Environmental Management Policy

Contents

Version Number	Reviewed by	Approved Date	Approved By
1.0	Business Heads	17th May 2025	Board of Directors

1. Purpose

Uflex Limited (hereinafter to be referred as "Uflex") is committed to minimizing the environmental impact of its operations by implementing sustainable practices and continually improving its Environmental Management System (EMS). This policy outlines our commitment to environmental responsibility, regulatory compliance, and sustainable development.

2. Scope

The policy applies to UFlex Limited and its 100% subsidiaries. The scope of the policy applies to all UFlex's offices, warehouses, distribution chains, and manufacturing facilities. It also extends to employees, contractors, suppliers, and other stakeholders involved in our operations.

3. Definitions

- **Environmental Management System (EMS):** A structured framework for managing environmental responsibilities in compliance with ISO 14001:2015.
- **Carbon Footprint:** The total greenhouse gas emissions caused by UFlex's activities, expressed in equivalent tons of CO_2.
- **Waste Management Hierarchy:** A principle of prioritizing waste elimination, reduction, reuse, and recycling.
- **Zero Liquid Discharge (ZLD):** A water treatment approach to ensure that no liquid waste leaves company facilities.

4. Policy Commitments

Uflex Limited is dedicated to:

- **Regulatory Compliance:** Ensuring adherence to all relevant environmental laws, regulations, and industry best practices.
- **Sustainable Resource Management:** Optimizing the use of energy, water, and raw materials to reduce our environmental footprint.
- **Pollution Prevention:** Implementing measures to minimize air, water, and land pollution across all operations.
- **Carbon Management:** Measuring, reporting, and reducing greenhouse gas emissions, including adopting cleaner technologies.
- **Waste Reduction:** Implementing the waste management hierarchy to eliminate, reduce, reuse, and recycle waste materials.
- **Water Stewardship:** Reducing freshwater consumption, enhancing wastewater treatment, and achieving zero liquid discharge at all manufacturing facilities.
- **Biodiversity Protection:** Identifying and mitigating environmental risks to conserve biodiversity and natural habitats.
- **Emergency Preparedness:** Developing and maintaining contingency plans for environmental emergencies, such as chemical spills and extreme weather events.
- **Stakeholder Engagement:** Collaborating with employees, suppliers, customers, and local communities to promote environmental sustainability.

5. Roles and Responsibilities

- **Senior Management:** Establish and review environmental objectives, allocate resources, and ensure policy implementation.
- **EHS (Environment, Health & Safety) Team:** Oversee EMS compliance, conduct audits, and recommend improvements.
- **Employees and Contractors:** Adhere to environmental guidelines, participate in training, and report any environmental concerns.
- **Suppliers and Business Partners:** Align with UFlex's environmental commitments and integrate sustainable practices into supply chain activities.

6. Communication and Training of the Policy

- The policy will be made publicly available and communicated to all employees and stakeholders.
- Regular training programs will be conducted to enhance environmental awareness and competency.
- Updates to the policy will be communicated to senior management and relevant stakeholders.

7. Monitoring and Review

- Environmental performance will be monitored through periodic audits, performance metrics, and compliance reviews.
- Objectives and targets will be regularly assessed to ensure continuous improvement.
- The policy will be reviewed annually or as required by regulatory updates and business needs.

8. Grievance Mechanism

- Employees and stakeholders can report environmental concerns through an established grievance redressal system.
- All grievances will be investigated and addressed in a timely manner, ensuring transparency and accountability.

9. Related Policies

This policy should be read alongside the following policies of UFlex:

- Health & Safety Policy
- Water Stewardship Policy
- Climate Change & Carbon Management Policy
- Waste Management & Circular Economy Policy
- Corporate Social Responsibility (CSR) Policy