

5. Do you have an employee association that is recognized by management?

The Company does not has any recognized employee association.

6. What percentage of your permanent employees are a member of this recognized employee association?

Not Applicable

7. Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year.

The Company has implemented a policy on sexual harassment, UPL has initiated e-learning program for awareness of the policy and was mandated for employees. The Company has incorporated a corporate level committee to monitor the implementation of this policy with a presiding officer along with a unit level committee at all manufacturing units. This committee consist of male and female members both.

We also have a Child Labor Policy which is strictly followed and it is applicable to all contract and permanent workforce.

Category	No. of complaints during financial year	No. of complaints pending at the end of the financial year
Child Labour / Forced Labour / Involuntary Labour	Nil	Nil
Sexual Harassment	Nil	Nil
Discriminatory employment	Nil	Nil

8. What percentage of your under mentioned employees were given safety & skill up-gradation training in the last year?

UPL takes safety of its employees very seriously and has taken up programmes to train our workforce on how to main occupation health and safety.

Safety – 14 PSM elements are the basis for Safety Processes. Trainings are provided accordingly to the workforce. Our internal team has developed few rituals on safety which is followed with full respect.

- Daily Safety Talk: Daily briefing on safety before start of the shift.
- Monthly we cover a particular safety theme by the unit safety representative.

The Company also invests in trainings to upgrade the skills of our employees based on requirements and demand. A Calendar based training program is published for both behavior and functional development of the employees. Based on the availability and nominations the employees are provided with the trainings and certifications. No employee in manufacturing functions can take charge of respective activities unless they have undergone Level 0, 1 & 2 training minimum duration for which is 23 days. This training basically is intended for safety and functional expertise including safety in operating related functions.

Company has several other training programmes which essentially addresses the areas of safety on various activities like construction safety, Chemical safety, emergency response, Process Safety Management, electrical safety etc. UPL does not differentiate between company employees or contractual employees.

What are the average hours of training on:	Total Employees		Employees at Management level		Employees at Non-Management level		Temporary Employees		Contractual Employees		Permanent Employees with Disabilities	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
a) Safety	1263	47	103	3	1160	44	2843	243			23	
b) Skill Upgradation	934	4	46	2	888	2						
c) Others	623	6	87	2	536	4						

Principle 4: Businesses should respect the interests of, and be responsive to the needs of all stakeholders, especially those who are disadvantage vulnerable, and marginalized.

1. Has the company mapped its internal and external stakeholders? Yes/No

Yes, UPL has identified and mapped all its stakeholders

2. Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders?

Yes , UPL has identified its disadvantaged, vulnerable & marginalized stakeholders.

3. Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable, and