



VAIBHAV GLOBAL LIMITED

Ref: VGL/CS/2025/68

Date: 11th July, 2025

National Stock Exchange of India Limited (NSE)

Exchange Plaza, C-1, Block G,

Bandra Kurla Complex,

Bandra, Mumbai – 400 051

Symbol: VAIBHAVGBL

BSE Limited

Phiroze Jeejeebhoy Towers,

Dalal Street,

Mumbai – 400 001

Scrip Code: 532156

Subject: Environmental, Social and Governance Report for the FY 2024-25

Dear Sir / Madam,

Please find enclosed herewith the Environmental, Social and Governance Report of the Company for the FY 2024-25. The same is also available on the website of the Company at www.vaibhavglobal.com.

This is for your information and record.

Yours truly,

For Vaibhav Global Limited

Yashasvi Pareek

Company Secretary & Compliance Officer

M. No.: A39220

Encl: as above



VAIBHAV GLOBAL LIMITED
DELIVERING JOY

Environmental, Social & Governance Report
2024-25



Creating Value

with Purpose



your purchase feeds...
served over 100 million meals till date

15



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What's *Inside?*

Creating Value

with Purpose

At VGL, we believe that doing business responsibly is not just a choice – it's our way forward. As we grow, our strategy and actions continue to be guided by this core belief and embed sustainability across all aspects of our operations.

This fourth edition of our ESG report reflects our ongoing journey and progress made over the past year – whether it is expanding the use of clean energy, contributing 100 million meals through **'your purchase feeds...'** meal programme, scaling up water storage capacity, accelerating our waste management efforts, preserving nature through Miyawaki technique, or building stronger systems and robust governance mechanisms for enhanced transparency, accountability and resilience.

While we are making steady progress, the journey is far from over. With purpose as our compass, we are committed to creating deeper value – for people, the planet and all our stakeholders.



MD's *Message*



I am pleased to present to you the fourth annual ESG Report for Vaibhav Global Limited and share details about the progress made on our sustainability agenda during the Financial Year 2024-25.

Our commitment to a more resilient and sustainable society and planet remains unwavering, as reflected in the wide-ranging initiatives undertaken across the Environmental, Social and Governance pillars throughout the year.

BUILDING STRONGER COMMUNITIES

VGL's success is built on the foundation of a customer-centric approach. This year, we continued to put our customers first and create sustainable value for them through an omni-channel experience and effective customer engagement strategies. **'your purchase feeds...'**, our flagship mid-day meal programme, delivered 13 million meals to underprivileged school children globally in FY25. Recognising the key role played by our people in our ESG journey, various initiatives for talent development and career advancement were also taken.

REDUCING OUR ENVIRONMENTAL IMPACT

During the year, we added 450 kW of solar power, taking our total installed capacity to 3.68 MW – a significant milestone in our clean energy transition journey. In our effort to conserve water – a critical natural resource, we built additional water storage tanks near our manufacturing and office sites, taking the total capacity of rainwater harvesting tanks to c.10,000 KL. Moreover, a 215 kWh battery energy-storage system was installed to reduce the usage of diesel generators and several advanced energy-efficient equipment were deployed to reduce our environmental impact.

PROGRESS AND CERTIFICATIONS

We are proud to receive a Combined ESG Rating of 72 (Strong) from ICRA – demonstrative of the Company's robust performance across the ESG parameters. As a further testament of our progress, all VGL Group entities earned the Great Place to Work® certification. These certifications reflect the strength of our systems and the continued efforts of our team, whom I thank sincerely.

Our theme this year is Creating Value With Purpose. Aligned with it, we continue to focus on building a responsible business – one that grows steadily, manages resources carefully, and maintains higher standards of corporate governance.

We will continue to evolve, adapt and enhance our ESG performance, while regularly reporting on our progress and outcomes.

LOOKING AHEAD

We are now in our 3rd year of publishing the Business Responsibility and Sustainability Report (BRSR), which offers a detailed view of our ESG initiatives. One of our key goals is to become carbon neutral in Scope 1 and 2 emissions by FY31 – an ambition we are pursuing through targeted actions and sustainable strategies.

We understand that this is a long-term commitment and will continue to evolve, adapt and enhance our ESG performance, while regularly reporting on our progress and outcomes.

Regards,

Sunil Agrawal

Managing Director



About VGL

A Global Fashion Retail Powerhouse with Far-Reaching Footprints

Formed in 1989, Vaibhav Global Limited is a vertically integrated retailer of fashion jewellery and lifestyle products, known for a superior customer value proposition, delivered through deep value, low-cost manufacturing and quality products.

With a diverse product portfolio that caters to both the needs and aspirations of its global customers, the Company enjoys a multi-channel presence across well-integrated platforms, enabling it to reach 127 million households across the United States, United Kingdom, Germany, Canada, Australia and New Zealand.

Our in-house manufacturing capabilities and an extensive sourcing base spread across 30+ countries drives quality control, optimises supply chain efficiency and allows us to offer high-quality products at market-leading prices, setting us apart in a highly-competitive industry.



A STRATEGIC MULTI-CHANNEL APPROACH

- ◆ 24x7 Proprietary TV home-shopping channels
- ◆ E-commerce websites
- ◆ Mobile apps
- ◆ Smart TV
- ◆ OTT platforms
- ◆ Social media platforms
- ◆ Third-party marketplaces

ESTABLISHED PRESENCE ON REPUTED RETAIL PLATFORMS



United States

Shop LC



Germany

Shop LC



United Kingdom

Shop TJC | Ideal World

OUR BUSINESS PHILOSOPHY

Purpose

Delivering Joy

Mission

To deliver one million meals per day to children in need by FY40 through our flagship mid-day meals programme **'your purchase feeds...'**

Vision

Be the Value Leader in Electronic Retailer of Jewellery and Lifestyle Products

CORE VALUES



Teamwork



Honesty



Commitment



Passion



Positive Attitude



VGL *at a Glance*

**\$ 400
Million**
Global revenue

19%
Return on capital
employed

**\$ 15
Million**
Free cashflow generated

**30+
Countries**
Global sourcing
network spread

**\$ 20
Million**
Net cash positive

65%
Dividend
payout

57,000
Children supported
through “*your purchase
feeds...*” mid-day meals
programme every
school day

