

One World, One Responsibility



Content of the Report

- Message from Mrs. Sandra Shroff
- A glance at UPL Limited & Its Approach to CSR
- **UPL's Global Mega Initiative:** Transformative Partnership with Oxford India Centre for Sustainable Development (OICSD), UK
- **Thematic Development Across Globe**
- **SECTION A: BIODIVERSITY CONSERVATION**
 - Biodiversity Conservation Initiatives @ India
 - Sustainable Garden @ Chile
 - Sowing Sustainability, Growing Opportunities @ Barranquilla- Colombia
 - Campo Limpio – A Recycling Initiative @ Dominican Republic
 - Reducing the Environmental Impact of Food Waste @ Latin America
 - Coahuila Reforestation @ Mexico
- **SECTION B: SUSTAINABLE LIVELIHOODS**
 - Cocoa and Forests Initiative @ Africa
 - Stewardship Training Program @ Africa
 - Advanta Youth Engagement Program @ Indonesia
 - Creating Sustainable Growth Through Sunflower Hybridization @ Tanzania
 - Empowering Youth in Agribusiness: Advanta and Farm Africa's Collaborative Impact@ Tanzania
 - Agriculture Development @ India
 - UPL Narmada Cluster Development@ India
 - Fisheries Development @ India
 - Integrated Livestock Development @ India
 - Skill Development of School Dropout Youth @ India
 - Entrepreneurship Development for Women @ India
 - Sustainable Livelihood Initiatives by Advanta @ India
- **SECTION C: INSTITUTIONS OF EXCELLENCE**
 - Sandra Shroff Gnyan Dham School @ India
 - UPL University of Sustainable Technology @ India
 - Sandra Shroff College of Nursing @ India
 - PM SHRI Eklavya Model Residential School @ India
- **SECTION D: INCLUSIVE DEVELOPMENT AND GROWTH**
 - Food Bank Volunteering @ Argentina
 - Pre-professional Internships at the National University of Rosario @ Argentina
 - Associação Vida: The Life Association Program with Youth @ Brazil
 - SAVIA (Food Security through Environmental, Social & Economic Impact) @Andean Region
 - Educating Today, Transforming Tomorrow – Scholarships @ Barranquilla, Colombia
 - Volunteerism and Joyful Moments for Children @ Barranquilla, Colombia
 - Supporting Early Childhood Development and Family Well-being @ Colombia
 - Children's Celebration @ Central America
 - Christmas Celebration in Pacayas @ Costa Rica
 - Giving Blood, Giving Life @ Costa Rica
 - Building Infrastructure for Local Communities @ Indonesia
 - Empowering Women Employees to Create Social Impact while Balancing Role Responsibility and Family @ Indonesia
 - Community and Employee Engagement Program @ Indonesia
 - Hogar Dulce Hogar @ México
 - UPL Procampo School @ Peru
 - Educational Agreement with Pontifical Catholic University of Chile @ Republic of Chile
 - Women Leader Agro @ Republic of Chile
 - Empowering Students through Knowledge and Technology @ San Salvador
 - School Vegetable Garden: Fresh & Nutritious Food for School Children @ Thailand
 - Project UACL (United Against Child Labour) @ India
 - United Bharat Initiatives @ India
 - UPL School Sanitation Program @ India
 - Safety Trainings @ India
 - Addressing Local Area Needs @ India
- We Are United (WAU) - Employee Volunteering @ UPL
- Awards and Recognition
- The Way Ahead by **Mr. Vikram Shroff** (Vice Chairman and co - CEO UPL Limited)
- Alignment of Efforts to Sustainable Development Goals (SGDs)
- Partners in Growth

Message From Mrs. Sandra Shroff

When you have a vision, you have to go on working on it with patience until your dream comes true. I never stop dreaming. There is always a new dream, a new vision, a new project and a new goal to work on. As I always say to my team it always takes more than a wish to make things happen. The bigger and the more important question is “how to do it”? Because whatever responsibility we take, we have to do it really well.

I feel proud that with a lot of hard work, passion and perseverance , we could convert a vast expansive grassland into a prosperous industrial town called Vapi. Challenges came from all directions, but we never looked back. Gnyan Dham and the Hospital which started off as Niramay Hospital are a testament to our combined effort to establish what we need in a Shinning New Industrial Town called Vapi.

We were determined from Day one, whatever the cost, children in Vapi must have a world class School and Education. The learnings from Gnyan Dham helped us establish the Nursing College (SSCN), the UPL University of Sustainable Technology and also helped take EMRS Ahwa to greater heights.

I have always taken one responsibility at a time , done what is needed today and given it my best. That is my Mantra. When toilets were needed for young girls in rural schools, we built the easiest to manage toilets, which resulted in the children being proud of them, and we have the cleanest toilets.

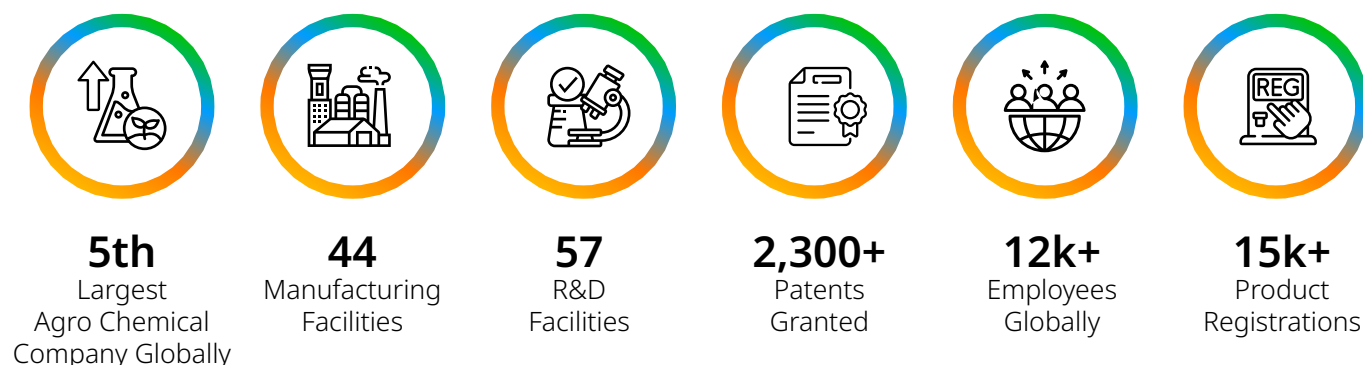
When small farmers needed technical assistance , we built an agriculture training institute here in Gujarat. Today our people across the globe have imbibed this philosophy. In Mexico, they are supporting a beautiful home for vulnerable children. In Brazil, we have provided complementary education to children to ensure they can live better lives. Farmers in the remote corners of Africa are given technical assistance to improve yield.

We at UPL invest a lot of our time, energy and resources in building state-of-the-art facilities and creating an army of passionate, skilled and experienced members who are ready to take on new responsibilities. This has transformed visions into realities and helps us see many more dreams and work on many more goals for the only world we have.



Overview of UPL Ltd.

UPL is a global provider of sustainable agricultural products and solutions, operating across more than 140 countries. As one of the world's leading agriculture solutions companies, UPL is deeply committed to creating lasting value not only for growers but also for the communities they belong to. Through its four business platforms - UPL Corporation, UPL Sustainable Agriculture Solutions (UPL SAS), Advanta Seeds, and Superform Chemistries - UPL integrates sustainability and social responsibility into every aspect of its operations.



We are a purpose-led company committed to:



Transform Global Food Chains



Empower Growers



Promote Sustainable Farming Practices



Provide Safe, Healthy And Nutritious Food To Consumers

Our Vision:

To Be An Icon For Technology Growth And Innovation.

Our Mission:

Change The Game And Make Every Single Food Product More Sustainable.

UPL's Approach to CSR

VISION

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

MISSION

- Implementing need based projects through participatory approach
- Focusing on building capacity to make the community self-reliant
- Developing partnerships
- Transferring knowledge



VALUES

- Care
- Excellence
- Sustainability



FOCUS

- Biodiversity conservation
- Sustainable livelihood
- Institutions of excellence
- Inclusive development and growth

Priority Sustainable Development Goals



Our 5E CSR approach



UPL's Global Mega Initiative

Transformative Partnership with The Oxford India Centre for Sustainable Development (OICSD)

UPL's partnership with the OICSD enables it to create tangible and purposeful change for India's sustainable development with positive impact for the world. The centre has supported more than 70 Indian students, creating a talent pipeline of "brain gain" for India. OICSD is now the largest scholarship granting body exclusively for Indian students in the UK.

OICSD started this academic year with a vision for the next decade and continued building on its efforts to support talented Indian students at the University of Oxford to pursue research on some of the most pressing issues of sustainable development in India. In this year, it launched three new scholarships – the Amansa DPhil scholarship supporting a doctorate student; the Amansa Master's and the Dr Gita Piramal Graduate Scholarship to support two students in the Master's programmes at the University of Oxford.

The scholars:

Ten new scholars joined the OICSD in 2024 – each with a different research focus from the other – making it an interdisciplinary bunch. Three from this cohort started their doctorate research and seven are completing their one-year Masters' programmes.

With this cohort, the total number of currently enrolled scholars at the OICSD is 21.

Research Highlights:

Three scholars completed their DPhils (PhD) in this academic year: Dr Deepa Kurup (DPhil in International Development), Dr Aavika Dhanda (DPhil in Biology) and Dr Gauri Chandra (DPhil in Public Policy) and four more are in the final stage of their submission. Here are some key research highlights:





Prof Radhika Khosla, Research Director of the OICSD was recently profiled by the University of Oxford as one of the leading global experts on climate. Her research examines the intersection of urban transitions, energy consumption, and climate change, with a particular focus on India. She leads the Oxford Martin Programme on the Future of Cooling and serves as Co-Investigator of the Fair Energy Consortium. Prof. Khosla is also a member of several international climate policy and advisory groups, contributing to global efforts on sustainable development and net-zero transitions.

OICSD Programme Director **Dr Siddharth Arora** co-authored a paper on “Probabilistic forecasting of daily COVID-19 admissions using machine learning” published in the IMA Journal of Management Mathematics. The team proposes a quantile regression forest (QRF) model for probabilistic forecasting of daily COVID-19 admissions for a local hospital trust (aggregation of 3 hospitals), up to 7 days ahead, using a multitude of different predictors. One of the key findings of the paper is that the team provides evidence that QRF outperforms univariate time series methods and other more sophisticated benchmarks.

Dr Gladson Vaghela (Savitribai Phule Scholar 2024) is the lead author of “Planetary Health Booms: Unpacking the Surge in Research Across the Globe Through Joint-Point Analysis”. This study examined how often the term “PH” appears in academic papers.

Adithya Variath (Elizabeth Moir Scholar 2024) published an article, “Lunar Mining and the Erosion of the Common Heritage Principle: What’s the Future of the Moon Agreement?” for the Cambridge International Law Journal. The article discusses the increasing interest in lunar mining, particularly for resources like Helium-3, which holds potential as a clean energy source.

Key events:

OICSD collaborated with Nature Magazine, ZERO Institute and the Oxford Climate Research Network to organise its flagship event in October 2024 titled, "From Research to Policy: The Nuts and Bolts of Effective Communication". Prof Radhika Khosla was in conversation with Subhra Priyadarshini, Chief Editor – Nature India and Ehsan Masood, Senior Editor – Nature Portfolio to discuss how researchers can effectively communicate their work with policymakers.

Research Showcase on Sustainable Development

OICSD's scholars and research associates present their ongoing research at the termly research showcase. This is an opportunity for the scholars to share their work with the larger Oxford community working on sustainable development issues in India. The showcase is a centre for researchers at Oxford to engage in ongoing research on India.

The OpenAg Symposium 2024

OICSD hosted the fourth edition of the OpenAg Symposium on 18th September 2024 at Said Business School 2024. The symposium is co-hosted by the OICSD and its supporter, UPL. This year's theme was "Power Plants: Transforming Food, Water and Energy Security through Agriculture" highlighting the role of security. The keynote was delivered by Dr Julius Maada Bio, President of Sierra Leone.

This year's edition continued to build on conversation about the future of sustainable agriculture in a changing climate. Three panels were hosted during the event, each discussing an important facet of the theme. The plenary panel set the tone for the conversation by discussing how various forms of securities interact with agriculture. The two breakouts discussed the specific roles of Water Security and Energy Security in relation to agriculture.





OpenAg 2024 hosted a stellar line-up of speakers alongside President Bio. Mr. Daniel Zeichner MP, Minister of State for the Department for Environment, Food and Rural Affairs in the UK Government; Ms Juliet Davenport, President of the Energy Institute; Mr UnniKrishnan Nair, Associate Director of Climate Change and Sustainability – Commonwealth Secretariat; Ms Usha Rao-Monari, Former DG of UNDP; Prof. Daanish Mustafa, Professor of Critical Geography at King's College London, among others graced the event.

OICSD in India (December 2024)

Somerville College's Principal Jan Royall, Baroness of Blaisdon delivered the Vedica Vaani Lecture for the Vedica Scholars' Programme on 13th December in New Delhi. The lecture titled, "On the Shoulders of Giants" discussed the college's legacy as the first institution for women at Oxford, its continuing efforts to support female scholarship from the past, present and the future and the role of the OICSD in strengthening ties with India.

In Mumbai the leadership team of the Centre visited Mrs Sandra Shroff and Mrs Shilpa Sagar to update them on the activities and report on the latest OpenAg Symposium.

Biodiversity Conservation



Key Responsibility Elements:

Sensitizing the community to generate environment positive action

Enhancing biodiversity (flora and fauna) in the neighborhoods

Protecting vulnerable species and promoting cohabitation

Recycling and managing waste



Biodiversity Conservation Initiatives in India

Sarus Conservation

The sarus crane is a large nonmigratory crane found in parts of the Indian subcontinent, Southeast Asia, and northern Australia. It is the tallest flying bird in the world standing 152-156 cm tall with a wingspan of 240cm. It is a social creature, found mostly in pairs or small groups of three or four. Known to mate for life with a single partner, its breeding season coincides with heavy rainfall in monsoon. Nests are constructed on water in natural wetlands or in flooded paddy fields.

Conservation Issues: The main threat to Sarus crane in India is habitat loss and degradation due to draining of wetland and conversion of land for agriculture. The landscape of its habitat is rapidly changing due to construction of highways, housing colonies, roads, and railway lines. UPL's Sarus Conservation Project has been working to address the above conservation issues. It has been documenting the population, breeding trends, threats and conservation of the species in Kheda and Anand districts in Gujarat since 2015.

Through continuous research, community engagement, and collaborative conservation efforts, UPL has been relentlessly working to ensure long-term survival and thriving of Sarus crane in its natural habitat, benefiting both the species and the surrounding human communities. Conservation efforts focus on the following pillars.



Awareness: Educating local communities about the importance of Sarus cranes and encouraging them to participate in conservation efforts, including nest protection and monitoring. Spreading awareness about existing laws that protect Sarus and penalties for illegal activities like hunting or egg collection.

Attitude: Making the community more tolerant towards Sarus and value them for their cultural significance and the benefits they provide to the ecosystem.

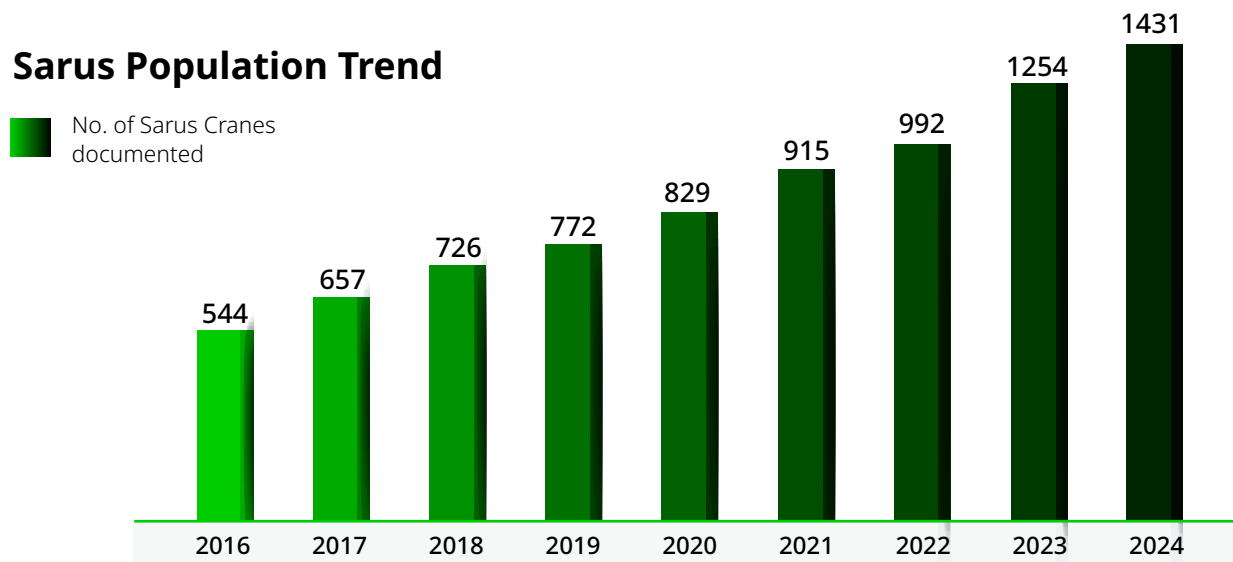
Action: The most critical aspect is safeguarding wetlands, which are essential for breeding and feeding, often achieved through wetland restoration projects and regulating water usage.

Advocacy: Conducting research studies to understand species behavior, population dynamics, and threats to form conservation strategies.

Collaborating with other agencies and forming community based organizations to make the efforts more dynamic and effective.

Efforts and Achievements

- Farmers, students and other key community members from **45 neighboring villages** have been proactively working towards conservation efforts since the last **9 years**.
- Till date, **449 awareness programs** have been conducted with participation of 61,000 students and community members.
- In 2024-25, the team documented **1,431 Sarus** as against **544 in 2015-16** when the project saw its commencement. The growing trend of Sarus population in the region is depicted below.



