

July 12, 2025

The Manager, Listing Department, BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400 001	The Manager, Listing Department, National Stock Exchange of India Limited Exchange Plaza, 5th Floor, Plot No. C/1, G Block, Bandra-Kurla Complex, Bandra-East, Mumbai- 400 051
Scrip Code: 532953	Symbol: VGUARD

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Reporting

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for Financial Year 2024-25 (FY 2024-25), which also forms part of the Annual Report for FY 2024-25.

Kindly take the same on record.

Thanking You,

Yours Sincerely,

For V-Guard Industries Limited

Vikas Kumar Tak
Company Secretary & Compliance Officer
Membership No. FCS 6618



Encl: As above

Business Responsibility & Sustainability Report (BRSR)



SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L31200KL1996PLC010010
2. Name of the Listed Entity	V-Guard Industries Limited
3. Year of incorporation	February 12, 1996
4. Registered office address	42/962, Vennala High School Road, Vennala, Kochi, Kerala – 682 028
5. Corporate address	42/962, Vennala High School Road, Vennala, Kochi, Kerala – 682 028
6. E-mail	cscompliance@vguard.in
7. Telephone	0484 433 5000
8. Website	www.vguard.in
9. Financial year for which reporting is being done	2024-25
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11. Paid-up Capital	₹ 43,57,79,033
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ramachandran V Telephone: 0484 433 5000 Email: cscompliance@vguard.in
13. Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14. Name of assurance provider	Not Applicable
15. Type of assurance obtained	Not Applicable

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Electronics	Stabilizers, Digital UPS and Solar Power Systems	28%
2.	Electrical	PVC Insulated Cables, Switch Gears, Pumps and Modular Switches	41%
3.	Consumer Durables	Electric Water Heaters, Solar Water Heaters, Fans, Air Coolers and Kitchen appliances.	31%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Electronics	2710, 2720, 2790	28%
2.	Electrical	2710, 2732, 2812	41%
3.	Consumer Durables	2599, 2815, 27502, 27503	31%

III. Operations**18. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of plants	Number of offices *	Total
National	9	1 Registered office, 1 Corporate office and 29 Branch offices, 1 lab and 18 warehouses/hubs	59
International	-	-	-

*Owned and rented physical locations having operational control are considered.

19. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States/UTs)	Pan India
International (No. of Countries)	6 Countries (Nepal, Spain, Bangladesh, Singapore, Maldives and Laos)

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Particulars Export sales (INR in Lakhs)	FY 24-25
Sales outside India	13.25 Crores
% to sales	0.25%

c. A brief on types of customers

- Distributive Trade (including Dealers, Distributors and Direct Marketing Associates)
- Modern Trade and Regional Specialty chains
- E-commerce/Quick Commerce
- Central Police Canteens
- Canteen Stores Department
- Institutions

IV. Employees**20 Details as at the end of Financial Year:****a. Employees and Workers (including differently abled):**

S. No.	Particulars	Total (A)*	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	2661	2460	92.45%	201	7.55%
2.	Other than Permanent (E)	1767	1556	88.06%	211	11.94%
3.	Total employees (D + E)	4428	4016	90.70%	412	9.30%
WORKERS						
4.	Permanent (F)	472	464	98.31%	8	1.69%
5.	Other than Permanent (G)	2281	1596	69.97%	685	30.03%
6.	Total workers (F + G)	2753	2060	74.83%	693	25.17%

*Count does not include apprentices.

b. Differently abled Employees and Workers

S. No.	Particulars	Total (A)*	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	1	1	100%	0	0
3.	Total differently abled employees (D + E)	1	1	100%	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	0	0	1	100%
5.	Other than permanent (G)	1	0	0	1	100%
6.	Total differently abled workers (F + G)	2	0	0	2	100%

21. Participation/Inclusion/Representation of women

	Total (A)*	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors (BOD)	7	1	14.29%
Key Management Personnel (KMP)	5*	0	0%

*KMP includes 3 executive directors.