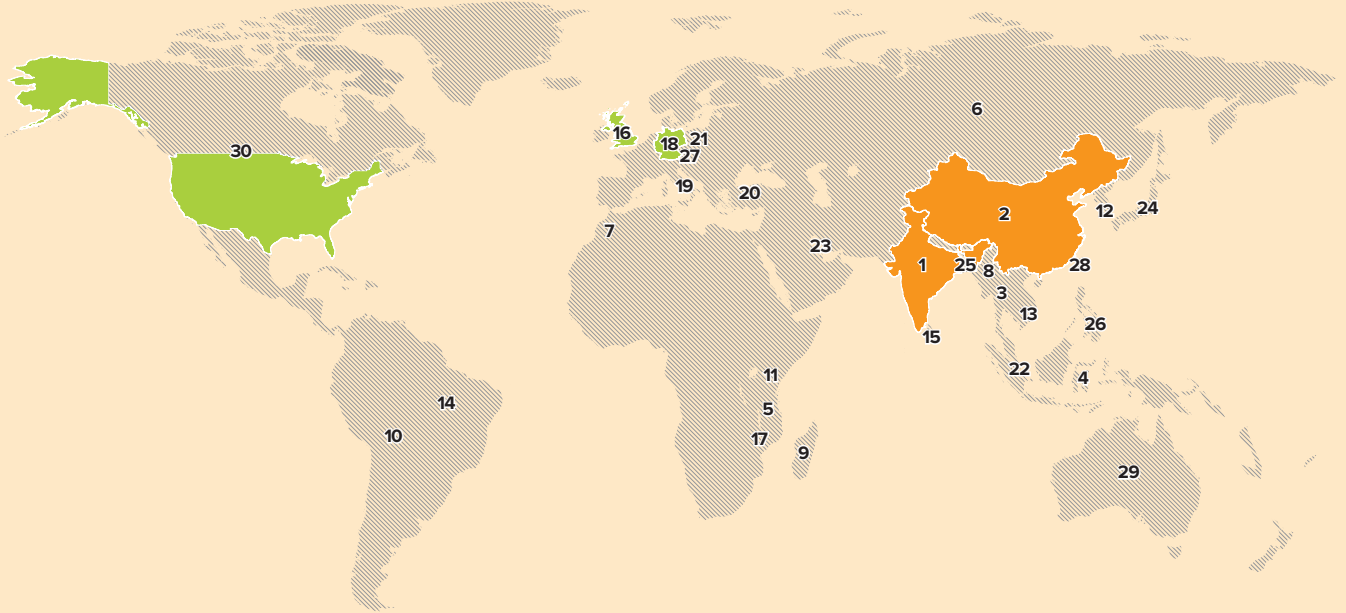
20 Million
kWh Units
Solar energy
generated till date
*Using renewable energy in
2 premises each in India,
US and 1 premise each in
UK and Germany*

**‘Net Zero Energy
Building’**
certified by IGBC
‘LEEDs Gold and LEED’s
Platinum’ certified premises
in US and India respectively

3,501
Employees globally



Expanding *Global Presence*



MANUFACTURING COUNTRIES



India



China

Retail markets and geographies we operate in



USA



UK



Germany



Austria

- Retail markets
- Manufacturing countries
- Sourcing

Gaining an edge with a globalsupply network

- | | |
|-----------------|--------------------|
| 1. India | 16. UK |
| 2. China | 17. Mozambique |
| 3. Thailand | 18. Germany |
| 4. Indonesia | 19. Italy |
| 5. Tanzania | 20. Turkey |
| 6. Russia | 21. Poland |
| 7. Morocco | 22. Singapore |
| 8. Myanmar | 23. UAE |
| 9. Madagascar | 24. Japan |
| 10. Bolivia | 25. Bangladesh |
| 11. Kenya | 26. Philippines |
| 12. South Korea | 27. Czech Republic |
| 13. Vietnam | 28. Taiwan |
| 14. Brazil | 29. Australia |
| 15. Sri Lanka | 30. US |

Driving *Responsible* Growth through Strategic ESG Framework

Our ESG Approach

A well-established ESG framework lays the foundation for sustainable operations at VGL, helping us to minimise our environmental impact, ensure a socially inclusive and safe workplace and foster robust and transparent governance practices throughout the organisation. As a manufacturer and retailer of fashion jewellery and lifestyle products, we also rely on natural resources. A firm commitment to preserving the natural ecosystem therefore guides every aspect of our business, enabling us to operate responsibly and create enhanced value for our customers, vendors, communities and all other stakeholders.

Tracking our ESG Progress

Our ESG strategy is built on a holistic set of principles, deeply embedded into our processes and policies to ensure sustainable development. The progress on our ESG journey is continuously measured and reported to ensure adherence to pre-set goals, helping us contribute effectively to the well-being of the planet and its people.



Driving Sustainability throughout Operations

Sustainability cannot be achieved alone – it requires synergistic collaboration. Recognising this, we are taking multiple steps to drive sustainable practices across the value chain. To achieve this, we constantly engage with our network of suppliers and other stakeholders, encouraging them to integrate robust ESG principles in their business operations.

As a responsible organisation, we follow the principles of Environmental Management Systems (EMS) across stages of our operations. Further, an ISO 9001:2015 certified Quality Management System helps us to set superior benchmarks for design, development, manufacturing and sale of gemstones, fashion jewellery, and lifestyle products.

Here is how sustainability is woven at every stage of our business:

01 Design

Focus is placed on creating product designs that are innovative and affordable by using sustainable materials and leveraging consumer insights and market trends.

02 Sourcing

The Supplier Code of Conduct encourages our suppliers to comply with ESG standards, helping us stay aligned with our commitment to using responsibly sourced metals. We have also implemented an online ESG platform to track real-time sustainability data from key suppliers.

03 Crafting

Every piece of our jewellery is designed using best-in-class technology like CADD. We are continuously increasing the renewable energy share in our manufacturing processes and are also committed to providing a safe and healthy working environment to our employees.

04 Digital Retail Operations

Our steadily growing digital retail network is encouraged to reduce its environmental impact by embracing sustainable packaging. Provision of free-of-cost electric vehicles for employees offer them a sustainable mode for commuting, further reducing our carbon footprints.

05 Marketing & Sales

A sustainable approach to product marketing is followed at VGL in compliance with our ESG principles. We are also dedicated to safeguarding the privacy of our employees and customers. Every product sold by the Company contributes to the social cause of donating a meal to an unprivileged child, under our flagship midday meals programme – **'your purchase feeds...'**. A cumulative of 100 million meals have been donated as on 31 March 2025.

ESG Performance Highlights – FY25

Environmental

3.68 MW

Solar Power capacity

Solar energy of

20 million kWh

generated till date, equivalent to

16,160 tonnes

of carbon emissions

SEZ Unit at Jaipur is the only manufacturing unit in Rajasthan with LEED Platinum certification by USGBC

16th

building in the country to receive 'Net Zero Energy Building' certification from IGBC

35,500

Total Saplings planted till date through Miyawaki Forestation and other regular plantation drives in industrial zones, and Govt. schools.

700 Tonnes

Carbon to be sequestered per annum in future with development of 2 Miyawaki Forests

Installed a

215 kWh battery energy-storage system to reduce the usage of diesel generators

3,600 Kg

Electric Waste and

1,900 Kg

Plastic Waste disposed till date through government approved recyclers

100%

Renewable Energy usage in 2 units in India

2 Premises in India & US

and **1** Premise each in UK & Germany meeting 100% of energy requirements through renewable energy

- ◆ Today, our Electric Vehicle strength is 184 Two-Wheelers and 3 Electric cars
- ◆ 70 Tonnes Carbon Emissions expected to be avoided with deployment of Electric Vehicles
- ◆ Effluent Treatment Plant set up for water recycling
- ◆ c.10,000 KL Water harvesting capacity
- ◆ 124 KL cumulative water recycled

1,100 KL

Total installed capacity (3 rainwater storage tanks)



Social

57,000 Meals

Donated under 'your purchase feeds...' every school day

100 Million

Meals provided till date (since programme's inception)

13 Million

Meals distributed in FY25

46,636 Hours

of Training Completed

21%

Women Employees

58 Micro

Enterprises created across the Group Implementing all 7 principles of Humanocracy across the organisation

90 HiPo

(High Potential) eligible employees

Governance

Certified as Great Place to Work® in India, US, UK, China and Germany (i.e., across the Globe)

Conferred with the IGJA award for being the Highest Exporter of cut and polished coloured gemstones from India by The Gem & Jewellery Export Promotion Council (GJEPC)

Conferred with 'Excellence in Sustainability / Climate Action Award' by the Indo-American Chamber of Commerce (IACC) during '20th Indo American Corporate Excellence' conclave

65% Dividend Payout in FY25 Making meaningful return to shareholders by paying regular dividends

Received Certificate of Recognition for CSR Excellence from the Institute of Company Secretaries of India

Assigned a 'Combined ESG Rating 72 (Strong)' from ICRA ESG Ratings Limited



VGL'S Sustainability Blueprint: Vision, Strategy & Roadmap

Our sustainability blueprint outlines our strategic priorities and sets forth the roadmap to a greener future, driven by a meticulously-crafted strategy which is further strengthened by our core values.