The Sarus crane (*Grus antigone*) is listed as vulnerable on the International Union for Conservation of Nature's (IUCN) Red List of Threatened Species. It is also listed in Schedule 1 of the Wildlife (Protection) Act of 1972



- At present, there are **90 RSPG** (Rural Sarus Protection Groups) volunteers from 36 villages. 76 RSPG volunteers (84%) from 26 villages actively shared information about nesting, congregation, injured / dead Sarus & helped in sensitising the community towards Sarus conservation.
- **National recognition:** UPL is the Nodal agency for Wetland Bird Census in Kheda District.
- **International recognition:** International Crane Foundation (ICF), USA has selected UPL Sarus Conservation Project as the coordinator for Southeast Asia Program.
- UPL also participated in a **trans-boundary workshop** on the Sarus Crane, conducted between India and Nepal, at Lumbini, as India coordinator. UPL also presented its work on "Population and Conservation practises on Sarus Crane Conservation" in India. Ten delegates from India participated in the workshop along with Rural Sarus protection Group volunteer.



Key events in 2024-25

- **93 awareness** generation programs were conducted with school students witnessing participation from **11,000 + students**. These programs included talks, movie screenings, celebration of important days, exposure visits and more.
- **24 outreach programs** were conducted for the community members which saw participation and commitment from **1537 inhabitants**.
- More than **700 community** members and students planted **400 + saplings** towards a greener tomorrow.
- Capacity building programs were organized for teachers, skimmers, RSPG members and Jatayu Mitra Volunteers to sensitize and empower them towards conservation efforts.
- Sarus Crane festival was organized at Pariej wetland for the 3rd time in a row bringing together community members, experts, and stakeholders to share knowledge and reinforce the importance of wetland conservation.
- RSPG volunteers guided tourist groups for bird watching in surrounding area of Pariej wetland generating an additional livelihood option for the local people.
- An article on UPL Sarus Conservation Project has been published in international magazine – **“Conservation Times”**.
- Two MOUs were signed with social forestry division Anand and Shroff’s UPL Foundation, under UPL Khambhat Vulture Conservation and UPL Sarus Conservation Project.





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“I am a farmer and machine operator in a factory. Joining the UPL Sarus Conservation Project in 2015 as a Rural Sarus Protection Group volunteer has been a rewarding journey. Apart from learning how to monitor Sarus Cranes, their nests, and protect their habitats, I also got trained as a nature guide and learnt how to rescue and handle injured birds. I have led bird watching trips for students and visitors in Pariej wetland and surrounding areas, sharing knowledge about local birds and the importance of wetland conservation. This role has improved my confidence, communication skills, and connection with nature. It feels great to see others, especially children, getting inspired to care for the Sarus and our environment.”

Ramesh Solanki- RSPG Volunteer

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Khambhat Vulture Conservation

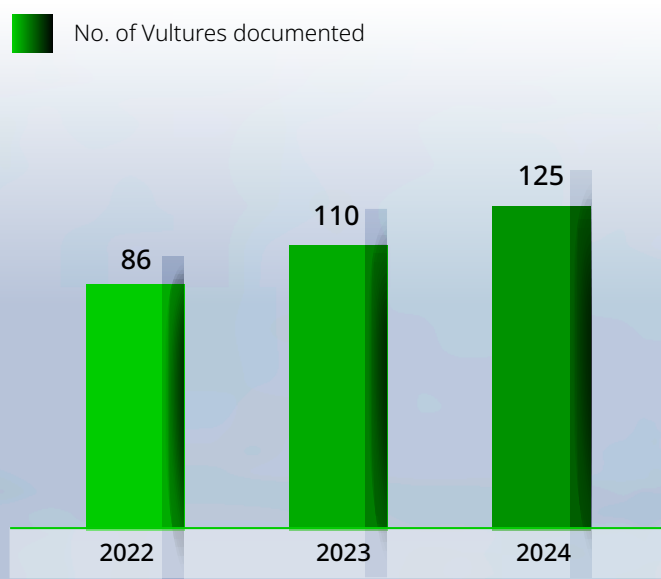
The Khambhat Vulture Conservation Project is an effort towards protection of White-rumped Vulture, a critically endangered species. The project is located in Khambhat, Gujarat, on the Mahi River plains. The White-rumped Vulture (*Gyps bengalensis*) is a medium-sized, dark Vulture found in India, known for a distinctive white patch on its lower back and upper tail. It is a scavenger that primarily feeds on carrion, often found in large groups near human settlements. It plays a crucial role in the ecosystem by helping to dispose off animal carcasses preventing disease spread.

Taking ahead the learning from the Sarus Conservation Project, UPL aims to reverse the decline of the species through a multi-pronged approach.

Monitoring and Documentation: Regular surveys and monitoring of nesting colonies in areas like Khambhat and Tarapur talukas have been conducted to gather data on population trends and nesting patterns.

- Recorded highest numbers of White-rumped Vultures – 125.
- Sighted two Egyptian Vulture, 8 Indian Vultures, and 10 Griffon Vultures in Khambhat region.
- A positive growth in the population of Vultures since inception of the program is shown below.

Vulture Population Trend



The species is listed as Critically Endangered under the IUCN Red List since 2000 and protected under Wildlife Protection Act 1972, Schedule I species.



Khambhat Vulture Conservation



Khambhat Vulture Conservation

Habitat preservation is done to reduce threats to the species' feeding, nesting, breeding and roosting locations .

- Monitored **10 feeding** sites in Khambhat region.
- Documented **11 nesting** locations of White-rumped Vulture in Khambhat.

Community engagement is achieved by educating local communities about Vulture conservation and involving them in monitoring and protection efforts. Formation of Jatayu Mitra Groups (Friends of Vulture) is another key component of the program.

- Conducted 20 outreach programs reaching out to more than 2,000 community members including students, skimmers and farmers.
- Celebrated International Vulture Awareness Day and held capacity building and training program for skimmers.

Advocacy: UPL team gave presentation on “Conserving the White-rumped Vulture *Gypus bengalensis* in Khambhat, Anand District, Gujarat” in National symposium on Vulture Conservation 2024, organised by Bird Conservation Society Gujarat at AMA, Ahmedabad.

Continued conservation efforts, habitat protection, and community engagement are crucial to ensuring the survival of this species in the Khambhat region.



Skinner by profession and a conservationist by heart - The story of Niles

“

I've been working as a skinner in Khambhat for many years. I deal with dead animals every day. My job involves handling and processing dead livestock—removing hides, managing carcasses, and helping farmers when their animals die.

When the UPL Khambhat Vulture Conservation team began working in our area, they explained how important vultures are for the environment. I remember seeing many vultures when I was younger, but now, we see very few.

Every morning, before starting my work, I check nearby vulture roosts and nests. I count how many vultures are there, observe their behaviour, and look out for any injured birds or signs of illness. I regularly share this information with the project team. I also encourage other skimmers to do the same—to observe vultures, report what they see, and support the safe feeding efforts. I also help manage safe feeding zones. The Forest Department has set up a “vulture restaurant”—a place where we place animal carcasses so vultures can feed safely. Being a Jatayu Mitra volunteer and a skimmer, I got trained on how to raise awareness about the ecological significance of vultures, promote community involvement in vulture monitoring, the crucial role of skimmers and maintaining facilities provided by the forest department.

Even though I might not have had much formal schooling, my understanding of this land and its creatures is strong. Now I realize just how vital vultures are. They are nature's cleaners, removing dead animals and helping to protect our villages from sickness. Without them, we could face significant health risks.

I take pride in knowing that my everyday work supports conservation.

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-Nileshkumar Rohit

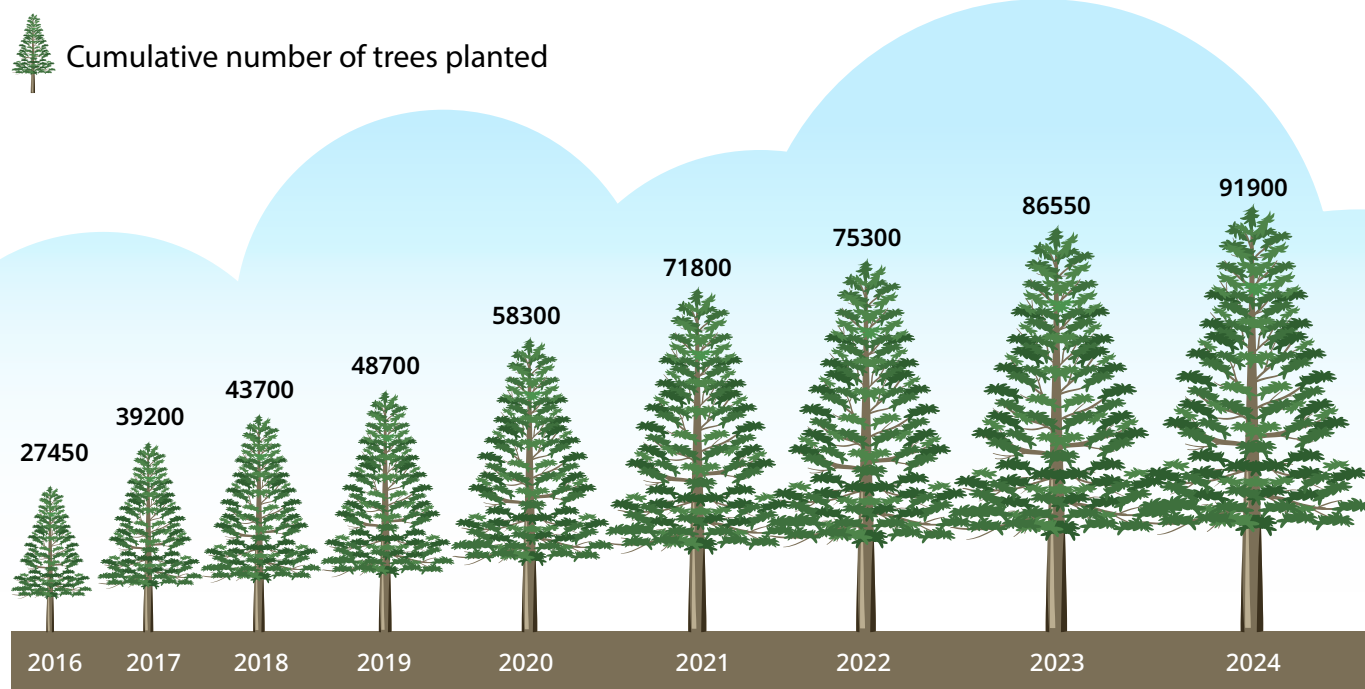
Social Forestry

UPL has been undertaking development and management of community forests since 2016. Afforestation on barren lands, rehabilitation of degraded forests, plantation on government wasteland and upkeep of these forests has led to a successful social forestry program. The program has been extended to 9 plantation sites in Ankleshwar, Jhagadia, Dahej, Halol, Vapi and Tarapur clusters in Gujarat. The program has enhanced the quality of life of surrounding communities by providing shade, reducing air pollution, and improving access to a greener surrounding. It has also benefited the environment through supporting biodiversity, combating climate change and wildlife conservation.

A glance at social forests created by UPL:

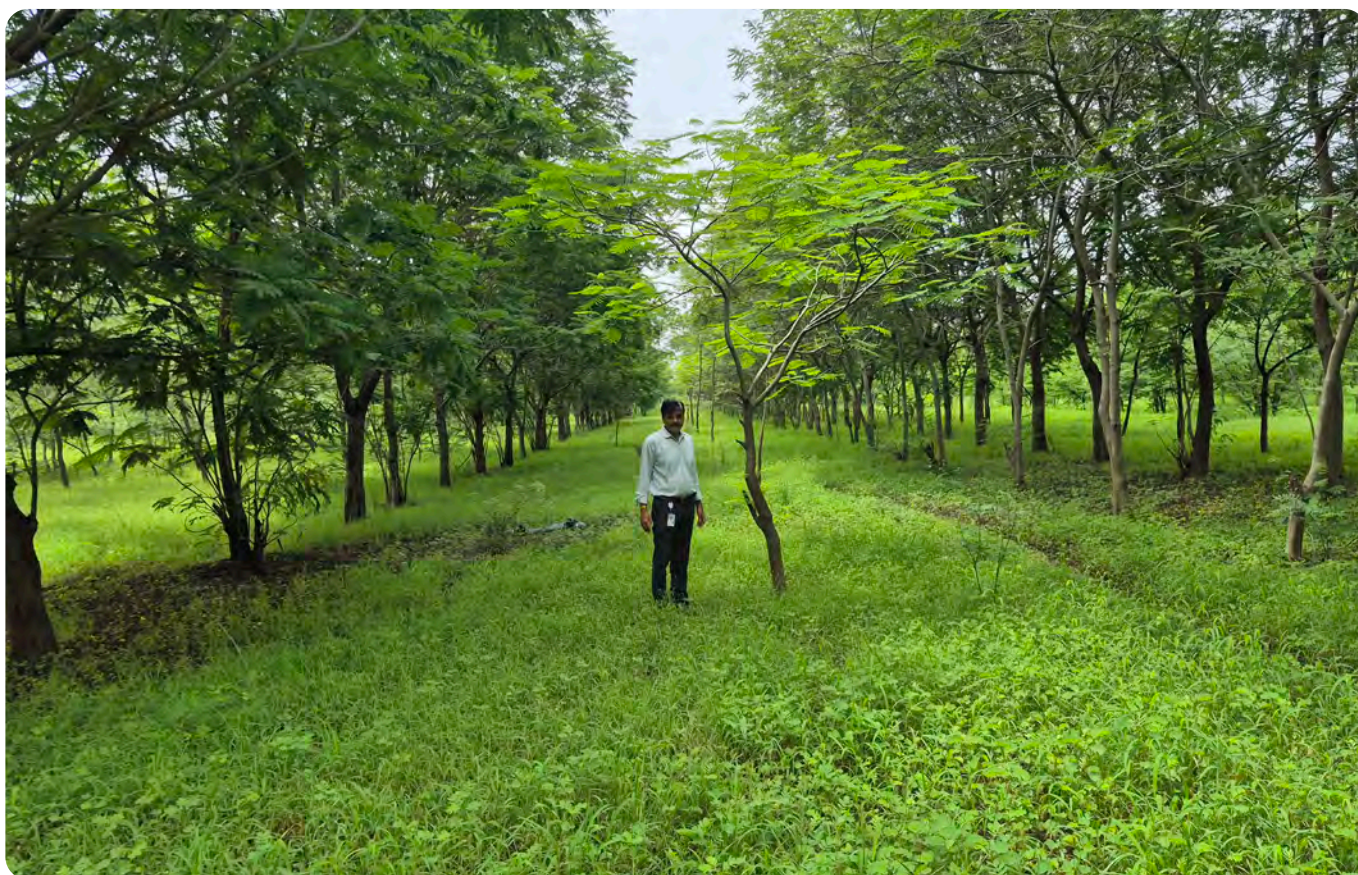
Project	No. of plants (2024-25)	No. of Plants (till date)	Green cover created in acres (2024-25)	Green cover created in acres (till date)
Social forestry	5,550	91,900	7.5	153.33
Plantation in schools and sapling distribution	12,300	114,801	24	292
Wadi project	16,450	60,004	53	270
Total	34,300	266,705	84.5	715.33

Impact of Social Forestry Program (since 2016)



Till date more than 2.66 lakh saplings have been planted under various initiatives creating a green cover of over 715 acres in Gujarat.

Social Forestry



Mangrove Plantation

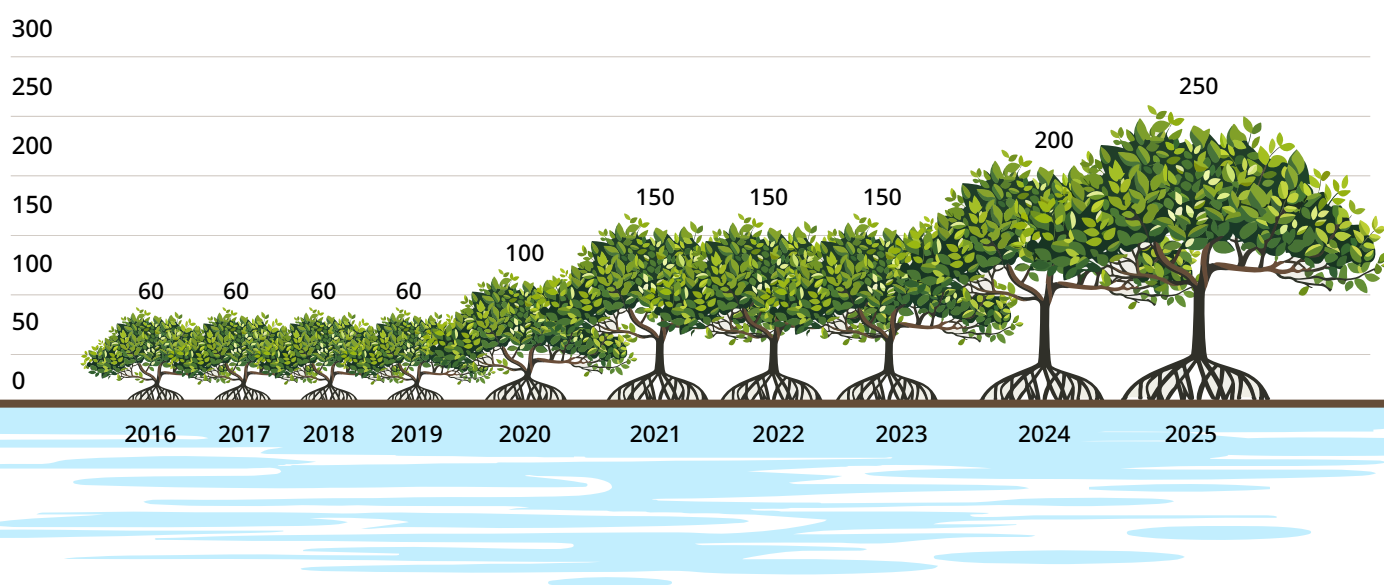
As per an IUCN study, 25% of the global Mangrove area is predicted to be submerged due to rising sea levels in the next 50 years. In the absence of conservation efforts, the world is at a risk of losing carbon storage capacity of these Mangroves, loss of lives and property from coastal flooding and missed income opportunities from fishing and related industries.


