

UFLEX/SEC/2025/

15th July 2025

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 (“BRSR”) for the Financial Year 2024-25

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 (“BRSR”), which forms part of the Annual Report for the financial year 2024-25.

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



Independent Limited Assurance Statement to UFlex Limited on their Business Responsibility & Sustainability Report (BRSR) FY2024-25

To the Management of UFlex Limited, Noida, India

Introduction

Intertek India Private Limited ("Intertek") was engaged by UFlex Limited ("UFlex") to provide an independent limited assurance on its BRSR (Business Responsibility & Sustainability Report) core disclosures for FY2024-25 ("the Report"). The scope of the Report comprises the reporting periods of FY2024-25. The Report is prepared by UFlex based on SEBI's (Securities and Exchange Board of India) BRSR guidelines. The assurance was performed in accordance with the requirements of International Federation of Accountants (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Objective

The objectives of this limited assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures in alignment with BRSR requirements, as declared in the Report, were not accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

Intended Users

This Assurance Statement is intended to be a part of the Annual Report 2024-25 of UFlex Limited.

Responsibilities

The management of UFlex is solely responsible for the development of the Report and its presentation. Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to error.

Intertek's responsibility, as agreed with the management of UFlex, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable:

- Number of days of accounts payable.
- Concentration of purchases & sales done with trading houses, dealers, and related parties.
- Loans and advances & investments with related parties.

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains:

- Cost incurred on well-being measures as a % of total revenue of the company.
- Safety related incidents (LTIFR, Fatality, Permanent Disabilities) for employees and workers.

Principle 5: Businesses should respect and promote human rights:

- Gross wages paid to females as percentage of wages paid.
- Complaints on POSH



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

- Total Scope 1 and Scope 2 emissions
- GHG emissions intensity (scope 1 and 2).
- Total water consumption, water consumption Intensity and water discharge by destination and levels of treatment.
- Total energy consumed, % of energy consumed from renewable sources and energy intensity.
- Total waste generated (category-wise); waste intensity; Total waste recovered through recycling, re-using or other recovery operations; Total waste disposed by nature of disposal method; waste diverted from landfill.

Principle 8: Businesses should promote inclusive growth and equitable development

- Input material sourced (from MSMEs/ small producers and from within India)
- Job creation in smaller towns– Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

- Instances involving loss / breach of data of customers as % of total data breaches or cyber security events

Assurance Scope

The assurance has been provided for BRSR core disclosures with reference to SEBI's "BRSR Core - Framework for assurance and ESG disclosures for value chain" vide circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023, presented by UFlex in its Report. The assurance boundary included data and information for the manufacturing units and Corporate Office of UFlex in India in accordance with SEBI's BRSR guidelines. Our scope of assurance included verification of data and information on selected sustainability performance disclosures reported as summarized as below:

Assurance Criteria

Intertek conducted the assurance work in accordance with requirements of 'Limited Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.
- International Standard on Assurance Engagements (ISAE) 3410 for 'Assurance Engagements on Greenhouse Gas Statement

A limited assurance engagement comprises of limited depth of evidence gathering including inquiry and analytical procedures and limited sampling as per professional judgement of assurance provider. A materiality threshold level of 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

Methodology

Intertek performed assurance work using risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a limited level of assurance. The assurance was conducted by desk reviews, and stakeholder interviews with regards to the reporting and supporting records for the fiscal year 2025. Our assurance task was planned and carried out during May 2025. The assessment included the following:

- Review of the Report that was prepared in accordance with the SEBI's BRSR guidelines.
- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data and other information made available digitally.
- Conducted online interviews with key personnel responsible for data management.
- Assessment of appropriateness of various assumptions, estimations and thresholds used by UFlex for data analysis.
- Review of BRSR disclosures on sample basis for the duration from 1st April 2024 to 31st March of 2025 for UFlex was carried out.
- Appropriate documentary evidence was obtained to support our conclusions on the information and data



reviewed and details were provided in a separate report.

Conclusions

Intertek reviewed selected BRSR disclosures provided by UFlex in its BRSR Report FY2024-25. Based on the data and information provided by UFlex, Intertek concludes with limited assurance that there is no evidence that the sustainability data and information presented in the Report is not materially correct as per BRSR reporting guidelines.

Intertek’s Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included competent sustainability assurance professionals, who were not involved in the collection and collation of any data except for this assurance opinion. Intertek maintains complete impartiality towards any people interviewed.

For Intertek India Pvt. Ltd.



Poonam Sinha
Intertek Verifier
2025/05/28



Shilpa Naryal
Head of Sustainability
Intertek South Asia & MENAP
2025/05/29

No member of the verification team (stated above) has a business relationship with UFlex Ltd. stakeholders beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.



Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	Company Details
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, India - 110048
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	1st April 2024 to 31st March 2025
10	Name of the Stock Exchange(s) where shares are listed	a) BSE Limited b) The National Stock Exchange Limited
11	Paid-up Capital	72,21,14,860 INR
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shadab Alam Corporate ESG Head Email: shadab.alam@uflexltd.com Tel.: 0120 6100121/ 0120 4002635
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 under this report are made on standalone basis
14	Name of assurance provider	Intertek India Pvt Ltd
15	Type of assurance obtained	Limited Assurance on BRSR Core Attributes

II. Products & Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Flexible Packaging	Flexible Packaging manufacturer and exporter, with a wide variety of products such as: Flexi-tubes, lids, confectionery foils, and other value-added products	94%
2	Engineering Business	Manufacturing major for top-of-the-line packaging, printing and allied machines	6%

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

Sr. No.	Product / Service	NIC Code	% of Total Turnover Contributed
1	Flexible Packaging Material	22209 - Manufacture of other plastics products n.e.c	94%

III. Operations

18. Number of locations where plants and/or operations/office of the entity are situated:

Sr. No.		Number of Plants	Number of Offices	Total
1.	National	12	5	17
2.	International	0	0	0

19. Markets served by the Entity:

a. Number of Locations

Locations	Number
National (No. of States)	28 States and 8 Union territories
International (No. of Countries)	150 Countries

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

Exports contributed 22.80 % of UFlex Limited's total standalone turnover.

c. A brief on types of customers

UFlex Limited, a leading Indian multinational, stands as a one-stop shop for diverse, high-quality flexible packaging solutions across various industries. Our offerings encompass a wide range, including packaging films, flexible packaging materials, holography, aseptic liquid packaging, chemicals, printing cylinders, and engineering products for packaging and printing machinery.

UFlex provides packaging solutions to customers across 150 countries spanning USA, Canada, South America, UK, Europe, Africa, Middle East and South Asian countries. Our customers span across various sectors including FMCG (Food and Non-food), Pharmaceuticals, Building materials, Automobile and much more. UFlex offers packaging solutions for wide variety of products such as snack foods, candy & 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, garden fertilizers & plant nutrients, motor oil & lubricants, automotive & engineering components, etc.

Major customers are P&G, PepsiCo, Nestle, Mars, Britannia, GSK, Agrotech Foods, Perfetti, Reckitt, Dabur, Haldiram, ITC, Amul, Mondelez, L'Oreal amongst others in India. Some of our international customers include Olde York (Canada), Hains (USA), Anita's (USA), Spectrum (UAE), Truda Foods (South Africa), Dijo Banking (Poland), etc.

IV. Employees

20. Details at the end of the Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	3185	2990	94%	195	6%
2	Other than Permanent (E)	57	55	97%	2	3%
3	Total Employees (D + E)	3242	3045	94%	197	6%
WORKERS						
4	Permanent (F)	4434	4418	99%	16	1%
2	Other than Permanent (G)	2621	2581	98%	40	2%
3	Total Workers (F + G)	7055	6999	99%	56	1%

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	12	10	83%	2	17%
2	Other than Permanent (E)	1	1	100%	-	-
3	Total Employees (D + E)	13	11	85%	2	15%
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	23	22	96%	1	4%
2	Other than Permanent (G)	1	1	100%	-	-
3	Total Workers (F + G)	24	23	96%	1	4%

21. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. & Percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	17%
Key Management Personnel	3	-	-

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13%	28%	14%	14%	32%	15%	16%	31%	17%
Permanent Workers	15%	36%	15%	14%	50%	14%	17%	50%	17%

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

23. Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	% share held by the 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	100%	No
2	Flex Americas S.A. de C.V.	100%	No
3	Flex P. Films (Egypt) S.A.E.	100%	No
4	Flex Films Europa Sp.zo.o	100%	No
5	Flex Films (USA) Inc.	100%	No
6	UFlex Europe Ltd.	100%	No
7	UFlex Packaging Inc.	100%	No
8	UPET Holdings Ltd.	100%	No
9	UPET (Singapore) Pte. Ltd.	100%	No
10	Flex Films Africa Pvt. Ltd.	100%	No
11	Flex Films Europa Korlatolt Felelossegu Tarsasag	100%	No
12	Flex Films Rus LLC	100%	No
13	LLC Flex Chemicals Pvt. Ltd.	100%	No
14	Flex Foils Bangladesh Pvt. Ltd	100%	No
15	Flex Specialty Chemicals Egypt S.A.E.	100%	No
16	Plasticfix Europa Spolka Z Ograniczona Odpowiedzialnoscia	100%	No
17	Flex Pet (Egypt) S.A.E.	100%	No
18	USC Holograms Pvt. Ltd.	68%	No
19	Flex Americas Brasil Ltda, Brazil	100%	No
20	UFlex Woven Bags, S.A. DE C.V., Mexico	100%	No
21	Flex Asepto Egypt.	100%	No
22	Uflex Charitable Foundation	100%	No
23	Flex Fme Pte Ltd	100%	No
24	Flex Films AZB AFEZCO	100%	NO
25	Flex Foods Limited	47.15%	No
26	Digicyl Pte. Ltd.	50%	No
27	Digicyl Ltd.	50%	No

VI. CSR Details

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

Yes, it is applicable

(ii) **Turnover (FY 2024-25):** 7724.73 (Crore)

(iii) **Net worth (FY 2024-25):** 3143.51 (Crore)

VII. Transparency and Disclosures Compliances

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

The Company places strong emphasis on actively addressing all stakeholders' concerns, whether they pertain to specific projects, routine operations, or broader organizational practices. All concerns are systematically reviewed and addressed with diligence, ensuring timely and thoughtful resolution.

