

## UPL HUMAN RIGHTS

### **Observations and conclusions:**

Human rights is an increasingly important aspect of the developing global social responsibility movement. Over the years, the governmental and social stigma has resulted in significant progress and a greater sense of shared expectations about its way forward. At UPL, human rights policy is extended to all its customers, contractors, suppliers and third-party business associates; it is expected for them to collaborate with us and adhere to our policy. We have provided various platforms to share views and recommendations on any kind of potential breach or non-compliance on human rights. Following the due diligence process, we have identified few areas of human right issues that have low impact level. These issues have been acknowledged and supplementary measures have been implemented to mitigate as follows:

- Health and safety consciousness is an essential priority, so that, it is constantly thought of and actively valued. Occupational accidents and injuries during operations can have an impact on health of people for which its recording & reporting cannot be neglected. To reciprocate with the cause, we have incorporated a long-term solution by establishing a 3R plan namely recording, reporting and recovery of mishap events through digital platform – WSO (Work Safe Online). This is supporting the organization towards revising and upgrading their existing system; thus, reducing injury rates and increasing operational efficiency. The plan aims toward achieving zero accidents by enhancing safety training at operational sites for contractors and third-party bodies.
- Human rights are of supreme priority for our Company, and so implementing robust mechanism towards preventing its non-compliance has been adopted by our third-party practices. However, it is suggested that a remediation plan is documented for any unforeseen challenges identified.

In order to protect and prevent violation of human rights within the operations and third-party sites, we have prepared a human rights training module along with its awareness programs. This shall allow our entire direct and indirect workforce to receive knowledge and understand human rights and its issues that is related to their operation.