According to the 2023 ISFR the state has lost 34km of its Mangrove forest cover. The Mangrove cover of the state is distributed over four regions- Kachchh, Gulf of Kachchh, Saurashtra and South Gujarat. However, the Mangrove cover is distributed unevenly over these four regions and Kachchh has the highest Mangrove cover (71.5%) of the State. Mangrove plantations in Gujarat have been carried out through government initiatives, industry, and other organizations. UPL has been carrying out plantation of Mangroves in Vagra Taluka (Bharuch District) in Gujarat since 2017. The plantation is done with participation from school students, community members, UPL volunteers and other stakeholders. Raising awareness about the importance of the Mangrove ecosystem is a vital component of the initiative.

Till date, the initiative has achieved the following:

- Plantation of **4.9 lakh** saplings on costal belt with the help of the local tribal community, students and UPL volunteers.
- **250 acres** of land has been converted into Mangrove plantation.
- The initiative has impacted more than **350 students** in the surrounding villages through exposure visits and awareness programs related to coastal eco system and its importance.
- More than **50+ employees** were directly involved during different plantation activities and programs.
- Direct employment generation opportunity created for the local community (more than 300 households) especially women and the fishing community. Close to 1,000 households are benefitting indirectly from the program in the neighboring villages.

Mangrove Belt Created (in Acres)





The Gujarat Mangrove Ecosystem, which is the 2nd largest Mangrove cover in India has been classified as Vulnerable by IUCN's Red List of Ecosystems. The entire west coast of India is also under Valnerable Coastal Ecosystem.

Mangrove Plantation



Water and Soil Conservation

UPL has been working on water conservation across Gujarat, enhancing the state's resilience to water shortages, boosting agricultural productivity, and transforming semi-arid regions into productive agricultural zones. Along with implementing solutions to address the issue of water scarcity, UPL also raises awareness amongst the community regarding efficient utilization of water resources.

Deepening of ponds and lakes, creating rainwater harvesting systems and improving irrigation canals are a few of the efforts made by the team in recent past. Training of farmers and promoting community-based organizations are done to supplement efforts towards management of the water structures created.

Based on the needs of the region, UPL focused its efforts in Narmada and other clusters including Dang, Dahej, Halol, Jhagadia, and Tarapur as summarized below.



Water and Soil Conservation

Cluster	Water Conservation effort	Units	Water Storage Capacity created in Cubic Meter
Ankleshwar	Construction of Pond and Bore Well Recharge	3	10,825
Narmada	Amrit Sarovar cum Community Pond Rejuvenation, Vyadhar	1	70,000
	Group Irrigation Wells	15	8,250
	Check Dam	1	3,500
	Farm Pond	2	2,000
Dang	Check Dam	2	5,000
Dahej	Community Pond	7	28,437
Halol	Pond & Bore Well recharge	5	10,000
Jhagadia	Community Pond	2	201,700
Tarapur	Farm pond	225	150
Global Parli	Watershed structures created	606	2,220,000
	TOTAL	869	25,59,862



Shela Lake Development Project

UPL Ltd., in collaboration with the District Administration, Ahmedabad Urban Development Authority (AUDA), and Ahmedabad Municipal Corporation (AMC), has undertaken a transformative initiative to rejuvenate and beautify Shela Lake in Ahmedabad. This ambitious project aims to preserve natural habitats, enhance biodiversity, and create inclusive public spaces that serve both environmental and social purposes.

The beautification and rejuvenation of Shela Lake has been successfully completed, culminating in the creation of a vibrant lake and park complex named “Padma Bhushan Shree Rajnikant Shroff Sarovar & Udyan.” This landmark was inaugurated on 19th November 2024 by Hon. Shri Amitbhai Shah, Union Home Minister and Member of Parliament from Gandhinagar. The foundation stone for this project was earlier laid by Shri Amitbhai Shah on 12th June 2022, marking the beginning of a visionary transformation.

The design of the project emphasizes inclusivity and sustainability. The entire area is wheelchair-accessible from parking to restrooms ensuring ease of movement for specially-abled individuals, children, and senior citizens. Ramps, railings, and baby-seating areas in restrooms reflect thoughtful planning. All existing trees were preserved, with walkways realigned to protect them. A historic well, once used by villagers for drinking water, has been rejuvenated and now serves as a sustainable irrigation source for the park’s greenery. An artificial lake has also been developed to manage overflow from the main lake.

The project has garnered appreciation from everyone.



Shela Lake Development Project



Community Sensitization through Eco Clubs

Eco Club is an effort for school children to enhance their sense of responsibility towards the planet. Educating children from a young age instils in them sustainable habits and practices as they grow up, ultimately helping to mitigate climate change and protect ecosystems for future generations. Eco Clubs have been promoting critical thinking, empathy for nature, habit of making eco-conscious choices and advocacy amongst the community children for over a decade now.

A summary of Eco Clubs functioning in various clusters is tabled below:

Cluster	No. of Eco Clubs	No. of Eco Clubs Members
Ankleshwar	21	218
Jhagadia	6	90
Vapi	104	5,282
Total	131	5,590

The program has been successful in creating the following impact over the years.

Awareness and ecological literacy: School children, teachers, parents and other community members have been made aware about climate change and its impacts. It has been noticed that they have become informed citizens who are ready to take action to address environmental issues. It has also cultivated a deeper appreciation for nature and a desire to protect it.

- 128 such programs were conducted in 2024-25 witnessing participation from more than 19,000 community members (students, farmers, volunteers and more).

Community engagement: Eco Club members conduct tree plantation drives, cleanliness drives, make eco-friendly idols and participate in many more local initiatives aimed at sustainability and conservation round the year.

- **9,500 tree** saplings were distributed by the students amongst community members for plantation.
- Students from **6 schools** received **1,000 native saplings** which they planted in their school campuses and community spaces, creating green zones.
- Students developed kitchen garden in **19 schools** and ornamental garden in 2 schools (Vapi and Ankleshwar).
- Cleanliness drives were conducted by students and community members, witnessing participation from more than **1,000 people**.
- **1,200 children** from Jhagadia cluster learnt about the importance of medicinal plants and were given the same for plantation.
- 38 Green Ganesha events (making eco- friendly idols) saw participation from **2,600 + students**.

Community Sensitization through Eco Clubs

Critical thinking skills: By participating in competitions (theme-nature), watching nature documentaries/movies, marching in awareness rallies, celebrating various occasions like Earth Day, World Environment Day, Energy Conservation Day etc. children learn to analyse problems, consider different perspectives, and find creative solutions.

- **300 students** went for an educational tour to the UPL Centre for Agriculture Excellence and learnt about the importance of sustainable agriculture.
- Earth Day, World Environment Day, Energy Conservation Week, Sparrow Day, Water Day, International Forest Day, World wildlife day/ World Wildlife Week etc. were celebrated with much fanfare by the students.
- **“Van Mahotsav”** – a unique celebration of forests is done in collaboration with the forest department officials every year to commemorate the spirit of partnership.



Community Sensitization through Eco Clubs



Sustainable Garden @ Chile

The team at Chile planted a garden in its office space. This project has a significant impact on the sustainability of UPL's workplace, as a garden of this type requires less water than the grass that existed before.

UPL used its product during planting to improve the garden soil. In addition, flowering species were chosen to encourage bees. Finally, with a focus on social responsibility through improvements to the outdoor facilities, a bench was placed on the corner where residents wait for a shuttle bus.

The garden offers the following benefits to the environment:

- Responsible use of water
- Increase in biodiversity
- Promote native plants
- Provide pollinator food source
- Less maintenance



Sowing Sustainability, Growing Opportunities @ Barranquilla - Colombia

At UPL, sustainability means protecting the environment while empowering people to build resilient livelihoods. In FY25, diverse initiatives were implemented that addressed environmental challenges and supported inclusive economic growth across communities.

UPL joined the **“Manos al Mar”** initiative, mobilizing volunteers to clean Punta Roca Beach, sensitizing over 500 people on proper waste management and care for coastal ecosystems.

UPL’s commitment to environmental education also included yearly workshops for senior citizens through Urban Plants, reaching 125 participants and strengthening alliances with local governments.

In collaboration with SENA, UPL advanced the Nanofranchise Program, offering structured training and follow-up to micro-entrepreneurs. The fourth edition engaged 18 participants, focusing on skill development, mental health, and business continuity.

These efforts reflect UPL’s commitment to SDGs 2, 5, 8, 11 and 12, demonstrating how environmental stewardship and social inclusion can go hand in hand.

Barranquilla

Colombia



“Campo Limpio” – A Recycling Initiative @ Dominican Republic

In alignment with industry best practices for sustainable agriculture, UPL’s R&D team in the Dominican Republic has taken an active role in the **“Campo Limpio”** initiative a collective recycling effort aimed at reducing environmental impact and promoting safer, cleaner communities.

Collaborating with different partners across the agricultural value chain, the team has contributed to the responsible collection and recycling of agrochemical containers, transforming waste into opportunity. This joint action not only reflects UPL’s commitment to environmental stewardship but also reinforces the power of collaboration in building a more sustainable future for the communities it serves.



Reducing the Environmental Impact of Food Waste @ Latin America

As a part of its contribution to the fight against climate change and food waste, UPL has developed a partnership with Banco de Alimentos (BAMX) to donate surplus consumable food generated on its experimental farms, contributing to BAMX's mission to rescue and redistribute food to help reduce food insecurity among vulnerable populations and the environmental impact of food waste.

Activities implemented in 2024-25:

- 4 microscopes and 3 stereoscopes were donated to BAMX, which will seek beneficiaries within its network to contribute to education or research.
- **10 sacks** containing a total of **152.8 kg** of Jalapeño Peppers were delivered to the Cáritas Puebla Collection Centre.
- **16 boxes** containing a total of **401.8 kg** of Tomatoes were delivered to the Cáritas Puebla Collection Centre.
- **464 kg** of Jalapeño Peppers were delivered to the Cáritas Puebla Collection Centre.

As a result of these initiatives, the following impact was created:

- UPL has donated nearly **3 tons** of vegetables to Cáritas Puebla.
- These are what UPL cultivated through internal trials with NPPs, the hard work of the R&D team.
- Through these donations, UPL is contributing to the overall impact of BAMX.
- Social impact: **2,466,000 people. (52% women and 48% men).**

Latin America



As part of its MOU with BAMX, UPL has an indirect collaboration with COREZERO, a climate technology company, which has quantified UPL's positive environmental impact. Carbon credits are generated by measuring daily work in rescuing food.

According to its report, 370,142 t CO₂e no longer impacts the atmosphere due to UPL's efforts.



Coahuila Reforestation @ Mexico

UPL joined forces with Apoya tu Bosque Local to carry out a reforestation campaign in the San Antonio de las Alazanas Coahuila Canyon, with more than **200 volunteers**, including employees and family members of partner companies.

- With this effort and in conjunction with its allies, UPL was able to reforest nearly **1,500 Pine trees**.



Sustainable Livelihood



Key Responsibility Elements:

Stewardship and trainings

Empowering farmers with
knowledge, technology and
innovations

Diversifying income
opportunities through skilling
and promoting
entrepreneurship



Cocoa and Forests Initiative @ Africa

The Cocoa & Forests Initiative is an active commitment of top cocoa-producing countries with leading chocolate and cocoa companies to end deforestation and restore forest areas, through no further conversion of any forest land for cocoa production. The Cocoa & Forests Initiative is currently implemented in Côte d'Ivoire and Ghana, which produce approximately 60% of the world's annual supply of cocoa, and Colombia, where cocoa is being seen as an opportunity to support the peace process.

The Initiative, launched in 2017, is chaired by the governments of Côte d'Ivoire, Ghana and Colombia, and is facilitated by IDH, the Sustainable Trade Initiative and the World Cocoa Foundation (WCF). The cocoa and chocolate sector's commitment is captured in the Cocoa & Forests Initiative Collective Statement of Intent. Launched on March 2017 by the Prince of Wales, it has now been signed by 35 companies committing to *"working together, pre-competitively, to end deforestation and forest degradation in the cocoa supply chain, with an initial focus on Ghana and Côte d'Ivoire"*.



The program framework focusses on 3 pillars:

- Conservation of National Parks and forested land, as well as restoration of forests that have been degraded by cocoa farm encroachment.
- Sustainable intensification and diversification of income in order to increase farmers' yields and livelihood, to grow "more cocoa on less land" and thereby reduce pressure on forests.
- Engagement and empowerment of cocoa-growing communities in particular mitigation of the social impacts and risks of land-use changes on affected cocoa farmers and their communities.

UPL is the only **signatory from Agrochemical sector** and is engaged on 2 of the 3 pillars: Farmers livelihoods & Environment.

Farmers livelihoods component focuses on-

- Technical assistance to professionalize & optimize cocoa farming practices
- Income Generating Activities (IGAs)
- Technical assistance to increase income from non-cocoa sources / IGAs
- Technical assistance to save money and access finance

Environment component focuses on-

- Women empowerment projects and activities
- Technical assistance to Village Savings & Loans Associations (VSLA) developed by UPL partners

Key Activities	Ghana	Ivory Coast
Technical assistance to Village savings and loan associations (VSLA) formed by partners (No. of groups)	328	260
Technical assistance to save money and access finance i.e. financial inclusion (Individuals reached)	8,200	6,520
Technical assistance towards crop diversification and income generation (Individuals reached)	8,200	6,520
Stewardship and training (Individuals reached)	1,962	416
Individuals participating in women empowerment projects and activities	2,000	1,500



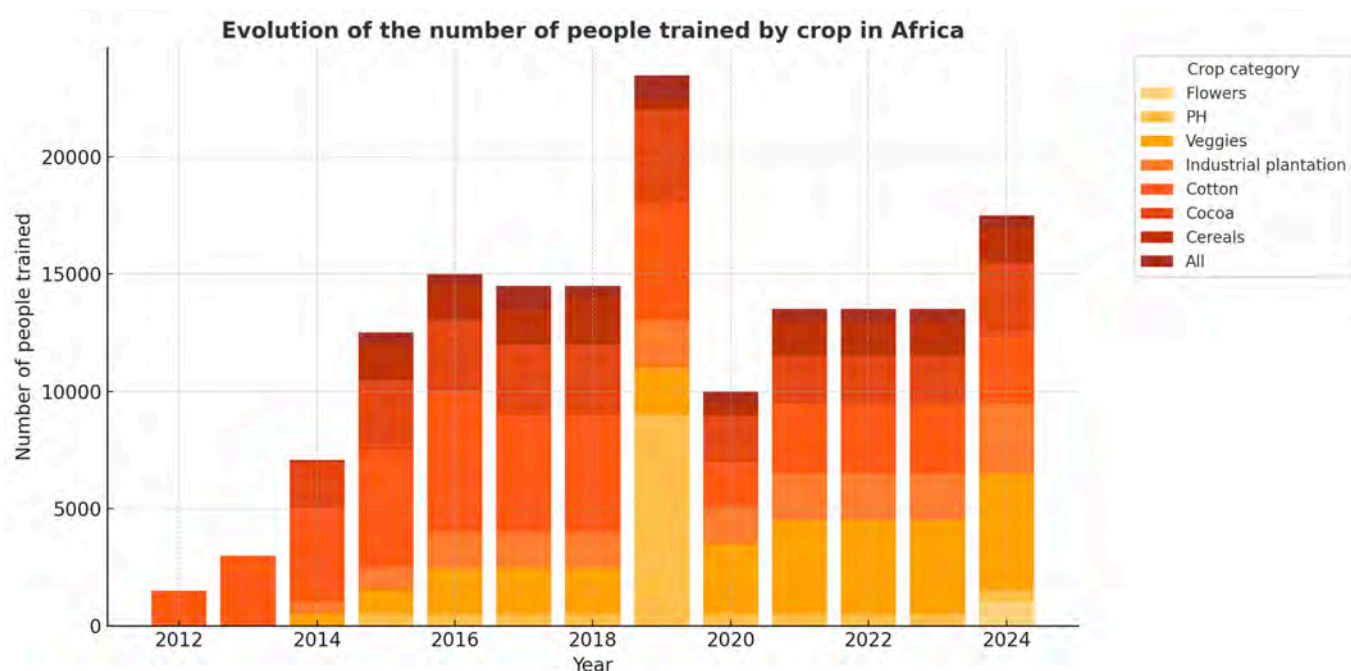
Stewardship Training Program @ Africa

With its goal to sensitize users to good agricultural practices, UPL's Applique Bien training program reached a representative level of beneficiaries in FY 2024-25.

Following previous year, Applique bien program is going on in Africa region, with important work done in the field to target remote farmers, in all parts of countries where UPL is a stakeholder in agriculture development. All these training sessions are free for beneficiaries and dedicated to highlight cautions linked to crop protection usage. The trainings primarily focus on safety , usage of PPE , good reading of product's label, sprayers' maintenance and good use, Products' dosage etc.

Several tools have been developed to address field-specific needs, including pictorial aids, instructional videos that serve as effective communication channels, and hands-on training focused on sprayer diagnostics. Additionally, training programs for trainers empower them to maintain spraying equipment independently and sustainably.

Location	No. of people trained	No. of training	No. of women
South Africa	2,732	95	1,190
Mozambique	1,693	33	323
Kenya	1,017	21	-
Mali	2,550	53	515
Ivory Coast	2,999	91	187
Ghana	2,704	58	993
Chad	3	1	-
Cameroon	480	9	-
Total	14,178	361	3,208



Celebrating Stewardship Day – 5th June

On the occasion of World Environment Day, UPL commemorated Stewardship Day on June 5th by reinforcing its commitment to sustainable agriculture and environmental preservation. A range of impactful activities were conducted to engage end-users and promote responsible use of agricultural inputs.

Training and Tree Planting in Ghana

To educate and empower the next generation, UPL organized a comprehensive training session for students focused on environmental conservation, sustainable practices, and ecosystem restoration. As part of the initiative, students actively participated in a tree planting activity aimed at enhancing local biodiversity and contributing to long-term ecological health.

- **Participants: 200 students from Potsin T.I AMASS, aged 15–18 years**

One-Day Training in Mozambique

A dedicated training program was held in Mozambique for Spraying Service Providers working in the cashew sector. These providers are beneficiaries of the Technoserve Project, a key partner of the Mozambique Cashew Institute. The training focused on stewardship principles and best practices in spraying techniques.

