

Sustainable Procurement Policy

Table of Contents

1. Purpose	3
2. Scope	3
3. Definitions	3
4. Policy Commitments	3
5. Supplier Expectations	4
6. Roles & Responsibilities	4
7. Communication and Training of the Policy	4
8. Monitoring and Review	5
9. Related Policies	5

Version Number	Reviewed by	Review Date	Approved By
1.0	Business Heads	17th May 2025	Board of Directors
1.1	Business Heads	14th August 2026	Board of Directors

1. Purpose

The objective of this policy is to lay out a strong foundation of sustainability amongst the applicable value chain partner of UFlex Limited (hereinafter to be referred as “UFlex”) to reduce the continuous impact on the limited resources on this planet. and drive broader societal well-being and development by formulating this policy, *the Company aims to:*

- Create a positive impact on society, and the planet as part of its sourcing activities.
- Assist its Suppliers in identifying, mitigating, and managing their sustainability risks.

At UFlex, we pledge to comply with all applicable laws, regulations, and international standards related to sustainable procurement, including but not limited to environmental regulations, labor laws, trade regulations. We aim to uphold our sustainable procurement processes and practices with the highest level of integrity, transparency, and accountability.

2. Scope

The Policy applies to UFlex Limited and its 100% subsidiaries and covers all procurement activities conducted by UFlex across its operations. It encompasses the selection, evaluation, and procurement of equipment, products, appliances, and services we procure.

3. Definitions

- **“Company”** or **“we”** or **“our”** refers to UFlex Limited.
- **“Policy”** refers to the Sustainable Procurement Policy.
- **“Supplier”** refers to any individual/business that UFlex procures equipment, products, raw material, or appliances from.
- **“Sustainable Procurement”** involves making sure that the products and services UFlex buys are as sustainable as possible, with the lowest environmental impact and an increase in social responsibility.

4. Policy Commitments

- We strive to minimize and limit our negative environmental impact by prioritizing technologies, products and services that promote resource conservation, reduction in waste generation, energy efficiency and greenhouse gas emission mitigation.
- We are dedicated to sourcing products and materials responsibly, free from forced labor, child labor, and unethical practices. We prioritize Suppliers that provide fair wages, reasonable working hours, and a safe working environment to mitigate non-compliance risks in supply chain.
- We are committed to reducing the usage of hazardous chemicals / products and phasing out of toxic chemicals over a period across all our Business operations.
- We focus on assessing Suppliers based on their commitment to ethical practices, including their labor policies, compliance with applicable laws, and their social and environmental performance to mitigate non-sustainable supply chain risks in the beginning only.

- We encourage Suppliers to provide transparency and traceability in their supply chains, ensuring that the origins of products and materials are known and meet our ethical standards and sustainable procurement criteria.
 - We identify select and evaluate Suppliers based on their alignment with our sustainability commitment, goals, including their environmental and social performance, certifications, innovation, and overall commitment to sustainable practices.
5. We are committed to monitoring and measuring our sustainable procurement performance, establishing key performance indicators (KPIs) to assess progress, conduct regular reporting, and undertake monitoring, disclosure and audits.

6. Supplier Expectations

The Suppliers are expected to:

- Comply with all applicable national and international rules, laws, and regulations.
- Respect and acknowledge the fundamental rights of his employees.
- Provide safe and fair working conditions to its employees.
- Strictly prohibit all forms of slavery, including child labor, forced and bonded labor.
- We should provide fair compensation as per the applicable state and national rules and regulations.
- The Company prioritizes suppliers certified to recognized standards such as ISO 14001 and SA8000 as part of the supplier selection process.
- We aim to ensure “All suppliers will be mandated to sign and comply with the Company’s Supplier Code of Conduct”.
- The Company aims to conduct assessments and verification of 100% of Bill of Materials (BOM) suppliers against defined ESG KPIs by 2028 to identify risks, develop mitigation plans, and leverage opportunities to drive sustainable supply chain.
- Suppliers are encouraged to align their sustainability practices with the United Nations Sustainable Development Goals (SDGs) and update UFlex on its progress as part of sustainable supply chain assessment. Encourage Suppliers to align with UFlex’s Net-Zero commitment and target

7. Roles & Responsibilities

The following are the outlined roles and responsibilities for the Sustainable Procurement Policy:

- The **Procurement Head** is responsible for ensuring the Policy is communicated effectively and adhered to across the business function.
- The **Internal Audit team** reviews procurement activities to ensure that commitments of this Policy are being adhered to. The Company reserves the right to conduct internal or external assessments of its Suppliers to check their adherence with this Policy.

8. Communication and Training of the Policy

Our Sustainable Procurement Policy is made available to all our stakeholders on our website.

The Company provides regular training to all procurement professionals and the managing team on fostering commitments of this Policy in their business processes.

At UFlex, we are also committed to raising awareness on sustainable procurement amongst our Suppliers and ensuring that we provide training to them as and when required.

9. Monitoring and Review

The Procurement team is responsible for upholding the commitments of this Policy and monitoring progress towards the same. In case the Supplier fails to take appropriate measures to mitigate risks that arise during assessment, the Company reserves the right, in addition to its contractual rights, to end the Supplier relationship with no further obligations.

The Policy undergoes a formal review and revision process every year, where the effectiveness of existing initiatives is assessed. The Procurement Head is responsible for monitoring and reviewing this Policy and presenting the updates to the Board of Directors for final approval.

10. Related Policies

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

S. No.	Policy
1	Supplier Code of Conduct
2	Code of Conduct
3	Risk Management Policy
4	Environment Social Governance (ESG) Policy
5	Environment Management System Policy
6	Environment, Health, and Safety (EHS) Policy
7	Product Stewardship Policy