Our Sustainability *Vision*



- ◆ Becoming Carbon Neutral in Scope 1 and Scope 2 GHG emissions by 2031
- ◆ Pursuing to become Carbon Neutral in Scope 3 GHG emissions

Our Sustainability *Strategy*

Firmly-rooted in our ESG principles and aligned with our key priorities, our sustainability strategy has been carefully articulated to foster a better tomorrow and create long-term value for our stakeholders.

- ◆ Product, people and planet form the core pillars of our ESG strategy
- ◆ Continuous stakeholder engagement serves a pivotal role in identifying key material issues and formulating strategies to effectively respond to them
- ◆ Strategic priorities and actions are aligned with the UN Sustainable Development Goals
- ◆ Progress made on every ESG target is consistently measured and reported
- ◆ Material topics are periodically reviewed and necessary changes, if required, are made from time to time in line with the evolving business environment

Our Sustainability *Roadmap*

Responsible sourcing

We encourage our major suppliers to adopt responsible sourcing practices by engaging with them at frequent intervals and building awareness. Trainings are also conducted towards this end and the suppliers are motivated to further endorse these practices to their vendors and partners.

Sustainable employee transportation

Focussed on reducing our environmental impact, we have deployed 184 electric two-wheelers and 3 electric cars for employee transportation and commute.

LEED's and Net Zero Energy Certified

- ◆ LEED's Gold certification: 2 buildings in US
- ◆ LEED's Platinum certification: SEZ unit in India
- ◆ Net Zero Energy Building certification: SEZ unit in India

Mid-term Sustainability Targets

- ◆ Enabling suppliers to achieve net zero status through guidance & support
- ◆ Obtaining Green Building certification for all buildings and facilities by CY 2026
- ◆ Ensuring all manufacturing facilities run on 100% renewable energy by CY 2025

CORE PILLARS OF OUR SUSTAINABILITY BLUEPRINT



Product

Driven by the purpose to 'Delivering Joy' through our products, we believe that the more joy there is in the world, the better the world is for all of us



People

Our dependency on our people is more than that on our policies and processes, demonstrated through our strong belief and adoption of the principles of Humanocracy. In line with this, we strive our best to give back to our employees, local communities and value chain partners



Planet

We are committed to protecting our planet and addressing the pressing need to combat climate change, thus progressing towards our goal to achieve carbon neutrality



Stakeholder *Engagement at VGL*

Engaging with our stakeholders through an omni-channel approach helps us gain valuable insights into their needs and expectations – crucial elements in building and implementing a strategy that not just addresses the key ESG concerns but also strengthens trust and transparency and contributes to collective progress.

STAKEHOLDER GROUP	HOW WE ENGAGE	AREAS OF INTEREST	OUR RESPONSE
Customers	<ul style="list-style-type: none"> Customer surveys and feedback Call centres 	<ul style="list-style-type: none"> Product and service quality On time deliveries Safeguarding privacy Accurate product information Transparency 	<ul style="list-style-type: none"> Enhance product quality and safety management system, offer benefits such as easy pay, loyalty programmes Provide product information on country-specific websites Leverage technology through GEEK+ robotics warehouse automation towards improving shipments to customers in both US and UK
Shareholders and investors	<ul style="list-style-type: none"> Annual General Meeting Quarterly Board meetings Investor meetings and conferences Investor and Analysts Day Investor helpdesk 	<ul style="list-style-type: none"> Economic performance Risk management Disclosure of information Sustainability issues 	<ul style="list-style-type: none"> Stable generation of profits Consistent wealth creation Prompt dissemination of information on Company’s website and other platforms as required under applicable laws
Employees and workers	<ul style="list-style-type: none"> Workers Management Committee Grievance redressal mechanism Employee satisfaction surveys 	<ul style="list-style-type: none"> Workplace health and safety Diversity and inclusion Employee stability and benefits Labour relations 	<ul style="list-style-type: none"> Management mentoring and coaching Work environment management Creative work culture Training and development programme Career pathing and HiPo (High Potential) programme
Suppliers	<ul style="list-style-type: none"> Supplier meetings E-mails ESG Platform (for selective vendors) 	<ul style="list-style-type: none"> Fair trade Labour and human rights protection Training on ESG aspects 	<ul style="list-style-type: none"> Promoting fair trade and shared growth Timely payment
Communities	<ul style="list-style-type: none"> Dialogues with local NGOs Research done by employees 	<ul style="list-style-type: none"> Local recruitment Contribution to UN SDGs through various initiatives Environmental protection Financial contribution and volunteer work Social responsibility for local communities and environment Prompt and transparent disclosure of information 	<ul style="list-style-type: none"> Vocal for local sourcing Environment and biodiversity protection initiatives at worksites CSR activities Engaging external agencies to consult on various ESG aspects
Government	<ul style="list-style-type: none"> Laws and regulations Policies and guidelines 	<ul style="list-style-type: none"> Fair trade, health and safety Compliance 	<ul style="list-style-type: none"> Adherence to applicable laws Implement stringent internal corporate policies Deploy external auditors and consultants Zero tolerance towards non-compliance and delays

Environmental

Contributing to a better world

At VGL, we embrace a holistic approach to sustainability – safeguarding our natural resources, nurturing our ecosystem, and advocating for our environment – all at once.

KEY PILLARS OF ENVIRONMENTAL SUSTAINABILITY



Environment
Conservation



Fostering
Biodiversity



Water
Management



Waste
Management

We aim to:


























- Become carbon neutral in Scope 1 and Scope 2 GHG emissions by 2031
- Continue to pursue carbon neutrality in Scope 3 GHG emissions



OUR ACHIEVEMENTS IN FY25

- **3.68 MW Total Solar capacity**
 - 2.85 MW Capacity of installed ground-mounted solar panels at Bikaner
 - 0.83 MW Solar Rooftop installed in Jaipur facilities
- Solar power capacity meets power requirement of 2 manufacturing units in Jaipur
- 20 Mn kWh Solar units generated since inception
- 16,160 tonnes of CO₂ through solar power set-off till date
- Addressing 100% power requirement of 2 premises in US and 1 premise each in UK and Germany through renewable energy resources
- 4.4 Mn kWh total solar energy generated in FY25
- **187 Electric Vehicles**
 - 184 two-wheelers & 3 four-wheelers for employees' commute
 - Replaced 12 buses from the fleet
- 28,000 Saplings planted in 2 Miyawaki forests in India on 2 acres land
- 3,600 Kg electric waste and 1,900 Kg plastic waste disposed in partnership with Government approved recyclers
- **Rainwater Harvesting and Water Recycling Plant operations**
 - c.10,000 KL Rainwater harvesting capacity
 - 124 KL water recycled till date

UN SDGs AND STAKEHOLDERS IMPACTED

UN SDGs IMPACTED	STRATEGIC PILLAR IMPACTED	STAKEHOLDERS IMPACTED
 <p>Clean Water and Sanitation</p>		 
 <p>Affordable and Clean Energy</p>		 
 <p>Industry Innovation and Infrastructure</p>	 	  
 <p>Climate Action</p>		  
 <p>Life on Land</p>		   



Environment Conservation

Well-thought mindset to environmental conservation at VGL includes a series of actions that directly or indirectly protect, preserve, nurture and manage our natural ecosystems, ensuring a healthy and sustainable planet for our future generations. Multiple eco-friendly initiatives have been implemented across our office premises, manufacturing facilities, and warehouses to maximise energy efficiency, increase solar power usage, promote sustainable packaging and lessen our climate impact.