- **Participants: 30 individuals (15 men and 15 women)**



Advanta Youth Engagement Program@ Indonesia

Inspiring the Next Generation of Agricultural Leaders

The Advanta Youth Engagement Program is designed to educate and empower students—from elementary school to university level—by promoting awareness and interest in the agricultural industry. The program supports the development of a sustainable and resilient food system while equipping young people with the knowledge, skills, and opportunities needed to thrive in agriculture. By fostering early engagement, the initiative addresses critical global challenges such as food security, climate change, and economic development, while showcasing the exciting future of the agricultural sector.

Key Achievements in FY25:

- **12 Memorandums** of Understanding (MoUs) signed with universities and high schools to strengthen academic partnerships.
- **57,500 hours** dedicated to educating youth through internship programs in the seed industry. These internships bridge academic learning with hands-on experience, deepening students' understanding of agriculture's vital role in global sustainability.
- **400 university** students participated in the "Advanta Goes to Campus" initiative, attending general stadium sessions across three universities.
- **2,200 participants** joined the Ministry of Agriculture (MoA) webinar, where Advanta served as a keynote speaker on topics such as plant breeding, genetic testing, and seed regulation.

Early Engagement: Advanta Mengajar

Recognizing the importance of reaching younger audiences, Advanta launched Advanta Mengajar, a unique initiative targeting elementary school students. Female employees volunteer as guest teachers, leading English classes for fifth graders while introducing basic agricultural concepts through simple, hands-on activities like plant care. This dual-focus approach nurtures both language development and an early appreciation for agriculture, making the subject relatable and engaging.

National Impact

Advanta's influence extends to the national stage. The company was a keynote speaker at a major seminar on seed quality and technology, hosted by the Indonesian Ministry of Agriculture, attracting over 1,600 participants. This event underscored Advanta's leadership in advancing agricultural innovation and sharing expertise with industry professionals.

Over the past three years, the Advanta Youth Engagement Program has become a cornerstone of the company's legacy in youth development and agricultural education planting the seeds for a more sustainable and food-secure future.

By nurturing a connection to nature, Advanta hopes to inspire future generations to consider careers in agriculture.





Creating Sustainable Growth Through Sunflower Hybridization @ Tanzania

As part of its commitment to driving sustainable agriculture in Tanzania and Africa, Advanta Seeds Tanzania Ltd.(a subsidiary of UPL Ltd.) continues to lead transformational efforts in the edible oil sector by promoting hybrid sunflower adoption. Its work supports smallholder farmers, strengthens local processing industries, and contributes to Tanzania's national goal of achieving self-sufficiency in edible oil production.

On 20th March 2025, a nationwide stakeholder workshop was launched , titled **"Sunflower Hybrid Technology Workshop"**, in collaboration with the Ministry of Agriculture, Tanzania Sunflower Processors Association (TASUPA). The event brought together over 125 stakeholders, including 60 oil processors across Tanzania, 40 cooperative leaders and lead farmers, as well as NGO partners and government representatives.

Sustainability Objectives & Outcomes

1. Farmer Empowerment Through Hybrid Seed Technology

Advanta introduced Tanzania's first hybrid sunflower, specifically designed for local agro-ecologies. By partnering with farmers and cooperatives:

- It supported over **15,000 smallholder** farmers in transitioning to hybrid sunflower.
- Farmers achieved 35–50% higher yields and 42–48% oil content, significantly improving income and food security.
- Over **25,000 demonstration** plots and training sessions were conducted to ensure effective hybrid adoption and agronomic best practices.

2. Building Resilient Food Value Chains

Sunflower processors reported limited operational months due to low raw material availability. The program bridged this gap by:

- Linking hybrid farmers to processors through contract farming and cooperative-led aggregation.
- Enabling processors to secure higher oil recovery from fewer tons of sunflower, reducing processing costs and increasing profitability.
- Encouraging processors to introduce premium pricing models based on oil content, thereby creating sustainable market incentives for farmers.

3. Supporting National Food Security & Self-Sufficiency

Tanzania imports over **360,000 MT** of edible oil annually. Through hybrid adoption, Advanta Seeds contributed to:

- Reducing import dependence by boosting local oil production potential.
- Supporting government policies to scale hybrid seed distribution via ASA and strengthen seed research through TARI and TOSCI.
- Aligning with national edible oil strategies, where agriculture budget allocation for oilseed sector development increased from **9 billion** to 59 billion TZS in 2024–25.



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“Hybrid sunflower has increased my yield by 40% and the oil processors are giving us better prices. I never imagined farming could be this rewarding.”

– Lead Farmer, Singida Region

“Advanta’s efforts are a model of how public-private partnerships can uplift farmers and drive industrial growth. Hybrid sunflower is the future.”

– TASUPA Executive Secretary

“The workshop reinforced our shared goal to make Tanzania self-sufficient in edible oil. We stand with Advanta in scaling this movement.”

– Director of Crop Development, Ministry of Agriculture

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Empowering Youth in Agribusiness: Advanta and Farm Africa's Collaborative Impact @ Tanzania

The Vijana Kilimo Biashara (VKB) project, implemented between 2023 and 2025, aimed to promote youth self-employment in agribusiness. Covering 13 districts in Tanzania's Dodoma and Singida regions, the initiative targeted 60,000 beneficiaries from 556 villages, with sorghum and sunflower as core value chains alongside horticultural activities for additional income generation.

Farm Africa, a leading NGO dedicated to sustainable agriculture and rural development, launched the VKB project to equip young farmers with modern agricultural techniques, improve productivity, and create market linkages. A key aspect of the initiative was the establishment of demonstration plots (demo plots) to enhance farmer learning and adoption of improved seeds and agronomic practices with the support of Advanta Seeds Tanzania Ltd.

Advanta's Contribution: Advanta supported the project by supplying:

- **234 kg** of hybrid sunflower seeds
- **156 kg** of improved maize seeds
- **26 kg** of improved sorghum seeds
- **14 kg** of vegetable seeds

Project Implementation: Farm Africa and Advanta established **49 demo plots** across **13 districts**. The demo plots served as training sites, demonstrating varietal performance and agronomic practices to increase knowledge and awareness among farmers.

Impact on Farmers and Communities

Direct Benefits

- **29,000 farmers** trained in Good Agricultural Practices (GAP) across **270 villages**.
- **49 demo plots** covering **61.25 acres** established.
- **86 farmers** (85 women, 1 man) trained in vegetable gardening, improving household nutrition.
- Indirect Benefits
- Increased awareness of high-yielding sunflower hybrids and maize varieties.
- Strengthened youth involvement in agribusiness.
- Improved soil fertility through sustainable farming practices.
- Enhanced household food security and dietary diversity.



"Through this demo, I learned the importance of using improved seeds. My sunflower yield was better than ever before compared to local OPV varieties!"

-Meryciana Mpanda, Lead Farmer (Mpwapwa District)

"The knowledge gained here will help me grow my farm into a profitable agribusiness."

-Joseph Masimba, Lead Farmer (Bahi District)

"The Vijana Kilimo Biashara project has been a transformative initiative, directly impacting thousands of farmers by introducing them to improved seed technologies from Advanta Seeds and modern agronomic practices. Through our collaboration with Farm Africa, we have not only enhanced productivity but also inspired a new generation of young Agripreneurs. The success of these demo plots has reinforced the importance of quality seeds in ensuring food security and economic growth, and we remain committed to supporting Tanzania's smallholder farmers in their journey towards sustainable agribusiness."

-Sharan Mullur, Business Head, Advanta Seeds Tanzania Ltd



Agriculture Development in India

(Promoting Sustainable and Profitable Agriculture)

In India, UPL is currently working in 8 clusters across Gujarat- Ankleshwar, Jhagadia, Dahej, Halol, Vapi, Dang, Narmada and Kheda reaching out to more than 11,000 small and medium farmers, with an aim to enhance crop production, promote sustainable agriculture, improve nutritional value of meals and make farmers more resilient to climate change. Through this initiative, UPL aims to positively impact the lives of 25,000 small and medium farmers' families.



Impact created till date:

- **339 villages** have been brought under the umbrella of the agriculture development program.
- **11,700+ farmers** are direct beneficiaries of various interventions across 8 clusters.
- **103 farmer** groups are working towards capacity building and streamlining operations.
- 9 FPOs (Farmer Producer Organizations) are functioning efficiently with a turnover of **INR 5.4 crore in 2024-25**.
- More than **26,000 farmers** have participated in learning and development programs so far.
- **963 demonstration** plots on farmers' fields have been aiding farmers for better adoption of technology.
- **14 Freshveg4U** vans are operational and generate enhanced income for vegetable growers.

Key efforts made in 2024-25

Capacity building of farmers: UPL Centre for Agriculture Excellence @ Nahuli, Bhawandagarh and Sakva organized trainings on multiple topics throughout the year.

- **65 training programs** were organized, reaching out to **2,265 farmers**.
- Training and exposure visits were also organised in association with expert partners.
- **91 such programs** were organised benefitting **6,859 farmers**.



Promoting Micro Irrigation System: Drip irrigation is an efficient way to irrigate the farm area saving water and enhancing productivity by ensuring that each plant receives the right amount of water, leading to healthier and more robust plants. This system is also environment friendly as it saves up to 70% of water compared to flood irrigation (by delivering water directly to the roots, it reduces evaporation and runoff).

In the areas under operation, drip irrigation is being used in Cotton, Banana, Corn, Vegetables, Papaya and other cash crops.

- **108 acres** of land was brought under drip irrigation in 2024-25, benefitting **84 farmers'** land in Narmada and Jhagadia.

Use of demonstration plots: In the recent past, UPL has promoted/ aided in establishment of demonstration plots for farmer learning and experimentation, which has provided an opportunity to the farmers to observe the benefits of crop varieties, good agronomic practices (GAPs) and natural resource management. The plots are managed by lead farmers with training and technical support from UPL. Farmers have experienced clear benefits of new technologies for Corn, Pigeon pea, Rose and Castor in demonstration farms at Narmada, Jhagadia and Ankleshwar

- **963 demonstration plots** have been developed and managed by farmers across 551 acres of farmland.



Horticulture promotion: UPL has been promoting adoption of horticulture practice in the neighboring regions due to the multiple benefits it offers to farmers, including small scale farmers as well. It has a higher income potential due to high value crops, offers crop diversification for resilience, better utilization of land, increased nutritional value in produce and potential for value addition making it a beneficial option. Proper horticultural practices also promote soil health and biodiversity, contributing to sustainable agriculture.

UPL not only encourages the adoption of Horticulture but also imparts the skill and knowledge towards the same. Mango and Lemon plants were made available to the interested farmers this year.

- **738 householders** across **55 villages** took up Horticulture by planting **13,000 plants**.



Mandap system(Trellis) and Bori Bagicha (Bag Garden):

UPL has encouraged small and medium farmers, especially those growing climbing vegetables, to adopt the Mandap system (a support structure for creepers). Vegetables grown in Mandap do not spoil, and the quality and yield are good. This is especially true for climbing vegetables like Bottle Gourd, Sponge Gourd, Bitter Gourd, Ivy Gourd etc. Bori Bagicha is also an innovative way to grow vegetables in a small space. Farmers can use their backyard for the purpose. UPL encourages farmers to adopt these two practices to enhance the nutritional value of their meals.

- **25 villages** in Vapi and Dang have been reached under the initiative, benefiting close to **2,500 households**.



Promoting value added crops: UPL assists farmers to cultivate cash crops as it has significant economic benefits for farmers, boosts local economies, creates jobs and has the potential to contribute to the country's export earnings. It leads to improved livelihoods and infrastructure development, particularly in rural areas.

- **50+ farmers** in Ahwa- Dang have taken up farming of Strawberries on their land. Few have also tried cultivation of Dragon Fruit.
- Using an integrated approach, they are using half an acre of their land to grow Strawberries and selling the same in Ahwa and Surat.
- The annual income of these farmers has increased by **INR 1.5-2.0 Lakh per annum**.

Devjayabhai Mahadayabhai Bhoje, a progressive farmer from the tribal region of Dang, Gujarat, ventured into Dragon fruit cultivation a high-value crop known for its nutritional benefits and market demand. With the support of UPL's drip irrigation system, he was able to optimize water usage, ensure consistent moisture levels for Dragon fruit plants and Improve yield quality and quantity.

As a result of the initiative, he earns an annual income of INR 2.5 Lakhs from half an acre of land. He has reduced wastage of water and saved on labour costs too. Today he is a role model for other farmers in the region who look upto him for adopting sustainable farming practices.

Freshveg4U: Selling agri- produce directly to the consumer; especially vegetables that have a very short shelf-life benefits both the producer and the consumer alike. Farmers selling directly to consumers get a premium for their goods as no middleman is involved, and the consumers on the other hand get produce that is in season and at its nutritional peak. Understanding this equation, UPL has assisted farmers in operating and managing vegetable markets through mobile vans enhancing the income levels of vegetable growers in the region.

- **14 Freshveg4U** vans are operational today across Ankleshwar, Dang, Narmada and Valsad.
- Around **850 vegetable** growers are linked with the project and getting better returns for their vegetable produce.

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“Becoming a part of the FreshVeg 4 U initiative has brought about a remarkable change in my income levels and quality of life. Today I collect vegetables from 23 vegetable growers in the neighboring villages and sell the same in the Selemba market and vegetable shop in Panchpipri. During market days, I buy vegetables and fruits from Surat market too. My monthly income has reached around INR 55,000 - 60,000 on an average, which is way more than my earlier income. I am very happy and satisfied to be a part of this initiative.”

-Dharamsing Vasava, Agripreneur, Narmada, Gujarat

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Farmer Producer Company (FPC): A Farmer Producer Company (FPC) is an institutional arrangement by the farmers for the farmers, offering many benefits, including better market access, cost efficiency, and access to finance. UPL has been stimulating and supporting the registration and management of such FPCs in its neighbourhoods, bringing together groups of producers to carry out farm-related activities. Through these FPCs, UPL is also helping farmers improve their business skills and farming practices.

No. of FPCs	9
No. of farmer members	7,165
Business turnover in INR	5.4 Crore (54 million)
Profits made in INR	0.28 Crore (2.8 million)

Key initiatives undertaken by the FPCs in 2024-25 for the benefit of the farmers include:

- Facilitating backward linkages through the purchase of Paddy seed.
- Establishing market linkage and packaging support for Strawberry & vegetable.
- Establishing market linkage and packaging support for Mango/ Cashew.
- Facilitating backward & forward linkage for Paddy & Wheat.
- Providing value chain services including forward linkage for Corn, Pigeon Pea, Rice, Green Gram, Vegetables, Medicinal Plants, Herbal products & Cotton.



UPL Centre for Agriculture Excellence

UPL values the importance of agricultural education and training in the context of addressing multifaceted challenges and opportunities facing agricultural sector today. UPL Centre for Agriculture Excellence (UCAE) serves as a catalyst for innovation, sustainability, and empowerment, playing a pivotal role in shaping the future of agriculture in Gujarat.

Programs are designed not only to equip the farmers with the necessary skills and knowledge to enhance productivity and improve livelihoods but to also contribute to broader objectives such as food security, environmental conservation, and poverty reduction. Emphasis is given on adaptation of technological advances along with integration of traditional knowledge and regional collaborations- Krishi Vigyan Kendra (KVK) and the Centre of Entrepreneurship Development (CED). Most of the programs are residential courses and are offered free of cost to the farmers. Farm demonstrations and exposure visits form an important component of the learning pedagogy.

The 1st Centre was established in **Nahuli** in 2011. Today satellite centres are operating in **Bhawandagarh (Dang)** and **Sakva (Narmada)** bringing technology closer to farmers residing in remote areas.



A summary of the trainings provided during 2024-25 is tabled below.

Location	Training focus	No. of trainings	No. of farmers
UPL Centre for Agriculture Excellence, Nahuli (Vapi)	Training on Sustainable Agriculture Practices on Paddy, Sugarcane, Vegetable, Mushroom, Mango etc.	29	1,025
UPL Centre for Agriculture Excellence, Bhawandagarh (Dang)	Training on Sustainable Agriculture Practices on Paddy	20	785
UPL Centre for Agriculture Excellence, Sakva (Narmada)	SAP trainings on Major crops i.e. Corn, Pigeon Pea, Green gram, Rice, Vegetables & Banana (Session on water resources development, ground water recharge and in-situ soil moisture conservation methods)	16	455
Total		65	2,265

The centre has trained more than 26,000 farmers since inception.



UPL also conducted training programs on progressive farmers' fields and facilitated exposure visits to lead farmers' plots for the benefit of the farmers. A summary of the same has been tabled below:

Cluster	Training focus	No. of trainings	No. of farmers
Ankleshwar	Training on Agriculture Management, Horticulture Crop, Convergence with Govt. Scheme etc.	23	780
Halol	Training on Package of Practices & Management of Corn and Exposure Visit	32	5050
Jhagadia	Training on Agriculture & Horticulture crop, Drip Irrigation and Value-added crops and Exposure visit to Dal & Flour Mill and Agriculture fair	15	374
Kheda	Training on Agriculture Practices and FPC Management	2	65
Narmada	Exposure visits of Lead Farmers to Corn demo plots and training	9	200
Vapi and Dang	Training on Mango Farming, Sugarcane, Agriculture Convergence and Vegetable crops	10	390
Total		91	6,859



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Bhagwan Bhai Bhimsinh Bhai Patel, a farmer from Mandwa village in Ankleshwar, Gujarat, struggled to support his family through traditional farming methods. Despite hard work along with his wife and son, financial instability loomed large over the family.

Things have changed for the better ever since he started participating in the various agriculture development interventions brought by the UPL team. Trainings gave him new knowledge about modern agriculture practices and with the use of advanced farming techniques, he transitioned from traditional practices to modern methods. With active support from the team, he applied key techniques like installation of Mandap System for creeper vegetables, installation of drip irrigation system, use of certified seeds, and established market linkage for the sale of his farm produce.

With improved yields, reduced costs, and direct access to buyers, Bhagwan Bhai has secured a better financial future for his family. His journey is a testament to how knowledge and encouragement can empower farmers to thrive. Today he inspires others in his community to embrace innovation in agriculture.

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UPL Narmada Cluster Development @ India

(A Sustainable Livelihood Initiative for Tribal Farmers)

Narmada district, situated in the tribal belt of South Gujarat, used to be one of the most disadvantaged regions in the state calling for special attention to address its socio-economic challenges. Agriculture is the primary source of livelihood for the tribal farmers, facing multiple challenges like degraded hilly terrain, low crop productivity, high dependence on money lenders and traders, usage of low quality agri-inputs and scarcity of support mechanism.

