

Human Rights Policy

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Version Number	Reviewed by	Review Date	Approved By
1.1	Corporate HR Head	14 th Feb 2023	Board of Directors
1.2	Corporate HR Head	17 th May 2025	Board of Directors
1.3	Corporate HR Head	14 th August 2026	Board of Directors

1. Purpose

UFlex Limited (hereinafter to be referred as “UFlex”) is always committed to respecting human rights and human dignity across all its business processes and activities. Through this Policy, UFlex is committed to respect for and compliance with applicable legislations in force in its areas of operation. The Company aims to align with the key requirements of the International Labor Organization (ILO) Fundamental Rights at Work, Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights (UN GPBHR) and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. The Policy aims to support, enhance, and drive positive social impact for stakeholders and society through adopting international best human rights and labour standards, guidelines and principles.

2. Scope

The Policy applies to UFlex Limited and its 100% subsidiaries. The scope of the Policy applies to all employees of UFlex at all levels and grades, including Directors, Senior Managers, Officers, other employees (whether permanent, fixed-term or temporary), Consultants, Contractors, Trainees, Volunteers, Interns, Sponsors, seconded staff, Casual workers and Agency staff, agents, or any other person / entity acting for and on behalf of the Company.

3. Definitions

- **“Company”** or **“we”** or **“our”** refers to UFlex Limited.
- **“Child Labor”** refers to work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.
- **“Collective Bargaining”** is a key means through which employees and employers have two-way communication to establish fair wages and working conditions.
- **“Freedom of Association”** means right of employees and employers to form and join organizations of their own choosing is an integral part of a free and open society.
- **“Forced Labor”** refers to all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.
- **“Human Rights”** are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status.
- **“Policy”** refers to the Human Rights Policy.

4. Policy Commitments

4.1 Anti-Discrimination and Equal Opportunity

UFlex ensures protection and discrimination based on religion, caste, creed, colour, race ancestry, marital status, gender, sexual orientation, age, nationality, ethnicity, pregnancy and maternity, political views, disability, or any other category stated by the law. Protection against sexual and gender-based harassment. The Company has ‘Zero Tolerance’ towards discrimination and harassment of any form and kind and promotes equal opportunity principles. The Company is further committed to diversity, inclusion and equal opportunities in hiring, promotion processes and professional development opportunities.

4.2 Health and Safety in the Workplace

UFlex is committed to ensuring health and safety in the workplace and to the prevention occupational hazards to the maximum extent possible. The Company aims to achieve “Zero-accident and Zero Incident workplace” through an effective occupational health and safety (OHS) management systems, processes, and practices. We periodically conduct risk assessments and training to ensure that all employees and workers are provided with a safe working environment that prioritizes their well-being and safety.

Please refer to our Environment, Health, and Safety Policy for further details.

4.3 Prohibition of Child Labor

At UFlex, we are strongly committed to the prohibition of child labour/employment of young workers i.e., aim for Zero Child Labour incidents in our business operations. We ensure that we comply with all applicable regulations to ensure that we do not engage in child labour in our operations and along our value chain.

4.4 Prohibition of Forced Labor

At UFlex, we are strongly committed to the prohibition of forced labour and modern slavery, i.e., aim for Zero Incidents of forced Labour/Involuntary Labour in our business operations. We ensure that we comply with all applicable regulations to ensure that we do not engage in forced labour nor modern slavery in our operations and across our value chain, as feasible.

4.5 Freedom of Association and Collective Bargaining

The Company acknowledges its employees' right to freely exercise their freedom of association regarding their employment, by applicable laws and regulations. We are also committed to respecting our employees' and workers' right to collective bargaining, in compliance with applicable laws and regulations of the land. At UFlex, we have developed multiple Employee Communication Forums (ECFs) for two-way communication on issues of working conditions, health and safety, and other pertinent issues. More details can be found in our Freedom of Association and Collective Bargaining Policy.

4.6 Working Conditions and Fair Wages

UFlex is committed to uphold conducive work environment i.e., aims for zero workplace incidents, related to unsafe working conditions. UFlex ensures adherence to all applicable regulations that concern fair wages, work hours, leave and benefits for our employees and workers. We are dedicated to ensuring that the labour rights of our employees are upheld and that all concerns are addressed on time.

4.7 Data Privacy

UFlex aims to uphold its commitment of 'No data breach incidents' in operations and across the value chain. We are committed to always maintaining the confidentiality of the data of our stakeholders and upholding data protection rights. Any breach of such information will be treated with utmost urgency and in compliance with local laws and regulations, with confidentiality principles. More details can be found in our IT, Cyber Security, and Data Privacy Policy.

5. Roles and Responsibilities

Our **Human Resource (HR) Head** is responsible for overseeing the implementation of this Policy across the Company. The HR Head meets with the Board of Directors bi-annually to present comprehensive updates on progress towards Policy commitments.

6. Communication and Training of the Policy

- Our Human Rights Policy is made available to all our stakeholders on our website. The Company provides orientation to new employees about Human Rights commitments and practices at the time of joining. In addition, all employees are regularly trained on human rights awareness and reporting mechanisms available in case of any violations.
- The Company is committed to strengthening employee capability through continuous learning and development and aims to provide training to 100% of its employees and workers on human rights topics and behavior training.

7. Monitoring and Review

The Human Rights Policy undergoes a formal review and revision process every three years or before, if need be, where the effectiveness of existing initiatives is assessed. Input from internal and external stakeholders, such as customers, suppliers, and regulatory bodies, is integrated to improve the Policy's effectiveness. This ongoing improvement process enables us to respond to changes in regulations and ensure that the human rights of our stakeholders are prioritized.

HR Head is responsible for monitoring and reviewing this Policy and presenting the updates to the Board of Directors for final approval.

8. Grievance Mechanism

UFlex seeks to identify, prevent, mitigate, and account for adverse human rights impacts and adequately address any adverse impacts and violations through the grievance redressal mechanism.

The Company has a **“zero tolerance for violations of the human rights”** outlined in this Policy. Any violations can be reported through our designated channels. All complaints will be treated with the utmost confidentiality and addressed on time. Continued violations can result in strict legal action in compliance with applicable laws and regulations.

UFlex also recognizes the importance of our relationship with the communities within which we operate and that might be impacted by our business. Any violations of human rights within these communities, in direct relation to our business processes, will be addressed appropriately.

Retaliation against individuals who engage in these activities is strictly prohibited and will result in disciplinary action.

9. Related Policies

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

S. No.	Policy
1	Equal Opportunity Policy
2	Environment, Health, and Safety (EHS) Policy
3	Freedom of Association and Collective Bargaining Policy
4	IT, Cyber Security and Data Privacy Policy