

entrepreneurship as an income generating opportunity. Skill based entrepreneurship development program provides training to start both farm and non-farm based enterprises. Four UPL Niyojani Kendra's are providing training to youth in the region on industrial skills like welding, fitting, electrical etc. Once trained these youth get gainfully employed in the neighboring industries. UPL Udyamita with more than 1300 women members is another intervention that focuses on making women financially independent through self-help groups.

Another focus area for the Company is the conservation and preservation of flora and fauna. UPL Social Forestry aims at afforestation and rehabilitating the degraded forest and common lands with active support from the community. Under UPL Social Forestry a total 71,351 plants were planted and is being properly maintained at different community sites which covers 163.73 acres of community land. The Company has also planted 1,20,000 Mangrove plants spread across 60 acres of land in the coastal belt in Vagra block, DAHEJ. *Innovatively*, the Company adopted different participatory approach to execute the UPL Social Forestry that has led to *sustain the plantation and project*. Sarus Conservation project has made some impressive progress since inception 3 years back. Sarus protection groups are actively working towards protection of nests, eggs and juvenile Sarus. Around 80 Eco Clubs have made thousands of children aware about the importance of nature preservation.

The Company has built 36 toilet blocks in community school/public places under UPL School Sanitation Project and are driving hygienic behavior through toilet blocks. Girls safety, Home safety, Industrial safety and Road safety programs make the target population (more than 10,000 till date) aware of the safety measures to avoid untoward incidents.

UPL Unnati program has been taken up to help community based organizations of Mumbai to improve their capabilities and thereby work with the community in a better way. The Company is supporting Global Parli project (Maharashtra) which is working to make Parli tehsil a model for others to follow. Vandri cluster development program is another initiative that is working towards improving the quality of life of villagers in Vandri which is a very remote village in Gujarat not equipped with basic facilities.

The Company also support the relief efforts of the government in times of natural disasters. Last year the Company provided food packets to the flood affected people in Banaskantha district of Gujarat. Similarly the Company donated INR 25 lacs for rehabilitation of flood victims in Assam.

The Company's international subsidiaries and sister concerns share development ethos. UPL Brazil works on a complimentary education program empowering the local youth to lead meaningful lives. UPL

Colombia is responding to surrounding communities "whole life cycle" need by promoting the social and economic development through education, entrepreneurship and the conservation of the environment. UPL Argentina has establishing Social Security office at plant for every neighbour community (in the past they need to travel 46 km to have access to social security office). UPL Mexico has been collecting and distributing winter clothing to the poorest of the poor since 2015. UPL Tanzania has been supporting small farmers who are totally dependent on Sunflower farming for their existence.

The Annual Report on CSR activities is annexed to this report as "Annexure 1".

VIGIL MECHANISM / WHISTLEBLOWER POLICY

The Company has in place whistleblower policy to deal with any fraud, irregularity, or mismanagement in the Company. The Company has posted this policy on its website and the link is <https://www.uplonline.com/policies-compliances-announcements>.

The Chairman of the Audit Committee oversees this policy. As per the policy, any employee or director can directly communicate with the Chairman of the Audit Committee to report any actual/suspected fraud or non-compliance.

In earlier year, the Company made all efforts to create awareness among the employees about the Policy. The Company also made all efforts to create awareness about the policy among the employees, who have joined during the year. The policy ensures complete protection and no victimization or discrimination to the whistleblower. Total confidentiality of the proceedings of the policy is maintained.

PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE

The Company has implemented a policy as required under the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules framed thereunder. This policy covers all women-permanent, temporary or contractual workers. The policy is very strictly enforced by the Company. The Policy is communicated to all the employees by placing it on the website of the Company and all the employees have confirmed their abidance.

During the year, the workshops were arranged, conducted by an esteemed agency, to educate the employees, who have joined during the year, across the Company to uphold dignity of their colleagues at the workplace and prevent sexual harassment.

An internal committee, consisting of mainly women staff and one woman from an NGO, is formed to attend and redress complaints relating to sexual harassment. At each unit of the Company, sub-committees are formed to receive any such complaints and address