UPL's Sustainability & Environment Governance and Management Framework

1. Governance Framework

Global Corporate Governance Framework

Core Values

- Always Human
- Nothing's Impossible
- Win Win Win
- One Team, One Focus
- Agile
- Keep it simple, make it fun

Audit Committee
Risk Management Committee
Finance and Operations Committee
Sustainability Committee
Stakeholder Relationships and CSR Committee

Board level Sustainability Committee Members
- Chairperson, Non-Executive Independent Director
- Member, Non-Executive Independent Director
- Member, Non-Executive - Non-Independent Director

Executive Committee on Sustainability
- Global Chief Finance Officer (CFO)
- Global Chief Supply Chain Officer
- Global Head - Environmental & Sustainability
- Head of Sustainability Nurture Farm
- Senior General Manager (CSR)

Sustainability Management Team

Corporate Sustainability Team
- It is responsible for the overall sustainability strategy at UPL. The team collaborates with internal and external stakeholders of the Company and is responsible for setting Sustainability/ESG goals, targets, policies, sustainability reporting and disclosures. The team also monitors the overall ESG/Sustainability performance globally.

Corporate Environment Team
- It is responsible for ensuring environmental compliance at the operational level, as well as monitoring and evaluating the overall performance of the Environment Management System (EMS) implemented at plant level.

Green Cell (Technology Team)
- It oversees technical issues related to environment at manufacturing locations in India. It oversees implementation of industry best practices at manufacturing units through technological interventions and the actions follow worldwide best practices that demonstrate resilience across all our broad business activities and dynamic product line.

Plant Level Environment Management Team
- It is responsible for implementation, monitoring & reporting of all the ESG/Sustainability related matters at plant level.
2. Management Framework

UPL sustainability goals & targets are fully aligned with SDGs & Paris agreement on climate change.

Sustainability Goals:
- Reduce environmental footprint
- Enhance World food security
- Enhance sustainable sourcing
- Strengthen community wellbeing

S&P Global, Sustainalytics & FTSE Russell has rated UPL above industries average.

UPL sustainability report is aligned with the GRI Standards, in-accordance-comprehensive option.

UPL is certified logo holder of FTSE4Good, Responsible Care & ISO 14001.