

# Energy Management Policy

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1.0	Business Heads	17 <sup>th</sup> May 2025	Board of Directors

## 1. Purpose

UFlex Limited (hereinafter referred to as “UFlex” or “the Company”) recognizes the critical role of energy management in achieving environmental sustainability and operational efficiency. As a responsible global manufacturer, we are committed to enhancing energy efficiency, reducing our carbon footprint, and promoting long-term sustainability across all operations.

To achieve this, UFlex has adopted an Energy Management System (EnMS) aligned with ISO 50001:2018. This policy serves as a guiding framework to reduce energy wastage, adopt clean energy sources, and align with national and international sustainability commitments and frameworks, such as Paris Agreement, Business Responsibility and Sustainability Reporting (BRSR) Guidelines, United Nations Sustainable Development Goals (UN SDGs), and UN Global Compact (UNGC) Principles.

## 2. Scope

The policy applies to UFlex Limited and its 100% subsidiaries, and the scope covers all offices, warehouses, distribution chains, and manufacturing facilities of UFlex across its operational regions.

## 3. Definitions

To ensure clarity and consistency in energy management practices, the following key terms are defined:

- **Energy Management System (EnMS):** A structured framework that enables organizations to continuously improve energy performance, including efficiency, use, and consumption.
- **ISO 50001:2018:** An international standard specifying requirements for establishing, implementing, maintaining, and improving energy management systems to reduce energy consumption and greenhouse gas emissions.
- **Business Responsibility and Sustainability Report (BRSR):** A framework for publicly listed companies in India to disclose their environmental, social, and governance (ESG) performance, including energy and climate-related data.
- **United Nations Sustainable Development Goals (UN SDGs):** A set of 17 UN SDGs aimed at addressing climate action, responsible consumption, and sustainable industrialization.
- **UN Global Compact:** A voluntary initiative encouraging companies to align strategies with universal sustainability principles, including environmental responsibility.

## 4. Policy Commitments

UFlex is dedicated to integrating energy efficiency, conservation, and renewable energy solutions into its business operations. Our key commitments include:

- Adopting best available technologies to enhance energy efficiency and minimize energy wastage across all facilities.
- Conducting regular energy audits to evaluate energy performance and identify potential improvements.

- Ensuring the availability of information and allocation of both financial and human resources by all departments for the effective implementation of the UFlex Energy Management Policy.
- Setting and reviewing energy efficiency targets based on business objectives and regulatory requirements.
- Increasing renewable energy use to reduce reliance on fossil fuels and support climate change mitigation efforts.
- Enhancing employee awareness and training to encourage energy-conscious behaviours and best practices.
- Ensuring compliance with local and international Regulations on energy management and efficiency.
- Publicly reporting energy and emissions data through disclosures such as BRSR Reporting and Sustainability Reporting.
- Reducing the carbon footprint of UFlex Products by improving energy efficiency with initiatives such as installation of Variable Frequency Drives (VFDs), energy-efficient motors, BEE star-rated office equipment, and LED lighting.
- Aligning energy management with international standards and best practices such as the UN SDGs and the UN Global Compact.
- Supporting India's Net Zero Target by progressively implementing decarbonization strategies within our operations.

## 5. Roles and Responsibilities

The successful implementation of this policy requires coordinated efforts across different levels of UFlex's operations:

- **Senior Management:** Responsible for providing strategic direction, ensuring compliance with applicable energy regulations and international standards, and allocating necessary resources for energy efficiency initiatives.
- **Plant and Facility Managers:** Responsible for overseeing energy consumption at manufacturing sites, warehouses, and offices, implementing energy-saving measures, and ensuring adherence to best practices and legal requirements.
- **Engineering and Maintenance Teams:** Responsible for identifying and implementing energy-efficient technologies, conducting regular energy performance assessments, and recommending improvements to enhance efficiency.
- **Employees and Contractors:** Following energy conservation guidelines, reporting any inefficiencies, and actively participating in energy management initiatives.

## 6. Communication and Training of the Policy

UFlex is committed to embedding energy management into all aspects of its operations; to achieve this, the Company ensures widespread communication of this Energy Management Policy. Familiarization programs are conducted by the Board of Directors and Key Managerial Personnel, covering a range of ESG topics, including environmental sustainability and energy management. Additionally, employees receive targeted training on ESG-related matters, equipping them with

the knowledge and skills to understand and contribute effectively to the Company's energy efficiency and sustainability goals.

## 7. Monitoring and Review

The Company aims to monitor, review, and continuously improve its energy management practices through the following efforts:

- Regular energy audits to evaluate efficiency, identify gaps, and recommend corrective actions.
- Monitoring Energy Performance Indicators (EPIs) to track progress and assess the effectiveness of energy management initiatives.
- Compliance check assessments to ensure adherence to applicable energy regulations and standards is periodically reviewed to ensure adherence.

## 8. Grievance Mechanism

UFlex provides a transparent grievance mechanism to address concerns related to energy management. Employees and stakeholders can report energy inefficiencies, non-compliance issues, or suggestions for improvement to the respective Plant or Facility Managers. Reported concerns are reviewed by the responsible teams, and necessary corrective actions are taken to enhance energy efficiency where required.

## 9. Related Policies

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

- Environmental Management Policy
- Environment, Social, and Governance (ESG) Policy
- Environment, Health, and Safety Policy