

ADDRESS COWI India Private Limited 121, Udyog Vihar,

Phase-I, Gurgaon-122 016

EXTENDED PRODUCERS RESPONSIBILITY PLAN (EPR - Plan) Haryana, India

of

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CIN LI74999HR1998PTC034105

#### **COWI INDIA PRIVATE LIMITED**

We M/s. COWI INDIA PRIVATE LIMITED at PLOT NO. 121, PHASE 1, UDYOG VIHAR GURGAON, HARYANA - 122016 Importers & Traders of LAPTOP COMPUTERES parts & accessories being producer as per E-waste (Management) Rules, 2016, hereby submit our EPR Plan. We proposes to implement EPR through Auctus E Recycling solutions Pvt Limited, that will work as our Producer Responsibility Organization (PRO) and has substantial experience in collection, storage, transportation, dismantling and recycling of E waste.

### **EPR PLAN** (Extended Producer Responsibility Plan):

a) Please provide details of your overall scheme to fulfill Extended Producer Responsibility obligations including targets. This should comprise of general scheme of collection of used/waste Electrical and Electronic Equipment from the Electrical and Electronic Equipment placed on the market earlier such as through dealers and collection centers, Producer Responsibility Organization, through buyback arrangement, exchange scheme, Deposit Refund Scheme, etc. whether directly or through any authorized agency and channelizing the items so collected to authorized recyclers.

SUGGESTED EXTENDED PRODUCER RESPONSIBILITY PLAN

## 6.1) General Scheme of Collection

## 6.1. i.) Brief Write-up on a Scheme for Pan India Collection of E-Waste:

We have made agreement with M/s. Auctus which will act as a PRO for collection storage and transportation of E-waste on our behalf from all over India for environmentally sound dismantling & recycling to meet our collection target our PRO will collect E-waste from individual consumer, bulk consumer, informal sector through door to door collection Or will collect from consumers/bulk consumers if they call to our toll free number for pick up /collection or our PRO can organize take back of E-waste or he can arrange pick of E-waste from any location of the country and will ensure proper dismantling & recycling of collected E-waste.

M/S. COWI INDIA PRIVATE LIMITED shall ensure that its PRO collect and channelize E-Waste (WEEE) generated from its consumers/bulk consumers from any part of the country/ pan India.





#### COLLECTION FROM RETAIL / BULK CONSUMERS

M/S. COWI INDIA PRIVATE LIMITED shall keep record of its sale to various bulk / retail consumers and contact them through the 'Door to Door' contact program me or / by offering drop point services at our service centers at the End of life (EOL) of the equipment sold by us. M/s Auctus E Recycling solutions Pvt Ltd our PRO will facilitate the collection and transportation of E-Waste (WEEE) to its Recycling facility for dismantling and recycling.

# 6.1. ii.) Scheme may include collection center's/reverse logistic service provider/Courier Service/ Producer Responsibility Organization (PRO)s/etc.

Our PRO has collection center/collection points to cover entire country (list given below this paragraph) for collection of E-waste. These collection point can also be used by consumers for dropping their E-waste. We have our Toll free number 1800-1039-365 & PRO Toll free no. 1800-2700-038 which can be approached by any consumer or bulk consumer for arranging collection of their e-waste by the agents of PRO or by the logistic support team of PRO for collecting E-wasting. Our PRO has agreement with transporter name M/s Satyam cargo which can transport E-waste in safe and environmentally sound manner from consumers/bulk consumers for environmentally sound dismantling and recycling at its dismantling & recycling facilities.

The Producer Responsibility Organization (PRO) has collection Points / Centers at large city hubs. These collection points/centers will facilitate returns of e-waste by consumer / bulk consumers. In case of areas far away from Collection Points / Centers, a roving mechanism will be established, where in a mobile van shall be sent periodically to such areas so that customers can return their End of life (EOL) products for which announcement/publication of schedule of movement of roving vehicle and coverage of a particular area in a particular day at a particular time will be made through web sites and pamphlets in News Papers of that area where roving mechanism will be arranged.

