

Sustainable Supply Chain and Responsible Sourcing Policy (SSCRS)

Preamble

UFlex Limited (hereinafter referred to as “UFlex”, “the Company”) aims to foster partnerships based on sustainable sourcing, thereby creating a socially responsible system. The Company is committed to conduct its business operations in an ethical and socially accountable manner and expects its key suppliers to adhere to same set of principles. The Company aims to responsibly source its raw materials to ensure ethical practices, respect for the environment, the people and communities in which they operate. This policy is an essential component of contracts between the Company and its key suppliers (the “Supplier”). A Supplier shall comply to these standards to sustain a long-term cooperative partnership with the Company.

Purpose

The objective of this policy is to lay out a strong foundation of sustainability amongst the applicable value chain partner to reduce the continuous impact on the limited resources on this planet. By formulating this policy, the Company aims to:

- Create a positive impact on society, and the planet as part of its sourcing activities
- Assist its suppliers in identifying, mitigating, and managing their sustainability risks

Scope

The Policy covers all the key suppliers, engaged by the Company within the country.

Commitment

The Company is committed towards:

- Upholding with the relevant and applicable rules, laws and regulations at the state and the national level.
- Endorsing highest standards of safe, ethical, social and environmental practices throughout the supply chain and the procurement practices.
- Engaging with suppliers in a fair and equal partnerships with them and work together to build mutual understanding, trust and respect.
- Promoting the understanding of nationally and internationally recognized human rights, respect and not infringe on the human rights of all those engaged in the Company’s business activities.
- Encourage key suppliers to provide cost-effective, environmentally and socially responsible products and services.
- Encourage key suppliers to adopt a best practice approach towards safeguarding environment, health & safety, human rights, labour policies and business ethics.
- Prohibit all forms of slavery, the use of forced, bonded, or child labor across the supply chain.
- Prohibit unlawful discrimination and harassment to provide a safe and inclusive work environment.

Supplier

The Suppliers are expected to:

- Comply with all applicable national and international rules, laws and regulations
- Respect and acknowledge the fundamental rights of his employees
- Provide safe and fair working conditions to its employees
- Strictly prohibit all forms of slavery including, child labour, forced and bonded labour
- Shall provide fair compensation as per the applicable state and national rules and regulations

Review

The Company commits to foster a responsible business by engaging with suppliers who are committed towards safe, ethical and sustainable work practices. The Company expects the key suppliers to commit towards upholding the Company's commitment. The Company reserves the right to conduct internal or external assessments of its Suppliers to check their adherence with this Policy.

The Supplier shall agree to take appropriate steps to fix the gaps in the implementation of this policy. In case the Supplier fails to take appropriate measures to mitigate risks that arise during assessment, the Company reserves the right, in addition to its contractual rights, to end the supplier relationship with no further obligations.

Policy monitoring and review

The Company reserves the right to regularly review and make any necessary modifications to this Policy. The policy shall be reviewed periodically and any amendments to the same shall be approved by the Board of Directors.

Master List Ref	Release Date	Review Date	Next Review Date
Version	Process Owner	Reviewed by	Approved by