The Company remains committed to maintaining open and transparent communication with all stakeholders. Recognizing the importance of stakeholder engagement, the Company endeavors to respond to feedback promptly and constructively. These practices are integral in fostering trust, driving sustainable growth, and strengthening stakeholder relationships.

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 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The Company engages proactively with local communities through both formal and informal mechanisms, in line with its stakeholder engagement framework. All community grievances are received at the respective manufacturing locations by designated teams and are reviewed and addressed in a timely and appropriate manner by the site-level leadership, with oversight from the corporate management team. The Company remains committed to ensuring accessible grievance redressal and fostering transparent, responsive communication with its surrounding communities.	-	-		-	-	
Investors (other than shareholders)	Yes. https://www.UFlexltd.com/grievance-redressal.php	-	-		1	1	Issue resolved from the Company's end. Awaiting depository's action
Shareholders	Yes. https://www.UFlexltd.com/grievance-redressal.php	5	-		2	-	Issues resolved during the year.
Employees and Workers	The Company provides multiple accessible channels for employees and workers to raise grievances. These grievances are addressed in a timely and appropriate manner through established mechanisms. Issues and concerns are regularly discussed and resolved through various plant-level committees, including the Canteen Committee, People Council, and other relevant forums. These structures ensure participative dialogue, promote a culture of transparency, and support continuous improvement in workplace practices.	-	-		-	-	

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 2024-25			FY 2023-24		
		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
Customers	The Company addresses all customer grievances through multiple accessible channels, including emails, phone calls, and site visits. Each grievance is reviewed and resolved in a timely and appropriate manner, in line with the Company's commitment to customer satisfaction, service quality, and responsible business conduct.	608	2	2 nos. of pending complaints were received at the end of FY	961	7	Unresolved complaints were received at the end of year and were resolved at the time of reporting
Value Chain Partners	All Purchase Orders and Contracts issued by the Company include a formal dispute resolution mechanism. In the event of a dispute, the mechanism mandates structured discussions between the higher management teams of both parties to facilitate amicable and timely resolution. This approach reflects the Company's commitment to ethical business practices, fairness, and collaborative stakeholder engagement.	-	-	-	-	-	-

26. Overview of the entity’s material responsible business conduct issues

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1	Environmental Impact	Risk and Opportunity	<p>Risk: Transition and physical climate change risks, such as regulatory shifts and extreme weather events, value chains disruptions can prove as risks for UFlex operations. Potentially, these risks could lead to:</p> <ul style="list-style-type: none">(i) disruptions to operations, suppliers and/or equipment.,(ii) increased insurance costs, or(iii) increase in the cost & availability of raw materials. <p>Opportunity: Climate change adaptation practices like sustainable packaging solutions, energy efficiency, water conservation & waste management has the potential to create opportunities for UFlex.</p>	<p>UFlex Limited recognizes the potential impacts of transition and physical climate risks on its operations, supply chains, and resource availability. To mitigate these risks, the Company is actively adopting renewable energy. Energy use assessments and decarbonization efforts are underway across manufacturing locations, alongside the implementation of zero liquid discharge at the majority of its plants. These measures aim to reduce emissions, enhance resource efficiency, and build operational resilience against regulatory changes and extreme weather events.</p>	<p>Negative: These climate-related risks could result in negative financial implications for UFlex Limited, including higher operational and insurance costs, supply chain disruptions, and increased expenditure on securing critical raw materials.</p> <p>Positive: Climate change adaptation practices such as sustainable packaging solutions, energy efficiency, water conservation, and waste management present opportunities for UFlex Limited to reduce operational costs, access new markets, and enhance long-term financial performance.</p>

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
2	Operational Efficiency and Sustainable Processes	Opportunity	Operational efficiency presents a strategic opportunity for UFlex Limited by driving cost savings, optimizing resource use, and reinforcing sustainable processes enabling the Company to enhance productivity while advancing long-term environmental and business sustainability.	-	Positive: Operational efficiency leads to positive financial implications for UFlex Limited by reducing costs, improving resource utilization, and enhancing overall profitability through sustainable and streamlined processes.
3	Product Innovation and Design	Opportunity	Product design and innovation present a significant opportunity for UFlex Limited, with ongoing R&D in biodegradable and sustainable packaging, alongside technological advancements, driving quality improvement and competitive advantage. By embracing circular economy principles and prioritizing responsible plastic waste management, UFlex is advancing sustainability while unlocking long-term business value.	-	Positive: Innovations and product design can lead to positive financial implications for UFlex by opening new market opportunities, enhancing brand value, and driving long-term revenue growth through sustainable product offerings.
4	Disaster and risk management	Risk and Opportunity	<p>Risk: Ineffective disaster and risk management could expose UFlex to operational disruptions, asset damage, and increased costs, impacting business continuity and financial stability.</p> <p>Opportunity: Robust disaster and risk management enhances UFlex's resilience, minimizes downtime, and safeguards assets, creating a competitive advantage through sustained operations and stakeholder confidence.</p>	UFlex mitigates disaster risks through a robust Business Continuity and Disaster Management Plan certified to ISO standards, supported by comprehensive emergency preparedness, response infrastructure, and regular training to ensure rapid recovery and operational resilience during emergencies. This proactive approach enables effective adaptation to diverse risks, safeguarding business continuity and stakeholder safety.	<p>Negative: Ineffective disaster and risk management can lead to significant financial losses for UFlex due to operational downtime, asset damage, and increased recovery expenses.</p> <p>Positive: Enhancing safety protocols and implementing rigorous reviews can effectively mitigate potential disruptions and thereby reduce loss possibility. Effective disaster and risk management reduces costs associated with disruptions and damages, supporting sustained revenue and strengthening investor and customer confidence.</p>
5	Employee Relation and safety	Opportunity	Employee relations and safety present a strategic opportunity for UFlex by fostering a safe, inclusive, and compliant work environment that enhances employee well-being, productivity, and retention. Strong health and safety standards also bolster the company's reputation, reduce absenteeism, and attract socially responsible investors and partners.	-	By enhancing employee relations, minimizing absences and turnover, fostering a culture of engagement and satisfaction, and reducing healthcare and injury-related costs, UFlex can attract and retain top-tier talent while bolstering its brand reputation leading to positive financial outcomes.

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
6	Community Relation and CSR	Opportunity	CSR initiatives and strong community relations present a strategic opportunity for UFlex by fostering goodwill, strengthening social license to operate, and aligning with stakeholder expectations. These efforts enhance the company's reputation, build trust with local communities, and contribute to long-term business sustainability through stronger stakeholder relationships and risk mitigation.	-	CSR initiatives and strong community relations can present a positive financial implication for UFlex by enhancing brand reputation, supporting regulatory compliance, and reducing the risk of operational disruptions—ultimately contributing to smoother project approvals, increased stakeholder trust, and long-term cost savings.
7	Business Ethics & Integrity	Risk and Opportunity	Risk: Weak business ethics and lack of integrity can pose significant risks to UFlex, including legal penalties, reputational damage, loss of stakeholder trust, and financial losses due to non-compliance or unethical conduct. Opportunity: Strong business ethics and a culture of integrity offer UFlex the opportunity to build stakeholder confidence, ensure regulatory compliance, attract ethical investors and partners, and enhance long-term brand value and resilience.	UFlex mitigates risks related to business ethics and integrity through a robust governance framework that includes a well-defined Code of Conduct, whistleblower policy, and regular training on ethical practices. The Company ensures compliance with applicable laws and regulations, conducts periodic internal audits, and promotes a culture of transparency and accountability across all levels of the organization.	Negative: Poor business ethics and integrity can lead to regulatory fines, legal costs, reputational damage, and loss of business, ultimately impacting UFlex's financial stability and market position. Positive: Strong ethical practices and integrity can enhance investor confidence, reduce compliance costs, and attract long-term business partnerships—contributing to improved financial performance and sustainable growth for UFlex.
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

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board?	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	Our policies can be found at https://www.UFlexltd.com/policies.php								
2	Whether the entity has translated the policy into procedures.	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners?	Yes. The Company ensures compliance by including clauses in contracts with value chain partners , requiring adherence to relevant laws, regulations, and Company policies.								

