



CORPORATE SOCIAL RESPONSIBILITY POLICY

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UE Press Tools Pvt Ltd Corporate Social Responsibility Statement

At UE Press Tools Pvt Ltd, we recognize that our success is intrinsically linked to the well-being of the communities we serve and the health of the environment we operate in. As a responsible corporate citizen, we are committed to making a positive impact on society and the planet through our Corporate Social Responsibility (CSR) initiatives.

Our Guiding Principles

Sustainability: We are dedicated to reducing our environmental footprint by embracing sustainable practices, minimizing waste, conserving natural resources, and reducing greenhouse gas emissions.

Ethical Practices: We uphold the highest standards of integrity, transparency, and ethical conduct in all our business operations. We reject corruption, bribery, and any unfair practices.

People-Centric Approach: Our employees are our most valuable asset. We prioritize their well-being, safety, and professional development. We foster diversity, equity, and inclusion within our workforce.

Community Empowerment: We are committed to giving back to the communities in which we operate. Through partnerships, volunteerism, and financial support, we strive to improve the quality of life for those we touch.

Innovation and Progress: We continually seek innovative solutions to address social and environmental challenges. We are dedicated to setting and achieving ambitious CSR goals that create lasting positive change.

Our CSR Focus Areas

- 1. Environmental Sustainability:** We are committed to reducing our carbon footprint and minimizing our impact on the environment. This includes energy-efficient practices, responsible waste management, and sustainable sourcing.

All Employees recognize that environmental responsibility is integral to their business practices and that adverse effect on the environment and natural resources are to be minimized while safeguarding the health and safety of the public.

a. Environmental Permits and Reporting

All required environmental permits (e.g., discharge monitoring) and registrations are to be obtained, maintained and kept current and their operational and reporting requirements are to be followed.

b. Pollution Prevention and Resource Reduction

Waste of all types and use of natural resources (including water and energy), are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.

c. Hazardous Substances

Chemical and other materials posing a hazard, if released to the environment are to be identified and managed in accordance with applicable laws or regulations to ensure their safe handling, movement, storage, recycling or reuse and disposal.



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d. Wastewater and Solid Waste

Wastewater and solid waste generated from operations, industrial processes and sanitation facilities are to be monitored, controlled and treated as required by applicable laws or regulations prior to discharge or disposal.

e. Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, monitored, controlled and treated as required prior to discharge

f. Materials Restrictions

All Employees are to adhere to all applicable laws and regulations regarding prohibition or restriction of specific substances including labeling laws and regulations for recycling and disposal.

g. Energy Consumption and Greenhouse Gas Emissions

Energy consumption and greenhouse gas emissions are to be tracked and documented, at the facility and/or corporate level. Participants are to look for cost-effective methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

2. Fair Labor Practices: We ensure fair wages, safe working conditions, and equal opportunities for our employees. We promote a culture of respect and diversity within our organization.

All Employees in UE are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community.

a. Freely Chosen Employment

Forced, bonded or indentured labour or involuntary prison labour is not to be used. All work will be voluntary, and workers should be free to leave upon reasonable notice. Workers shall not be required to hand over government-issued identification, passports or work permits as a condition of employment.

b. Young Workers

Child labor is not to be used in any stage of manufacturing. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Participant shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students’ rights in accordance with applicable law and regulations. Participant shall provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.

c. Working Hours

Studies of good manufacturing practices clearly link worker strain to reduced productivity, increased turnover and decreased injury and illness. Work weeks, including overtime, are not to exceed the legally allowed number of working hours. Workers should be allowed at least one day off per seven-day week



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and must be offered vacation time, leave periods and holidays consistent with applicable laws and regulations.

d. Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Any disciplinary wage deductions are to conform to local law. The basis on which workers are being paid is to be clearly conveyed to them in a timely manner.

e. Humane Treatment

There is to be no harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal abuse of workers or unreasonable restrictions on entering or exiting company provided facilities; nor is there to be the threat of any such treatment.

f. Non-Discrimination

We should be committed to a workforce free of harassment and unlawful discrimination. Companies shall not engage in discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership or marital status in hiring and employment practices such as promotions, rewards, and access to training. In addition, workers or potential workers should not be subjected to medical/pregnancy tests that could be used in a discriminatory way except where required by applicable law or regulation or prudent for workplace safety.

g. Freedom of Association

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. Employees are to respect the rights of co-workers to associate freely, join labor unions, seek representation and or join workers' councils in accordance with local laws. Workers shall be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment.