In an attempt to address these challenges, UPL initiated work in Narmada in 2016 with a goal to provide sustainable income opportunities in agriculture for over 5,000 small and marginal tribal farmers with an average landholding size of 2.4 acres (1 hectare) through interventions in agriculture development and creation of sustainable value chains.



UPL's commitment to sustainability and a focused approach has created positive impact in Narmada. Some of the key achievements of the project have been summarized below:

Crop diversification and productivity: Last year the team developed around 130 demonstration plots for promoting Corn production in the region. Trainings and group meetings were also organised towards the same objective. As a result of these efforts, today around 700 farmers have brought 2,965 acres of additional land under Corn cultivation. Average net income per acre has also increased significantly across various crops.

Increase in agricultural income: The project has benefited more than 4,300 farmers through various interventions. Even with small farm sizes, farmers who adopted improved practices and did business through FPOs recorded an increase of 30% in their annual income.

Development of sustainable value chain: The project has successfully developed backward and forward integration for creating a value chain through 5 strengthened FPOs. This has helped tribal farmers and communities improve their livelihoods.

Enhanced water storage capacity and improved irrigation: 28,66,060 cubic meters additional water storage capacity has been created in the region providing better irrigation to 709 acres of agricultural land.

A glimpse at efforts made in 2024-25:

Capacity Building through UPL Centre for Agriculture Excellence (UCoAE)-Sakva: The Centre has been instrumental in promoting sustainable agricultural practices among tribal farmers in Narmada through awareness generation, knowledge dissemination, skill building and mentoring. The key initiatives undertaken in 2024-25 include:

Initiative	Reach
Training programs were organized round the year on sustainable agricultural practices	16 training programs covering 455 farmers Since inception, 52 training programs have been organized reaching out to 1,450 farmers
Demonstration plots for Corn, Pigeon Pea, Green Gram and Paddy were developed	1,278 farm plots developed 3,341 farmers observed the plots for adopting newer technologies
Exposure visits were organized to facilitate learning and adoption of new agricultural practices and technologies	9 visits organized



Apart from the above, farmers were encouraged to use high-yielding vegetable seeds, horticulture plants and drip irrigation systems to promote judicious use of water. Group irrigation wells were constructed, land levelling was done, biogas plant and vermicompost units were constructed for 45 families in convergence with government scheme; agro forestry and animal husbandry were promoted too.

The impact of these initiatives has been significant, with farmers realizing increased productivity and observing:

- **36%** increase in Corn productivity in Kharif and 45% in Rabi
- **26%** increase in Pigeon Pea productivity in Kharif and 40% in Rabi
- **22%** increase in vegetable productivity
- **33%** increase in Paddy productivity
- **77%** increase in Green Gram productivity

Promotion of Micro-irrigation practices: Since availability of water for agriculture is a key concern in the region, efforts were made to promote the use of micro irrigation systems to efficiently use every drop of water for productivity enhancement.

- An MoU has been signed with Gujarat Green Revolution Company (GGRC)-Govt. of Gujarat for supporting farmers to acquire drip irrigation system.
- Awareness and training programs were organized at village level and attended by 1,360 farmers.
- Villages have been identified to encourage and support the farmers towards adoption of micro irrigation systems. In 2024-25, 30 farmers adopted the technology covering 95 acres of farmland. Till date, 225 farmers have adopted the technology covering 575 acres of farmland in Narmada.

Farmer Producer Organizations (FPOs): To strengthen the value chain services in agriculture, UPL supported and strengthened five FPOs in Narmada named Lilotri, Bhumiputra, Tribal Mart, Vikas, and Adiaushadhi. Key initiatives undertaken to facilitate efficient functioning of these FPOs included:

- Developed two godowns cum primary processing units at APMC (Agricultural Produce Marketing Committee) Selemba with a capacity 100 Metric Ton and another at APMC Dediapada with a capacity of 50 Metric Ton.
- Installed a Pulse Processing Unit at Dediapada to support farmers growing Pulses.
- Installed an Oil Extraction Mill to assist farmers at APMC Dediapada.
- Facilitated procurement of agri produce through FPOs from small and marginal farmers.

These initiatives covered the entire value chain and benefited farmers in multiple ways as listed below:

- More than **3,300** farmers received a timely input.
- More than **2,800** farmers supplied produce to vendors through the FPOs.
- Farmers realized better selling price for their produce through the FPOs.



Fresh Veg 4U: UPL has extended support to 9 individual farmers (Agripreneurs) and 1 FPO in Narmada to conduct this business through a mobile van , aptly named by the team as "Fresh Veg 4 U".

- The initiative has been successful in establishing backward linkage with **165 vegetable growers** and reached more than **500 customers**.
- The average monthly income of vegetable Agripreneurs has reached **INR 29,000** per month through the initiative.

Focused development in adopted villages

Vyadhar, Tilakvada: Under the Amrit Sarovar Scheme , a pond spread over 5 acres was rejuvenated creating a water storage capacity of **70,000 cubic meters (70 million liters)**. This will improve the productivity of 30 acres agricultural land in the vicinity, improving the livelihood of 18 farmer families. Plantation was also carried out in the area.

A toilet block was built in Vyadhar Primary School benefiting **115 students**.



The Amrit Sarovar scheme, part of the larger Azadi Ka Amrit Mahotsav celebrations, aims to construct or rejuvenate 75 Amrit Sarovars (ponds) in each district across India, totalling 50,000 nationwide. This initiative focuses on water conservation, sustainability, and reviving traditional community water bodies through public participation.



Mal-Samot, Dediapada: Focused work in Mal-Samot cluster has improved farm productivity, encouraged farmers to adopt new technologies and enhanced their capabilities.

Initiative	Reach
Construction of 7 group-irrigation wells	60 farmers
Farm bunding & land levelling	45 farmers
Development of farm ponds	2 farm ponds
Training on sustainable agricultural practices	175 farmers
Bamboo plantation for soil conservation	30 farmers' plots
Vegetable demonstration plots developed	12 plots
Capacity building for women	30 women farmers
Afforestation initiated	1.07 acres
Provision of Maize seeds	80 farmers
Exposure visits to high yielding corn plots organized	3 exposure visits



Bhadod, Sagbara: Efforts were made to improve land terrain and enhance capacity of farmers through the following initiatives.

Initiative	Reach
Land levelling and construction of farm bunds	32 farmers
Training on sustainable agricultural practices organized at village level	240 farmers (6 trainings)
Demonstration plots were developed for Corn, Sesame and Ground Nuts	30 demonstration plots

Kanji, Dumkhal, Wandri & Kokam cluster, Dediapada: Concentrated efforts were made to improve irrigation facilities in the difficult terrains and encourage farmers to adopt new crops and improved technologies.

Initiative	Reach
Construction of 5 group-irrigation wells for protective irrigation	38 farmers
Land- levelling and farm bunding	80 tribal farmers are now growing Paddy, Maize and Cotton and have undertaken agro forestry in the periphery of their farms
Training on new agricultural practices	145 farmers



Afforestation: Plantation of trees and agroforestry was promoted in the region through distribution of Mango, Drumstick, Guava and many other fruit saplings.

- **450 farmers** participated in the initiative this year and till date **890 farmers** have done the same.

Fisheries Development @ India

Fishing plays an important role in the socio-economic development of coastal communities as it can become a vital source of livelihood for many people. UPL initiated the fisheries project in 2023-24 in 6 identified villages in Dahej cluster, Gujarat. Initial surveys and studies were done to gauge the interest level of the local community in taking up fishing as a livelihood option. Awareness and training programs were organised and Facilitated Pagadiya (fishing vessel) licenses to more than 300 fishermen in coordination with Fisheries Dept.

Progress made in 2024-25:

- Facilitated the establishment of a dry fish selling centre which recorded a turnover of **INR 1.19 Lakhs** and a profit of **13%** during the financial year.
- Supported the establishment of a fish net centre which would aid in supplying good quality fishing nets to the community members at reasonable prices. This year the centre saw a turnover of **INR 1 Lakh** and a profit of **11%**.
- A fishing boat has been made available to carry out fishing at group level. The members are earning a monthly income of **INR 10,000** from the common boat.
- 12 new groups **(with 142 fishermen)** were registered with the Agricultural Technology Management Agency (ATMA) this year.
- Support was extended to get new Pagadiya licenses and renew the old ones from the Fisheries department.
- Fishermen were taken on exposure visits to learn from progressive fishermen.
- Fishing kits comprising of bicycle, net, insulated box etc. were provided to **30 fishermen**.
- Efforts have also been made to aid the fishermen in getting benefits of various government schemes.





Integrated Livestock Development @ India

UPL has taken up livestock development initiatives in Gujarat with an objective to provide breeding, feeding and management services at the doorstep of dairy farmers in the project area. These services are provided in 21 villages of Ankleshwar and Jhagadia blocks under the Integrated Livestock Development (ILD) program.

The efforts are aimed at:

- Providing healthy food and veterinary care to animals
- Keeping animals in a disease-free environment
- Using modern technologies and scientific methods for animal care
- Optimizing feed management
- Improving breeding practices
- Creating high-yielding varieties that are resistant to disease

A summary of the efforts made in 2024-25 is tabled below:

Interventions	Output (2024-25)	Output (Till date)
No. of villages reached for carrying out Artificial insemination (AI) of animals	21	21
No. of AI carried out	663	6370
No. of cattle owners benefitted	19	716
No. of cattle examined	596	5,039
No. of successful PD	281	2,742
No. of successful births	331	2,429



Skill Development of School Dropout Youth @ India

Skill development centers empowering youth (school/college dropouts or unemployed individuals) with industry-relevant skills for better livelihoods are jointly promoted by the Centre for Entrepreneurship Development (CED) & Gujarat Industrial Development Corporation (GIDC) and managed by S.R. Shroff Aajivika Trust (SRSAT). SRSAT is a Trust promoted by UPL for entrepreneurship and skill development in the region.

The centres offer:

- Short-term, skill-oriented training in various industry specific requirement.
- Training in both theoretical and practical aspects.
- Training in soft skills, entrepreneurship, financial and digital literacy.
- Placement assistance upon successful completion of course.

Summary of program output in 2024-25 is given below:

Cluster	Skill certification	Program duration	Awareness generation (No. of youths)	No. of youths skilled and certified	No. of youths working in industries
Ankleshwar	Attendant operator in a chemical plant	6 months	490	121	89
Ankleshwar	Fitter	6 months		17	14
Total				138	103

- Till date around **2,500 youths** have been trained under the program.
- More than **70%** of the skilled youth have taken up employment in an industry (around 1,800) while others are either pursuing further training or started an enterprise. The average starting salary earned by the trained youth in the industry is **INR 12,500 per** month with an opportunity to grow in future.





Rahul Kumar Rameshbhai Vasava, resident of a small village Vasana in Ankleshwar, Gujarat, faced financial hardships as a child and could not focus on his education. After failing in class 10, he had to drop out of school to support his family. He started working as a daily wage labor taking up odd jobs. Despite all the hardships, Rahul felt determined to prove his worth.

One day, he came to know about UPL's Skill Development Centre and was motivated to enroll for the 6-month Fitter Maintenance Course. The course not only trained him in practical skills but also honed his personality giving him confidence to face challenges. The centre also facilitated job placement for him along with other participants. Today Rahul works at Veer Pharma Chem in Jhagadia, Gujarat, earning a monthly salary of INR 15,000 with additional perks. Today, he supports his family, saves for his sister's wedding and takes pride in his work.

"Failing in school does not mean failing in life. UPL gave me a second chance, and I am a living proof that hard work and faith can change one's future."



Entrepreneurship Development for Women @ India

Self-help groups (SHGs) are a powerful tool for empowering women economically, socially, and culturally. Driven by the goal to build confidence, enhance decision-making skills, and provide financial security to rural women, UPL has been driving the SHG program for over a decade now.

Today these SHGs have become the vehicle for social change in the rural setting. Women are not only breaking the cycle of debt and poverty for themselves and their families, but they are building a life of self-reliance and dignity for themselves. SHG members are generating income through individual and group-based activities and have been successful in breaking many stereotypes and reduced gender-based discrimination in the community.

The program is currently implemented in Ankleshwar, Jhagadia and Vapi clusters and provides the following support:

- Aid in formation & strengthening of SHGs and Credit and Savings Co-operative Societies at a later stage.
- Awareness generation, training and financial linkages for enterprise formation.
- Financial literacy, exposure visits and mentorship support.

A summary of the program's achievements is tabled below:

Cluster	No. of SHGs	No. of villages	No. of members (SHG+ Cooperative)	Cumulative Savings (in INR)	No. of Federations	No. of Cooperative Societies registered
Ankleshwar	69	8	693	84,69,000	3	1
Jhagadia	20	3	223	11,14,000	-	-
Vapi	52	24	1,200	48,00,000	-	2
Total	141	35	2,116	1,43,83,000	3	3



Skill based trainings: Towards capacity building of women in rural areas, the team organizes various skill-based entrepreneurship development training programs that equip women with knowledge, skills and the resources to start an enterprise. The programs organized in 2024-25 across 3 clusters are summarized below:

Cluster	Name of enterprise	No. of training programs conducted	No. of women skilled
Ankleshwar	Catering and Fast-Food Business, Dairy Farming, Beauty Parlor, Tailoring, Food Processing etc.	9	180
Jhagadia	Mehndi, Beauty Parlor and Stitching & Tailoring	4	64
Vapi	Production of Artificial Jewellery and Stitching & Tailoring	14	340
Total		27	584



“

Sunitaben Ashokbhai Vasava is the president of Happy UPL Swasahay Juth, a Self-Help Group (SHG) of 10 women, formed in 2018 with UPL's support. Today she successfully runs a Ready-Made Garments Unit in her small village Motali in Ankleshwar, Gujarat.

In the words of Sunitaben “ I was a housewife from a poor family, with limited knowledge, skills and income. With my husband's small income and two school-going children, life was difficult. When UPL introduced SHGs in our village, I eagerly joined and was soon elected president. We started saving INR 100 each per month and received a INR 5,000 revolving fund through NRLM (National Rural Livelihood Mission).

With training in financial literacy, tailoring, leadership, and other skills, I decided to take INR 30,000 loan from the group to start a “Ready-Made garment business”. The business flourished, allowing me to support my family financially and repay the loan quickly.

The SHG not only helped me become financially independent but also gave me confidence and a voice in public spaces. Women like me, once confined to their homes, are now empowered entrepreneurs.”

”



Micro Enterprise – Group level:

With support and mentoring from the UPL team, various micro- enterprises are running successfully giving financial independence and social recognition to women in the region. The key numbers of these enterprises are highlighted below:

Cluster	Name of Micro- Enterprise	Location	No. of SHG members working	Turnover (2024-25) in INR
Ankleshwar	Production of Papad (a flat bread made of pulses)	Motali	5	2,64,000
Dang	Production of Nagli (Finger Millet) based snacks	Ahwa	20	26,00,000
Vapi	Sorting of Cashew Nuts	Kaparada	45	24,20,000
Jhagadia	Production of Snacks and Papad	Jhagadia	100	1,50,000
Total			170	54,34,300

Micro Enterprise – Individual level

Women trained in various skills have started enterprises and are earning a regular income through the same, making them financially independent and confident individuals.

A summary of the women's achievements in this domain is given below:

Cluster	Name of Micro- Enterprise	No. of SHG members working	Part time Monthly Income
Ankleshwar	Dairy Farming, Stitching & Tailoring, Making of Handmade Craft, Retail Shop, Beauty Parlor, Fast Food Outlet etc.	351	4,500
Jhagadia	Making Garments, Dairy Farming and Tailoring	128	3,000
Vapi	Livestock Business, Vegetable Vending, Making Artificial Jewelry, Selling Garments, Retail Shop etc.	527	5,000
Total		1,006	Average Monthly Income INR 4,100



“

Sarikaben Rameshbhai Dagla, a resident of Chepa (Mandir Faliyu) village, is a shining example of how rural women can uplift themselves and their communities through dedication and participation in diversified livelihood activities. Even with limited education (10th class) Sarikaben embarked on a journey of self-growth when she joined the local cashew processing unit on 9th January 2021, as a cashew nut re-grader.

Over the years, she has successfully diversified her income sources. From her work at the cashew unit, she earns INR 1,14,000 annually. Further, she supplements her income through sewing machine work, which brings in INR 20,000. She also undertakes farming on her land bringing an additional INR 40,000. Together she earns an annual income of INR 1,74,000, which contributes to the family income and leads to enhanced quality of life. Beyond her economic contributions, Sarikaben also plays a vital role in her community. She is the leader of the Kaju Vikas Mahila Bachat Group, a women's savings and empowerment collective. She also serves as a member of the School Management Committee (SMC) at the Primary School in Kaprada, actively participating in decisions that impact education.

Sarikaben's journey reflects the power of opportunity, community support, and personal initiative in transforming lives and inspiring others.

In her own words - "Many thanks to UPL for continuously supporting and enabling rural livelihoods and empowering women."

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Sustainable Livelihood Initiatives by Advanta @ India

Advanta Seeds continues to champion sustainable rural development through targeted initiatives in agriculture, skill development, and women empowerment across three Indian states—Maharashtra, Karnataka, and Tamil Nadu. These efforts are designed to enhance income opportunities, build local capacity, and promote inclusive growth within rural communities.

Key Initiatives in 2024–25 are summarized below:

- **Promotion of Eco-Friendly Farming Practices:** Advanta apportioned 7.5 tons of biodegradable mulch among 90 commercial farmers across the three states. This initiative supports sustainable agriculture by improving soil health, conserving water, and reducing dependency on chemical inputs.
- **Skill Development for Young Women:** Vocational training programs were conducted for 20 girls in Koppal, Karnataka, and 40 girls in Bayad, Gujarat, equipping them with practical skills to enhance their employability and entrepreneurial potential.
- **Women Empowerment through SHGs:** Advanta facilitated the formation of Self-Help Groups (SHGs) for girls previously trained in apron-making. These groups were further supported with market linkages to help them commercialize their products.

Additionally, women SHG members were trained and empowered to manage multi-purpose community halls in Hivra Bali, Maharashtra, and Gandugulapally village, Telangana, creating sustainable income streams and leadership opportunities for rural women.

These initiatives reflect Advanta Seeds' commitment to building resilient rural economies by fostering self-reliance, environmental stewardship, and inclusive development.