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Principle 1	ISO 9001:2015 ISO 31000 CE Certification of Machines by QSA International BRCGS Packaging Materials Issue 6 FSSC 22000:2018, UNGC, USFDA IN19/818843640							
		Principle 2	ISO 9001:2015 ISO 31000 BRCGS Packaging Materials Issue 6 FSSC 22000:2018 ISCC Plus Certification SEDEX, USFDA							
		Principle 3	ISO 9001:2015 ISO 31000 BRCGS Packaging Materials Issue 6 IN19/818843640, UNGC, USFDA							
		Principle 4	ISO 9001:2015 ISO 31000 FSSC 22000:2018							
		Principle 5	ISO 22000:2018 BRCGS Packaging Materials Issue 6 FSSC 22000:2018, UNGC							
		Principle 6	ISO 14001:2015 ISO 50001 CE Certification of Machines by QSA International ISCC Plus Certification ISO 22000:2018, UNGC, USFDA							
		Principle 7	ISO 45001:2015 SEDEX							
		Principle 8	ISO 31000 FSSC 22000:2018							
		Principle 9	ISO 14001:2015 ISO 50001 ISCC Plus Certification							

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	As a leader in the sustainable packaging industry, UFlex Limited has set goals in various areas such as emissions reduction, energy, water management, and waste management. The goals are as follows: Emissions: <ul style="list-style-type: none">Achieve carbon neutrality for scope 1 and scope 2 emissions by FY2035 and net zero for scope 1 and scope 2 emissions by FY2040Achieve net zero for scope 1, scope 2, and scope 3 emissions by FY2050								
		Energy: <ul style="list-style-type: none">Conduct energy use assessment for all sites by FY2026 Water management: <ul style="list-style-type: none">Optimization of water use and water management plan by FY2026Become water neutral by FY2030 Waste management: <ul style="list-style-type: none">Zero waste to landfill for all sites by FY2030								
6	Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	Goal Areas Progress & Initiatives Emissions <ul style="list-style-type: none">Net Zero emissions aligned with SBTi targets. 25% of the total energy use from renewal source. Energy <ul style="list-style-type: none">Energy use assessments initiated across manufacturing locations to meet FY26 goal. Water Management <ul style="list-style-type: none">8 out of 12 manufacturing plants implemented zero liquid discharge Working on water optimization plans and continuous improvements. Waste Management <ul style="list-style-type: none">Project Plastic Fix recycling PET bottles. Plastic waste recycling units set up to improve circularity. Striving for zero waste to landfill by FY30.								
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Provided at the beginning of this report.								

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	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.	<p>The Risk Management Committee (RMC) shoulders the responsibility of overseeing the companies' approach to ESG & the performance is reviewed during the risk committee meeting The composition of the RMC Committee is as follows:</p> <ol style="list-style-type: none"> Mr. Paresh Nath Sharma – Chairman (Independent Director) Mr. Jeevaraj Pillai – Member (Whole Time Director) Mrs. Sujit Kumar Varma – Member (Independent Director) 								

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)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action		Yes, senior management keeps the board informed of developments and periodically reviews the policies to make sure they still apply to the present scenario. If any action needs to be taken to handle the risks or opportunities associated with the policies, the board is informed.										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, we conduct internal as well as independent assessment/evaluation of the working of policies periodically. As part of the assessment, the workings of all policies are evaluated by a group of trained external assessors. This activity demonstrates UFlex’s commitment to ensuring a robust and well-informed policy framework. We have also obtained certification under various national and international standards as mentioned above.																		

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

Not applicable as all the principles are covered under existing policies.

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
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

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 programs 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	% of persons in respective category covered by the awareness programmes
Board of Directors	1	Familiarization programs for the Board of Directors/ KMPs of the Company is done periodically covering various areas pertaining to the Vision/Mission/ Values, business, strategy, risks, operations, regulations, code of business conduct and ethics, economy and environmental, social, and governance parameters, business products, and people initiatives. These training programs encompass all the NGBRC principles. In addition, frequent updates are presented to all the Board members/ KMPs to apprise them of developments in the company, key regulatory changes, risks, compliances, and legal cases.	67%
Key Managerial Personnel	3	Impact - Develop a thorough and comprehensive understanding of the significance of ESG issues. Integrate ESG principles into your decision-making processes and enhance stakeholder engagement to lead in sustainability.	100%
Employees other than BoD and KMPs	303	Various training courses were undertaken during the year such as Prohibition of Insider Trading, Prevention of Sexual Harassment at the Workplace, Information and Cyber Security Awareness, Code of Conduct, Know Your Customer guidelines, and ESG. Other training courses included induction programs for new recruits, leadership training, digitalization	100%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
		and cyber security, modules on soft skills and communication, excel, programs on mental and physical well-being, among several others covering all the NGRBC principles. We also took several initiatives for the overall development and upskilling of our employees. These included training programs such as TTT (Train the Trainer), ASPIRE and NexGen Manager for middle management, and RISE for junior management. Impact - It plays a crucial role in cultivating a culture of sustainability, responsibility, and ethical behaviour within a company, resulting in a positive impact on stakeholders.	
Workers	527	Health & Safety training programmes - The training provided covers essential workplace safety measures, hygiene practices, and first-aid procedures. Impact - By learning to identify hazards, maintain a clean environment, and respond to emergencies, workers can significantly reduce accidents, improve overall health, and potentially save lives.	100%

2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

Particulars	NGRBC Principle	Regulatory / enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of Case	Has an appeal been preferred?
MONETARY					
Penalty/Fine	-	-	-	-	-
Settlement					
Compounding Fee					
NON- MONETARY					
Imprisonment	-	-	-	-	-
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:

Not Applicable

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

Yes, At UFlex, we upheld the highest standards of integrity, transparency, and ethical conduct. Our Anti-Bribery and Anti-Corruption Policy proactively addresses bribery and corrupt practices, including fee payments, employment offers, charitable contributions, gifts and hospitality, and political donations. This policy applies to all individuals within the UFlex ecosystem, including employees, contractors, suppliers, and business partners.

Our policy on Anti-Bribery and Anti-Corruption can be found at: https://www.UFlexltd.com/pdf/Policies/BRSP/2023/UFlex_ABAC_Policy.pdf

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

Particulars	FY 2024-25	FY 2023-24
Directors	-	-
KMP	-	-
Employees	-	-
Workers	-	-

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

Particulars	FY 2024-25		FY 2023-24	
	Numbers	Remark	Numbers	Remark
Complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
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

8. Number of days of accounts payables (Accounts payable *365) / Cost of goods/services procured) in the following format:

Particulars	FY 2024-25	FY 2023-24
Number of days of Accounts Payables	70.17	76.33

NOTE: Intertek India Private Limited has carried out Limited Assurance of the data and information provided in the report.

9. Open-ness of business

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	Purchases from trading houses as % of total purchases	9%	14%
	Number of trading houses where purchases are made from	314	123
	Purchases from top 10 trading houses as % of total purchases from trading houses	48%	46%

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Sales	Sales to dealers / distributors as % of total sales	20%	15%
	Number of dealers / distributors to whom sales are made	678	360
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	33%	37%
Share of RPTs in	Purchases (Purchases with related parties / Total Purchases)	8%	9%
	Sales (Sales to related parties/ Total Sales)	10%	8%
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	39.96%	53%
	Investments (Investments in related parties / Total Investments made)	0%	0%

NOTE: Intertek India Private Limited has carried out Limited Assurance of the data and information provided in the report.

Leadership indicators

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

Total number of training and awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
3	Resource Efficiency, Energy Management, Water management, human rights violations, anti-corruption and bribery, data security & health and safety, which includes NGRBC Principles 1, 2, 3, 5, and 6 are among the topics addressed.	69.81%

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

Yes. UFlex has established robust processes to manage potential conflicts of interest involving Board members. As per the Company's Code of Conduct, Directors and Key Managerial Personnel are required to avoid actual or potential conflicts and must disclose any such situations to the Chairman, with prior written approval required. Additionally, the Company's Whistle Blower Policy enables reporting of violations confidentially, with safeguards against retaliation. These measures reflect UFlex's commitment to transparency, accountability, and ethical governance.

The Code of Conduct and the Whistle Blower Policy can be accessed at our website at <https://www.UFlexltd.com/policies.php>

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.**

Particulars	FY 2024-25	FY 2023-24	Details of improvements in environmental and social Impacts
R&D	100%	100%	<p>UFlex’s commitment to sustainability and innovation is evident in our initiatives, which encompass a wide range of projects and collaborations aimed at enhancing recyclability, reducing environmental impact, and promoting renewable energy.</p> <p>We are pushing the boundaries of Sustainable R&D by modifying pouching machines. These adjustments are focused on several areas:</p> <ul style="list-style-type: none">Material reduction: Optimizing pouch designs and film usage to minimize material waste.Energy efficiency: Implementing modifications that reduce the machine's energy consumption while maintaining production output.Recyclable materials: Adapting the machines to handle and seal recyclable pouch materials, promoting a more circular packaging lifecycle. <p>By implementing these sustainable practices through pouching machine modifications, UFlex has achieved significant environmental benefits throughout the packaging value chain.</p> <p>Here are some of our other key accomplishments and ongoing projects:</p> <ol style="list-style-type: none">Foil Replacement Films: We’ve developed a new type of film designed to replace foil in packaging. This innovation enhances the recyclability of our products.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 ecofriendly food packaging and contributes to a reduced carbon footprint.Recyclable BOPET Film: We have developed a recyclable BOPET film that use water as a solvent, a first for the globe. This accomplishment demonstrates our dedication to developing recyclable and sustainable products.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.Film Recycling and Biodegradable Alternatives: We have developed biodegradable products and are actively exploring opportunities in film recycling. This research is part of our commitment to reducing waste and promoting sustainability in our industry.

