

Water Stewardship Policy

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1.0	Business Heads	17 th May 2025	Board

1. Purpose

Uflex Limited (hereinafter to be referred as “Uflex”) is committed to responsible water stewardship, ensuring the efficient and sustainable management of water resources across its operations. This policy establishes our approach to minimizing water consumption, managing wastewater responsibly, and mitigating water-related risks, particularly in water-stressed regions. By implementing robust governance systems and adopting industry best practices, we aim to contribute to environmental sustainability while creating long-term value for stakeholders.

2. Scope

The policy applies to UFlex Limited and its 100% subsidiaries. The scope of the policy applies and extends to all employees, contractors, suppliers, and stakeholders involved in our operations.

3. Definitions

- **Water Stewardship:** The responsible planning, management, and conservation of water resources to ensure their sustainability for future generations.
- **Water Stress:** A condition where water demand exceeds the available supply, leading to scarcity and potential operational risks.
- **Water Intensity:** The amount of water consumed per unit of production.
- **Zero Liquid Discharge (ZLD):** A wastewater treatment process ensuring that all wastewater is treated and reused, with no discharge into the environment.
- **Life Cycle Assessment (LCA):** A methodology for assessing the environmental impact of a product throughout its lifecycle, including water consumption.

4. Policy Commitments

Uflex Limited commits to the following principles for sustainable water management:

4.1. Regulatory Compliance and Governance

- Ensure that water withdrawal, usage, storage, and discharge comply with all relevant national and international water-related laws and regulations.
- Maintain water-related legal compliance across all operational sites and conduct periodic audits.
- Establish robust governance systems to oversee the implementation of water stewardship initiatives.

4.2. Water Efficiency and Conservation

- Set clear and measurable short-term and long-term targets for reducing freshwater consumption and increasing wastewater recycling.
- Implement best practices and advanced technologies to optimize water use and reduce dependency on freshwater sources.
- Monitor and track water consumption against global benchmarks to drive efficiency improvements.

- Adopt innovative water-saving techniques, including rainwater harvesting, groundwater recharge, and process water reuse.
- Drive a reduction in water intensity for products to minimize the overall environmental footprint.

4.3. Wastewater Management and Pollution Prevention

- Ensure responsible wastewater treatment and disposal, prioritizing Zero Liquid Discharge (ZLD) wherever feasible.
- Prevent water pollution by treating effluents to meet or exceed regulatory discharge limits before releasing them into the environment.
- Establish site-specific water treatment and recycling systems to maximize reuse.

4.4. Water Risk Management

- Conduct water risk assessments to identify operations in water-stressed or high-water-stress areas.
- Develop and implement risk mitigation strategies, including water conservation initiatives and alternate sourcing strategies.
- Strengthen resilience to climate change by identifying risks related to water scarcity and flooding and implementing proactive solutions.

4.5. Value Chain Engagement

- Collaborate with suppliers, contractors, and stakeholders to promote responsible water use throughout the value chain.
- Raise awareness and provide training programs on water conservation for employees and business partners.
- Engage with local communities to support water sustainability initiatives and reduce shared water risks.

5. Roles and Responsibilities

- **Senior Management:** Oversee the execution of the policy, set targets, and ensure adequate resources are allocated for water stewardship initiatives.
- **EHS Team:** Monitor water usage, conduct risk assessments, and drive continuous improvements in water management practices.
- **Site and Facility Managers:** Implement water conservation measures, track performance metrics, and ensure regulatory compliance at the operational level.
- **Employees, Workers, and Contractors:** Follow water conservation practices, report inefficiencies, and actively participate in sustainability initiatives.

6. Communication and Training of the Policy

- The policy will be made available to all internal and external stakeholders via the company website, internal portals, and stakeholder engagement sessions.
- Water stewardship training programs will be conducted for employees, contractors, and suppliers to enhance awareness and ensure compliance.

- Updates and revisions to the policy will be communicated to the Board of Directors and Senior Leadership.

7. Monitoring and Review

- The policy will be reviewed and updated every three years or as required by evolving regulatory and sustainability requirements.
- Regular audits and performance reviews will be conducted to assess compliance and identify areas for improvement.
- Progress towards water-related targets will be monitored using key performance indicators (KPIs), including water withdrawal, water intensity, wastewater recycling rates, and risk mitigation actions.
- A revision history table will document updates and modifications to the policy.

8. Grievance Mechanism

- Employees, contractors, and stakeholders can report concerns related to water management practices through a structured grievance mechanism.
- Confidentiality and non-retaliation protections will be ensured for whistleblowers reporting non-compliance.
- Reported concerns will be investigated promptly, and corrective actions will be taken as necessary.

9. Related Policies

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

1. Environmental Management System Policy
2. Energy Management Policy
3. Environment Health and Safety (EHS) Policy
4. Sustainable Procurement Policy
5. Waste Management Policy
6. Environment Social and Governance (ESG) Policy
7. Supplier Code of Conduct
8. Product Stewardship Policy