



EQUAL REPRESENTATION

At UFlex, gender diversity at the leadership level is reflected in both representation and impact. Several key functions and departments are headed by women, who play an active role in shaping business strategies and driving important decisions. We view increased female participation in strategic discussions as a key measure of progress beyond numerical targets. To enable long-term change, we are focused on building a robust leadership pipeline with increased representation of women. These systemic efforts aim to create an inclusive culture where women are empowered to lead, influence, and contribute meaningfully to the organization's growth.

INCLUSIVE CULTURE & PAY EQUITY

Creating a truly equitable and inclusive workplace begins with well-structured recruitment and compensation practices. We promote a diverse workforce by encouraging hiring from different cultures and nationalities, ensuring decisions are free from bias. Compensation structures are based on internal benchmarking across employee bands, helping maintain fairness and consistency. To identify and address equity gaps, we use analytics and conduct annual reviews, ensuring proactive corrections where disparities are found. This data-driven approach, combined with an inclusive culture, allows us to foster a workplace where all individuals are valued and rewarded equitably for their contribution.

FLEXIBILITY & WORK-LIFE BALANCE

Recognizing that employee needs evolve at different life stages, our organization has built a culture of flexibility and care. We provide timely support during medical or personal emergencies, extending assistance not just to employees but also to their families. Female employees receive full benefits under the Maternity Benefit Act, reinforcing our commitment to work-life balance. To equip employees to deliver their true potential, we provide them with adequate resources and support. These practices have led to strong employee retention, with over 12% of our workforce having been with us for more than a decade.



LEARNING & GROWTH OPPORTUNITIES

Empowering employees through continuous learning is central to our growth philosophy. We have a structured learning and development framework that nurtures future leaders at every level—from entry-level operators to business heads. Through the UFlex Learning Academy (ULA), we deliver curated programs that cater to diverse learning needs and leadership development. To ensure equal access, our online learning platform extends training opportunities across roles and geographies. This inclusive model equips employees with the tools to grow and thrive, while strengthening our leadership pipeline.

CHANDAN CHATTARAJ
PRESIDENT - HUMAN RESOURCES (INDIA AND GLOBAL)



LEADERSHIP VISION & REDEFINING SUCCESS

Our leadership approach focuses on leading by example while staying flexible and future ready. We adopt the latest technologies and equip our employees with the right tools and skills to be prepared for evolving market needs. By encouraging innovation, responsibility, and constant improvement, we help our teams grow and succeed. For us, success means satisfied customers, a stronger global presence, and lasting value for our stakeholders. As the way we work continues to change, we stay committed to evolving our strategies and leadership to create long-term impact.



INNOVATION THROUGH INCLUSION

Our organization values a diverse workforce because it brings different perspectives and helps us better understand customer needs in global markets. This allows us to create region-specific solutions and drive meaningful innovation. For example, input from our multicultural teams helps us develop customized packaging for international markets, improving customer satisfaction and supporting business growth. Inclusion is more than a value for us; it's a key strength that leads to new ideas, faster progress, and a stronger competitive advantage in global markets.

WELLBEING & MENTAL HEALTH

Supporting mental health and emotional well-being is deeply ingrained in our culture. We offer comprehensive medical policies and unwavering personal assistance during times of need. We foster an open and transparent environment where employees feel safe to voice concerns or share discontent with their managers or HR. To ensure every voice is heard, we've established multiple communication platforms that facilitate dialogue from the bottom up. This inclusive and empathetic approach creates a supportive workplace where employees feel valued, respected, and cared for—strengthening trust, morale, and overall well-being across the organization.

EMPLOYEE VOICE & ENGAGEMENT

Our organization encourages regular feedback through different HR channels to truly listen to employees. We use this feedback to create clear action plans and address concerns quickly and openly. This approach builds trust and shows employees that their voices matter. As a result, we have seen better engagement, stronger teamwork, and a more aligned workplace—showing that listening to employees leads to real improvements and a more committed, high-performing team.