Particulars	FY 2024-25	FY 2023-24	Details of improvements in environmental and social Impacts
			<p>6. Collaborations with Research Institutes: We are actively collaborating with research institutes for additional green initiatives.</p> <p>These collaborations enable us to expand our knowledge, foster innovation, and accelerate our sustainability efforts. 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 the environmental impact, and contribute positively to the global sustainability landscape.</p>
Capex	-	7.87%	<p>UFlex is committed to sustainable manufacturing practices and has implemented several key initiatives through CAPEX investments:</p> <ol style="list-style-type: none">Environmentally Friendly Plating: We’ve switched to Alkaline Copper Plating, eliminating hazardous heavy metals (like Nickel) from entering the environment via air and water pollution.Employee Well-being and Automation: We’ve introduced a new, fully automated slim plating line from K Walter, reducing employee fatigue and strain.Resource Efficiency: New automation and instrumentation technology has boasted a 10% reduction in chemical and water consumption. <p>4. Automation for Safety and Quality: We’ve upgraded the etching process from manual to automated, minimizing employee exposure to hazardous chemicals. Additionally, a new, energy-efficient master lab machine will improve product quality, benefiting both UFlex and its customers.</p> <p>We have also invested in a new renewable energy project at our Dharwad manufacturing unit. These CAPEX initiatives demonstrate UFlex’s dedication to creating a sustainable future through eco-friendly practices, employee well-being, and resource conservation.</p>

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
- UFlex prioritizes sustainable sourcing by procuring materials primarily from local suppliers certified with ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health & Safety), ensuring standards of environmental responsibility and workplace safety. We communicate sustainability expectations and provide guidance on ESG practices to align suppliers with UFlex’s commitment to reducing environmental impact and promoting responsible sourcing.
- b. **If yes, what percentage of inputs were sourced sustainably?**
- The Company sources 39% of its total input by value in a sustainable manner.
3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**

Plastics (including packaging)	Not applicable
E-waste	Not applicable
Hazardous waste	Not applicable

Other waste	From our Cylinder business unit, main products are Roto gravure cylinder and Flexo plates used for printing. The cylinders sold to customers can be recycled at our facility. We have a product recycling policy in which all customers intending to reuse the product can send it back to us for reuse.
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4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities?

UFlex's primary product is plastic packaging, hence we are obligated under Plastic Waste Management Rules, 2016 (As amended) as Producer. All our units / plants are registered with respective Pollution Control Boards and are in compliance with these regulations.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
31191	Pet-Chips	13%	Cradle to Gate	Yes	No
326112	BoPeT	14%	Cradle to Gate	Yes	No
326112	BoPP	7%	Cradle to Gate	Yes	No
541511	CPP	2%	Cradle to Gate	Yes	No
22203	Laminate	18%	Cradle to Gate	Yes	No

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

No

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

Indicate input material	Recycled or re-used input material to total number	
	2024-25	2023-24
Recycled plastic content	0.37%	1.08%

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

UFlex's Primary product is Plastic Packaging for different sectors of industries, thus reclaiming of this primary product is with the respective brand owner as per EPR obligation.

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	NA

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	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	2990	2988	99.93	2990	100	-	-	-	-	2990	100
Female	195	195	100	195	100	195	100	-	-	195	100
Total	3185	3183	99.94	3185	100	195	6	-	-	3185	100
Other than Permanent employees											
Male	55	55	100%	55	100%	-	-	-	-	55	100%
Female	2	2	100%	2	100	2	100	-	-	2	100%
Total	57	57	100%	57	100%	2	3	-	-	57	100%

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	%(E/A)	No. (F)	% (F/A)
Permanent workers											
Male	4418	2696	61.02	4418	100	-	-	-	-	4418	100
Female	16	12	75	16	100	16	100	-	-	16	100
Total	4434	2708	61.07	4434	100	16	0.3	-	-	4434	100
Other than Permanent workers											
Male	2581	41	1.59	46	1.78	-	-	-	-	46	1.78
Female	40	0	0	0	0	40	100	-	-	40	100
Total	2621	41	1.56	46	1.75	40	1.52	-	-	86	3.28

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

Particulars	2024-25	2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.34%	0.18%

NOTE: Intertek India Private Limited has carried out Limited Assurance of the data and information provided in the report.

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

Particulars	2024-25			2023-24		
	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	74%	59%	Yes	72%	93%	Yes
Gratuity	100%	63%	Yes	100%	100%	Yes
ESI	0.06%	25%	Yes	0.3%	42%	Yes

3. Accessibility of workplaces

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

Yes, the facilities are available at our premises/offices, our commitment to inclusivity is evident in our facilities, designed to minimize barriers and ensure equal access for individuals with diverse abilities.

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

UFlex is committed to promoting a workplace culture that embraces diversity, inclusivity, and equality. The Company has implemented an Equal Opportunity Policy that ensures no individual is discriminated against on the basis of religion, caste, creed, color, race, gender, age, nationality, disability, or any other category protected under applicable law.

The policy guarantees fair and equal access to opportunities for all eligible individuals, including persons with disabilities, in line with the requirements of the role and based solely on merit. It applies to all employees and workers across all levels of the organization.

Through this policy, UFlex reinforces its dedication to maintaining a respectful and equitable work environment that upholds the principles of dignity, fairness, and non-discrimination

The policy can be found at
https://www.UFlexltd.com/pdf/Policies/BRSP/2023/UFlex_Equal_Opportunity_Policy.pdf

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

	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	63%	100%	-	-
Total	63%	100%	-	-

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

Permanent workers	Yes	<p>UFlex has established a structured grievance redressal mechanism to ensure timely and fair resolution of concerns raised by employees and workers. The process is designed to promote open communication, uphold employee rights, and maintain a harmonious workplace environment. The procedure is as follows:</p> <p>Step 1: Informal Resolution:</p> <p>Employees & workers are encouraged to first address their grievances with their immediate supervisor. The supervisor is responsible for collaboratively working with the employee to resolve the issue in accordance with company policies and guidelines.</p> <p>Step 2: Human Resources Intervention:</p> <p>If the grievance remains unresolved, the employee/workers may escalate the matter to the Human Resources (HR) department. The HR team will engage with all relevant stakeholders to facilitate a fair and satisfactory resolution, in alignment with organizational policies.</p> <p>Step 3: Formal Grievance Procedure:</p> <p>In cases where the issue is not resolved through informal channels, employees may lodge a formal grievance with the concerned Business Head. If a resolution is still not achieved, the Business Head may constitute a dedicated committee to review and address the matter in detail.</p> <p>This multi-tiered grievance redressal system reflects UFlex's commitment to ensuring transparency, accountability, and employee well-being across all levels of the organization.</p>
Other than permanent workers		
Permanent employees		
Other than permanent employees		

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

Category	FY 2024-25			FY 2023-24		
	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 employee	3185	-	-	3,031	-	-
Male	2990	-	-	2,859	-	-
Female	195	-	-	172	-	-
Total permanent workers	4434	-	-	4,353	-	-
Male	4418	-	-	4,342	-	-
Female	16	-	-	11	-	-

8. Details of training given to employees and workers:

Category	2024-25					2023-24				
	Total (A)	On Healthy and safety measures		On skill upgradation		Total (D)	On Healthy and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	2,990	875	30%	1,477	50%	2,859	890	31%	1,954	68%
Female	195	97	50%	76	39%	172	27	16%	59	34%
Total	3,185	972	31%	1,553	49%	3,031	917	30%	2,013	66%
Workers										
Male	6,999	3,159	45%	3,135	45%	6,765	3,578	53%	2,930	43%
Female	56	28	50%	22	39%	128	36	28%	29	23%
Total	7,055	3,187	45%	3,157	44%	6,893	3,614	52%	2,959	43%

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

Category	2024-25			2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2990	2990	100%	2,859	2,859	100%
Female	195	195	100%	172	172	100%
Total	3185	3185	100%	3,031	3,031	100%
Workers						
Male	6999	4418	63%	6,765	4,342	64%
Female	56	16	29%	128	11	9%
Total	7055	4434	63%	6,893	4,353	63%

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, the coverage of such a system?

Yes, UFlex is committed to maintaining safe and healthy working conditions across all its operations. An integrated **Occupational Health and Safety Management System** is implemented at all locations, including manufacturing units, offices, and business segments. This system is governed by a comprehensive **Environment, Health & Safety (EHS) Policy**, which outlines the Company's commitment to the well-being of its employees, environmental protection, and community safety. The policy is publicly accessible at: <https://www.uflexltd.com/policies.php>.

UFlex is certified under **ISO 45001**, the international standard for Occupational Health and Safety Management Systems. This certification reflects the Company's structured approach to identifying and managing health and safety risks, preventing injuries and occupational illnesses, and driving continuous improvement in OHS performance.

By prioritizing the safety of its workforce and conducting operations responsibly, UFlex demonstrates its unwavering commitment to employee well-being, regulatory compliance, and sustainable business practices.

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 through periodic safety audits, inspections, and the use of Hazard Identification and Risk Assessment (HIRA) techniques. These processes help in maintaining a safe working environment by allowing the company to implement preventive measures and avoid incidents.

Key methods include:

- HIRA for both routine and non-routine activities, conducted annually or as needed for process changes.
- Safety Audits by Cross-Functional Teams (CFT) to identify hazards and corresponding risks.
- Hazard and Operability Study (HAZOP) to assess risks related to chemical processes.
- Pre-start Safety Review (PSSR) for new processes or modifications.
- Work Permit System to control non-routine job hazards and implement appropriate control measures.
- Management of Change (MOC) applied for all changes involving Man, Machine, and Material.

