withdrawal by source (in kilolitres)		
	FY 2022-23	FY 2021-22
(i) Surface water	65135	19962
(ii) Groundwater	655977	722526
(iii) Third party water (Municipal water supplies)	147993	69231
(iv) Seawater / desalinated water	0	0
(v) Others	24163	22173
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	893268	833892
Total volume of water consumption (in kilolitres)	363211	341900
Water intensity per rupee of turnover (kilolitres) / turnover in crore rupees)	53.58	60.25

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, the entity has implemented a mechanism for Zero Liquid Discharge (ZLD) in several business segments.

In the aseptic liquid packaging unit, the company has successfully achieved Zero Liquid Discharge. This is made possible through the establishment of their own Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP). The treated water from these facilities is effectively reused for gardening and toilet flushing, ensuring responsible water management practices. Similarly, the engineering segment has also adopted ZLD measures. The treated water from their ETP is reused for purposes such as toilet flushing and scrubbers, minimizing water consumption and promoting sustainable practices. Within the chemicals segment, a dedicated unit has been set up for Zero Liquid Discharge with a capacity of 50 KLD (Kiloliters per day). The recycled water from the ZLD unit constitutes 25% of the total water consumption on-site, showcasing a significant reduction in water usage. Lastly, in the flexible packaging business segment, Zero Liquid Discharge practices are followed. The wastewater is treated through an ETP and STP, and the treated water is then reused for gardening, ensuring a closed-loop water management system. By implementing ZLD measures across multiple business segments, the entity aims to minimize water wastage and reduce its environmental footprint.

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	tonnes/annum	6708.79	6142.05
SOx	tonnes/annum	353.85	42.94
Particulate matter (PM)	tonnes/annum	921.60	146.09
Persistent organic pollutants (POP)	tonnes/annum	0	0
Volatile organic compounds (VOC)	tonnes/annum	0	0
Hazardous air pollutants (HAP)	tonnes/annum	0	0
Others – CO	tonnes/annum	0.43	0.49

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

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 , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	t CO ₂ e	26,865.62	60,996.30
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	t CO ₂ e	216,151.94	128,885.28
Total Scope 1 and Scope 2 emissions	t CO ₂ e	243017.56	189881.58
Total Scope 1 and Scope 2 emissions per rupee of turnover	t CO ₂ e per Crore INR	358.49	334.66

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Yes, the entity has undertaken projects across various business segments to reduce greenhouse gas (GHG) emissions.

In the packaging films segment, the entity has implemented a project that involves the switchover from Low Sulfur Heavy Stock (LSHS) to Liquid Fuel in PNG (Petroleum Natural Gas) for two gas generators. This transition to a cleaner fuel source helps reduce GHG emissions associated with energy generation, contributing to a more sustainable energy supply.

In the flexible packaging segment, the entity is actively working on a project to replace mercury lights with energy-efficient LED lights. This transition not only reduces energy consumption but also decreases GHG emissions related to electricity usage.

Moreover, the entity is collaborating with its stakeholder to restructure functioning and to adopt energy-efficient practices. This includes the installation of automated and energy-efficient machinery to replace older, less efficient equipment. By upgrading their machinery, the entity can minimize energy consumption, lower GHG emissions, and enhance overall operational efficiency.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	8832.23	9756.44
E-waste (B)	99.51	139.65
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.50	2033.00
Battery waste (E)	52.98	0.20
Radioactive waste (F)	0.24	0.25
Other Hazardous waste (STP Sludge/Incinerator Ash/ Cotton Waste contaminated with INK/Adhesive/Oil/Used/ MEE Sludge/Others) (G)	13554.89	27159.19
Other Non-hazardous waste generated (Nickel metal scrap/Waste film/Paper/Corrugated sheet/Iron scrap/Others) (H)	289405.57	327823.32
Total (A+B + C + D + E + F + G + H)	311945.94	366912.05

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

Category of waste

(i) Recycled	1952.18	2128.07
(ii) Re-used	67.99	66.28
(iii) Other recovery operations	0.00	0.00
Total	2020.16	2194.35

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

Category of waste

(i) Incineration	1321.62	1369.88
(ii) Landfilling	84.20	25.45
(iii) Other disposal operations	341.86	190.88
Total	1747.68	1586.22

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

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.