Retailers employed by the Producers shall also form the forward line of collection of E-Waste (WEEE). They shall be useful for collection of products sold under exchange scheme. The Producer Responsibility Organization (PRO) shall collect the E-Waste (WEEE) directly from the Retailers on the information provided by us.

In very special cases customer shall also be provided the facility of courier services, wherein he will be directed to deposit his product directly with a registered transporter for onward delivery to the Producer Responsibility Organization -PRO's collection point / Recycling facility.

<u>Purchase of E-Waste from open market</u> Auctus as a Producer Responsibility Organization (PRO) knows the informal recycling market to meet shortfalls in target.

Auctus as (PRO) also plans to carry out 'door to door' collection of appliances in residential areas under its own stewardship. Such a collection can be transferred to **M/s. COWI INDIA PRIVATE LIMITED** at a differential fee whenever such situation of shortfalls in target arise..





Take back system for collection of E-waste requires setting up of the following: -

<u>COLLECTION POINTS</u> - These are the first line of collection, generally established by the service centers, dealer or distributer and Producer Responsibility Organization (PRO). The customer drops his E-Waste (WEEE) at a respective Collection point and is paid a standard incentive for his goods based on prearranged rates. The dealer will ensure that the E-Waste (WEEE) collected by him through returns of WEEE by the consumers of M/s. COWI INDIA PRIVATE LIMITED WEEE should be channelized to the PRO's system and there should not be any leakage and there will not be any resale.

Producer Responsibility Organization (PRO) will pick up E -Waste (WEEE) from a number of collection points periodically or if the quantity of E -Waste (WEEE) is sufficiently large the pickup can take place directly from collection points such as bulk consumer thus avoiding staging of E -Waste (WEEE). Payment for such collections will be done by Producer Responsibility Organization PRO) to the Producer





6.1 iii.) Name, address and contact numbers of all the collection centers/reverse logistic service provider/courier service/etc.

## <u>Details of Collection Centers / Points are established by the Producer Responsibility Organization (PRO)</u>

Our PRO M/s. Auctus E- Recycling Solutions Pvt Ltd, have collection points/centers, which will be also used for storing our e-waste and will be part of our collection and channelization system. Our PRO don't have collection points in all the states but the collection points of neighboring state will be used for collection of the e-waste from nearby States. States wise list of collection points are given below:

Details of Collection Centers already established by Auctus are as under: -

S.	State	Address	Remarks ( Contact at)
No 1.	UTTAR PRADESH	A-58, Udyog Kendra, ECOTECH –III, Vill Habibpur, Surajpur, Greater NOIDA (UP)	Contact Sultan: 9540943280 Toll Free No. 1800-2700-038
	UTTAR PRADESH	F636/637, MG Road, Ghaziabad, (UP)	Contact Sultan -9540943280 Toll Free No. 1800-2700-038
	UTTAR PRADESH	C-98, Sector 4 NOIDA (UP)	Contact Sultan - 9540943280 Toll Free No. 1800-2700-038
2.	DELHI,	Gali No-3, 358-A, Plot No – 21, Friends Colony Sahadra, Delhi	Contact Sultan - 9540943280 Toll Free No. 1800-2700-038
3.	HARYANA	Auctus E Recycling Solution is a NCR based recycling facility and has collection centre in Delhi as well as Noida. Haryana state can adequately be covered by Auctus from any of its Collection centres in the NCR region.	Contact Sultan - 9540943280 Toll Free No. 1800-2700-038
4.	GUJARAT, DAMAN & DIU	Shop No-13, Sai Darshan Shopping Center, Hotel Sai Darshan Compound, Moriya – Patiya Teh – Sanand, Dist Ahmedabad (Gujarat)	Mr Zaki : 9958746692 Toll Free No. 1800-2700-038
5.	MADHYA PRADESH	Sh. Anar Singh, House no -30, Khajuri Kalan, mandideep bye Pass Road, , Bhopal (MP)	Contact : Lalit - 9761688731 Toll Free No. 1800-2700-038
6.	ODISHA, CHATTISGARH	Auctus e recycling solutions Pvt Limited Daruthenga, Khurda, Bhubaneswar (Odisha)	Contact Bangali Prasad – 9339748543 Toll Free No. 1800-2700-038
7.	ASSAM	Auctus e recycling solutions Pvt limited c/o NairulIslam, Notbam, House Number -3, Hatigaon, Dist. Kamrup, (Assam) -781038	Contact Ravikrant – 9954337060 Toll Free No. 1800-2700-038
8	HYDERABAD, ANDHRA PRADESH	Khaja Agency, Behind MMR Garden, RR Nagar, old Bowenpally, Secundrabad.	Contact Lalit – 9761688731 Toll Free No. 1800-2700-038



