

marginalized stakeholders? If so, provide details thereof, in about 50 words or so.

Yes, the Company has taken initiatives to engage with its disadvantaged, vulnerable and marginalized stakeholders through its Corporate Social Responsibility projects. The initiatives are planned and focused to generate livelihoods in a sustainable way for the targeted groups of Small farmers, Unemployed youth and Poor women. The Company focus on three development parameters, which are;

1. Agriculture development
2. Skill development
3. Entrepreneurship

**Principle 5: Businesses should respect and promote human rights**

1. Does the policy of the company on human rights cover only the company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others?

Yes, the human rights policy is applicable to the contractors associated with UPL limited.

UPL has policies on Human Rights which are very robust and stringently followed by our stakeholders.

These policies are for the protection of dignity and self-respect of our stakeholders and focus on to provide a harassment free work culture. The Company has adopted a fair culture and encourages its stakeholders to utilize our grievance redressal mechanisms which is accessible to all. This helps us to resolve the grievances with top scrutiny and urgency.

The Company eludes all kind of discrimination based on the gender, caste, creed, religion, disability, marital status, pregnancy, culture, ancestry, socioeconomic status etc.

2. How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?

As part of our policy, we have ethics committee, chaired by the principal ethics Counsellor with sub committees at every plant to redress any violation pertaining to human rights. No complaint received during the reporting period.

**Principle 6: Business should respect, protect, and make efforts to restore the environment**

1. Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/Suppliers/Contractors/NGOs/others.

Yes, the environmental policy of the Company is applicable to group, joint venture, vendors & contractors.

2. Does the company have strategies/ initiatives to address global environmental issues such as climate change, global

warming, etc? Y/N. If yes, please give hyperlink for webpage etc.

Yes, UPL has undertaken several initiatives to address issues related to climate change.

1. The Company is using cleaner fuels for its operations
2. UPL is not manufacturing any banned products under Rotterdam convention
3. Company is using Carbon Tetra Chloride (CTC) as a raw material for one of its products under Kyoto protocol.
3. Does the company identify and assess potential environmental risks? Y/N

Yes.

4. Does the company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?

Yes, UPL had undertaken the project of fuel change from Naptha to Natural Gas at power plant. The Company also got registered under CDM.

5. Has the company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc.

Yes, the Company has taken various initiatives to make its processes clean and energy efficient, details are as mentioned below;

1. Clean technology adopted for manufacturing
  - Membrane cell Technology for caustic chlorine manufacturing
  - CS2 manufacturing using natural gas
  - Use of natural gas in Boiler
  - Recycle of steam condensate
  - Installed water recycling system (RO) & water recycled in to process
  - MDC residue (Spent solvent) Sold to recyclers /end users
  - Use of energy efficient LED lighting system across UPL sites
2. Recovery of products from Waste streams
  - Sodium sulphate from waste ML
  - NaSH from H2S scrubber
  - Calcium chloride, ammonia and di calcium phosphate sludge from ML
  - Recovery of Sodium Sulphate from effluent
  - Recovery of HNO3 & H2SO4 from ML