Additionally, UFlex promotes a culture of safety through a Near Miss Reporting Format, encouraging employees to report potential incidents, followed by thorough investigations and corrective actions. This, alongside our comprehensive EHS Manual and SOPs, ensures the safety of all employees and workers.

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

Yes, At UFlex, we have established multiple channels for workers to report work-related hazards and take necessary steps to protect themselves:

- Direct Reporting: Workers can report hazards directly to their supervisors or designated safety officers for immediate action.
- Incident Forms: A system is in place where workers document potential hazards using incident forms, ensuring thorough tracking and investigation of reported hazards.
- Safety Committee Meetings: Regular safety committee meetings provide a platform for workers to report hazards and discuss mitigation strategies, encouraging open dialogue.
- Safety Observation Register: A register is maintained where workers can document and report unsafe conditions or acts, fostering proactive hazard identification.
- Incident Management System: Workers report incidents through a standardized format, ensuring efficient documentation and handling.
- Regular Plant Rounds: Daily plant rounds provide opportunities for direct interaction with workers, enabling the identification and resolution of any safety concerns.

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

Yes. UFlex prioritizes the health and well-being of its workforce through comprehensive initiatives that go beyond occupational safety. The Company offers Group Medical Insurance, Personal Accident Insurance, and Term Life Insurance, covering both occupational and non-occupational health needs for employees and their families. Additionally, fully equipped medical centres with qualified practitioners are established at manufacturing units to provide timely care. These efforts reflect UFlex's strong commitment to safeguarding the physical and mental well-being of its employees.

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

Safety Incident/Number	Category	2024-25	2023-24
Lost Time Injury Frequency Rate (LTIFR)	Employees	0.12	-
Lost Time Injury Frequency Rate (LTIFR)	Workers	0.49	0.51
Total recordable work-related injuries	Employees	-	-
Total recordable work-related injuries	Workers	4	5
Number of fatalities from work-related injuries	Employees	1	-
Number of fatalities from work-related injuries	Workers	-	-
Number of High-Consequences work-related injuries	Employees	-	-
Number of High-Consequences work-related injuries	Workers	-	-

NOTE: Intertek India Private Limited has carried out Limited Assurance of the data and information provided in the report.

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

At UFlex, we are firmly committed to maintaining a safe, healthy, and supportive work environment across all our operations. Our dedicated **Health and Safety Department** oversees the development, implementation, and continuous improvement of safety policies and **Standard Operating Procedures (SOPs)** to proactively manage workplace risks. These policies are reinforced through regular **safety awareness programs** and clear **Do's and Don'ts** guidelines, ensuring that employees at all levels are well-informed and empowered to act safely. This structured, multi-channel approach fosters a strong culture of safety, accountability, and shared responsibility.

Key Measures to Ensure Occupational Health and Safety:

- **ISO 45001 Certified Safety Management System**
Implementation of an internationally recognized occupational health and safety system across all sites.
- **Comprehensive Risk Assessments**
Regular assessments such as HIRA (Hazard Identification and Risk Assessment), HAZOP (Hazard and Operability Study), chemical and fire risk evaluations, manual material handling analysis, and environmental monitoring (air quality, noise, lighting).
- **Structured Training Programs**
Mandatory training on safety practices including first aid, firefighting, hazardous chemical handling, emergency preparedness, work permit systems, and use of safety tools. A dedicated training centre supports ongoing education.
- **Worker Participation and Engagement**
Regular safety committee meetings, plant rounds, and toolbox talks ensure continuous engagement and feedback from frontline employees.
- **Engineering and Administrative Controls**
Installation of machine guarding, speed limit enforcement, safety alarms, interlocks, static charge dissipaters (Earth-Rite) at flammable chemical locations, and other preventive infrastructure measures.
- **Medical and Emergency Response**
On-site medical centres staffed with trained personnel provide first aid and medical consultation. Regular access to a Factory Medical Officer (FMO) ensures health support beyond occupational issues.
- **Safety Monitoring and Continuous Improvement**
Frequent safety inspections and audits to evaluate system effectiveness and close identified gaps.

- **Specialized Awareness Initiatives**

Programs focused on safety leadership, contractor safety, fire detection systems, and operational risk accountability.

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

	2024-25			2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & 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.

At UFlex, we maintain a zero-compromise approach to workplace safety. All safety-related incidents are subject to **thorough investigation** to identify root causes and recommend corrective and preventive actions. The **learnings from these investigations** are shared across all sites to enable organization-wide improvements and ensure that similar incidents do not recur. The **effectiveness of corrective measures** is verified during routine **internal safety audits** and follow-up inspections.

Addressing Significant Health & Safety Risks

Significant risks or concerns identified during assessments of health and safety practices are proactively addressed through:

- **Elimination of manual processes** wherever possible by adopting automation, digitization, and mechanization.
- **Capability building** through targeted safety training and awareness initiatives.
- **Enhanced supervision and monitoring** to reinforce adherence to safety protocols and proactive risk identification.

Preventive and Predictive Measures Implemented During the Reporting Period:

- **Department-Level 'On-the-Job' Safety Training:**
Hands-on training for operational teams to strengthen awareness and preparedness.
- **Daily Toolbox Talks:**
Conducted across departments to reinforce daily safety focus and communicate job-specific risks and precautions.

• **Classroom Safety Awareness Sessions:**

Structured training programs on safety procedures, equipment handling, and emergency response.

• **Periodic Fire Drills and Mock Drills:**

Conducted to test emergency preparedness and improve response times.

• **Implementation of PPE Matrix:**

A clearly defined Personal Protective Equipment matrix ensures appropriate and mandatory PPE usage for specific tasks and roles.

These measures reflect our ongoing commitment to continuously improving workplace safety standards, reducing risk, and protecting the health and well-being of all employees and workers across UFlex operations.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of employees (Y/N) (B) Workers (Y/N).

Employees & Workers	UFlex prioritizes employee well-being and financial security by enhancing its employee benefits package. We introduced term insurance plans, providing financial support to families in case of death. Permanent workers receive the same benefits. UFlex also offers comprehensive medical insurance, covering employees and their families. Additionally, we offer access to the Employee State Insurance Corporation (ESIC) facility.
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2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

UFlex is committed to upholding the highest standards of legal and regulatory compliance, not only within its own operations but also across its value chain. To ensure that statutory dues are properly deducted and deposited by our value chain partners, the following measures are implemented:

Contractual Obligations:

All contracts and agreements with vendors and service providers include explicit clauses mandating compliance with applicable statutory and legal requirements. This includes timely deduction and deposit of statutory dues such as Provident Fund, ESI, TDS, GST, and labour welfare contributions.

Regular Audits and Inspections:

Periodic audits and inspections are conducted to verify statutory compliance by value chain partners. These include checks on payroll processing, statutory registers, and challan submissions to ensure adherence to labour and tax regulations.

Digital Payment and Verification Mechanism:

UFlex encourages and facilitates the use of **electronic payment systems** for statutory dues to enhance transparency and enable seamless tracking and verification of compliance by partners.

Internal HR Audit – ‘Heartbeat’:

Our dedicated internal audit program, known as **‘Heartbeat’**, conducts annual assessments across all locations to review and verify the status of statutory payments made by value chain partners. This includes validation of challans and documentation to ensure timely and accurate fulfilment of all legal obligations.

Through these proactive mechanisms, UFlex ensures that its value chain partners maintain full compliance with statutory norms, thereby safeguarding the interests of workers and upholding ethical and legal standards across its extended operations.

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

	Total no of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	2024-25	2023-24	2024-25	2023-24
Employees	-	-	-	-
Workers	-	-	-	-

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

Yes, we prioritize employee retention, offering extensions beyond retirement age, career planning, mentorship, and skill development initiatives to ensure a fulfilling work environment and seamless knowledge transfer.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done) assessed
Health & Safety practices	69.81%
Working conditions	69.81%

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

UFlex is committed to extending its culture of health, safety, and responsible business conduct beyond its own operations to include its value chain partners. We proactively collaborate with our suppliers, contractors, transporters, and customers to promote and uphold high standards of Environment, Health, and Safety (EHS) across the entire value chain.

To ensure prompt resolution of any health and safety incidents and to promote continuous improvement, UFlex engages in the following initiatives:

Engagement and Monitoring:

- **Supplier Audits:** Conducted on a need basis, focusing on EHS compliance. Findings and best practice recommendations are shared with suppliers to support improvement.
- **Customer Communication:** Monthly EHS Newsletters are circulated to customers, highlighting best practices and safety updates.
- **Training Programs:** Periodic training is conducted for suppliers, contractors, transporters, and customers, with a strong emphasis on health and safety protocols.

Key Initiatives Implemented:

- **Mandatory Safety Training:**
Safety training is compulsory for all blue-collar contractor employees. Gate passes for entry are issued only upon successful completion of this training, conducted by the safety team.
- **Ongoing Contractor Engagement:**
Contractors receive regular EHS training to build capability and awareness in managing health and safety risks effectively.

- **Violation Handling Mechanism:**
Any deviation from safety protocols is documented and managed through a defined corrective action procedure.
- **Incentivization and Recognition:**
Contractor employees demonstrating consistent compliance with safety norms are recognized and rewarded to encourage sustained adherence.
- **Safety Governance:**
Regular Safety Committee Meetings are conducted involving contractor representatives to address safety issues, share feedback, and drive collective accountability.