Institutions Of Excellence



Key Responsibility Elements:

Helping to create the future leaders of a prosperous and sustainable community

Encouraging personal and professional growth of community members

Improving opportunities for job fulfillment and advancement

Providing skills, knowledge and resources for a high engagement work environment



Sandra Shroff Gnyan Dham School @ India

Mrs. Sandra Shroff envisioned a school that is not just an academic centre of excellence but goes beyond, encouraging and guiding all students to reach their highest potential and becoming life-long learners. With this vision, Gnyan Dham was born more than 5 decades ago in Vapi, Gujarat and ever since, the institute has valued each and every child and treated them as an individual, meeting their needs and requirements in every possible way. Gnyan Dham's alumni today are not just successful professionally, but they have become Effective Communicators, Inspired learners, Productive workers, Responsible citizens and Resourceful thinkers.



The school provides holistic quality education to students and prepares them for the All-India Secondary School Examination A.I.S.S.E. (Class X) and the All-India Senior School Certificate Examination A.I.S.S.C.E. (Class XII) conducted by the Central Board of Secondary Education (C.B.S.E.), New Delhi. At the 10+2 level, Science, Commerce and Humanities streams are followed.

The school provides its students all possible facilities a good global school can provide including well equipped science laboratories, smart classes, library, resource centre, computer aided learning, sports facilities, performing arts and more.



Achievements and notable events in 2024-25

The school initiated its MUN* model last academic year and conducted its first session on 23 January 2025. 12 students from different streams participated in the session. The agenda for the session was "Mitigating Carbon Emissions and Advancing Renewable Energy". After the introduction by the Chair, the delegates presented the stances of various countries including Singapore, Bhutan, Maldives, Bangladesh, Greece, Philippines and China. The session helped students to understand the United Nations, practice diplomacy, and find solutions to real-world problems through negotiation and compromise.

*Model United Nations (MUN) is an educational simulation where students role-play as delegates from various countries, discussing and debating global issues within a simulated UN setting. Mock elections were conducted by the students of Class XI (Humanities) which gave students a hands-off experience of how the electoral process works in a democratic country.

A drill on emergency evacuation and fire and safety was conducted in the school premises on 29 April under the supervision of Mr. Bharat Rathod- Senior Fire Manager and Mr. Vatsi Chavda CFO G.I.D.C Vapi and their team in the school premises. This drill was crucial for ensuring the safety of students and staff in the event of a fire or other emergency. It helped familiarize everyone with evacuation routes, procedures, and the sound of the alarm, allowing for a swift and efficient response, in case of fire.

A 2-day programme was organized on 14 & 15 August commemorating India's 78th Independence Day; with the theme "Azaadi ka Amrit Kaal". The event saw enthusiastic participation from 800 students, who were guided by prominent leaders from the community.



"One of the most important duties of any school is to instil values in their children. We must teach our children to win a game, and also to lose sometimes because in life also we win and lose. What is important is how we play the game and how we interact with our team and the others. Winning a game comes second. Learning to learn should be our motto and this is a process which never ends."

Mrs. Sandra Shroff



Board Results of students in 2024-25

The school has been producing exceptionally good academic results with a 100% passing record. This year too students brought laurels to the school through their CBSE Board Results as summarized below.

- In class X, **152 students** appeared and **122 scored above 75% (Distinctions)**.
- In class XII, **163 students** appeared (Science, Humanities and Commerce) and **97 scored above 75% (Distinctions)**.



"The classrooms in our school provide a dynamic environment, bringing together students from different backgrounds with various abilities and personalities. Along with traditional teaching methodologies, our teachers use creative and innovative strategies to meet students' individual needs. Demonstrations, debates, learning by doing, role play, field visit and more have always been a part of our study plan".

-Gnyan Dham Alumnus





UPL University of Sustainable Technology @ India

UPL University of Sustainable Technology has been established by the Ankleshwar Rotary Education Society (ARES) to provide world class technical education, skills and consultancy to students and the industrial fraternity. This journey started way back in 2011 with the establishment of Shroff S.R. Rotary Institute of Chemical Technology (SRICT) conducting Bachelor of Engineering courses and affiliated to Gujarat Technological University (GTU) and approved by All India Institute of Technical Education (AICTE), New Delhi.

UPL University of Sustainable Technology (Since June 2021); a State Private University as per the Private Universities Act 2009 of Gujarat State has three constituent institutes on its campus.



- 1) Shroff S R Rotary Institute of Chemical Technology (SRICT)
- 2) SRICT Institute of Science & Research (SRICT-ISR)
- 3) Centre of Excellence-Process Safety



UPL University offers the following courses:

- Diploma in Engineering
- Bachelor of Engineering
- Master of Engineering
- Bachelor of Science (Honours)
- Master of Science
- Certificate courses in Paint Technology and Chemical Plant Operator
- Post Graduate Diploma in Process Safety, Environment Compliances & Sustainability and Instrumentation, Automation & Robotics
- Full time and part time Ph.D. Programs in Engineering, Science, Mathematics, Physics and English.
- It also encourages scholars to conduct interdisciplinary and multidisciplinary research.



The institute excels in innovative teaching practices, connect with the industry, and job placement support to all interested and eligible students. The management has also been supportive of research and consultancy in the field of environment. Students are provided personal care along with cognitive support which has helped them in achieving great success at the campus and in their professional careers.

The faculty at the institute has also been serving various industries via our Schedule-1 Environmental Audit, Energy Audit, 5S (Workplace Management), Research and Development and need -based Training Programs.

The institute has also developed a Centre of Excellence in Process Safety which provides consultancy to industries for 3D Modelling, Qualitative & Quantitative Risk Analysis Study, Process Hazard Identification, Safety Training, Certificate and Diploma courses to students and industrial workforce.

Achievements and notable events in 2024-25

Social Outreach and Community Engagement

- A 7-day NSS camp was organized in Thava Village; Netrang in the month of September 2024 with active participation from 28 volunteers and focused on rural development and awareness.
- An MoU-based educational session was conducted for the students of SEWA Rural on 12th September 2024 in Jhagadia. SEWA Rural is a development organization operating in rural tribal areas of South Gujarat, focusing on education and vocational training for marginalized youth.
- A Solid Waste Management Project was undertaken in 2 villages -Jitali & Dahej in partnership with Rotary Club of Ankleshwar and BEIL, which addressed the issue of kitchen waste in underserved villages with sustainable solutions.

Academic and Research Excellence

- 84 research scholars enrolled in various engineering and science research.
- Students from Diploma, UG, PG, and PG Diploma programs across disciplines were awarded for academic excellence.
- Workshops & Faculty Development programs were organised towards enhancing the skills, knowledge, and abilities of faculty members.

Industry-Academia Collaboration

- A consultancy project was taken by the Mechanical Engineering. Dept. on productivity enhancement study at VND Plastico Pumps Pvt. Ltd.
- An Industry Interaction Meet (with CSIR-IICT) focused on real-world industry challenges and collaborative solutions.

Technical and Cultural Events

- A grand annual technical festival called Sci-Technovation'24 was organized blending cultural heritage with innovation.
- A sports carnival (WINSTINCT-2025) with 1500+ participants competing across 29 games was hosted by the MSH Department.
- Reva Fest 2025 with the theme "Technical Progress Towards a Bright Future" was celebrated with industrial dignitaries and rotary officials.
- National Sports Day & Cultural Events were organized witnessing Inter-department Volleyball tournaments, faculty cricket league, and fitness awareness drives.



International and National Conferences

- SEIPSAE-2025 focused on advanced analytical equipment.
- Colourant Technology-2025 witnessed participation from international experts including C Coat Pvt Ltd, Australia.
- Under the UNESCO Program lectures were delivered on 11 awareness modules ranging from nutrition to internet safety, for holistic development of students.
- The institute continued its collaboration with IIT Bombay's Virtual Labs & STEM Promotion initiative under which workshops were conducted for school and diploma students using "VLAB-TAB" simulation kits.

Training & Placement Achievements

- Mock interviews & expert sessions were conducted to prepare final-year students for professional opportunities.
- In 2024-25 more than 15 companies participated in the institute's placement season, with over 60 students getting placed across industries and profiles.
- In the year 2024-25 financial support was provided to 352 students in the form of scholarships with an amount of INR 2.34 Crore.

UPL University of Sustainable Technology continues to uphold its commitment to academic excellence, social responsibility, innovation, and industry collaboration. The year 2024-25 has been marked by impactful CSR activities, significant academic achievements, and enhanced student employability, reflecting our mission of creating a sustainable and skilled future.



Sandra Shroff College of Nursing @ India

Sandra Shroff College of Nursing (SSCN), Vapi was established in the year 2003 under Smt. Sandra Shroff's guidance and patronage to train, mould and nurture students to excel in nursing; as it is an innovative, challenging and rewarding career which is in high demand. The institute has been enabling young tribal boys and girls from the lower socio-economic group to stand on their feet, support their families and get an opportunity to work in the institution of their choice in India and abroad.



SSCN is the 1st B.Sc. Self-financed Nursing college in Gujarat and 1st M.Sc. Self-financed Nursing College in south Gujarat with a mission to enable all round development of an individual, capable to understand and deliver quality care to sick and weary, thus preparing professionally competent care providers for future health industries.

Various courses offered at the institute include:

Course offered	Duration	Batch strength	Year of inception
Bachelor of Science (Nursing)	4 years	60	2003
Master of Science (Nursing)	2 years	15	2011
Diploma in General Nursing and Midwifery	3 years	40	2022

Nursing courses are affiliated to Indian Nursing council (INC), Gujarat Nursing Council (GNC), and Veer Narmad South Gujarat University, Surat. The infrastructure and learning models are built as per the INC and GNC norms and all specialty laboratories are well equipped. The institute has high, medium and low fidelity simulators, to enhance practical skills of students. The institute has qualified & experienced faculty and teacher student ratio is maintained as per INC & GNC norms.

Achievements and notable events in 2024-25

Students got excellent clinical experience & exposure at various Multispecialty Hospitals like Haria L.G.Rotary Hospital, GMERS Hospital Valsad, SRH Dharampur & Specialty Hospitals, Vadodara Mental Health Government Hospital, Burns Centre Airoli, Mumbai & 21st Century Cancer Care Hospital ,Vapi.

The Community Nursing Department successfully organized various health awareness camps, Bharat Swachh Abhiyan Drives and celebrated National & International Health Days with people residing in the neighbourhood of Vapi city. Specialty departments like Medical Surgical Dept, Mental Health Dept, Child Health Nursing Dept & Maternal & Gynaecological Dept also celebrated various health days at multiple locations in Vapi.

The institute conducted specific events which felicitated exemplary services by nurses along with retired Army officers who have served the country with passion and dedication.

In another event of its kind, 4 senior nurses (with more than 25 years of service) who compassionately served the sick specially during the COVID Pandemic, were felicitated.



“

“The establishment of SSCN was not merely an educational endeavor but a heartfelt commitment to address the critical need for exceptional nursing education. Our vision is to see the amalgamation of knowledge and skill, in preparing professionally competent care providers for future health industries.

Nursing, as a profession, holds a special place in our hearts. We understand the profound impact that nurses have on patient care, comfort and outcomes. It is this belief that drove us to create an institution dedicated to producing exceptional nurses who would not only meet but exceed the demands and challenges of the healthcare industry.”

-Mrs. Sandra Shroff

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PM SHRI Eklavya Model Residential School (EMRS) @ India

EMRS is an initiative by the Ministry for Tribal Affairs, Government of India to impart quality education to scheduled tribe children in remote areas in order to enable them to avail of opportunities in professional educational courses and get employment in various sectors. The schools started in the year 1997-98 focus not only on academic education but on holistic development of students. Promotion of sports, skill development and preservation of local art and culture are important component of all round education in these schools. Each school has a capacity of 480 students, catering to students from Class VI to XII.



EMRS Ahwa situated in Dang District was established in the year 2000-01 by the Gujarat State Tribal Education Society, Gandhinagar, Gujarat. Under Public Private Partnership (PPP) mode the school was taken over by the Gnyan Dham Vapi Charitable Trust in 2011. The Trust has taken multiple initiatives to improve the quality of life and education of students here. The infrastructure has been revamped enhancing the learning environment, making technology an important component of the learning pedagogy.

Around 391 tribal students are currently studying in the school.



In the year 2022-2023 the school got selected under the PM SHRI (Pradhan Mantri Schools for Rising India) initiative. As a part of PM SHRI, two vocational courses were introduced in the curriculum- Agriculture and Beauty & Wellness

PM SHRI Schools is a centrally sponsored scheme by the Government of India. This initiative is intended to develop more than 14,500 PM SHRI Schools to provide high-quality education in an equitable, inclusive and joyful school environment.

Achievements and notable events in 2024-25

EMRS Sports Meet: NESTS (National Education Society for Tribal Students) an autonomous organization established under Ministry of Tribal affairs had organized different Cultural & Sports competitions. EMRS Ahwa participated in the EMRS Sports Meet and achieved 1st & 2nd prize in basketball, 4 gold medals & 1 silver medal in wrestling. The students also did well in handball by getting the 3rd position (both boys & girls) at the state level competitions.

Khel Mahakumbh: Government of Gujarat had organized Khel Mahakumbh with an aim to nurture a culture of sports in the State. The school participated in different sports events, such as Wrestling, Tug of war, Table Tennis, Lawn Tennis, Badminton, Basketball, Skating, Chess, Yoga, Handball and Football. The students performed very well and won medals in 32 events at the Taluka and District level.

Swami Vivekanand Quiz: Shri Ramkrishna Ashram conducted a yearly quiz competition known as "Swami Vivekanand Quiz 2025" to commemorate his birth anniversary. Aryan Shailesh Bhai Chaudhari, a class 11 student of science stream had participated in the same and secured second rank at the district level.



The following table shows the exemplary academic performance by EMRS Ahwa students in the SSC (10th) and HSC (12th) Board results. EMRS Ahwa results (students passing the exam) are better than Dang district and Gujarat State results.

Sr. No	Stream	Total no. of EMRS Ahwa students	Gujarat State Result	Dang District Result	EMRS Ahwa Result
1	SSC	51	83.08%	87.12%	100%
2	HSC (Science)	27	83.51%	84.78%	100%
3	HSC (Commerce)	28	93.07%	96.01%	100%



Inclusive Development And Growth



Key Responsibility Elements:

Mobilizing all stakeholders - business partners, community, government bodies etc. to advance holistic growth

Creating social capital for growth oriented ecosystem in the neighborhoods

Reaching out to the underserved

Cultivating safe and hygienic environment for improved quality of life



Food Bank Volunteering @ Argentina

United under the slogan **'For a country without hunger'** UPL's team gathered at the Food Bank of Buenos Aires to collaborate with the selection of the food that the bank receives and delivers to more than **4400 social organizations daily**.

On that day, the team sorted more than **2500 kg of food**, which translates into more than **7500 plates** of food for people without resources.



Pre-professional Internships at the National University of Rosario @ Argentina

For the second consecutive year, 20 students participated in several activities, including a visit to UPL's Production Plant in Abbott and Novonesis, a visit to UPL's administrative offices with representatives from all company areas, practical classes with technical advisors, and participation in trials.

The objective of this project was to develop and strengthen the connections of each student from the Faculty of Agricultural Sciences at UNR with the company and all its development areas and work activities, as well as to gain insight into the broad scope of practice for a professional Agronomist Engineer.

Associação Vida: The Life Association Program with Youth @ Brazil

UPL has been supporting Associação Vida, (an NGO working with youth in vulnerable circumstances) in their work to improve young people's life through education and learning. With a constant focus on education, Associação Vida has completed 15 years of dedicated work in underprivileged communities, offering employment opportunities, access to universities, support for medical treatments, the restoration of citizenship, and the strengthening of self-esteem not only for the young participants of the NGO but also for their families.

Over these 15 years, the NGO established four units in different cities:

- Campinas,
- SP Sorriso,
- MT Monte Santo de Minas,
- MG Salto de Pirapora, SP

During this time, it supported students through university programs in diverse fields such as Education, Psychology, History, Business Administration, Law, Biology, Mechanical Engineering, Logistics, Physical Therapy, Medicine, and many others.

Several young people chose to pursue technical and vocational courses and are now running their own businesses, which provide them with autonomy and financial independence. These individuals have become role models and positive influencers within their communities.



Many participants of the Project are now working at major companies such as UPL, John Deere, DHL, AgroBaggio, and Motorola organizations that offer solid career growth and development plans, thereby contributing to the social mobility of each young person.

The **“Vozes”** Project, by UPL, guided by its five pillars has joined forces with Associação Vida to promote inclusion across these key areas- Gender Equity, People with Disabilities, Race, LGBTI+ and Generations. One of the project’s core initiatives involves engaging company employees to deliver lectures to young people, addressing topics related to access to the job market, self-esteem development, and skills for handling everyday challenges. This exchange of experiences between employees and the youth supported by Associação Vida fosters a fresh perspective between different generations each contributing unique viewpoints, experiences, knowledge, initiative, and aspirations.



In Brazil, there are two significant dates Pink October (breast cancer) and Blue November (prostate cancer) during which awareness campaigns are held to demystify prejudice, fears, and doubts surrounding these diseases, their diagnoses, and, most importantly, preventive actions. UPL Brazil, through its HR department, organized lectures led by respected professionals to share knowledge and provide clarity on these topics.

The Vida Association also took part in the activities, extending the invitation to family members as well. Through this initiative, it was able to contribute collectively to breaking the resistance surrounding the subject, while emphasizing that prevention is always the best approach.

Each year, UPL Brazil supports the youth of Associação Vida through its Christmas Campaign, during which employees come together to distribute gifts to every young participant in the Project. This initiative is carried out across all units of Associação Vida. Each youth receives a bag containing new clothing and footwear, sweets, and hygiene products. For many, this is the only gift they receive throughout the year. The food items included in the bag are shared with their families, contributing to their Christmas dinner.

In 2024, the Christmas Campaign was held under the theme “Our Planet is Hungry... Hungry for Love!”, employees and sponsors organized an afternoon of celebration, including treats, gifts, and, most importantly, meaningful interaction with the adolescents making the event truly special. Ultimately, the greatest gift we can offer is our time, attention, and compassion.