Yes, our company has implemented waste management practices across different segments of our establishments. In the aseptic liquid packaging segment, we prioritize the proper handling of hazardous waste. Our employees are equipped with personal protective equipment (PPE) while handling hazardous waste, which is stored separately in a designated area with appropriate labeling. The storage area features an impervious flooring and a waterproof cover. We ensure compliance with the guidelines set by the Gujarat Pollution Control Board (GPCB) and follow the Hazardous Waste Management Rule 2016. Additionally, we provide waste segregation training to employees to prevent the mixing of non-hazardous waste with hazardous waste. In the engineering segment, we strictly adhere to the minimum storage guidelines to ensure proper waste management. For the flexible packaging segment, our hazardous waste mainly consists of ink, adhesive, and solvent waste. We have implemented recycling processes for ink and solvent waste, while the remaining sludge is sold to an approved vendor specializing in pollution control. In the chemicals segment, we have established standard operating procedures (SOP) for the segregation,

collection, storage, and disposal of different types of waste. Our focus lies in reducing hazardous waste through process optimization and the introduction of new technologies. In the holography segment, our hazardous waste is stored and disposed of through authorized vendors approved by the Pollution Control Board (PCB).

We prioritize the safe handling, storage, and disposal of hazardous waste to minimize environmental impact. Our company continually explores opportunities to optimize processes and adopt new technologies to further reduce hazardous waste generation.

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 thereof and corrective action taken, if any.
Not applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable					

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). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not applicable				

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.

Nine

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
2	PHD Chamber of Commerce and Industry (PHDCCI)	National
3	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
4	Confederation of Indian Industry (CII)	National
5	Organization of Pharmaceutical Producers of India (OPPI)	National
6	Indian Federation of Culinary Associations (IFCA)	National
7	PlastIndia	National
8	All India Printing Ink Manufacturer's Association LTD	National
9	Alliance to End Plastic Waste	International

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.

Name of authority	Brief of the case	Corrective action taken
	Throughout the reporting period, Uflex did not engage in any incidents of anti-competitive behavior. We firmly uphold the principles of fair competition and conduct our business in accordance with legal and ethical practices.	
	Our commitment to maintaining a competitive and fair market environment is rooted in our dedication to the best interests of our customers and stakeholders. We prioritize the delivery of high-quality products and services while ensuring compliance with all relevant laws, regulations, and industry standards.	
	At Uflex, we believe that fair competition is essential for driving innovation, fostering customer choice, and promoting economic growth. We strive to create a level playing field where all market participants can compete based on merit, quality, and customer value.	
	By adhering to principles of fair competition, we demonstrate our commitment to integrity, transparency, and ethical conduct. We actively monitor and assess our business practices to ensure compliance with competition laws and regulations, and we continuously strive to improve our processes to uphold the highest standards of fairness and legality.	
	Uflex remains dedicated to promoting healthy competition, safeguarding consumer interests, and contributing to the overall development and well-being of the markets in which we operate. We firmly believe that a competitive and fair market environment benefits all stakeholders and fosters sustainable growth.	

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
In the reporting year, the Company did not undertake any Social Impact Assessment.					

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)
Not applicable						

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

At Uflex, we actively engage with our community members through our Corporate Social Responsibility (CSR) initiatives, either directly or in collaboration with our NGO partners. Our engagement is guided by our CSR policy, which outlines our commitment to making a positive impact on the communities we serve.

Through periodic in-person engagements with community leaders and members, we aim to foster open and constructive dialogue. These interactions provide us with valuable insights and help us identify, discuss, and address the issues that are important to the community in mutual agreement with the concerned stakeholders. By maintaining regular communication and building relationships with community leaders and members, we establish a foundation of trust and collaboration. This enables us to better understand their needs and aspirations, align our CSR initiatives accordingly, and work together to achieve sustainable and meaningful outcomes.

Uflex's CSR initiatives are designed to create a positive social impact and address the specific challenges faced by the communities we engage with. We actively seek to contribute to the development and well-being of these communities through initiatives that promote education, healthcare, livelihood opportunities, environmental sustainability, and more.

We believe that engaging with our community members directly, as well as through our NGO partners, allows us to collectively identify and address their concerns and contribute to their overall progress. At Uflex, we remain committed to engaging with our community members, promoting dialogue, and collaboratively working towards sustainable solutions. By actively involving our stakeholders, we strive to make a positive and lasting difference in the communities where we operate.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	The company sources input material from MSMEs/ small producers and local districts but does not currently measure the share as per the given bifurcation	
Sourced directly from within the district and neighboring districts		

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.

At Uflex, we have established effective mechanisms to receive and respond to consumer complaints and feedback. We understand the importance of addressing customer concerns promptly and ensuring their satisfaction with our products and services.

In our Aseptic Liquid Packaging business segment, we have implemented a Customer Complaint Management System (CCMS) in accordance with ISO 22000-2018 requirements. This system ensures compliance with industry standards and helps us maintain our certification. Through the CCMS, we are able to efficiently manage and resolve customer complaints, providing timely and effective solutions.