# **COWI**

9	KERALA, KARNATAKA	Smt Seethaamma, Khata No 135 /52, Vinayaka Nagar, Binamangla Dakale, Nelmangala, 562123 (Karnataka)	Naved - 9540943204 Toll Free No. 1800-2700-038
10.	JHARKHAND	SIDRAUL, PS Khijra, via Namkom, Ranchi, Jharkhand - 83401	Bangali Prasad – 9339748543 Toll Free No. 1800-2700-038
11.	BIHAR	Auctus E Recycling Solutions Pvt Limited Phulwarisarif, Naya Tola masjid, Patna (801505	Bangali Prasad – 9339748543 Toll Free No. 1800-2700-038
12.	WEST BANGAL	Mauja, Gopalpur, Sarkarpool, Jholi No 111 Maheshtala, South -24 Pargana, West Bengal - 743382	Bangali Prasad – 9339748543 Toll Free No. 1800-2700-038
13.	UTTRAKHAND	Rehmat Traders, Saleempur Chawk, SIDKUL byepass Road, Ranipur, Hardwar Uttrakhand	Ranjan Pandey – 7834960626 Toll Free No. 1800-2700-038
14.	PUNJAB	Extension Bhadowal LG warehouse Near Bhadowal Railway Station Ludhiana, Punjab	Ranjan Pandey – 7834960626 Toll Free No. 1800-2700-038
15.	HIMACHAL PRADESH, JAMMU&KASHMIR	Plot No105, Ward No-6 Narwal, Transport Nagar, Jammu (J&K)	Sultan - 9906278323 Toll Free No. 1800-2700-038
16.	GOA, MAHARASHTRA,	Auctus e Recycling solutions Pvt Limited. Shop no-4, house no 1752, Arham Logistic Park, Bhiwandi bye pass Valshind village, Taluka Bhiwandi Dist Thane (Maharashtra)	Mr Zaki -9958746692  Toll Free No. 1800-2700-038
17.	RAJASTHAN	F – 95, Road No-7, Behind Om Toyota Vishwa Karma Industrial Area, Jaipur-Rajasthan	Rajesh – 9540943281 Toll Free No. 1800-2700-038
18.	ARUNACHAL PRADESH	Rekha Lamra, Bhalukpong, Arunachal Pradesh	Ravinder Kr Rai – 9954337060 Toll Free No. 1800-2700-038
19.	MANIPUR	M Boney Singh, Tentha Khongbal PO Wangjing, Thoubal, Manipur	Ravinder Kr Rai – 9954337060 Toll Free No. 1800-2700-038
20.	MEGHALAYA	Raju Mourah 12 <sup>th</sup> Mile , Rebhoi Meghalaya - 793101	Ravinder Kr Rai – 9954337060 Toll Free No. 1800-2700-038
21.	MIZORAM	M Boney Singh, Tentha Khongbal PO Wangjing, Thoubal, Manipur	Ravinder Kr Rai – 9954337060 Toll Free No. 1800-2700-038
22.	NAGALAND	Pritam Jaiswal Near ram Janki School Dimapur MC, Nagaland	Ravinder Kr Rai – 9954337060 Toll Free No. 1800-2700-038
23.	SIKKIM & BIHAR	Auctus E Recycling Solutions Pvt Limited Phulwarisarif, Naya Tola masjid, Patna - 801505	Bangali Prasad – 9339748543 Toll Free No. 1800-2700-038
24	TELANGANA	E green planet Survey no.559/2 medchal panchayat Hyderabad, Telangana state.	Lalit -9761688731 Toll Free No. 1800-2700-038
25.	TAMILNADU	The collection points at Bangalore and cochin cater for any pick up from cities of Tamilnadu. However our arrangement with SATYAM CARGO has been tasked to provide transportation support for any areas that have	Toll Free No. 1800-2700-038
	WDIA PL	been left covered.	