TOWARDS CARBON NEUTRALITY (CO₂ EMISSIONS IN TONNES)

INDIA	FY24	FY25
Gross Annual Emissions	~4,600 tonnes	~3,800 tonnes
Less: Carbon offset value from ESG initiatives	~3,600 tonnes	~3,600 tonnes
Net Annual Emissions	~1,000 tonnes	~ 200 tonnes

OUR PATH TO CARBON EFFICIENCY

Lowering and offsetting our carbon footprints is central to our ESG goals. We aim to achieve this through various measures planned and implemented across our processes and premises. Being environmental stewards, our facilities have been designed in an eco-friendly manner to replace traditional energy sources with modern energy-efficient ones, and include LED fitting, Occupancy Sensors, VFDs on AHUs, etc. to optimise energy savings. We continue to invest in electric vehicles as an alternate and more sustainable source of transport for our employees. Sustained focus on increasing the share of renewable energy in our total energy consumption and Miyawaki forests also contribute significantly in our journey towards net-zero transition. During the year, we installed a 215-kWh battery energy-storage system to reduce the usage of diesel-generator backup at one of our buildings. By swapping diesel starts for stored clean electricity, the battery eliminates direct fuel combustion, cutting Scope 1 emissions and particulate pollution during every outage. It also enables us to capture surplus solar power during the day and discharge it after sunset, raising overall renewable-energy utilisation and shrinking our carbon intensity across the site.

SUSTAINABLE COMMUTING FOR EMPLOYEES

Sustainable action forms a part of our daily routine. In line with this, we continued to utilise our fleet of electric vehicles, providing employees with an eco-friendly commuting option and reducing our carbon footprints at the same time.

OPTIMISING OUR ENERGY PERFORMANCE

Achieving energy efficiency is an imperative in advancing our sustainability objectives. Increased generation and utilisation of solar energy in our day-to-day operations significantly contributes to this. Sustainable practices have also been integrated into capex to drive our sustainability agenda, which includes installation of LED fittings, Occupancy Sensors, VFDs on AHUs and secondary chilled water pumps within our facilities. HVAC systems have also been automated and efficient systems for waste and water management have been deployed to enhance our overall energy performance. During the year under review, the Company has continued its focus on enhancing manufacturing efficiency and reducing energy consumption through the installation of the following advanced energy-efficient equipment:

- Automatic Flask Unbedding & Flask Cleaning Machine – automates pre-casting preparation, reducing manual handling and cycle time
- Ultrasonic Cleaning Machines – Water-based, low-temperature cleaning that replaces older, energy-intensive degreasing methods
- IR Rotary Burnout Furnaces – Improved insulation and Kanthal A-1 elements delivering up to 30% power savings in burnout cycles
- Energy Storage System (C&I – 1) – On-site battery storage to shift peak loads and maximise use of rooftop solar power generation



20 Mn kWh

Lifetime Solar Generation Capacity

Equivalent to

16,160 tonnes

of carbon emissions till 31 March 2025

- Solar Panels and Lamps – Grid-tied rooftop arrays and LED-based solar lamps for perimeter lighting, reducing reliance on grid power
- Building Management Systems (BMS) – Deployed across all of VGL’s manufacturing facilities including corporate office in India
- Building Services Upgrades including:
 - Energy-efficient pumps with optimised motor sizing
 - High-efficiency chillers and hydromax micro brazers for process cooling and soldering
 - Vacuum pressure casting units and dual-suction filing tables with brushless motors

These installations were selected after extensive pilot deployments and benchmarking against international best practices.

DRIVING ENERGY EFFICIENCY THROUGH SOLAR POWER

Solar power generation is an effective way to mitigate the impact of conventional energy sources and progress towards our sustainability goals. Our manufacturing facilities in Jaipur are fully powered by solar energy, generated through rooftop solar solutions. Our solar power plant in Bikaner, Rajasthan is being utilised for captive power generation.

During the year, the Company intensified its shift to clean energy and high-efficiency equipment. High-efficiency mono-PERC rooftop panels were added on multiple buildings, raising the aggregate solar capacity to 3.68 MW (up from 3.23 MW last year).

SUSTAINABLE PACKAGING

Supporting the principles of circular economy, our efforts to drive responsible packaging has helped us make notable progress towards environmental sustainability. We are continuously engaging with our vendors and encouraging them to adopt and advocate sustainable packaging across the value chain by taking the following measures:

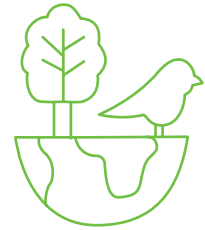
- Establishing clear guidelines on sustainable materials and packaging methods
- Partnering with vendors to develop and implement eco-friendly packaging solutions
- Conducting regular audits to ensure compliance with our sustainability standards
- Offering training programmes and resources to support vendors in transitioning to sustainable packaging

GREEN BUILDING CERTIFICATION

- LEED’s Platinum, LEED’s Gold and other Green Building Certifications awarded to VGL is a testament to its dedication to environmental sustainability. By integrating resource-efficient practices throughout a building’s lifecycle, we are not just meeting but exceeding the conventional building standards.
- LEED Platinum: SEZ unit, India
- LEED Gold: Shop LC, US (2 units)
- Completed ICRA rating for ESG (rating score of 72 – Strong)

Biodiversity – Preserving Nature’s Delicate Balance

Biodiversity is existential. Without it, the planet and all its life forms will collapse. Biodiversity risks can break our food chain and adversely impact critical natural processes like air purification, soil fertility, water filtration and climate control. Cognizant of this, we have made a conscious choice to preserve nature’s delicate balance. Biodiversity conservation efforts form an important aspect of our ESG strategy and have played a meaningful impact in advancing towards our carbon reduction targets.



RESTORING NATURE: THE MIYAWAKI WAY

Over the years, our commitment to environmental conservation has been reinforced by using Miyawaki Technique – a method involving natural principles to grow dense, fast-growing, native forests in small spaces and in a shorter time span. We planted over 28,000 saplings under this initiative (in addition to planting 7,500 saplings in industrial zones and Govt. schools), furthering our progress to net zero transition by fostering a balanced, self-sustaining ecosystem capable of absorbing more carbon dioxide, building climate resilience, preventing soil erosion, enhancing groundwater retention, and supporting overall well-being.

The initiative aligns with our vision to become Carbon Neutral in Scope 1 and Scope 2 of GHG emissions by 2031 and continue our pursuit to become Carbon Neutral in Scope 3 GHG emissions in future.

What sets Miyawaki Forests apart?

- Are 30 times denser
- Grow 10 times faster
- Enjoy 95% chance of survival
- Are 100 times more diverse



Prudent Water Management

Water is our lifeline. As water stewards, we make sustained efforts to ensure prudent utilisation and management of this precious resource. A series of measures including rainwater harvesting, rainwater storing, water recycling and reuse, lowering water consumption and more were taken throughout the year.



Key Focus Areas

- Building water awareness and efficiency throughout the value chain
- Measuring the impact
- Stakeholder engagement

FOSTERING WATER POSITIVITY

Water scarcity is real. Globally, over 2 billion people live in water-stressed countries, which is expected to be exacerbated in some regions as a result of climate change and population growth. At least 1.7 billion people across the world use a contaminated source for drinking water.

We are committed to addressing this challenge and drive water positivity through responsible use of water across every aspect of our business operations – from design to distribution. To ensure this, we have adopted global standards for water management and adhere to a sustainable framework to reduce water consumption and optimise its reuse and recycle, wherever possible.

