Occupational Health, and Safety (OHS) Policy

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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 to as "UFlex") is committed to providing a safe, healthy, and injury-free workplace. This Occupational Health, and Safety (OHS) Policy establishes our commitment to protecting our employees, contractors, customers, communities in all aspects of our business operations.

Through continuous improvement, compliance with legal and regulatory requirements, and proactive risk management, we aim to foster a culture of occupational safety, well-being, and operational excellence.

2. Scope

The policy applies to UFlex Limited and its 100% subsidiaries. The scope of the policy applies to all UFlex offices, warehouses, distribution chains, and manufacturing facilities of the Company. It covers all employees, contractors, vendors, dealers, and other stakeholders engaged in our business operations.

3. Definitions

- **"Company", "UFlex",** or **"we"** or **"our"** refers to UFlex Ltd.
- **Emergency Response** refers to procedures in place to handle major emergencies such as fires, natural disasters, chemical spills, and other emergency situations.
- **Occupational Health & Safety (OHS)** is a framework that ensures workplace health and safety, through policies, procedures, and compliance with regulatory standards.
- **Policy** refers to the Occupational Health & Safety Policy.
- **Workplace Health and Safety (WHS**) refers to measures and protocols to prevent workplace accidents, injuries, and occupational diseases.

4. Policy Commitments

UFlex has in place a robust Occupational Health and Safety Management System that covers all our operational units, offices, and business segments. UFlex is ISO 45001 certified and has a commitment to continually improve our health and safety performance and prevention of injuries and ill health.

The Company has also laid out additional commitments to address health and safety across the organization, as described below:

- UFlex shall ensure full compliance with workplace safety regulations and establish protocols that meet or exceed industry standards, in all geographies of operation.
- Health and safety considerations will take precedence in all business decision-making processes. Employees have the right to refuse work in unsafe environments that pose a risk to their well-being.
- A vigilance mechanism, safety training programs, and regular safety audits will be implemented to mitigate workplace risks through the techniques described below:

- o Hazard Identification and Risk Assessment (HIRA) is used for routine and non-routine activities, conducted yearly or as required by any process change.
  - o Safety Audits by CFT (Cross Functional Teams) members are carried out periodically to identify hazards and the corresponding risks.
  - o Hazard and Operability Study (HAZOP) is used for identifying hazards related to chemical processes.
- The Company is committed to providing adequate and functioning personal protective equipment (PPE) where required in the business operations.
- Implement safe work practices for handling, processing, storage, and transportation of products.
- Emergency response plans shall be established and periodically reviewed to effectively address workplace incidents and hazards, including site-specific response plans for fires, chemical spills, equipment failures, and industrial accidents. These shall include clearly defined roles, availability of fire suppression systems, spill containment kits, incident reporting mechanisms, and periodic reviews for operational safety and compliance.
- Psychological well-being shall be integrated into workplace health and safety initiatives to promote overall employee well-being.
- Every employee, vendor, and dealer shall be responsible for adhering to health and safety policies and actively participating in safety initiatives. This upholds our commitment to integrate health and safety practices along the value chain.

Targets and Key Performance Indicators (KPIs)

The following KPIs are monitored to ensure implementation of our occupational health and safety system and policy commitments:

- Maintain zero accidents as a key safety goal.
- Reduce lost-time injury rates annually.
- Conduct regular OHS training programs for employees and stakeholders.
- Improve emergency preparedness through annual drills and training exercises.

5. Roles and Responsibilities

- **Senior Management:** Ensure compliance with OHS policies, allocate necessary resources, and drive a culture of health and safety.
- **OHS Team:** Develop, implement, and monitor health and safety policies, conduct risk assessments, and ensure regulatory compliance.
- **Supervisors and Managers:** Implement safety procedures at operational levels, conduct regular inspections, and enforce safety standards.
- **Employees and Contractors:** Follow all safety guidelines, report hazards or unsafe conditions, and participate in training programs.

6. Communication and Training of the Policy

The Policy shall be made available to all stakeholders (internal and external) through the company's website, employee handbooks, and workplace notices. Regular OHS training programs

shall be conducted for employees, vendors, and contractors. Along with this, emergency response drills and refresher training will be carried out periodically.

Changes and updates to the Policy shall be communicated to the Board of Directors and Senior Management.

7. Monitoring and Review

The OHS Policy will be reviewed annually or as required by regulatory changes. Audits and inspections shall be conducted at regular intervals to ensure compliance and identify areas for improvement.

Performance indicators related to safety incidents, training, and policy effectiveness will be monitored and reported. Continuous improvement mechanisms shall include periodic internal reviews, compliance monitoring, and assessments based on regulatory updates.

8. Grievance Mechanism

Employees and stakeholders are encouraged to report any OHS concerns through various channels:

- **Direct Reporting:** Workers can directly report any hazards or risks to their supervisors or the designated safety officer, enabling immediate action and minimization of potential harm.
- **Incident Forms:** We have implemented a system that allows workers to report potential hazards using incident forms. This ensures all reported hazards are documented and enables us to conduct thorough investigations.
- **Safety Committee Meetings:** Regular safety committee meetings provide a platform for workers to report work-related hazards and discuss mitigation plans through open dialogue and collective problem-solving.
- **Safety Observation Register:** We keep a safety observation register where workers can record and report any unsafe conditions or behaviors. This proactive measure is designed to prevent minor issues from developing into major accidents.
- **Incident Management System:** Our incident management system enables workers to report incidents in a specified format, ensuring standardized and efficient documentation.
- **Regular Plant Rounds:** Daily plant rounds create opportunities to address any work-related hazards and concerns from shop floor workers directly.

These various communication channels help cultivate a proactive reporting culture and play a key role in ensuring the safety and wellbeing of our workforce. Reported concerns shall be addressed promptly with appropriate corrective actions.

Related Policies

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

S.No.	Policy
1	Code of Conduct
2	Supplier Code of Conduct

3	Whistleblower Policy
4	Environmental Management System Policy
5	Environment Social and Governance (ESG) Policy
6	Business Continuity and Disaster Management Policy
7	Risk Management Framework
8	Sustainable Procurement Policy