6.1 iv) <u>Provision of Tollfree number</u> for collection to help consumer /bulk consumer in sending their E-waste. The numbers should be specified in application.

#### **TOLLFREE NUMBER**

Auctus as Producer Responsibility Organization (PRO) has established a help line with **TOLLFREE NUMBER** (18002700038) and our Toll-free number (1800-1039-365) to assist and direct individual customers and in some cases bulk consumer also for collection and channelization of E-Waste (WEEE).

6.1.V.) Provide details of buy-back/Exchange/DRS/Any Other collection schemes [Optional]

Presently we don't have any buy-back/Exchange/DRS/Any other collection schemes

<u>Purchase of E-Waste from open market</u> Auctus as a Producer Responsibility Organization (PRO) knows the informal recycling market to meet shortfalls in target...

Auctus as Producer Responsibility Organization (PRO) also plans to carry out 'door to door' collection of appliances in residential areas under its own stewardship. Such a collection can be transferred to M/s. COWI INDIA PRIVATE LIMITED at a differential fee for dismantling and recycling.

Take back system for collection of E-waste requires setting up of the following: -

<u>COLLECTION POINTS:</u> - These are the first line of collection, established by Producer Responsibility Organization (PRO)s. The customer drops his E-Waste (WEEE) at a respective Collection point and is paid a standard incentive for his WEEE based on prearranged rates. The operator of the collection points will ensure that the E-Waste (WEEE) collected by him is channelized in the waste stream and not resold unethically.

Producer Responsibility Organization (PRO) will pick up E -Waste (WEEE) from a number of collection points periodically or if the quantity of E -Waste (WEEE) is sufficiently large the pickup can take place directly from collection points such as bulk consumer thus avoiding staging of E -Waste (WEEE). Payment for such collections will be done by Producer Responsibility Organization (PRO) to the Producer





# 6.2 (i) Provide write up on movement of E-waste from collection onwards to the premises of authorized dismantler or recycler.

Our collection and channelization scheme is centered around consumers/bulk consumers. The collection of e-waste starts from individual consumers either through door to door collection or through pick up on call or through returning/dropping by the consumer to our collection points/centers. For returning/dropping of WEEE by consumer our PRO will regularly organize collection/returning campaign among consumers. Our Dealers, whenever they will receive WEEE from our consumer, will transfer that WEEE to our PRO's collection channel. Our PRO will also involve whenever such need arise the informal sectors and employ them as part of our collection schemes for collection of WEEE. Our PRO will also participate in the auctions of e-waste by bulk consumers and channelize the collected e-waste to his dismantling and recycling facilities directly or through collection points. E-Waste generated at our service centers will also be collected by our PRO for channelization to its dismantling/recycling facilities. For transporting collected e-waste our PRO will use services of its reverse logistic partner. The residue generated if any after recycling will be sent to TSDF.

### CHANNELIZATION OF E-WASTE TO RECYCLING / DISMANTLING FACILITY

Auctus as Producer Responsibility Organization (PRO) is responsible for collection of E-Waste (WEEE) and channelizing it to the formal recycling chain. The following is ensured by the Producer Responsibility Organization (PRO).