SAVIA (Food Security through Environmental, Social & Economic Impact) @Andean Region

UPL Andean Region's Sustainability Model is based on ensuring food security to address the challenges of today's agriculture, offering comprehensive solutions to improve the quality of life of farmers through the adoption of good agricultural practices and projects that have a positive impact on stakeholders.

Key efforts in this direction include:

- Promoting sustainable natural solutions to rebalance agriculture, environment, communities and planet, under the protection of soil, water and biodiversity.
- Sharing the talents of people by participating in corporate volunteering activities.
- Creation of shared value, through social responsibility, with the aim of improving the socio-economic and environmental conditions of stakeholders.



A. Spreading Joy, Inspiring Hope @ Colombia

In a heartfelt initiative, UPL Colombia brought smiles and hope to over 300 boys and girls by delivering gifts to children hospitalized and in vulnerable communities like El Cortijo. Beyond the presents, UPL delivered moments of joy, reminding them and the team that small actions fueled by compassion can leave a lasting impact.

B. From Classrooms to Dreams – UPL Built More Than Walls

As part of SAVIA, UPL transformed the Escuela Rural González in Subachoque, Cundinamarca, Colombia into a safer and more inspiring space for children and families. Over two days, 40 volunteers and 15 parents came together to restore the school replacing roofs, painting walls, installing playgrounds, and creating a welcoming garden.

This initiative also included the donation of school kits and toys to local children, reinforcing UPL's belief that education is the foundation for lasting change. By rebuilding infrastructure and strengthening community ties, UPL is not only improving education, but also planting seeds of dignity, joy, and opportunity for future generations.

C. Community initiatives @ UPL Ecuador

UPL Ecuador, has been able to offer its customers various initiatives that reflect its commitment to community as a part of SAVIA Program:

Denmar S.A. (230 hectares / 11 farms): With this group, UPL agreed to purchase a biodigester that will benefit both the farm and the local community by treating wastewater, reducing its impact on the environment and surrounding communities, preserving water sources, and preventing sources of infection and soil contamination.

Utopía Esmeralda Farms (360 hectares / 11 farms): With this group, UPL shared the goal of generating actions that encourages it to continue reimagining sustainability and positively impacting all actors in the chain. For this reason, UPL allocated resources to initiatives such as reforestation of watersheds, increasing employee education, and creating vacation spaces for their families.

Rosaprima (180 hectares): As part of its corporate purpose, Rosaprima is committed to creating a positive impact on people and nature by creating safe workplaces, prosperous communities, and sustainable agricultural practices. For this reason, UPL established a partnership focused on technical training and education for crop agronomists to continue strengthening their knowledge of sustainable agriculture for crop stimulation, nutrition, and protection.

Educating Today, Transforming Tomorrow – Scholarships @ Barranquilla, Colombia

At UPL, the belief is that access to education is the foundation for transforming lives. In alignment with Sustainable Development Goal (SDG) 4 : Quality Education, its scholarship program in Barranquilla supports students across all academic levels, from primary school to university and technical education.

- In FY25, 30 scholarships were granted in partnership with institutions such as Corporación Universidad de la Costa, Colegio Cristiano El Salvador, Instituto Las Américas, Centro INCA, and SENA.

These scholarships cover full academic programs of up to 11 years in some cases, ensuring continuity, graduation, and personal growth. With a 100% graduation rate among participants, these initiatives do more than provide funding they open doors to opportunity, dignity, and a brighter future for every student .

Volunteerism and Joyful Moments for Children @ Barranquilla, Colombia

At UPL, social responsibility goes beyond strategy, it becomes action through empathy and shared experiences. In FY25, various teams engaged in meaningful initiatives that brought joy to children and mobilized the power of corporate volunteerism.

During the Children's Day and Christmas celebrations, UPL organized recreational activities and cinema visits for over 200 children living near its plants in Siape, San Salvador, and Tres Ave Marías. These moments of happiness contribute to the well-being and emotional development of children in vulnerable communities.

Additionally, on International Volunteer Day, UPL partnered with ANDI (Asociación Nacional de Industriales) and companies from the Atlántico, Bolívar, and Magdalena regions to promote corporate responsibility strategy.

Employees took part in collaborative volunteering efforts focused on education, health, and inclusion. **"Volunteer of the Year"** program was also launched to recognize and celebrate team members making a difference through service.

These efforts strengthen the culture of purpose and reinforce SDG 17: Partnerships for the Goals.

Supporting Early Childhood Development and Family Well-being @ Colombia

UPL recognizes that sustainable communities begin with strong foundations in early childhood. In alliance with institutions such as ICBF (Instituto Colombiano de Bienestar Familiar) and local governments, UPL implemented comprehensive support programs for children and families through childcare centers and early development facilities.

- In FY25, it positively impacted over 330 families and mothers by ensuring quality infrastructure and essential supplies at the Hogar Infantil, supporting educational and recreational activities for children at the Centro de Desarrollo Infantil, and delivering nutrition workshops to breastfeeding mothers.

These efforts not only promote quality education and well-being but also address key priorities such as zero hunger and inclusive development from the very first stages of life.

Children's Celebration @ Central America

As part of its Children's Month celebration, UPL Central America led a meaningful initiative in the coffee-growing region of Costa Rica, specifically in the community of Llano Los Ángeles in Desamparados.

Together with its client Tecnologías Agrícolas, local farmers from the Los Santos area, and both office and plant staff, UPL created a collaborative space to plant trees and engage with the community. The activity was not only a joyful celebration for the children but also an educational opportunity. The team took time to explain the importance of sustainable agricultural products that UPL is developing and how these innovations contribute to a better future for both people and the planet. Each tree planted symbolizes growth, hope, and shared responsibility.



This initiative highlighted how even small actions can have a lasting impact and how children, in their curiosity and energy, can inspire a greater commitment to sustainability.

Christmas Celebration in Pacayas @ Costa Rica

During the holiday season, UPL Central America brought the spirit of giving to life in the community of Pacayas. In partnership with its client Agrícola Pacayas, UPL created a heartwarming celebration for more than 50 children from vulnerable backgrounds. With music, food, games, and heartfelt moments, the team led by a colleague dressed in joy and purpose turned an ordinary day into an unforgettable experience.

This initiative reflects UPL's belief that meaningful impact begins with small gestures, and that sharing joy is one of the most powerful ways to connect with the communities it serves.

Giving Blood, Giving Life @ Costa Rica

Demonstrating its commitment to social responsibility and community well-being, UPL Costa Rica partnered with the Costa Rican Blood Bank to address the urgent need for blood donations. Through a dedicated campaign held at the Cartago Plant, UPL mobilized its team and inspired action, resulting in the voluntary participation of 60 collaborators. Each donation represented a vital gift contributing directly to saving lives and strengthening the country's critical health resources.

This initiative reflects the spirit of solidarity that drives UPL to make a real difference beyond its operations.



Building Infrastructure for Local Communities @ Indonesia

Advanta Indonesia sponsors and helps to build road access and bridge for village people to have better economic value and access to markets. The objective is to support the village infrastructure to improve farmers lives / economic value in the village with 4000 families.

This financial year Advanta supported rural infrastructure through building roads, repairing irrigation channels, repairing worship facilities, and creating natural rat pest control.



In the lush, verdant hills of Malang, Indonesia, the villages of Blayu and Purwosekar in Malang District thrived with agriculture, yet faced a significant barrier: their remoteness from essential services and markets. Farmers in these villages worked tirelessly on their land, but the lack of adequate transport options limited their ability to sell produce, access education, and reach healthcare facilities. Recognizing this challenge, Advanta Indonesia pledged to make a transformative impact by investing in infrastructure.

The initiative began with a community meeting, where Advanta's team engaged villagers, listening to their concerns and aspirations. The people spoke passionately about their dreams for brighter futures dreams that hinged on better access to markets, schools, and healthcare. With their insights in hand, Advanta Indonesia set forth to build a network of access roads and bridges designed to connect these villages to the outside world.

Construction commenced with enthusiastic support from the community, who joined hands with workers, bringing their own tools and expertise as they helped to lay down the initial blueprints.

The project was not merely about roads and bridges; it represented the promise of opportunity and hope

Villagers could now transport their harvests with ease, reducing waste from spoiling crops and increasing profitability. With improved access, farmers proudly showcased their produce at local markets, drawing buyers from neighboring towns. Helping the children move faster for going to school, fostering a new generation eager to learn and thrive. Healthcare facilities became more reachable, enabling prompt medical attention and enhancing the community's overall well-being.

As the sun set each evening, the villagers of Blayu and Purwosekar about 3000 numbers of family reflected on their journey made possible through collaboration and vision. Advanta Indonesia had not just built roads and bridges; they had laid the foundations for a brighter, more connected future, proving that with dedication and unity, change is within reach. Together, they were not only improving lives; they were redefining community potential.



Empowering Women Employees to Create Social Impact while Balancing Role Responsibility and Family @ Indonesia

Advanta Indonesia values the multiple roles women play in their everyday lives. From taking care of families to work responsibility, women have shown great commitment. In an attempt to empower them and give them opportunities to create more social impact, Advanta organised many learning programs for its women, which included:

- Elementary Teaching Class in April and July'24.
- Social Respect in May'24, Nov'24 & Mar'25 – Disability Inclusion workshop, Honoring the services of heroes & Orphan's Outing in Ramadhan.
- Women Personal Skill on Jun'24 & Sept'24 – Veg Cooking & Planting Processing herbal for economic value.
- Lady in Science & Leadership Skill in Aug'25, Jan'25, Feb'25 – Managing Inauguration event, Sorghum Field Learning & Women Leadership Online Training.
- Running some of the programs in collaboration with HSE.

Community and Employee Engagement Program @ Indonesia

Advanta Indonesia focuses on fostering local partnerships, volunteer initiatives, sustainability efforts, and promoting social responsibility for impactful change.

Blood Donation Program : Advanta India organized a community-focused blood donation program, partnering with local villages to promote health awareness and support. Volunteers and residents came together, fostering solidarity and saving lives, while enhancing community spirit and demonstrating collective commitment to public well-being.

- **47 participants** donated blood (employees and community)

Social service to villages around the plant operations facilities with donating and providing other support for local events

- Support extended to children's orphanages
- Actively participate in the **1 million** ha corn planting activity held by the Ministry of Agriculture and the Indonesian Police Center

Hogar Dulce Hogar @ México

For the 5th year in a row, UPL continued to extend support to the Hogar Dulce Hogar (Home Sweet Home) Foundation that provides shelter and care to children in state of exposure, abandonment or risk. As part of its ongoing commitment to creating meaningful experiences for vulnerable children, UPL Mexico launched the "Big Brother for a Day" initiative, bringing joy and companionship to the children of Hogar Dulce Hogar. In a day filled with wonder, volunteers accompanied the children on an unforgettable visit to the Aquarium in Mexico City. More than just an outing, this act of solidarity offered the children the gift of connection, discovery, and belonging. Through the generosity of employees both in time and financial support, UPL turned a single day into a memory that will last a lifetime.

Children's Day Celebration: This Children's Day, the employees had the honor of sharing a day full of magic, circus and smiles with the children of Fundación Hogar Dulce Hogar. Thanks to the support of employees and their families, UPL created a moment of joy and connection that will remain in the hearts of the 30 children and the volunteers.



UPL Procampo School @ Peru

This educational program started in FY25 is led by the UPL Commercial Team in Peru and includes the participation of the Sales Team (Sales Representatives, Special Product Managers, Key Account Supervisors, and Sales Leaders from the Mid-North region) of one of its key clients in Peru. The program includes technical training on products, sales skills, and sustainability knowledge. This initiative had a significant impact, as the training provided is replicated among the various teams led by its participants within the agricultural community in Peru.

Educational Agreement with Pontifical Catholic University of Chile @ Republic of Chile

UPL Chile has established the foundations for mutual cooperation to implement specific activities aimed at contributing to the fulfillment of the objectives of both institutions, particularly through coordinated work on topics related to the agricultural sector, the promotion and development of new technologies and products, the joint development of initiatives, programs, and projects in the areas of sustainability and corporate social responsibility, and the management of knowledge associated with the above.

Activities of the agreement include:

- Promote and collaborate on academic and research activities of mutual interest and competence.
- Collaborate in the execution of undergraduate and/or graduate theses and professional internships by university students on topics of interest to both Parties.
- Facilitate dissemination and training activities that contribute to the promotion of scientific and technological research.
- Develop research, workshops, seminars and execute specific projects of interest to the Parties.

Women Leader Agro @ Republic of Chile

This initiative aims to serve as a platform to inspire, strengthen, and highlight the enormous impact of women in agriculture in Chile and Peru; to strengthen and expand networks among participants; and to share knowledge about their interests, both technical and soft leadership skills, through the support of experts in the field. It also recognizes the silent work women have done and their significant impact on Chilean agriculture. The results of the satisfaction survey for the implementation of this initiative have been highly valued, demonstrating that continued support is imminent.

- This training and sustainable growth program has benefitted **25 women** leaders in the agricultural sector in Chile.

Empowering Students through Knowledge and Technology @ San Salvador

UPL believes that education is not just about learning, it's about unlocking opportunities. In FY25, it partnered with public schools to support students' academic and professional growth through knowledge-sharing, training, and access to technology.

- At Colegio Distrital San Salvador, it inspired over 750 students through workshops on professional development, LinkedIn training, and access to scholarships giving them tools to build a brighter future.
- Meanwhile, at Colegio Santa Magdalena Sofía, UPL supported over 830 students by donating computers and materials to help them launch their school radio station. This initiative aims to amplify student voices and foster leadership with the support of UPL volunteers.

School Vegetable Garden: Fresh & Nutritious Food for School Children @ Thailand

Pacific Seeds, Advanta Seeds brand in Thailand, a leading provider of agricultural solutions, has generously sponsored a greenhouse equipped with a complete watering system and also donated vegetable and fresh corn seeds to grow in the backyard of Thankasem School in Saraburi, Thailand. Pacific Seeds has supported the vegetable garden for the school for the past 3 years and in 2024 the sponsorship turned the growing patch into state-of- art greenhouse.

The primary objective of this CSR activity is to teach children about healthy and nutritious food and teach them how to grow it to promote health and well-being for the school children and their community.

The Thankasem School has 125 students and 20 teachers, and they all participate in the school garden project. In the season of 2024, the school harvested: 900kg of sweet corn, 100kg of baby corn, 10kg of Okra and 3kg of chillies. Most of the vegetables were used for school lunches and some were shared with another school. From the sale of the remaining vegetables the school was able to purchase sport shirts, and sport and school equipment for the value of 15,000 Baht.

Project UACL (United Against Child Labour) @ India

Project UACL in India is designed and implemented by Advanta Seeds with a goal to eliminate all forms of child labour in seed supplier farms and ensure holistic growth of farm children through working on 5 pillars of - Policy & Process, Awareness Generation, Advocacy, Reward & Recognition and Education & Skill Development.

The key initiatives are:

- Mega Farmers Meet
- Organizers Meet
- Minimum Wages Project Meet
- School Programs, Independence Day, Republic Day, Teacher's Day, Children's Day
- World Day Against Child Labor, Labor Day
- Training, Sensitization, & mobilization programs
- External Audit through SGS during Kharif Okra
- RTMS digitalization of CSR/UACL data
- Partnership with ECHO (Enabling Child and Human Rights with Seed Organizations) Forum.

The company makes good efforts to engage its employees; wherever and whenever possible, to achieve its CSR objectives.



World Day Against Child Labor 12th June 2024:

- World Day against child labour was celebrated on 12th June in Karnataka, Maharashtra, and Gujarat in coordination with ECHO Forum and other seed industries. During the event rallies were conducted. School programs were conducted to create awareness about the importance of education. The day's prominence was highlighted. The theme for the day 12th June 2024 was "Act on our commitments: End Child Labor"
- ECHO Forum successfully organized a Walkathon commemorating the World Day Against Child Labor (June 12, 2024) at Hyderabad's Necklace Road. The event aimed to raise awareness about child labour in the seed industry and promote ethical practices. The walkathon received enthusiastic participation from 275 individuals representing various seed companies and NGOs.
- The Walkathon was jointly organized by the Member companies of ECHO. Notably, the event also saw the active involvement of child rights organizations, emphasizing the collaborative efforts required to combat child labour in the agriculture sector.





United Bharat Initiatives @ India

Support to Farm Widows @ Yavatmal, Maharashtra

Focusing on the growth and development of widows of farmers, this flagship initiative addresses gender-based vulnerability and inequality in rural areas through fostering economic self-reliance of women.

- Over **2,800 women** have been trained in vocational skills, enabling them to contribute to household incomes.
- **200+ sewing machines** have been distributed till date, promoting the establishment of micro-enterprises.
- Provided market linkage support to ensure sustainability of women-led ventures.

This project not only supports financial independence of women but also restores dignity and hope in one of Maharashtra's most distressed farming communities.

Tinkerer's Lab @ Indian Institute of Technology (IIT) Jammu

In collaboration with Maker Bhavan Foundation (MBF) and IIT Jammu, UPL established a cutting-edge Tinkerer's Lab that enables students to engage in hands-on learning, collaborative problem-solving, and leadership development. The Lab encourages ethical innovation, preparing students for future-ready engineering and scientific roles. It also cultivates the next generation of innovators through world-class academic resources and a culture of innovation and design thinking.



Skilling the Next Generation of Farmers (Adarsh Krishi Niyojaniy)

With a strong focus on skilling young farmers in latest agriculture technologies, this multi-state project aims to bridge the skill gap prevalent in rural India. Spanning 8 Indian states, the program emphasizes farm mechanization, agri-technology, and entrepreneurship. The training increases employability and entrepreneurship in agriculture domain, creating a future-ready rural workforce.

- In 2024–25, over **1,430 rural youth** were trained through 70 capacity building sessions.



Project FALI @ Maharashtra

The Future Agriculture Leaders of India (FALI) initiative in Maharashtra aims to rebrand agriculture as a progressive and innovative career. It engages high school students from rural and urban areas, offering them technical training, mentorship, and networking opportunities; thereby encouraging agri-entrepreneurship and sustainability-driven leadership.