Furthermore, in our chemical segment, we utilize a complaint management system in Oracle. This system enables the registration of various commercial and technical complaints, ensuring that we capture comprehensive details about the nature of the complaint. All complaints received are promptly entered into the system within 24 hours, facilitating swift action and resolution.

As part of our ongoing commitment to enhancing customer satisfaction, we are in the process of establishing a centralized system that will cover all our business segments. This centralized system aims to streamline our operations, improve complaint management processes, and ensure a consistent and effective approach to addressing customer feedback and concerns.

We recognize that listening to our customers and promptly addressing their complaints is crucial to maintaining strong and lasting relationships. By implementing these mechanisms and continuously improving our customer complaint management processes, we strive to enhance customer satisfaction and deliver superior products and services.

At Uflex, we value the feedback and concerns of our customers, and we are dedicated to providing efficient and satisfactory resolutions to their complaints. We are committed to continually improving our customer complaint management systems and processes to ensure their effectiveness and enhance overall customer satisfaction.

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	Our products comply with all necessary legal requirements and include all relevant information
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy			<p>During the specified period, Uflex did not receive any consumer complaints related to data privacy, advertising, cyber-security, delivery of essential services, restrictive trade practices, or unfair trade practices. This positive track record reflects our commitment to maintaining high standards and meeting consumer expectations.</p> <p>At Uflex, we prioritize the protection of customer data privacy and strictly adhere to applicable data protection regulations. We are committed to transparent advertising practices, providing accurate and reliable information to our customers.</p> <p>Cyber-security is a top priority for us, and we have robust measures in place to safeguard customer data and prevent any unauthorized access or breaches. Our dedicated team continuously monitors and updates our cyber-security protocols to ensure the highest level of protection.</p> <p>We recognize the importance of reliable delivery of essential services to our customers, and we strive to meet their expectations consistently. Our operational processes are designed to ensure the smooth and timely delivery of our products and services.</p> <p>Uflex is committed to fair trade practices and strictly adheres to relevant laws and regulations. We emphasize ethical conduct in all our business transactions and interactions, avoiding any restrictive or unfair trade practices.</p> <p>By prioritizing data privacy, transparent advertising, robust cyber-security, reliable service delivery, fair trade practices, and avoiding restrictive trade practices, Uflex aims to build trust with our consumers and ensure their satisfaction.</p> <p>We remain dedicated to upholding these principles, continuously improving our practices, and responding promptly and effectively to any consumer concerns that may arise. At Uflex, we strive to meet and exceed customer expectations, maintaining high standards of integrity and customer satisfaction</p>			
Advertising						
Cyber-security						
Delivery of Essential services						
Restrictive Trade Practices						
Unfair Trade Practices						

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

	Number	Reasons for recall
Voluntary recalls*	1	Mock Drill
Forced recalls*	3	Risk of product contamination owing to vehicle accident probability

* Recalls are limited to our 'Aseptic Liquid Packaging' segment

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

At Uflex, we have established a comprehensive framework and policy on cyber security and data privacy risks. This framework serves as a guiding principle for our organization's approach to protecting sensitive information, ensuring data privacy, and mitigating cyber threats.

Our cyber security framework addresses various aspects of information security, including data collection, data sharing, access controls, network security, and incident response. It encompasses industry best practices and compliance requirements to create a secure digital environment for our stakeholders.

The policy associated with our cyber security framework outlines our commitment to safeguarding information assets and protecting the privacy of our stakeholders. It establishes clear guidelines and responsibilities for employees, contractors, and partners in handling sensitive information. To ensure the effectiveness of our cyber security measures, we regularly assess and update our systems, processes, and technologies. We invest in robust infrastructure, implement strong access controls, and employ advanced threat detection and prevention mechanisms.

Employee training and awareness play a crucial role in our cyber security efforts. We provide comprehensive training programs to educate our workforce about their roles and responsibilities in maintaining a secure digital environment. This includes training on best practices for data privacy, safe use of technology, and recognizing and reporting potential cyber threats.

By implementing this comprehensive framework and policy, we demonstrate our commitment to proactively addressing cyber security risks and safeguarding the integrity, confidentiality, and availability of information assets. We continually monitor and enhance our cyber security measures to adapt to evolving threats and protect the interests of our stakeholders.

Uflex remains dedicated to maintaining a secure digital environment, protecting sensitive information, and upholding the highest standards of cyber security and data privacy. We understand the critical importance of safeguarding information assets and remain vigilant in the face of emerging cyber threats.

Policy Weblink: <https://www.uflexltd.com/policies.php>

- 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