## Logistic Agreement between Producer Responsibility Organization (PRO) and Transporter

Auctus E Recycling Solutions Pvt Limited has desired arrangement for collection of E-Waste (WEEE) from various collection points established by itself and its associated partners through a Logistics Agreement. It also operates a consortium of local transporters for carrying goods in NCR region. It also has understanding with different transporters in various cities for logistic support.

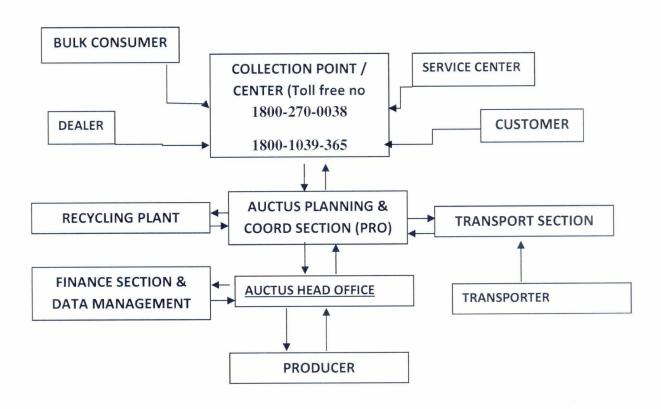
6.2. ii) In case of used florescent lamps, movement from collection center to TSDF. -----NA----





6.2. iii) Provide a schematic flow chart showing movement of E-waste at various points starting from collection onwards till it reaches authorized dismantler or recycler.

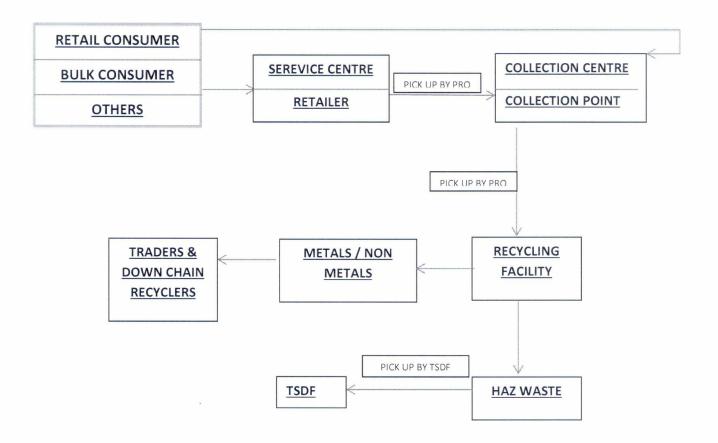
### <u>FUNCTIONAL ORGANISATION FOR TAKE BACK OF E-WASTE (WEEE )BY PRODUCER</u> RESPONSIBILITY ORGANIZATION(PRO)







#### MOVEMENT AND PROCESSING OF E-WASTE (WEEE) – FLOW CHART





## <u>6.3</u> <u>.i)</u> Website details:

Link: http://www. Auctusrecycling.com

#### **Details of PROs**

AUCTUS E-RECYCLING SOLUTIONS PVT. LTD F-637, Masuri - Gulwathi Road, Industrial Area, Ghaziabad, Uttar Pradesh. 1800-2700-038 (toll Free) 07017972650 aerspl2@gmail.com

#### **Identified E-waste Recycler:**

AUCTUS E-RECYCLING SOLUTIONS PVT. LTD F-637, Masuri - Gulwathi Road, Industrial Area, Ghaziabad, Uttar Pradesh. 1800-2700-038 (toll Free) 07017972650 aerspl2@gmail.com

6.3.ii) Details of Content of related to collection mechanism of E-waste such as details of all collection schemes:

6.3.iii) Toll free number on web-page: 1800-2700-038





6.3.iv) Website link has to be on home page at a prominent place on the producer's website:

## Website link: www.auctusrecycling.com



### Website link: www.cowi.com





## **7.0**) Estimated budget for Extended Producer Responsibility and allied initiatives to create consumer awareness.

Awareness Funds : Rs 50,000

**Scheme for Collection** : Rs 20,000

**Channelization** : Rs 10,000

**Total funds for E-WASTE WEEE:** Rs 80.000

# **8.0.i** )Details of proposed awareness program the following details shall be given in application:

#### **Proposed Awareness plan for customer:**

We have engaged M/s Auctus as our PRO and who will also take care awareness program me for collection of E-waste from consumers, bulk consumers, school children, RWA. We are also targeting our retailer dealer and sensitizing them on management of E-waste including its collection storage and its harmful impact on environment. Our PRO will run awareness campaign through workshops, seminar, radio(FM/AM), placing pamphlets in newspaper on our collection points/centers, reverse logistic mechanism, our channelization programme, toll free numbers, website links etc. for making consumer and bulk consumer aware about our collection and channelization and about our PRO infrastructure of collection of WEEE.

We have associated with Auctus E Recycling solutions Pvt limited, that works as a Producer Responsibility Organization(PRO), Recycling and collection and channelization of E waste. As per agreement Auctus E recycling solutions Pvt. Ltd collects E-waste generated from PAN India and recycling at their plant.

We furnish all the details related to collection and channelization of e-waste products after end of life. i.e.

The details of collection Centre are available on company's website at the following URL: www.cowi.com

Customer Care: Customer my also contact toll free No. 1800-1039-365 on any day between 9.30 AM to 7.00 PM or send an e-mail to klga@cowi.com

Company's customer care department shall be able to provide assistance in this regard. As of now, there is no Specific scheme offered by M/s COWI INDIA PRIVATE LIMITED In future, plan offer any such scheme by the way of gifts or discount coupons scheme at the time of their old equipment disposal. It shall duly notify Central pollution control board, in writing, about such arrangement.





- i) We also look awareness program me through Website, Boucher's, Poster and information booklets accompanying the products after end of life regard to:
  - 1. Information about hazardous constituents (Like lead, mercury, cadmium or chromium) in electrical and electronic products.
  - 2. Information on hazards of improper handling, accidental breakage, damage and or improper recycling of e-waste.
  - 3. Instructions for handling of the products after its use along with the Do's and Don'ts: and
  - 4. Affixing a visible, indelible symbol (non-disposal as ordinary waste) on the products or information booklets to prevent e-waste from being dropped in garbage bins containing waste destined for disposal.

### 8.0.1 a) Detail of proposed seminars, workshops:

WE WILL FIRST 2 YEAR TARGET METRO CITY & SMALL CITY TARGET 2 YEAR 3RD & 4TH YEARS.

Proposed Seminars will be 2 in a year and workshop also 2 in a year.

Target Audience the Producer Responsibility Organization (PRO) shall target the following audience: -

#### **Schools**

The awareness on E-waste should begin at the very base of our society M/s. COWI INDIA PRIVATE LIMITED will target maximum schools for this purpose as children become carriers of knowledge and cause a change in habits as they grow.

#### **Housing Societies**

Housing societies generate bulk of the E-waste pertaining to large home appliances. An endeavor is being made to meet various Housing societies committees and make them aware on the problems of E-waste and its safe disposal at end of its life.

Retailers / dealers These outfits are very important in the sale of electronic / electrical products of any producer. They are single point contact for sale of goods. It is imperative that Retailers and Dealers of ibid appliances must have full knowledge of the life cycle of the product. M/s COWI INDIA PRIVATE LIMITED has made it a policy to include E -Waste awareness during the annual / half yearly dealer meets.

Frequency of Conduct – 6 months

Cities - Delhi, Mumbai

Advertisements - Local Newspapers in NCR / Northern Region





## Awareness shall also be disseminated through:

- i. Markings on EEE Products that are likely to become WEEE.
- ii. User guides listing out the collection centers location and Toll free numbers of the Producer Responsibility Organization(PRO)
- iii. Websites giving details of collection chain.
- iv. We will print toll free nos. (ours PRO) and website link on the invoice/bills of customers so that they will be collection system of E-waste.