Multiple initiatives were taken in FY25 to promote sustainable usage of water for a better tomorrow. As part of our water neutrality effort, we implemented rainwater harvesting to increase groundwater levels and provide clear drinking water. A 3rd water storage tank with a capacity of 600 KL was successfully constructed, increasing our total water storage capacity to 1,100 KL. Moreover, a DM water recycling plant

was installed in the SEZ building to save water in the plating department. 'Water Champions' programme, an employee-led sustainability initiative was also launched during the year. In addition to this, the Company also constructed rainwater storage tanks in its surroundings having a total capacity of c.4,000 KL.

Key Achievements

- 31% reduction in water use (VGL India)
- c.10,000 KL/yr rainwater harvesting capacity
- New Rainwater harvesting infra adds 4,000 KL/yr recharge capacity
- Constructed 3rd rainwater storage tank of 600 KL, now taking the total rainwater storage capacity to 1,100 KL in nearby areas

Waste Management

Efficient waste management is a critical pillar of our environmental responsibility and directly impacts our ESG performance. By reducing, recycling and reusing solid and other wastes generated within our manufacturing facility and across the value chain, we don't just conserve natural resources and minimise our carbon footprints, but also enhance our operational efficiencies and reduce our costs, maximising value for our stakeholders and the communities we serve.



4R POLICY ON WASTE MANAGEMENT

Reduce **Recycle** **Reuse** **Reclaim**

Managing our waste efficiently and reducing waste to landfill is a key priority and a core component of our ESG strategy. The 4R strategy – Reduce, Recycle Reuse, and Reclaim, is adopted as a tactical approach to achieve this by minimising waste production, making smarter consumption choices, extending product life and, converting waste into reusable materials to lower the need for virgin resources.

Sustained collaboration with government-approved recyclers has helped VGL to recycle 1,900 Kg of plastic waste and 3,600 Kg of e-waste across our manufacturing facilities in India.

Key Achievements

- **Achieved 100% composting (India, China, UK)**
- **3,600 Kg of electronic waste recycled till date of which 860 kg E-waste was recycled in FY25**
- **1,900 Kg of plastic waste recycled till date**



Social

Creating Positive Impact for People and Communities

At VGL, we embrace a holistic approach to sustainability – safeguarding our natural resources, nurturing our ecosystem, and advocating for our environment – all at once.



UNITED STATES

6 Million

meals distributed to school children for sales made in US during FY25



UNITED KINGDOM

4 Million

meals distributed to school children for sales made in UK during FY25

















GERMANY

1.5 Million

meals distributed to school children for sales made in Germany and Austria during FY25



UN SDGs AND STAKEHOLDERS IMPACTED

UN SDGs IMPACTED	STRATEGIC PILLAR IMPACTED	STAKEHOLDERS IMPACTED
 <p>Zero Hunger</p>		
 <p>Good Health and Well-being</p>		
 <p>Clean Water and Sanitation</p>		
 <p>Decent Work and Economic Growth</p>		  

-  Product
-  People
-  Planet
-  Customers
-  Shareholders & Investors
-  Employees
-  Suppliers
-  Communities
-  Government

Customers

Guided by our purpose of ‘Delivering Joy’, we always seek opportunities to elevate the experience of our customers. Our favourable policies and high-quality products, procured and manufactured responsibly and sold at competitive prices, are key contributors to this.



A widespread sourcing network involving 30+ countries, robust in-house manufacturing capabilities, and vertically-integrated supply chain fuel our ability to offer latest products that align with consumer expectations. VGL’s entire operations – from product design to distribution – is integrated with sustainable business practices and remains firmly aligned with our ESG goals.

PUTTING CUSTOMERS FIRST

Embracing a customer-centric approach, we strive to create meaningful value for our customers through:

- Omni-channel experience**
- Exceptional customer service and support**
- Budget Pay offerings and \$1 Auctions**
- Personal Shoppers Service through our call centre team**

4R STRATEGY FOR CUSTOMER ENGAGEMENT

Forging long-term relationships with our customers through constant engagement is at the core of our ability to create sustainable value for them and thrive in a highly demanding marketplace.

<p>Reach</p> <p>127 Million Households</p> <hr/> <p>TV: Liner/OTA</p> <p>Digital: Browsers, Mobile Apps, Social Media, Marketplaces, OTT</p>	<p>Registration & Acquisition</p> <p>4.1 Lakh</p> <hr/> <ul style="list-style-type: none"> ▪ Diverse products ▪ Deep value proposition ▪ Engrossing content 	<p>Retention</p> <p>44%</p> <hr/> <ul style="list-style-type: none"> ▪ Enduring relationships ▪ Convenience ▪ Digitalisation/Artificial Intelligence 	<p>Repeat Purchase</p> <p>22 Pieces per Customer/Annum</p> <hr/> <ul style="list-style-type: none"> ▪ Expanding wallet share ▪ Cross-selling
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Communities

We deeply value the people we work with and the communities we operate in, clearly demonstrated through our ESG efforts which lay emphasis on addressing their needs and empowering them to build resilient, inclusive and sustainable societies.



A combination of monetary donations, in-kind services and meals distribution initiatives enable us to make a difference to community development and well-being. The impact is amplified through sincere volunteering efforts by our employees, who are constantly encouraged to support local causes and participate in VGL’s community welfare programmes.

Key Focus Areas

- **‘your purchase feeds...’, our flagship mid-day meal programme that provide meals to children**
- **Providing unutilised solar energy to the local Discoms**
- **Preference for local hiring and procurement**

NOURISHING YOUNG LIVES, ONE MEAL AT A TIME

‘your purchase feeds...’

is a flagship initiative by VGL, born more than a decade ago from the philosophy of ‘People Over Profit’. For every purchase made from the Company, VGL donates one healthy meal for one underprivileged child. Currently, 57,000 meals are being donated to lesser-served school children every day and a total of 100 million meals have been contributed since inception.



People

People are at the heart of our progress and central to achieving our ESG goals. Other than constantly enabling us to innovate, evolve and achieve long-term sustainable growth, their skills and commitment help us to implement sustainable practices across our processes and value chain.



Recognising their indispensable role in our journey, we implement favourable policies and design various employee-centric initiatives, dedicated to their career growth and professional development. Our diversity and inclusion policy fosters a culture of equity and sense of belonging, further motivating our teams to deliver their best. Sustained efforts to engage with our employees and provide a range of employee benefits in the areas of health, safety, recognition, pension, etc. forms a key part of our strategy to develop and retain exceptional talent and maximise employee satisfaction.

PROCESS INNOVATION FOR LONG-TERM SUSTAINABILITY

Aligning with the rapid pace at which technology is evolving is challenging but imperative for an organisation to maintain its edge in the long term. Our ‘Process Innovation’ scheme aims to achieve this by encouraging and inviting ideas from our employees to integrate technology for process improvement. Enabling them to be at their creative best and think innovatively – a treat for the mind, the initiative is also financially rewarding as every approved idea is monetarily rewarded.

Over the years, the scheme has helped VGL to improve its manufacturing processes, reduce lead time and elevate customer experience, ultimately fulfilling its promise of ‘Delivering Joy’.

4,700

Process ideas received

50

Process ideas implemented

TALENT DEVELOPMENT

Empowering our employees to leverage their full potential and choose a career path that resonates with their skills, capabilities and passion is our key goal. Keeping this in view, talent development at VGL follows a two-pronged approach:

- **Mentorship policy:** We have in place a well-established mentorship policy wherein senior employees mentor younger employees who gain immensely from their expertise and experience

- **Career pathing:** Available career advancement opportunities are explained to the employees, including vertical, lateral and cross-functional roles, to help them be more aware of their career options and choose the best-suited progression roadmap. 194 Career Pathing opportunities were provided in FY25.