3. **Community Involvement & Development:** We actively engage with local communities through investments in education, healthcare, and social initiatives. We encourage our employees to participate in volunteer activities that benefit the community.

Employees recognize that integrating sound health and safety management practices into all aspects of business is essential to maintain the quality of products and services, consistency of production and employee morale.

a. Occupational Safety

Worker exposure to workplace safety hazards (e.g., electrical and other energy sources, fire, vehicles, machines, slips, trips and fall hazards) are to be controlled through proper design, engineering and administrative controls, preventative maintenance and safe work procedures. Physical guards, interlocks and barriers are to be provided and properly maintained for machinery used by workers. Sources of hazardous energy shall be controlled during maintenance or set-up activities to prevent the unexpected start-up or accidental release of energy which could pose serious risk to workers. Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate personal protective equipment.



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b. Emergency Preparedness

Emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including: emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans.

c. Occupational Injury and Illness

Procedures and systems are to be in place to manage, track and report occupational injury and illness, including provisions to: a) encourage worker reporting; b) classify and record injury and illness cases; c) provide necessary medical treatment; d) investigate cases and implement corrective actions to eliminate their causes; and d) facilitate return of workers to work.

d. Industrial Hygiene

Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled. When hazards cannot be adequately controlled by engineering and administrative means, workers are to be provided with appropriate personal protective equipment.

e. Physically Demanding Work

Worker exposure to physically demanding tasks, including manual material handling and heavy lifting, prolonged standing and highly repetitive or forceful assembly tasks is to be identified, evaluated and controlled.

f. Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.

g. Sanitation, Food, and Housing

Workers are to be provided with clean toilet facilities, access to potable water and sanitary food preparation and storage facilities. Worker dormitories provided are to be clean, safe, and provide emergency egress, adequate heat and ventilation and reasonable personal space.

h. Health and Safety Communication

Participant shall provide workers with appropriate workplace health and safety training in their primary language and should encourage worker input regarding health and safety issues in the workplace.

4. Ethical Supply Chain: We hold our suppliers to the same high ethical standards we practice. We collaborate with them to ensure responsible sourcing and ethical conduct throughout the supply chain.

To meet social responsibilities and to achieve success in the marketplace, Employees are to uphold the highest standards of ethics.



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a. Business Integrity

The highest standards of integrity are to be expected in all business interactions. Any and all forms of corruption, extortion and embezzlement are strictly prohibited resulting in immediate termination and legal actions.

b. No Improper Advantage

Bribes or other means of obtaining undue or improper advantage are not to be offered or accepted

c. Disclosure of Information

Confidentiality is of the utmost importance in the Employees relationship. Information regarding business activities, structure, financial situation and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Non-Disclosure Agreements (NDA) must be in place prior to conducting any business activity.

d. Intellectual Property

Intellectual property rights are to be respected; transfer of technology and know-how is to be done in a manner that protects intellectual property rights.

e. Fair Business, Advertising and Competition

Standards of fair business, advertising and competition are to be upheld. Means to safeguard customer information should be available.

f. Protection of Identity and Non-Retaliation

Programs that ensure the protection of Employees and employee whistleblower* confidentiality are to be maintained.

*Whistleblower definition: Any person who makes a disclosure about improper conduct by an employee or officer of a company, or by a public official or official body.

g. Responsible Sourcing of Minerals

Employee must ensure that their products are DRC conflict-free meaning they do not contain metals derived from “conflict minerals”: columbite-tantalite (tantalum), cassiterite (tin), gold, wolframite (tungsten), or their derivatives such that they do not directly or indirectly finance or benefit armed groups through mining or mineral trading in the Democratic Republic of Congo or an adjoining country. Employee are to establish policies, due diligence frameworks, and management systems that are designed to accomplish this goal. Also, suppliers should audit their supply chain at regular intervals and ensure that their smelters and refiners are Conflict Free Smelter Program (CFSP) compliant and if found any deviation or any change in the source, it should be reported to UE PRESS TOOLS PVT LTD immediately.

h. Privacy

Employee are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.



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5. **Transparency and Accountability:** We maintain transparency by regularly reporting on our CSR initiatives, goals, and progress. We are accountable to our stakeholders, including customers, investors, and the public.

Our Commitment to Progress

We understand that CSR is an ongoing journey, and we are dedicated to continuous improvement. We actively seek feedback from our stakeholders to refine our CSR practices, set higher standards, and make a meaningful and lasting difference in the world.

At UE Press Tools Pvt Ltd, we believe that responsible business practices are not only a moral imperative but also a strategic advantage. By integrating CSR into our core values and operations, we aim to create a brighter, more sustainable future for all.