

CSR POLICY OF UPL GROUP

We, UPL Limited and our subsidiaries (together constituting the UPL Group), take initiative to contribute to harmonious and sustainable development of the society through all our business activities that we carry out in various countries across the globe. We recognize that business enterprises are economic organs of society that draw on various societal resources for its functioning and growth, It is our core belief therefore that a company's performance must be measured not only by its bottom line but also with respect to the social contributions made by the company while achieving its financial goals.

A. CSR Vision

To be a catalyst for a more equitable and inclusive society by supporting long term sustainable transformation and social integration.

B. CSR Mission

We will achieve our vision by

- Implementing need based projects through participatory approach.
- Focusing on building capacity to make community Self-Reliance
- Developing partnership.
- Transferring knowledge

C. CSR Values

The values that will govern to achiev our vision are

- Care,
- Excellence and
- Sustainability

D. CSR focus areas

Our CSR initiative is called as **UPL Pragati** which means **PROGRESS** and is in line with our stated Vision. Our CSR activities will focus not just around our Factory and offices, but also in other geographies based on the needs of the communities. The **Six CSR focus areas** for community to progress are:

1. Education and Empowerment

Education is a basic human right pivotal to personal and societal development and so is an integral part of our CSR work. Under education we will work and support promotion of education, including primary education, higher education and employment oriented course especially among women, elderly, and the differently abled.

We will also work on empowering community with the knowledge, skills and self-confidence necessary to participate fully in the development process. We will work for promoting gender equality, empowering women, setting up / supporting homes and hostels for women, Differently abled, orphans and senior citizens to reduce inequalities faced by socially and economically backward groups.

2. Employability and Entrepreneurship

A major factor contributing to rural youth underemployment is skills mismatch with huge skills deficit in limited job growth and expansion. We will work on enhancing vocation skills especially among youths, women, and the differently abled. We will also work on livelihood enhancement projects through Self Help Group and Entrepreneurship development Programme with women and economically backward groups

3. Agriculture Development

Agriculture in India is both, a source of livelihood and food security for a vast majority of vulnerable sections of society. A higher priority to agriculture will be given under livelihood enhancement rural development projects so as to achieve the goals of reducing poverty and malnutrition as well as of inclusive growth. We will adopt a framework of UPL KhedutPragati Programme for our Agriculture development intervention and will work on farmers Capacity building, Lab to land and Technology intervention.

4. Environment and Nature conservation

Under Nature conservation we will work on UPL Vasudha Project by nurturing and strengthening Eco and Environment club in schools, Tree Plantation, Species conservation, Soil & Water Conservation etc. Our Environment and Nature conservation activities will lead to environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water;

5. Health and Sanitation

We will work on providing better healthcare facilities by partially funding and running hospital, health projects, public health programmes, Health awareness programmes, health check-up programme, Blood donation programme, provision of medicine & treatment facilities, program for preventing diseases and building immunity etc

We will also work on aspects of water, sanitation and hygiene because of which the health and financial burden on poor people is high. We will work on awareness programme, construction of toilet in schools and construction of toilet for general needy community.

6. National / Local area need

We will respond to national need of relief or rebuild which can arise from floods, earthquakes, tsunamis etc. and causes loss of life or property damage, and typically leaves economic damage in area. We will respond to any disasters, depending upon where they have occurred and company's ability to respond meaningfully. Other works that we will do under National / Local area are

- **Slum development** projects with an aim to provide social upliftment of urban poor.
- Specific local area needs around our Factory locations through **Model Village project**.
- **Development of sports** by providing facilities like Infrastructure, training centres, specialised equipment's, coaching, medical guidance's, etc.
- Promotion and Development of **Traditional Arts and Handicrafts** :
- UPL Suraksha Abhiyaan, a project on **Safety with focus on road safety**.
- Other **Rural development Project** as per need of community

E. CSR Implementation

In accordance with sub-section (1) of section 135 of the Companies Act 2013, UPL has set up a CSR committee to advise on the company's CSR policy, and monitor the CSR activities of UPL Limited. All projects are identified as per needs of community. We will strive to implement the aforesaid CSR activities on our own to the extent possible. However, the principle implementer of our CSR activities would continue to be our Trusts like **S R Shroff Charitable Trust (SR SCT), S R Shroff Aajivika Trust (SR SAT), Gnyan Dham Vapi Charitable Trust, Ankleshwar Rotary Education Society etc.** We will also work in partnership with other organisations which include:

- Collaborating with various organisation, which are registered as a Trust or a section 8 company under the Companies Act, 2013 or Society or NGOs or any other form of entity incorporated in India that specialise in the aforesaid activities.
- Contribution to various funds which are aligned to our CSR Focus area
- Collaborating or pooling resources with our group companies or other companies to undertake aforesaid CSR activities.

F. CSR Resource contribution

- **The funds** : Minimum 2% of the average of net profit made by the Company during immediately preceding three financial years as per Companies Act 2013
 - Any income arising there from.
 - Surplus arising out of CSR activities carried out by the company and such surplus will not be part of business profit of the company.
- **The expertise & Time:** of our employees through employee volunteering programme "We Are United (WAU)", Family member of our employees and our business partners.
- **The facilities:** Our offices and factory sites.

G. CSR Monitoring

The CSR initiatives will be monitored and reviewed periodically through a two tier structure comprising: CSR committee of the Board and CSR Review meeting by ED of company.

The CSR department will provide regular progress report to ED and the CSR Committee of the Board. This report would indicate:

- ✓ Achievement since last progress report / during the last quarter in terms of coverage compared to the target and reasons for variance.
- ✓ Achievement of the year-to-date in terms of coverage compared to the target, plans to overcome shortfalls if any and support required from the CSR Committee/Board to overcome the shortfalls.
- ✓ Actual year-to-date spends compared to the budget and reasons for variance.
- ✓ In respect of activities undertaken through outside Trust/Society/NGO's etc. there will be mechanism of monthly reporting of progress on each such activities and the amount incurred thereon.

The Board shall seek a short progress report from the CSR Committee on a quarterly basis.