Through these structured efforts, UFlex ensures that its value chain partners are not only compliant but are also empowered to adopt sustainable and safe operational practices, thereby contributing to a resilient and responsible supply chain ecosystem.

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 importance of the stakeholders are affected or have an impact on the operations, output, services, and performance of our company. By assessing their influence over our organization and the effects of our operations on them, we give the most importance to recognizing and organizing key stakeholders. 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 and business.
- 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.

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	Channels of communications	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investor/ Shareholders	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
Value Chain Partner	No	Discussions, electronic correspondence, gatherings, communication, and collaborative meetings	Ongoing	Achievement and sustainability, establishing brand presence, fostering transparent dialogue.
Employees & 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 Communities	No	Gatherings, involvement facilitated by the corporate social responsibility implementation division	Ongoing	Dialogue on community development aspects, raising awareness, ensuring safety and security, addressing grievances.

NOTE: Although we have indicated ‘no’ above, acknowledging that these stakeholders are not entirely vulnerable or marginalized, we are actively committed to uplifting the segments of these groups through various CSR programs such as school workshops, rejuvenation of ponds, etc.

Leadership Indicators

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

UFlex is firmly dedicated to embedding sustainable practices throughout its value chain, underpinned by a governance framework that prioritizes ethics, integrity, and transparency. Our sustainability strategy and action plan integrate economic, environmental, and social factors to drive responsible growth.

Central to our approach is an inclusive stakeholder engagement process, where we actively seek feedback through regular interactions to ensure alignment with stakeholder interests and proactively address emerging concerns.

Stakeholders are broadly defined as those affected by or influencing our operations. External stakeholders focus on the company's products, services, and impact, while internal stakeholders emphasize health, well-being, and a positive work culture.

The Board of Directors plays an integral role in overseeing ESG initiatives, with performance assessments conducted through committees, notably the Stakeholder Engagement and Risk Management Committees. These committees work collaboratively to ensure a continuous feedback loop, keeping senior leadership and the Board well-informed and accountable in decision-making on economic, environmental, and social matters.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, Stakeholder consultation is a pivotal aspect of how we address environmental and social issues within the company. Our comprehensive stakeholder engagement process actively seeks input from a wide range of stakeholders, ensuring that their insights directly inform our policies and actions. These valuable perspectives are thoroughly considered, enabling us to align our decisions with sustainable practices and ethical business conduct.

To further refine our approach, we conduct regular materiality exercises to identify and prioritize stakeholder concerns. These are translated into concrete targets, supported by actionable initiatives. Our governance structure, which integrates oversight from the Board to the corporate and unit levels, ensures the effective execution of these initiatives.

We ensure transparency by communicating the results of stakeholder consultations and the actions taken in response through our Annual Integrated Report, reinforcing our commitment to sustainability, integrity, and responsible business practices.

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

Through consistent implementation of the Company's CSR initiatives across various districts in India, UFlex continually engages with vulnerable and marginalized stakeholder groups. Through these initiatives, UFlex directly works towards the upliftment of such stakeholder groups.

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:

	2024-25			2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent Employees	3185	1127	35%	3,031	2,782	92%
Other than permanent	57	-	0%	-	-	0%
Total employees	3242	1127	34%	3,031	2,782	92%
Workers						
Permanent workers	4434	448	10%	4,353	2670	61%
Other than permanent	2621	0	0%	2,540	1020	40%
Total workers	7055	448	6%	6,893	3690	54%

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

Category	2024-25					2023-24				
	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 Employees	3185	-	0%	3185	100%	3,031	-	0%	3,031	100%
Male	2990	-	0%	2990	100%	2,859	-	0%	2,859	100%
Female	195	-	0%	195	100%	172	-	0%	172	100%
Other than Permanent Employees	57	-	0%	57	100%	-	-	-	-	-
Male	55	-	0%	55	100%	-	-	-	-	-
Female	2	-	0%	2	100%	-	-	-	-	-
Workers										
Permanent Workers	4434	240	5%	4194	95%	4,353	260	6%	4,093	94%
Male	4418	240	5%	4178	95%	4,342	260	6%	4,082	94%
Female	16	-	0%	16	100%	11	-	0%	11	100%
Other than Permanent Workers	2621	2575	98%	46	2%	2,540	2,540	100%	-	0%
Male	2581	2535	98%	46	2%	2,423	2,423	100%	-	0%
Female	40	40	100%	-	0%	117	117	100%	-	0%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BOD)	5	1450000	1	550000
Key Managerial Personnel (KMP)	3	39089109	-	-
Employees other than BOD and KMP	2987	771710	195	623473
Workers	4418	364360	16	250296

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	2024-25	2023-24
Gross wages paid to females as % of total wages	3.63%	3.66%

NOTE: Intertek India Private Limited has carried out Limited Assurance of the data and information provided in the report.

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, Human rights issues are systematically addressed at every organizational level within our company. Our dedicated team of trained professionals is equipped to handle these concerns, ensuring a thorough and effective redressal process. If a resolution is not achieved by the Plant HR, the matter is promptly escalated to the corporate HR for further investigation and resolution. We are committed to upholding human rights standards and fostering a culture of accountability throughout our organization. We also uphold a policy encouraging respect and promotion of human rights.

UFlex is also committed to fostering a work environment free from sexual harassment. As mandated by the POSH Act (Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013), we have established an Internal Complaints Committee (ICC) to address any such concerns raised by our employees.

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

UFlex is committed to protecting and promoting human rights across its value chain. We maintain clear and confidential channels through which employees, suppliers, contractors, and community members can report any grievances related to human rights violations. Every concern is handled with urgency, transparency, and fairness, ensuring timely investigations and appropriate corrective measures.

Each facility is supported by a designated HR representative responsible for addressing such matters, while our company-wide Whistle Blower Policy empowers individuals to report ethical breaches or misconduct without fear of retaliation. Additionally, we conduct ongoing human rights awareness through dedicated training modules, helping embed respect, dignity, and accountability into our workplace culture.

6. Number of Complaints on the following made by employees and workers in the previous financial year

	2024-25			2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labor	-	-	-	-	-	-
Forced Labor/Involuntary Labor	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other Human rights related issues	-	-	-	-	-	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

	2024-25	2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
ComplaintsonPOSHasa%offemaleemployees/workers	0%	0%
ComplaintsonPOSHupheld	-	-

NOTE: Intertek India Private Limited has carried out Limited Assurance of the data and information provided in the report.

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

UFlex is committed to ensuring the confidentiality of individuals who report concerns in good faith and strictly prohibits any form of retaliation against them.

We maintain a zero-tolerance policy towards sexual harassment and have established a centralized Internal Complaints Committee (ICC) under the Prevention of Sexual Harassment (POSH) Act to handle complaints raised by employees. Each complaint is promptly forwarded to this committee for thorough and impartial investigation. The ICC, which includes an external legal member to ensure fairness, takes appropriate action, such as disciplinary measures or resolutions. This committee plays a critical role in fostering a respectful workplace, empowering employees to speak out against sexual harassment and discouraging such behavior. The clear internal mechanism provided by the ICC ensures the timely resolution of complaints and minimizes distress for the complainant.

In line with our Whistle Blower policy, retaliation is not tolerated at UFlex. No individual may face adverse actions for reporting, complaining about, or assisting in the investigation of a potential violation of laws or the Company's Code of Conduct and Ethics. We take any instances of retaliation seriously and will take appropriate disciplinary actions, including possible termination of employment, against those responsible. Individuals engaging in retaliation may also face civil, criminal, or administrative penalties.

As part of our commitment to maintaining an ethical work environment, all new employees receive a session on the Company's Code of Conduct and Whistle Blower policy during their induction. Additionally, the HR department regularly conducts awareness sessions on the Prevention of Sexual Harassment and Human Rights to sensitize the workforce across the Company.

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

At UFlex, the commitment to upholding human rights is ingrained within our code of conduct for internal employees. Additionally, for our value chain partners, adherence to human rights standards is an important component of the contractual agreements.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%
Forced/involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	

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

Not applicable

Leadership Indicators

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

Though there have been no complaints with regard to human rights violation, UFlex undertakes to:

1. Comply with applicable legislation in force, promote diversity, inclusion and equal opportunities, protect against sexual and gender-based harassment.
2. Ensure safety in the workplace and prevent occupational risks, foster professional development and training to promote equal opportunities.

3. Promote respect for and compliance with human rights by participating in initiatives and projects promoted by public and/or private bodies, Contribute, directly and indirectly, to social development and the Sustainable Development Goals

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

UFlex takes its commitment to human rights seriously and conducts comprehensive due diligence across various aspects of its operations. Here's an outline of the scope and coverage of this commitment:

1. Labor Standards and Practices:

Compliance with Labor Laws: We regularly review and ensure adherence to all applicable labour laws across our locations. This includes minimum wage, working hours, overtime regulations, and leave entitlements as per ILO (International Labour Organizations) standards.

Non-discrimination in Hiring: UFlex prohibits any bias based on gender, physical disability, or any other protected characteristic during the recruitment process. We strive to create a diverse and inclusive workforce.

Elimination of Child Labor: UFlex has a zero-tolerance policy towards child labour. We verify employee ages through proper documentation and actively participate in initiatives to combat child labour practices.

