

5. Brushless DC electric ceiling fan
6. Corrugated tube exchanger for high heat transfer coefficient
7. Automated incinerator waste heat recovery
8. In-house online utility condenser cleaning system
9. Reflux optimization by controlling temperature variability
10. Fully automated Waste Heat Recovery from Incinerator

2. For each product, provide the following details in respect of resources (energy, water, raw material etc.) per unit of product.

(i) Reduction during sourcing/production/ distribution achieved since the previous year throughout the value chain?

The Company is actively working on its products to reduce overall impacts through incorporation of advance and effective technologies, few of the achievements are mentioned below.

1. Reduction in power consumption for refrigeration by 12% through reduced condensation temperature from 40°C to 36°C.
2. Process yield improvements in some key products for reduction in consumption of raw materials and also reduction in waste generation.

(ii) Reduction during usage by consumers (energy, water) has been achieved since the previous year?

The Company is committed to reduce its environmental and social footprints through its activities. We thoughtfully design our products keeping our customers in mind and their requirements. We train farmers through our CSR activities on modern agricultural techniques which helps them to reduce their overall water consumption and electricity consumption.

3. Does the company have procedures in place for sustainable sourcing (including transportation)? If yes, what percentage of your inputs was sourced sustainably? Provide details thereof, in about 50 words or so.

Yes, the Company has a sustainable procurement policy in place which is a guidance to our internal team and for suppliers/ vendors before onboarding them. Our internal team performs audits and our suppliers/ vendors also sign a declaration on "commitment to sustainability" which is the agreement from their side to maintain the laws and standards set by the Company. UPL also has a program "The Green Procurement Program" which helps the Company to incorporate a robust mechanism to procure raw materials and packing materials through a sustainable source.

The Company is also working with its Global Sustainability team to design sustainable practices, particularly for its supply chain. These practices primarily focus on improvements in process

to improve energy efficiency, waste management, water management, and compliances with regard to sustainability.

4. Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work? If yes, what steps have been taken to improve their capacity and capability of local and small vendors?

Yes, the Company understands the importance of development of its local suppliers and vendors and takes special initiatives to build their capacity and capability. UPL has training calendar in place on sustainable practices for suppliers and vendors, this includes physical interactions and online training modules.

We connect with local suppliers and vendors located nearby our plants to procure most of our packaging materials, this includes materials as Plastic bottles, Corrugated boxes, Fiber drums, Flexible laminates, HDPE Woven bags, etc. UPL also procures raw materials locally such as MnSO₄, Salt, Caustic soda, Chlorine, Hydrated Lime, ZnSO₄, 3-4 DCA, Specialized Starch, China clay, Mg turning, Ethanol, Sulphur, Ammonia, Chloral, Acids and etc.

5. Does the company have mechanism to recycle products and waste? If yes, what is the percentage of recycling waste and products?

Yes, UPL has mechanisms in place to recycle its waste, most of our plants are "Zero Liquid Discharge". We recycled certain waste by 100%, which includes Ammonium chloride, Ammonium acetate, Methyl chloride, sodium sulfate, ammonium sulphate, calcium chloride, hydrochloric acid, MDC residue, HNO₃, etc. Product recoveries are above 95 %, however some products are recovered 100%.

Other waste are treated as per required process and disposed safely.

Principle 3: Businesses should promote the wellbeing of all employees

1. Please indicate the total number of employees-

Total number of employees as on 31st March, 2018 is 3,865.

2. Please indicate the total number of employees hired on temporary/ contractual/casual basis –

Total number of employees hired on temporary/ contractual/ casual basis as on 31st March, 2018 is 7,232.

3. Please indicate the number of permanent women employees –

Total number of permanent women employees as on 31st March, 2018 is 171.

4. Please indicate the number of permanent employees with disability –

Total number of permanent employees with disability as on 31st March, 2018 is 23.