Employees Training on Safety Issues

1,337

Total Employees Covered

1,065

No. of Employees completed the training

80%

of Employees completing the training

58,000+

Targeted hours for completion

46,636

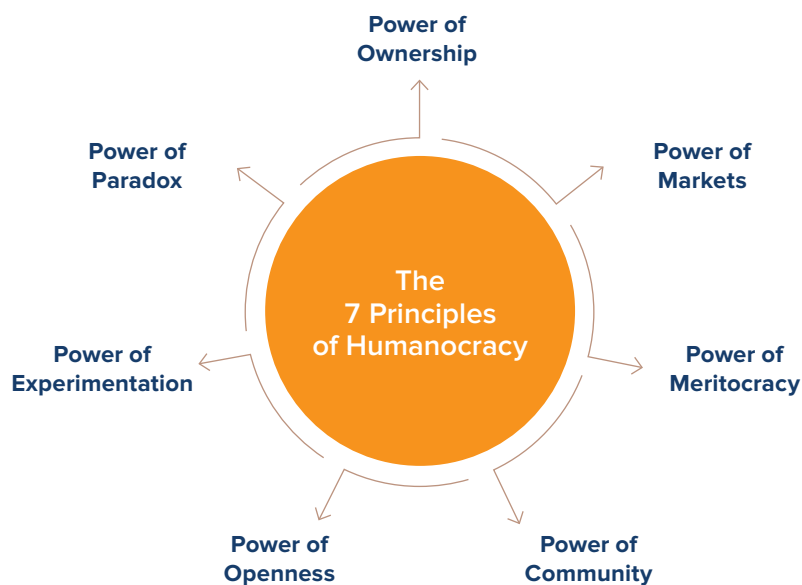
Hours of training completed

44

Hours of training/ Employee

UNLEASHING HUMAN POTENTIAL THROUGH HUMANOCRACY

An organisation that is more human-centric provides an enabling environment for employees to organically unlock their potential and drive a culture of high-performance. At VGL, we strive to nurture a similar environment by following the principles of Humanocracy. This allows us to break free from the hurdles posed by rigid hierarchies and bureaucracy to maximise human contribution.



CHAMPIONING HUMANOCRACY AND MEASURING PROGRESS

- 58 independent Micro Enterprises (MEs) have been formed to help VGL leverage its potential and creativity
- Each ME sets its own strategy, hire team members and give financial rewards upon achievement of that MEs target
- These MEs are responsible for operational efficiency and are incentivised as the concept evolves
- A mentor is assigned to each of these MEs

HiPo BUILDING A HIGH-PERFORMANCE WORKFORCE

HiPo programme is VGL's doorway to strengthen its talent and leadership pipeline through identification of high-potential employees. Few of the key parameters considered while evaluating such talent includes creativity, ambition, degree of motivation, problem-solving attitude and conflict resolution capabilities.

90 HiPo's

were identified across locations in FY25

HiPo employees, once identified are provided with special benefits such as:

- Opportunity for fast-track career growth and progression
- Increased accountability suited to their professional desires
- ESOP's
- Mentoring from senior executives
- Recognition on global platform via VGL's internal communication portals

DIVERSITY & INCLUSION

A successful organisation thrives on the strength of its human capital, i.e., the People. Diversity at VGL, by leveraging the different ideas, perspectives, expertise, and experiences of its people across cultures and geographies, drives creativity, innovation, resilience and a culture that is both inclusive and high-performing. Our diversity and inclusion policy features zero tolerance for any discrimination based on gender, religion, caste or class, creating a sense of belonging and motivating our people to work together towards a shared purpose. Moreover, the leadership development programmes, designed and implemented by the Company, also integrates clear inclusivity standards for extensive compliance.

We aspire to lead with empathy and care and continually measure our Diversity, Equity and Inclusion (DE&I) progress to assess gaps and performance.



VGL's Demographic Profile



Note: Number mentioned on top represents employee strength; number mentioned below in bracket represents percentage of female employees in the respective unit.

WOMEN EMPOWERMENT

We are strongly committed to nurturing an environment that supports and uplifts women and is rooted in respect and dignity. Dedicated training and upskilling efforts directed towards empowering our women and providing them with equal opportunities for career progression across all roles and levels are underway.

Key Focus Areas

6 Key focus areas have been identified to foster gender equality and create pathways for women to succeed. They include:

- Adequate policies in place towards women empowerment
- Promoting a fair parental-leave policy
- Creating new roles
- Preventing harassment of any kind
- Equal payout to all the employees as per their respective pay-scales
- Diversifying leadership by promoting women to management positions



EXCLUSIVE BENEFITS FOR WOMEN EMPLOYEES

- Maternity leaves
- Flexible arrangements for working mothers
- Flexible working hours for returning mothers with separation anxiety
- Lactation room for nursing mothers
- Crèche facility available for all employees and their children
- Statutory rights to maternity, adoption leave and maternity pay

EMPLOYEE BENEFIT PROGRAMMES

FACILITIES	EMPLOYEES AND FAMILIES	LEARNING	PENSION
<ul style="list-style-type: none"> ▪ Transport ▪ Parking ▪ Ambulance ▪ No Smoking Zone 	<ul style="list-style-type: none"> ▪ Crèche facility ▪ Children’s scholarship 	<ul style="list-style-type: none"> ▪ Learning management system ▪ Scholarship for children of employees ▪ Training centre 	<ul style="list-style-type: none"> ▪ Social security ▪ Health insurance
RECOGNITION	HEALTH AND SAFETY	ENGAGEMENT	GRIEVANCE REDRESSAL
<ul style="list-style-type: none"> ▪ Performance -driven organisation ▪ Recognising best talent ▪ Social Award ▪ Long Service Award 	<ul style="list-style-type: none"> ▪ Safe and healthy environment ▪ Health check-up ▪ Blood bank ▪ Yoga classes ▪ First-aid training and health check-up ▪ Fire extinguisher service ▪ Evacuation drill ▪ Water portability test 	<ul style="list-style-type: none"> ▪ Sports ▪ Outing ▪ Stress relieving sessions 	<ul style="list-style-type: none"> ▪ Suggestions ▪ Complaints ▪ Workers’ committee















Governance

Sustainable Value-Creation through Strong Governance

Strong governance measures at VGL serve as the foundation for achieving long-term profitability and creating sustainable value for all our stakeholders. By integrating transparency, accountability, ethical decision-making and strategic thinking into all aspects of our operations, we go beyond simply building trust and credibility, to effectively mitigate risks, remain compliant and seamlessly navigate the changing regulatory landscape.

- A robust corporate governance policy governs VGL Group
- The policy is enforced and monitored by the Company's competent, independent and diverse Board
- It underlines various initiatives and sustainable business practices, encouraging us to implement it
- Various independent Board Committees measure and review our governance policy and make amendments, if required

UN SDGs AND STAKEHOLDERS IMPACTED

UN SDGs IMPACTED	STRATEGIC PILLAR IMPACTED	STAKEHOLDERS IMPACTED
 <p>Good Health and Well-being</p>		
 <p>Industry, Innovation and Infrastructure</p>		
 <p>Responsible Consumption and Production</p>		
 <p>Peace, Justice and Strong Institutions</p>		



Powered by an Independent and Diverse Board

An independent and diverse Board at VGL brings a wealth of experience and sets the roadmap for good governance, constantly monitoring, reviewing and enhancing the Company’s policies and controls. By meeting industry standards and redefining governance benchmarks, the Board ensures timely compliance with required regulations and drives ethics and accountability throughout the organisation.