2. Workplace Environment:

Prevention of Sexual Harassment: UFlex has a robust Internal Complaints Committee (ICC) established under the POSH Act, providing a safe space for employees to report sexual harassment. We offer training programs to raise awareness and foster a culture of respect.

Grievance Redressal Mechanism: We have a well-defined grievance redressal process to address employee concerns effectively. This ensures all voices are heard, and issues are resolved promptly and fairly.

Health & Safety at Work: UFlex prioritizes employee well-being with a comprehensive health and safety program. We conduct risk assessments, implement safety protocols, and provide training to minimize workplace hazards and injuries.

Whistleblower Protection: UFlex has a clear whistleblower policy that encourages employees to report any suspected wrongdoing or unethical behaviour without fear of retaliation. We provide anonymous reporting channels to protect whistleblowers.

3. Supply Chain Management:

Supplier Screening: UFlex integrates human rights considerations into supplier selection. We conduct screening procedures to assess potential suppliers' adherence to labour standards and human rights principles. This helps ensure ethical practices throughout our supply chain.

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

Yes, our premises/offices are accessible to differently abled visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	69.81%
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	

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

While no significant risks or concerns were found in our assessments, we are actively enhancing our methods for evaluating the value chain.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A) (GJ)	71,509	-
Total fuel consumption (B) (GJ)	4,38,351	61
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumed from renewable sources (A+B+C) (GJ)	5,09,860	61
From non-renewable sources		
Total electricity consumption (D)	10,95,093	9,10,223
Total fuel consumption (E)	4,98,879	6,99,744
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	15,93,972	16,09,967
Total energy consumed (A+B+C+D+E+F)	21,03,832	16,10,028
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000272349	0.0000243566
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000556410	0.000545588

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Intertek India Private Limited has carried out Limited Assurance of the data and information provided in the report.

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? Yes/No

No, we do not have any facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	2024-25	2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water withdrawal	-	-
(ii) Groundwater withdrawal	6,69,610	6,29,373
(iii) Third party water withdrawal	2,68,210	1,37,801

Parameter	2024-25	2023-24
(iv) Seawater / desalinated water withdrawal	-	-
(v) Other withdrawal	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	9,37,820	7,67,174
Total volume of water consumption (in kilolitres)	8,67,070	7,43,179
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000112246 KL/rupee of turnover	0.0000112429 KL/rupee of turnover
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00022931 kL/ rupee of turnover	0.00025184 kL/rupee of turnover

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Intertek India Private Limited has carried out Limited Assurance of the data and information provided in the report.

4. Provide the following details related to water discharged (in kilolitres):

	FY 2024-25	FY 2023-24
(i) To Surface water	70,751	48,311
- No treatment	0	1,717
- With Secondary treatment	0	6,674
- With Tertiary treatment	70,751	39,919
(ii) To Groundwater	-	-
- No treatment	-	-
- With Secondary treatment	-	-
- With Tertiary treatment	-	-
(iii)-To Seawater	-	-
- No treatment	-	-
- With Secondary treatment	-	-
- With Tertiary treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With Secondary treatment	-	-
- With Tertiary treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With Secondary treatment	-	-
- With Tertiary treatment	-	-
Total water discharged	70,751	48,311

Note: Data is corrected for FY 23-24

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Intertek India Private Limited has carried out Limited Assurance of the data and information provided in the report.

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

Yes, In Our manufacturing facilities are equipped with advanced wastewater treatment systems, including Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP). The treated water is utilized for non-potable purposes such as toilet flushing and gardening, contributing to efficient resource usage. In addition to ETP and STP, eight out of twelve facilities feature Zero Liquid Discharge (ZLD) systems, ensuring that no wastewater is released into the environment.

We have also integrated Membrane Bioreactor (MBR) and Reverse Osmosis (RO) plants to enhance water treatment. MBRs produce cleaner water with a smaller footprint and higher efficiency, enabling greater water reuse and reducing dependence on freshwater sources. The RO permeate is used to generate demineralized (DM) water required for our processes. The RO reject water undergoes evaporation in a Multiple Effect Evaporator (MEE), followed by further treatment in an Agitated Thin Film Dryer (ATFD), which recovers solids. These solids are disposed of as hazardous waste through authorized vendors, ensuring safe and compliant waste management.

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

Parameter	Please specify FY unit	FY 2024-25	FY 2023-24
NOx	Tons	23.30	20.97
SOx	Tons	42.59	40.46
Particulate matter (PM)	Tons	130.18	122.17

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? No

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

Parameter	Unit	2024-25	2023-24
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)	MT CO ₂ e	46,086	57,648
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)	MT CO ₂ e	2,21,148	1,81,033
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT CO ₂ e/ rupee of turnover	0.0000034594	0.0000036108
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MT CO ₂ e/ rupee of turnover	0.0000706767	0.0000808815

NOTE: Biogenic emission for FY 2024-25 is 30382.8 tCO₂e.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Intertek India Private Limited has carried out Limited Assurance of the data and information provided in the report.

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

At UFlex, energy efficiency and greenhouse gas (GHG) reductions are integral to our operational philosophy. We are committed to minimizing our environmental footprint and contributing to the fight against climate change. During this financial year, we took a significant step by entering into a long-term hybrid power purchase agreement (PPA) for our Dharwad plant, enabling us to meet 33% of the plant's electricity requirements through renewable

sources. At our new Panipat plant, sustainability was embedded from the outset, with the decision to install only biomass-based boilers made during the conceptual design stage. In addition, we continue to implement various energy efficiency measures across our operations, such as the installation of Variable Frequency Drives (VFDs), to further reduce our GHG emissions.

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

Parameter	2024-25	2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	13,352	10,491
E-waste (B)	14	21
Bio-medical waste (C)	0.01	-
Construction and demolition waste (D)	194	67
Battery waste (E)	14	21
Radioactive waste (F)	-	-
Other Hazardous Waste(G)	1,856	1,891
Other Non-hazardous Waste(H)	17,799	18,682
Total (A+B + C + D + E + F + G + H)	33,229	31,173
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000004301	0.0000004716
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000087881	0.000010563
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	27,141	26,022
(ii) Re-used	3,049	2,606
(iii) Other recovery operations	615	81
Total	30805	28,709
For each category of waste generated, total waste disposed by nature of disposal method (in MT)		
Category of waste		
(i) Incineration	1,592	718
(ii) Landfilling	240	298
(iii) Other disposal operations	331	1,446
Total	2,163	2,461

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Intertek India Private Limited has carried out Limited Assurance of the data and information provided in the report.

10. 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.

At UFlex, waste management is a core component of our sustainability strategy. We follow a comprehensive SOP, aligned with ISO 14001:2015, covering hazardous waste (HW), e-waste, plastic, solid waste, and battery

waste. Our approach emphasizes reduction, reuse, recycling, resource recovery, and scientific disposal, strictly in compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016.

Key waste reduction initiatives include:

- In-house recycling units for plastic waste, supporting our Zero Waste to Landfill goal
- Waste-to-Energy disposal for hologram production waste (multi-layer plastic) via UPPCB-approved facilities
- Recycling policy for Roto gravure cylinders
- Employee training programs to ensure SOP adherence and continual improvement

These practices underscore UFlex's commitment to sustainable operations, reduced environmental impact, and full regulatory compliance.

11. 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

Not Applicable

12. 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	Results communicated in public domain	Relevant web link
NA	NA	NA	NA	NA	NA

13. 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:

Yes, all the facilities are in compliance with the applicable environmental regulations.

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
NotApplicable				

Leadership Indicators

1. For each facility / plant located in areas of water stress, provide the following information.

(i) Name of the area	(ii) Nature of operations
Noida, Uttar Pradesh	Manufacturing of Flexible Packaging solutions and machinery, cylinders, holography, Recycling and chemicals

	Unit	2024-25	2023-24
(i) Surface water withdrawal	kL	-	-
(ii) Groundwater withdrawal	kL	4,32,045	4,11,391

	Unit	2024-25	2023-24
(iii) Third party water withdrawal	kL	11,967	10,410
(iv) Seawater / desalinated water withdrawal	kL	-	-
(v) Other withdrawal	kL	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kL	4,44,012	4,21,801
Total volume of water consumption (in kilolitres)	kL	4,12,316	3,92,397

For each facility / plant located in areas of water stress, provide the water withdrawal and consumption

	Unit	2024-25	2023-24
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	kL/rupee of turnover	0.000005337	0.000005936

For each facility / plant located in areas of water stress, provide the water discharge by destination and level of treatment

	Unit	2024-25	2023-24
(i) To Surface water	kL	31,696	29,403
- No treatment	kL	-	1,717
- With treatment	kL	31,696	27,686
(ii) To Groundwater	kL	-	-
- No treatment	kL	-	-
- With treatment	kL	-	-
(iii) To Seawater	kL	-	-
- No treatment	kL	-	-
- With treatment	kL	-	-
(iv) Sent to third parties	kL	-	-
- No treatment	kL	-	-
- With treatment	kL	-	-
(v) Others	kL	-	-
- No treatment	kL	-	-
- With treatment	kL	-	-
Total water discharged	kL	31,696	29,403

Note: Data is corrected for FY 23-24

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?
Yes, Intertek India Private Limited has carried out Limited Assurance of the data and information provided in the report.