We will conduct region wise awareness program me and workshops at specific period of time and invite various stakeholders, school, college, institution, retailers, dealers, bulk consumers etc. to attend the same and we spread awareness about the hazardous content contains the electronics goods, we will also educate our stakeholders, school, college, Institution, retailers, dealers, bulk consumers about benefits of the recycling of electronic goods. We are planning for conducting seminar/workshop once in a year in metro cities/small cities/urban areas/northeast states.

### 8.0.i. b) Proposed Advertisement in newspapers / TV / Radio, Pamphlets, booklets

We will spread awareness by all means of social media like Facebook etc. and will provide advertisements through inserting pamphlets & booklets inside the newspaper so that each and Every citizen of India would be aware about how to handle the E-waste.

## 8.0.i.C) Logos for recycling of E-waste on Product's Packaging

While packing the product, we ensure that there will be a waste recycling logo on the packed products.



## 8.0.i.d) Provision of user Guide/ Booklet/ Brochures giving details of collection and recycling arrangements made for E-waste

It will provide to customers for handling e-waste as far as collection and recycling arrangements with proper guidelines as per E-waste management rule 2016.





### **Summary of Awareness Program**

Particulars	Details
Seminars/Workshops For Consumers, Residence, welfare Society, School, College	Twice in a Year
Advertisements	Once in a six month
Logos	On packaging of every product
User Guide/ Booklets/ Brochures	Inside every packed product

#### Do's & Don'ts

#### Do's:

- Always look for information on the catalogue with your product for end-of life equipment handling
- Ensure that only Authorized Recyclers repair and handle your electronic products.
- Always call our E-waste Authorized Collection centers / points to dispose products that have reached end-of life.
- Always drop your used electronic products batteries or any accessories when they reach the end of their life at your nearest Authorized E-waste Collection Centers point.
- ➤ Always disconnect the battery from product and ensure any glass surface is protected against breakage.

#### Don'ts:

- > Do not dismantle your electronic products on your own.
- > Do not throw electronics in bins having Do not Dispose" sign.
- ➤ Do not give e-waste to informal (Kabbadi) and unorganized sectors like Local Scrap Dealer Rag Pickers.
- > Do not dispose your product in garbage bins along with municipal waste that ultimate reaches landfills.







## LIST OF PRODUCERS UNDER AUCTUS E RECYCLING SOLUTIONS PVT LIMITED AND CAPACITY UTILISATION FOR THE FY 2018-19

S. No	PARTY NAME	MT
1	LGEIL	10000
2	GODREJ AND BOYCE	5000
3	HAIER (INDIA)	1500
4	HITACHI JHONSON	2000
5	VIVO (INDIA)	50
6	SARGUN OVERSEAS	0.83
7	SKYRIDER TECHNOLOGIES PVT. LTD	0
8	SHRI PADAM ENTERPRISES	0
9	MAMTA INTERNATIONAL	0
10	ARIGATO & OBLIGADO MERCHANDISE PVT. LTD	0
11	SKY CABLE INDUSTRIES	4.23
12	SAIFEE ELECTRONICS	0
13	ADSUN IMPEX PVT. LTD.	4.2
	TOTAL CAPACITY USED	18559.26

TOTAL CAPACITY USED - 18559.26 MT

TOTAL INTEGRAL CAPACITY: 26500 MT (20000 MT IS NOW BEING ADDED TO ENHANCE CAPACITY TO 40000 MT AT ITS FACILITY AT GREATER NOIDA)

VACANT CAPACITY AS ON DATE - 7940.74 MT

AUCTUS E - RECYCLING SOLUTIONS PVT LTD RECYCLING CAPACITY WILL BE UTILISED BY M/S COWI INDIA PRIVATE LIMITED FOR THE CURRENT FY 2018-19 AS THE PRODUCER HAS COMMENCED HIS OPERATION IN 2017-18.

THE PRODUCERS EPR SHALL COMMENCE EFFECTIVELY FROM 2019-20.