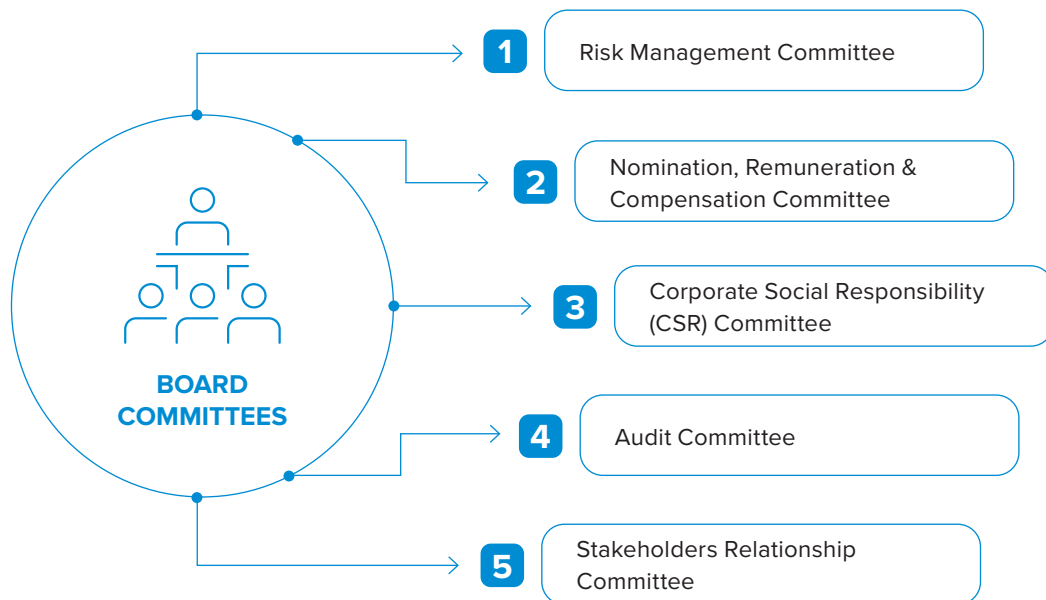
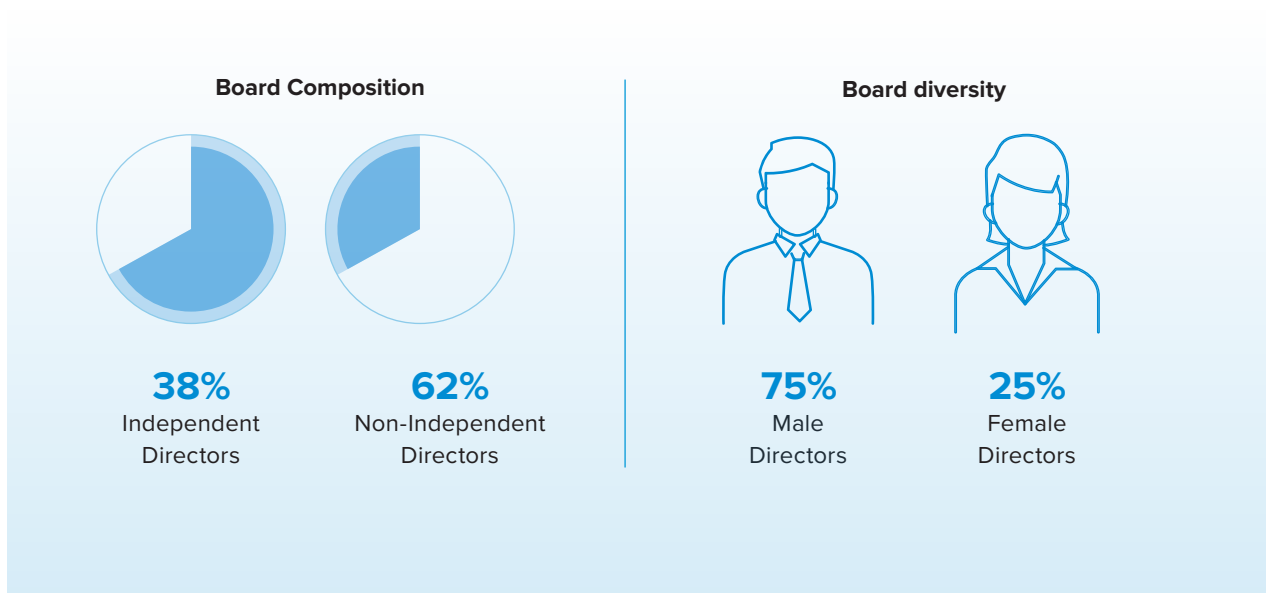
The Board comprises members with wide-ranging expertise across a variety of professional areas, each offering requisite knowledge, skills, dynamism, objectivity and strategic thinking for the Company’s strong financial performance and long-term success.

HOW THE BOARD FUNCTIONS

- Managing Director’s balance score card is presented quarterly to the Board
- Annual evaluation of the performance of the Board, Directors and Board Committees
- Periodic review of the Compliance report of all laws applicable to the Company by the Board
- Various Functional Committees, comprising relevant experienced and skilled members, have been set up
- Members of the Board also participate in bi-yearly Management Committee Meetings and Annual Strategy Meeting, other than the regular Board Meetings
- Committee meetings are held to encourage interactions with key leadership and develop a better understanding of the business

BOARD STRUCTURE

The Board comprises 38% Independent Directors and 2 women Directors. The positions of Chairperson and Managing Director are separate in the Company.



Board of Directors



Mr. Harsh Bahadur
Chairman, Non-Executive
Non-Independent Director

Appointment: 26 September 2022

Expertise: Business Strategy and Leadership



Mr. Sunil Agrawal
Managing Director,
Executive Director

Appointment: 8 May 1989

Expertise: Strategy, Leadership, Finance, and Innovation



Mrs. Sheela Agarwal
Non-Executive,
Non-Independent Director

Appointment: 10 November 2008

Expertise: Business Management and Community Liaison



Mr. Pulak Chandan Prasad
Non-Executive,
Non-Independent Director

Appointment: 29 October 2013

Expertise: Strategy, Investments, Finance and Leadership



Mr. Jason Charles Goldberg
Non-Executive,
Independent Director

Appointment: 17 October 2023

Expertise: Strategy, E-commerce and Retail,
Business Development, and Market Analysis



Mr. Prakash Chandra Parwal
Non-Executive,
Independent Director

Appointment: 29 January 2025

Expertise: Taxation, Litigations, Finance and
Accounting, and Risk Management



Ms. Stephanie Renee Spong
Non-Executive,
Independent Director

Appointment: 6 September 2021

Expertise: Strategy, Operations and Finance



Mr. Sanjeev Agrawal
Non-Executive,
Non-Independent Director

Appointment: 29 October 2020

Expertise: Business Management, Leadership, Finance
and Product Insight

Management Team



Mr. Nitin Panwad
Group CFO



Mr. Vineet Ganeriwala
President, Shop LC (US)



Mr. Ankur Sogani
Vice President,
Commercial, Shop LC (US)



Deepak Mishra
Managing Director,
Shop TJC (UK)



Mr. Raghuveer Patnala
Managing Director,
Shop LC (Germany)



Mr. Aswini Agarwal
Head of Supply Chain, Asia



Mr. Mohammed Farooq
Chief Technology
Officer, VGL Group



Mr. Ashish Dawra
Vice President, Global IT

Risk Management

Mitigating Risks. Leveraging Opportunities.

While climate change poses a serious threat, we, at Vaibhav Global Limited, are turning it into a unique opportunity for driving innovation, resilience and embedding sustainable practices at every step of our operations, ultimately reducing our impact and making steadfast progress towards our ESG goals.