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

Parameter	Unit	2024-25	2023-24
Total Scope 3 emissions	MT CO ₂ e	565,089	568,848
Total Scope 3 emissions per rupee of turnover	MT CO ₂ e / rupee of turnover	0.00000731531	0.00000860557

Note: The data is corrected for FY23-24, due to changes in emission calculation methodologies.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

Product Innovation

At our Malanpur facility, we have established a dedicated recycling plant to process waste aseptic cartons into pulp paper and plastic granules. The recycled outputs are primarily used in injection-molded applications, compounding, and as feedstock for the paper industry, significantly reducing the reliance on virgin materials.

In line with our commitment to sustainable innovation, UFlex has developed high-solid, low-viscosity adhesives such as Flexcote HSLV 1170 and HF 200. These advanced formulations reduce solvent usage by 15%, resulting in lower volatile organic compound (VOC) emissions. Additionally, they enhance operational efficiency by supporting higher line speeds and reducing energy consumption.

We have also introduced water-based adhesives and barrier coatings for paper-based applications, including e-commerce bags and food boxes. These alternatives to plastic laminates improve the compostability and recyclability of packaging, further supporting our circular economy goals.

Eco-Friendly Product Portfolio

In FY 2024-25, From our Chemical business, we produced and sold 13,047 MT of eco-friendly products. These sustainable alternatives support our commitment to reducing environmental impact across product lines.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, UFlex has a robust Business Continuity and Disaster Management Plan (BCDMP) in place, aligned with ISO 31000:2018 and ISO 22301 standards. UFlex maintains a dynamic risk register that identifies and evaluates business, operational, operational, financial, legal, climate, and market risks using a rating-based approach to mitigate potential threats. Our Onsite Emergency Preparedness Plan addresses a wide range of scenarios including fire, floods, earthquakes, toxic gas release, explosions, pandemics, and acts of war. This ensures quick recovery and continuity of operations during emergencies.

Emergency response infrastructure includes trained fire fighters, first aiders, PPE kits, rescue equipment, and mutual aid agreements with nearby industries and hospitals. We have a 24/7 occupational health center with ambulance services and defined roles for emergency response teams in all shifts. Our facilities are equipped with multi-layered fire alarm systems, fixed and portable fire-fighting systems, and a communication network via PA systems and intercoms. IT system backups and data recovery protocols ensure digital resilience.

Regular fire and mock drills, awareness training, and periodic plan reviews ensure preparedness and effectiveness. The policy is governed by the CEO and top management, with board oversight, and is periodically reviewed for continual improvement and alignment with corporate governance.

The policy can be accessed at https://www.uflexltd.com/pdf/Policies/BRSP/2023/UFlex_BCDM.pdf

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

No significant adverse environmental impacts have been arising from the value chain.

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

69.81%

8. How many Green Credits have been generated:

- By the company – Nil
- By the value chain partners - Nil

PRINCIPLE 7 BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN AMANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicators

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

Eight

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

	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations	link of the document (If available)
1.	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National	-
2.	PHDChamber 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 Flexible Packaging & Folding Carton Manufacturers Association (IFCA)	National	-
7.	All India Printing Ink Manufacturers Association (AIPIMA)	National	-
8.	Alliance to End Plastic Waste (AEPW)	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
NA	NA	NA

Leadership Indicators

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

Public policy advocated	Method resorted for such advocacy	Whether information available in public domain?	Frequency of Review by Board	Web Link, if available
Study report on recyclability of paper foil base multi layered rigid aseptic packaging	Collection, analysis of data, summarizing and presenting it to respective ministry	Yes	As and when require	-
Quantitative & qualitative determination of recycled PE content post-consumer recycled blend of flexible film for food packaging application	Collection, analysis of data, summarizing and presenting it to respective ministry.	Yes	As and when require	-

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

Not Applicable

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

Not Applicable

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

UFlex considers the community a key stakeholder and is committed to their welfare through focused CSR initiatives, guided by our CSR policy. We engage regularly with community leaders and members, both directly and via NGO partners, to identify and address local needs through education, healthcare, livelihood, and environmental initiatives.

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

	2024-25	2023-24
% of materials sourced from MSMEs/ small producers	5.63%	5.88%
% of materials sourced directly from India	75.20%	66.18%

NOTE: Intertek India Private Limited has carried out Limited Assurance of the data and information provided in the report.

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

	2024-25	2023-24
Rural	-	-
Semi-urban	-	-
Urban	100%	100%
Metropolitan	-	-

NOTE: Intertek India Private Limited has carried out Limited Assurance of the data and information provided in the report.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

Not Applicable

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

S. No.	State	Aspirational District	Amount Spent
1	Madhya Pradesh	Barwani	1,41,93,000

3. a. Do you have a preferential procurement policy where you give preference to purchase from supplier's comprising marginalized/vulnerable groups?

No

b. From which marginalized / vulnerable groups do you procure?

Not Applicable

c. What percentage of total procurement (by value) does it constitute?

Not Applicable

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

Intellectual Property based on traditional knowledge	Owned/ Acquired	Benefit shared	Basis of calculating benefit share
Grant of US Patent No.12172817 B2, Title- Pouch having Transparent Window with Anti-Counterfeiting Feature	Yes, Owned	No	NA
Grant of European Patent No. EP3148893, Title- Method of Making Bags with Valve from A Web of Polymeric Woven Fabric and Bag Thereof	Yes, Owned	No	NA
Grant of Indian Patent No. 534824, Title- An Apparatus for Registered Foil Stamping and A Process Therefor	Yes, Owned	No	NA
Grant of Indian Patent No. 545647, Title- A Biodegradable Polymeric Substrate and A Method of Producing the Substrate	Yes, Owned	No	NA
Grant of ARIPO Patent No. AP 7487, Title- A Biodegradable Polymeric Substrate and A Method of Producing the Substrate	Yes, Owned	No	NA

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

Not Applicable

6. Details of beneficiaries of CSR Projects

CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
Distribution of Water Filters	18500	100
Waste Picker Empowerment for Productivity & Wellness	1000	100
Distribution of improved cook stove	20000	100
Setting up Open Air Gyms	22000	100
Setting up Interactive Smart Classes	4000	100
AbhiKIDS Care Station Program	1084	100
School Building Project	2240	100
Distribution of toy kits for Aaganwadi	10	100

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

UFlex's Customer Complaint Handling Process:

UFlex's prioritizes customer complaints with a structured, transparent, and solution-oriented approach across all business verticals. Complaints are received through multiple channels (calls, emails, WhatsApp, SMS, fax, in-person) and logged in designated systems. An acknowledgment is provided within 24 hours, followed by analysis and necessary corrective actions.

In technical cases, details are recorded in a Customer Complaint Ledger or Complaint Management System (CCMS) aligned with ISO 22000:2018, with actions initiated within 48 hours. The process includes root cause analysis, visit reports, corrective measures, and final resolution communication to the customer, ensuring timely and effective closure.

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	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	2024-25			2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-

	2024-25			2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	608	2	2 nos. of pending complaints were received at the end of FY	961	7	7 nos. of pending complaints were received at the end of FY (after 15th March 2024) and hence were resolved in April 2024. All these complaints were regarding product quality issues

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

	Number	Reason for recall
Voluntary recalls	0	-
Forced recalls	0	-

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

Yes.

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.

During the reporting 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.

We aim to increase security awareness by disseminating security information and delivering training on various issues to our employees. For example: To avoid the theft of personal and sensitive information, the phishing detection and e-mail security solutions are in place.

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.

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. 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.

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.

Some preventive steps that we have taken to ensure data privacy and cyber security to our customers:

1. DMARC Email Server Security solution for Phishing email protection
2. USB access restricted in end user PC
3. Sending regular Security awareness Mailers to educate the employees
4. Created Cyber Security training module in LMS
5. Conducted Vulnerability assessment of Data centre devices
6. Web Application risk discovery tool established to take remediation action

7. Provide the following information relating to data breaches

a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	0
c. Impact, if any, of the data breaches	NA

NOTE: Intertek India Private Limited has carried out Limited Assurance of the data and information provided in the report.

Leadership Indicators

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

Details of the products offered by UFlex can be found at the Company website - www.uflexltd.com

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

UFlex offers vertically integrated packaging solutions tailored to the requirements and specifications of industrial clients. Before using them, we show the safety hazards. Customers receive checklists as well as product information and brochures. There are also visits by customer service representatives. For food safety, we have both ISO 22000 and BRCGS certifications. Customers and third-party certification bodies periodically audit us. Products are labelled with their hazards on each container. Every customer receives a Material safety Data Sheet (MSDS) detailing product safety and application precautions. Customers are also given details in accordance with government regulations, such as EPR certification, MSME status, and a certificate of recyclability. Any queries or concerns are addressed by key account managers as and when they arise.

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

Every process has a communication matrix in place, and a suitable system has been established for notifying clients of any potential interruption or discontinuance of essential services. Individual account managers promptly send forth emailers to customers in the event of disruptions triggered by man-made or natural calamities. Customers receive any notices from the government or corporation about interruptions to products and services via email (if any). Notifications of service interruptions or discontinuations are given to our clients via mail or phone.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

We follow all applicable product labelling requirements and display pertinent information as required by law, it is mandatory to print the PWM registration number on our Finished Goods as per the law. The same has been complied with stringently.

We manufacture packaging materials as per customer requirements; hence product information rules do not apply to the Company. However, the marking and labelling requirements under the Plastic Waste Management Rules are applicable to the packaging solutions manufactured by us and we comply with them in alignment without respective customers.

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

Yes.