Mobile Medical Van @ Hamirpur, Himachal Pradesh

A vital health initiative that delivers essential medical services to underserved and remote populations in the state of Himachal Pradesh; the mobile medical vans provide essential curative and preventive care to communities across 9 districts covering:

- **32 assembly constituencies**
- **1,450+ panchayats**
- **6,400+ villages**
- **Facilitated 100,000+ Outpatient Department (OPD) consultations.**



Capacity Building of Farmers and Youth @ Bihar

This initiative aims to improve farming practices and strengthen the agricultural value chain through training the farmers in modern and sustainable farming techniques. The focus of the intervention is on increasing productivity, resource efficiency, and marketability of produce in the state of Bihar. The project has been initiated in one of Bihar's key agricultural belts.

Provision of Infrastructure for Digitizing Education in Samastipur, Bihar

Aimed at addressing the digital divide in rural education, UPL's intervention transformed the learning environment through upgradation of a government school's computer lab with 12 new advanced desktops. Under the initiative, a solar-powered backup system was also installed ensuring uninterrupted access to digital learning across 25+ desktops.

- Over **1,200 students**, including **60%** girls, now benefit from improved learning infrastructure, promoting digital literacy, gender inclusion, and modern education in rural Bihar.

Development of a Sports Complex @ Palitana, Gujarat

With a vision to promote the culture of sports and physical wellbeing of the youth in Palitana, UPL has supported the creation of a state-of-the-art sports facility here. The facility provides a dedicated space for youth to engage in athletics and team sports and encourages community interaction, health, and inclusiveness through sporting activities.



UPL School Sanitation Program @ India

Improved toilet facilities and enhanced awareness w.r.t. to health and hygiene practices has brought about a positive change in the overall sanitation environment of UPL's neighbourhoods. Community awareness programs have been successful in creating a sense of ownership towards community hygiene leading to increased use of toilets, both in schools and public places like railway stations. The school sanitation program has also been instrumental in improving the attendance of students specially girls, who were earlier reluctant to attend school in the absence of a good toilet facility. The toilet blocks built by UPL have proper waste management systems which have aided in protecting the environment and ensuring sustainable development of the region.

- UPL has built 59 toilet blocks across 6 states in India till date.
- **15,000+ students** have been regularly using the facility at their school.
- The awareness generation programs positively impacted more than **7,300** (students and teachers) in 2024-25.
- More than **1,500 commuters/general public** have been using the toilet facilities built in public places like railway station.



Safety Trainings @ India

Safety training programs are crucial as they equip the community members with the knowledge and skills to identify and mitigate hazards, leading to safer environment, reduced accidents, and improved well-being and productivity.

Here's a more detailed explanation of the various safety training programs conducted by UPL:

Home-Fire Safety: It helps householders specially women members recognize potential hazards and understand how to prevent accidents and injuries at home.

Industrial safety: Industrial safety training is crucial for preventing accidents and injuries, improving workplace productivity, and fostering a safer work environment.

Road safety: When drivers and pedestrians are properly trained, they are more likely to prioritize safety and take proactive measures to create a safer environment on roads.

Girl Safety: Safety training programs for girls are crucial for empowering them with knowledge and skills to identify and mitigate risks, promoting self-defence, and fostering a culture of safety and respect, ultimately enhancing their overall well-being and security. When women feel safe and confident in their environment, they are more likely to perform at their best.

- In 2024-25, UPL provided trainings to **5,685 community members**.
- Till date, the initiative has helped around **70,000 community members** to lead well informed and safer lives through application of program's learnings.

A summary of the trainings conducted in 2024-25 is listed below:

Safety aspect	No. of trainings	No. of Schools/community institutions	No. of participants
Girl safety	4	4	297
Road safety	26	23	2298
Home fire safety	9	5	570
Industrial fire safety	20	18	2,520
Total	59	50	5,685



Addressing Local Area Needs @ India Ankleshwar

- Installed **4 streetlights** at Gadkhol and **15 streetlights** at Andada Gram Panchayat.
- Provided oxygen concentrators to 4 Primary Health Centres in the cluster.
- Renovated the roof of Kharchi Primary School.
- Installed benches in community spaces of Bhadkodra Gram Panchayat.
- Provided **5 computers** to Primary School of Haripura.
- Provided sport jersey to Archery players.
- Provided **10 dustbins, 1 water cooler** and flowerpots to the Railway Station of Derol.



Dahej

- **18 meritorious students** were felicitated in a ceremony.
- Conducted safety awareness programs (attended by more than 900 people) and provided fire extinguishers.
- Constructed a Community Hall in Narnavi, benefiting a population of **640 villagers**.
- Organized Eye Checkup and cataract operation camps in **12 villages** enhancing the wellbeing of more than **5,000 community members**.
- Renovated school infrastructure (shed and waterproofing) improving the learning environment of **120 students**.
- Provided dustbin and smart bell at secondary school benefiting **145 students**.



Halol

- Installed a water purifier system at the Railway Station of Derol providing access to clean drinking water to commuters. Dust bins were also provided to maintain a clean and hygienic environment at the station.

Jhagadia

- Facilitated the construction of a multi-purpose ground in partnership with Local panchayat at Dadheda, which included installation of flood lights and levelling of ground benefitting more than **350 households**.
- Initiated the construction of an RCC Overhead Water Tank with a storage capacity of **1,00,000 Litres** at Kapalsadi, which will benefit more than **400 families**.
- The pond-development work at Dadheda is being carried out in phases by UPL in public-private partnership mode. In Phase I, UPL initiated the project by carrying out an excavation of **13000 cubic meter** to deepen the pond last year. This year as a co-owner of the project the Panchayat Body , actively ensured yellow soil-filling and levelling; boundary wall construction and painting of 400 Rms, installation of flood lights on the ground-area and streetlights.

Education support by Advanta

To promote education at primary and secondary level, the team from Advanta worked on facilitating digital and smart classes in rural areas, providing access to water and sanitation facilities and promoting hygiene among schoolchildren. Under the initiative, the following efforts were made:

- Construction of 4 classrooms, RO Plant, Tin sheets, Painting & Artwork, Compound wall and Toilets in Upper Primary School at Jalna.
- Construction of Stage, Grill Work, Toilets, Sports kit, repair of water logging and RO Plant in High School at Kallakal.
- Gravel filling, Paved blocks and School Furniture in Primary School at Dabilpur.
- School infrastructure (Krishnapuram, Kalugotla & Govindapally) in High School in Nandyal FC & FR.
- RO Plant, Water tanks, Ambulance, Sewing machine & Atta machine to SHG in Village Kari.
- Provision of solar panels (6KV) and School Stationery in Primary School, Dongergaon.
- School Infrastructure, Desktops and RO plant in Primary Schools, Rewari.
- School Infrastructure, Desktops, LED TV & RO plant in Primary Schools, Kanpur.
- School Infrastructure and furniture in High Schools Eluru, Rajahmundry.
- School infrastructure and furniture in Primary School, Assam.
- School infrastructure, RO Plant & LED TV in Primary Schools, Bayad.
- School Infrastructure, Computer lab and RO plant in High School, Gandugulapally.

We Are United (WAU) - Employee Volunteering

Employee volunteerism is a crucial pillar of UPL's CSR framework, benefitting all the stakeholders -the company, the community and the employees alike. Over the years, volunteering efforts have fostered employee engagement, improved their morale, enhanced the organization's reputation, and contributed to a more engaged and supportive workforce. UPL's employees across the globe have shared on various platforms that volunteering for social causes has enhanced their job satisfaction and led to personal and professional development. For many it has also strengthened their sense of purpose and belonging within the company. Additionally, the community benefits from new skills, ideas and engagement that the employees and their families bring to the table.

A summary of the efforts made by volunteers across various locations in India in 2024-25 is tabled below.

Cluster	No. of Volunteers	Volunteer Hours
Ankleshwar	48	680
Dahej	53	623
Derra Bassi Punjab	21	164
Halol	27	242
Haldia	10	48
Jammu (Samba)	35	409
Jhagadia	32	590
Tarapur	12	458
Vapi	39	1,305
Total	277	4,519



Award and Recognition



In India:

- Advanta Seeds was awarded **'CSR Project of the Year'** - Outstanding CSR initiative **UACL (United Against Child Labor)** by the 15th India CSR Summit & Awards.
- **Best CSR Project of the Year during Bharat CSR & Sustainability Summit & Awards 2025 for Project United Against Child Labor.**
- **Platinum Award (the highest honour) in the CSR and ESG Leadership** category for Advanta's CSR initiative **United Against Child Labor to be presented at the 17th Annual Global CSR & ESG Summit and Awards 2025.**
- **UPL Species Conservation Project** has been honoured with an appreciation plaque and memento for outstanding contributions towards "Conservation of Vulture and Sarus crane" during the 75th district-level Van Mahotsav of Anand at Borsad, Gujarat, India.
- The Social Forestry Division, Nadiad, organized a district-level event of Wildlife Week 2024 in association with the UPL Sarus Conservation Project. UPL Sarus Conservation Project got recognition for its remarkable efforts towards Sarus conservation and rescue work.
- **RSPG volunteers** were honored with certificates and presented with mementos for their relentless dedication to Sarus crane conservation and for their commendable work in rescuing and monitoring mugger crocodiles at Pariej wetland.
- UPL received an Award from CSRBOX (**Doing Good for Bharat Awards**) in the category **Doing Good for Jungle** (Social Forestry) 2024 in New Delhi, in the presence of Hon'ble Union Minister of State for Jal Shakti, Govt. of India – Shree Raj Bhushan Choudhary and Padma Shree Savji Dholakia.

Globally:

- **Best Employer Brand Award 2024, Thailand**
- **The Most Innovative Company to Watch in 2024**, Digital First Magazine
- Global Sustainability Lead of Advanta Seeds, Mariola Markiel recognized as one of the **'20 Most Influential Women in the EU Seed Sector in 2023'** announced in March 2024
- Advanta Thailand shortlisted for the **UN Women 2024 Thailand WEPs Award** by the Women's Economic Empowerment Team, UN Women Regional Office for Asia and the Pacific.
- **UPL Mexico:** Over a Decade of Responsible Leadership
With more than 10 consecutive years of receiving the Socially Responsible Company (ESR) Distinction, UPL Mexico proudly stands as a benchmark of commitment to sustainability, ethical business practices, and community empowerment. This recognition is the result of a long-term vision where responsibility and innovation go hand in hand to create lasting value for agriculture, society, and the planet.
- **Central America:** For the 7th consecutive year, UPL Central America has been honoured with the Socially Responsible Company (ESR) Distinction, a recognition that reaffirms its unwavering commitment to ethical leadership, sustainable practices, and the well-being of the communities it serves.
- **UPL Recognized as a Great Place to Work in Paraguay, Bolivia & Argentina:** In FY25, UPL proudly earned the Great Place to Work® certification in Paraguay, Bolivia, and Argentina, an achievement that reflects its unwavering commitment to fostering a positive, inclusive, and purpose-driven workplace culture across Latin America.





The Way Ahead - By Vice Chairman and Co-CEO



Today CSR stands for Corporate Social Responsibility. My vision is that going ahead it should stand for "Community Social Responsibility", where the community takes proactive ownership of its growth, makes decisions and converts them into actions rather than relying on any external agency, be it corporates, volunteer organizations or even government bodies. They must be capable of and empowered to identify areas for development and work towards achieving their goals and potential. Communities must take ownership for the choices they make and their impact.

Sustainability has always been the key driving force behind all our decisions. That is why over a period of time, we aim to handover projects to the community to drive them. An "Exit Protocol" along with efforts towards empowering the stakeholders will ensure community's readiness to take that responsibility with a higher level of internal locus of control.

Taking responsibility has always been my family's Mantra. The organization has gone to faraway places and touched hundreds and thousands of lives. But a lot remains to be done. There are always new challenges, new opportunities and newer communities to be reached. However much we try, we cannot be everywhere. So, the idea is to promote self-growth and self-care to enhance the wellbeing of many more across the globe and facilitate a deeper and wider impact for the "One World" we are responsible for.

Best Regards,

Vikram Shroff



SDG Mapping

Theme	Program/Intervention		Mapped SDG																
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	Transformative Partnership with OICSD																		
BIODIVERSITY CONSERVATION	1.0. Biodiversity Conservation Initiatives in India	Sarus Conservation																	
		Khambhat Vulture Conservation																	
		Social Forestry																	
		Mangrove Plantation																	
		Water and Soil Conservation																	
		Ahmedabad Lake Project																	
		Community Sensitization through Eco Clubs																	
	Sustainable Garden in Chile																		
	Sowing Sustainability, Growing Opportunities in Colombia																		
	"Campo Limpio" – a recycling initiative in Dominican Republic																		
	Reducing the environmental impact of food waste in Latin America																		
	Coahuila Reforestation in Mexico																		
SUSTAINABLE LIVELIHOODS	Cocoa and Forests Initiative in Africa																		
	Stewardship Training Program in Africa																		
	Advanta Youth Engagement Program in Indonesia																		
	Creating Sustainable Growth Through Sunflower Hybridization in Tanzania																		
	Empowering Youth in Agribusiness: Advanta and Farm Africa's Collaborative Impact in Tanzania																		
	Agriculture Development in India																		
	UPL Narmada Cluster Development in India																		
	Fisheries Development in India																		
	Integrated Livestock Development in India																		
	Skill development of school dropout youth in India																		
	Entrepreneurship development for women in India																		
	Sustainable Livelihood Initiatives by Advanta in India																		
	Sandra Shroff Gnyan Dham School, India																		
INSTITUTIONS OF EXCELLENCE	UPL University of Sustainable Technology , India																		
	Sandra Shroff College of Nursing (SSCN), India																		
	PM SHRI Eklavya Model Residential School (EMRS), India																		
INCLUSIVE DEVELOPMENT AND GROWTH	Associação Vida: The Life Association Program with Youth in Brazil																		
	Hogar Dulce Hogar in México																		
	Children's Celebration in Central America																		
	Christmas Celebration in Pacayas , Costa Rica																		
	Giving Blood, Giving Life in Costa Rica																		
	SAVIA (Food Security through Environmental, Social and Economic Impact) in Andean Region																		
	Spreading Joy, Inspiring Hope in Colombia																		
	From Classrooms to Dreams – UPL Built More Than Walls																		
	Community initiatives in UPL Ecuador																		
	Educational Agreement with Pontifical Catholic University of Chile																		
	UPL Procampo School in PERU																		
	Women Leader Agro in Chile																		
	Pre-professional Internships at the National University of Rosario in Argentina																		
	Food Bank Volunteering in Argentina																		
	Educating Today, Transforming Tomorrow – Scholarships in Barranquilla, Colombia																		
	Supporting Early Childhood Development and Family Well-being in Colombia																		
	Empowering Students through knowledge and technology in San Salvador																		
	Volunteerism and Joyful Moments for Children in Colombia																		
	Building infrastructure for local communities in Indonesia																		
	Empowering women employees to create social impact while balancing role responsibility and family in Indonesia																		

SDG Mapping

Theme	Program/Intervention	Mapped SDG																
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
INCLUSIVE DEVELOPMENT AND GROWTH	Community and Employee Engagement Program in Indonesia																	
	Project UACL (United Against Child Labour) in India																	
	United Bharat Initiatives in India																	
	UPL School Sanitation Program in India																	
	Safety Trainings in India																	

SUSTAINABLE DEVELOPMENT GOALS



Partners in growth

Global Partners

1. Asociación Nacional de Industriales (ANDI), Colombia
2. Alliance for a Green Revolution in Africa (AGRA)
3. Agronomic Institute of Campinas (IAC)
4. Banco de Alimentos (BAMX)
5. Cemefi, Mexico
6. Corazon Animal, Argentina
7. Food and Agriculture Organization (FAO)
8. Farm Africa
9. Farm for the Future Tanzania
10. Fundacion Traxion
11. HarvestPlus
12. Instituto Colombiano de Bienestar Familiar, Colombia
13. International Food Policy Research Institute (IFPRT)
14. National Institute for Adult Education (INEA), Mexico
15. National Learning Service (SENA), Colombia
16. Social Business Development (SBD),
17. Tanzania Agricultural Research Institute (TARI)
18. The Life Association (Brazil)
19. The Ramos Arizpe DIF (Mexico)
20. Tops Mexico
21. University of Oxford (UK)
22. World Cocoa Foundation

Partners in growth

Partners in India

1. Ahmedabad Urban Development Authority
2. Ankleshwar Industrial Development Society
3. Ankleshwar Rotary Education Society (ARES)
4. Department of Agriculture (GoG) & Social Forestry (GoG)
5. ECHO (Enabling Child and Human Rights Organization)
6. Gnyan Dham Vapi Charitable Trust
7. Gujarat Industrial Development Corporation (GIDC)
8. Gujarat Green Revolution Company Ltd (GGRC), GoG
9. IIT Jammu
10. Krishi Vigyan Kendra
11. Maker Bhavan Foundation
12. National Bank for Agriculture & Rural Development (NABARD)
13. Nurture Farm
14. Prayas Society
15. S. R. Shroff Aajivika Trust (SRSAT)
16. The Centre for Entrepreneurship Development (CED Gujarat)
17. Utkarsh Mahila Association (UMA)
18. Shroff's UPL Foundation

***Independent Limited Assurance Statement to UPL Ltd.
regarding accuracy, relevance, inclusiveness, and reliability of
CSR disclosures in its CSR Annual Report, 2024-25***



To,
The Management of UPL Ltd.
Vapi, Gujarat.

This CSR Annual Report of UPL Ltd. has been compiled and documented by Inverted Comma. Collation, review and presentation of CSR activities undertaken at various locations and units across globe have been done for the period April 2024 to March 2025.

As part of due diligence, the following steps were adhered to:

- ***A thorough understanding of projects through vision, mission and goal statement.***
- ***Discussion with team members to understand approach.***
- ***Engagement with key team members responsible for data collation and reporting.***
- ***An in depth study of data points – informative content, activity pictures, output & outcome numbers and case studies for fair presentation of the company's efforts.***
- ***Verification of data to check consistency with previous year's reporting; for ensuring clarity, coherence, and flow, and making significant revisions to improve the overall effectiveness.***

Based on the processes followed and evaluation of the report content, Inverted Comma is positive that the CSR Annual Report for the financial year 2024-25 for UPL Ltd. has been prepared and presented fairly and objectively in all material aspects and is free from any form of material misstatement.

Regards,

A handwritten signature in blue ink, appearing to read "Rubi Singh".

Rubi Singh
(Founder & Development Consultant)
15th June 2025



Thank you

Contact

Rishi Pathania
CSR Head, UPL Ltd.

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