This is enabling us to protect our existing asset pool, grow sustainably and create meaningful value for our stakeholder groups.

CLIMATE-RELATED INITIATIVES

We were being challenged by acute water shortage in our manufacturing facilities in Rajasthan when we decided to step up and play our part in implementing sustainable measures to overcome it. A 4R approach - Reduce, Recycle, Reuse and Reclaim - was adopted and other water conservation initiatives were also implemented to

support water circularity. One of the initiatives involved the construction of multiple rainwater harvesting tanks with a capacity of ~4,000 KL in our facilities and vicinity, contributing to groundwater recharge and supporting the ecosystem.

CLIMATE-RELATED RISKS

RISK	DEFINING THE RISK	TYPE OF RISK
Physical	Climate-related events such as floods, cyclones and hurricanes could increase the risk of fire or damages, elevating our physical and operational risks and the cost to insure our buildings	Acute
Physical	Weather-related events such as hurricanes and snowstorms may disrupt our supply chain, i.e., procurement of raw materials and product deliveries to customers, thus increasing our operating costs and/or may reduce customer demands.	Acute
Physical	Increased severity of chronic climate-related events such as water scarcity and droughts can impact our operating locations and disrupt systems, people and processes across our global footprint.	Chronic
Transition	Increasing regulations and evolving public preference may increase our operating costs and/or reduce demands for some products.	Regulatory

CLIMATE-RELATED OPPORTUNITIES

The below mentioned climate-related opportunities have been identified by VGL based on Taskforce on Climate-Related Financial Disclosures, the internationally accepted benchmark for climate-related financial disclosures.

RESOURCE EFFICIENCY	EMPLOYEES AND FAMILIES	ENERGY SOURCES	RESILIENCE
<ul style="list-style-type: none"> Purchasing e-vehicles for transportation Water stewardship 	<ul style="list-style-type: none"> Product and sustainable innovation Waste management 	<ul style="list-style-type: none"> Using renewable energy at our facilities Using energy-efficient equipments Afforestation 	<ul style="list-style-type: none"> Implementing energy efficiency measures in our operations

RESPONSIBLE MANUFACTURING

Every piece of customised fashion jewellery manufactured and sold by Vaibhav Global Limited aspires to stir an emotion and build lasting experiences for its customers. Featuring design excellence and fitted with gemstones, they set an example for craftsmanship and artistic finesse, with zero compromise on quality and higher shelf-life.

We achieve this through implementation of responsible manufacturing practices which includes full-fledged audit and testing of our product, disclosures and hallmarking practices for quality. Hallmark and quality assurance for jewellery products is also provided to the customers, guaranteeing purity and fitness and ensuring customer satisfaction. We organise auction and online bidding for extraordinary pieces, ensuring that they are affordably priced and align with our business model of providing deep value. Our responsible manufacturing is also supported by a strong team of in-house designers, hired from leading design institutes, who help ensure thoughtful, efficient, and purpose-driven product development. Repurposing, redesigning and re-circulation of unsold products and use of every component from trade-in at VGL's in-house manufacturing facilities is also ensured.

RESPONSIBLE SOURCING AND AUDIT

Sourcing our products and its raw materials in a responsible and ethical manner that minimises our environmental impact is an integral part of who we are and our commitment to environmental conservation. Our vertically integrated business model enables us to achieve this as well as process and craft our jewellery with minimal environmental footprint.

We encourage strict adherence to the Supplier Code of Conduct and continually engage with our suppliers to build awareness on responsible sourcing and foster ethical

and ecological sourcing protocols. To ensure compliance, we also work at continually improving our oversight on suppliers adherence to acceptable global mining standards - overseeing till the first stage of procurement i.e. till our first supplier at present. Furthermore, sessions are conducted for the vendors on principles of ethical sourcing and other ESG concepts.

We deployed an integrated online ESG platform that captures real-time sustainability data for selected but major suppliers. The system consolidates key indicators on climate, resource efficiency, labour practices and governance into a single, auditable dashboard, giving us end-to-end visibility for the first time. This shift from periodic surveys to continuous monitoring will sharpen risk identification, drive targeted improvement programmes with our partners and enhance the accuracy and transparency of future BRSR and global ESG disclosures.

SMETA Audit

SMETA (Sedex Member Ethical Trade Audit) was successfully conducted for a manufacturing site of VGL Group to oversee that our business practices adhere to social compliance requirements and ensure transparency across the value chain. We successfully concluded SMETA audit in FY25.

Supplier Audits

Supplier Audits help VGL to review its suppliers' adherence to ethical sourcing practices. We also conduct surprise physical visits to monitor their adherence to the Supplier Code of Conduct.

RJC Certified

VGL is a member of the Responsible Jewellery Council (RJC), and has got its maiden RJC certification. This reaffirms VGL meeting the RJC's global standards for responsible business practices and environmental stewardship.

The RJC Code of Practices is one of the key global standards for responsible and sustainable business practices in the jewellery manufacturing industry. This also places VGL among a select group of jewellery manufacturing companies globally.

Supplier Code of Conduct

The Supplier Code of Conduct defines a framework for our suppliers to align themselves to the United Nations Guiding Principles on Business and Human Rights. It encourages them to rise above their local laws and regulations to support higher ethical values. The code covers labour relationships, employment practices, human rights and ethical business and environmental principles.

Suppliers who are certified by the RJC or similar sustainable frameworks are also deemed to abide by our Suppliers Code of Conduct. Moreover, the suppliers are required to define a due diligence process for ethical sourcing and directed to encourage their vendors to integrate the principles of Suppliers Code into their own business policies and practices. Adherence to the code has been instrumental in helping our suppliers to embrace ethical practices that meet global labour standards and policies.

RESPONSIBLE MARKETING

Marketing our products responsibly is a key agenda at VGL. We achieve this through a series of sustainable measures which includes labelling each product carefully as per the specific requirement of every country. Furthering our commitment to customer convenience, certain products also mention specifications such as authenticity and test report. Product information is made available to customers through online platforms, print and live presentations.

CUSTOMER PRIVACY AND DATA PROTECTION

Customers trust us to uphold their privacy and safeguard their information available with us. We ensure this by strictly adhering to the GDPR guidelines and protecting, using, storing and sharing data as agreed upon during collection, and also in accordance with the applicable data protection laws. Masking mechanisms are used by adequately trained staff to safeguard customers sensitive and personal information and the data is only used for legitimate business purposes. Complaints, if any, are thoroughly investigated and resolved as per applicable data protection legislation.

WASTE REDUCTION POLICY

We have in place a well-established waste management policy that helps us to:

- Minimise our manufacturing waste
- Continuously evaluate our waste management systems

The AAGA machines efficiently process waste generated, converting them to manure. Moreover, all waste is sorted

and disposed of as per applicable disposal laws and recycling requirements by our trained employees.

GRIEVANCE REDRESSAL MECHANISM

A robust grievance redressal policy and HR escalation matrix helps us to ensure ethical treatment of our employees and supports our commitment for non-tolerance towards violation of our core values. Four key principles of grievance resolution guide us towards fair and timely resolution of complaints. They include well-drafted policies and grievance mechanism, time-bound resolution, engaging in dialogues while protecting anonymity and focus on resolution.

Other than this, an Anti-Bribery Policy is integrated into the Suppliers Code of Conduct to promote ethical practices and a strong Whistle Blower Policy drives accountability and ensures timely reporting of any ethical violation.

OTHER CODES AND POLICIES

Various other codes and policies help us manage our sustainability and uphold integrity in our day-to-day operations. Please visit <https://www.vaibhavglobal.com/code-policies>





Vaibhav Global Limited

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