22. Turnover rate for permanent employees and workers

	FY 2025			FY 2024			FY 2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.70%	10.80%	14.40%	16.17%	9.14%	15.65%	15.29%	10.19%	14.92%
Permanent Workers	4.80%	31.60%	5.30%	3.93%	9.09%	4.05%	1.50%	0%	1.46%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed Entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Guts Electro-Mech Limited	Subsidiary	100%	Yes
2.	V-Guard Consumer Products Limited	Subsidiary	100%	Yes
3.	Sunflame Enterprises Private Limited	Subsidiary	100%	Yes
4.	Gegadyne Energy Labs Private Limited	Associate	24%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover (in ₹): 5308.87 Crores

(iii) Net worth (in ₹): 1998.34 Crores

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No)	FY 2025			FY 2024		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)		-	-	-	-	-	-
Communities		-	-	-	-	-	-
Shareholders*		142	-	-	160	-	-
Employees and workers		14	-	-	72	2	-
Customers		12723	1700	Number represents service calls escalation related to products by consumers	11127	255	Number represents service calls escalation related to products by consumers
Value Chain Partners	Yes, https://www.vguard.in/uploads/policies/Stakeholder-Engagement-Policy.pdf	-	-	Although no formal grievances were raised, in the ordinary course of business the partners raise issues relating to seasonal business volumes, working capital support, investment requirements etc. which get resolved.	-	-	Although no formal grievances were raised, in the ordinary course of business the partners raise issues relating to seasonal business volumes, working capital support, investment requirements etc. which get resolved.
Others		-	-	-	-	-	-

*Complaints raised by investors majorly include queries related to unpaid dividends, annual report and dematerialization of shares.

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

V-Guard conducted a structured materiality assessment to identify and prioritize issues most relevant to its business and stakeholders. This process involved evaluating a wide range of factors, including global megatrends, regulatory developments, ESG standards, and stakeholder expectations. Extensive engagement with internal and external stakeholders was undertaken to assess the significance of each issue based on its potential impact on stakeholder interests and the Company's strategic objectives and risk profile. The assessment resulted in the identification of 21 material ESG topics, which were reviewed and approved by the Board of Directors. These material topics, along with associated ESG risks, are integrated into V-Guard's Enterprise Risk Management (ERM) framework.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Decarbonization	Opportunity	Transitioning to low carbon operations through implementing operational eco-efficiency and enhancing the share of renewable energy	-	Positive
		Risk	Evolving regulatory landscape	The company has developed a decarbonization strategy focusing on increasing the share of renewable energy and reducing carbon emissions.	Negative
2.	Water Stewardship	Risk	Risks pertaining to unavailability of fresh water and increase in the cost of water	The company has been practicing water conservation measures focused on reducing freshwater withdrawal through various resource efficiency and other measures including rainwater harvesting	Negative
3.	Circularity	Opportunity	Focusing towards shifting from linear model 'Take › make › dispose' to a circular model of 'Make › use › return'. For the better use of resources, extend material usage life and also contribute towards reducing associated emissions and waste generation.	-	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Sustainable Supply Chain	Risk	To minimize negative impacts on the environment, to ensure ethical and fair labour practices, and to create economic value for all stakeholders	Strengthening further our policies, procedures and protocols across the value chain. Also, effectively engaging with suppliers to enhance the ESG performance.	Negative
5.	Sustainable Products	Opportunity	Integrating sustainability as an inherent characteristics of product design, raw material sourcing and development	-	Positive
6.	Sustainable Packaging	Opportunity	Standardizing, eliminating, substituting, and minimizing the primary, secondary and tertiary packaging of a product	-	Positive
7.	Human Rights	Risk	Violation of human rights triggers conflicts and instability and causes severe risk to the overall reputation of the organization	The company's Code of Conduct & Ethics and the HR policies and processes adequately address the aspects of human rights	Negative
8.	Employee Training and Development	Opportunity	Investing in employees for their development through various capacity-building sessions, leadership programs and also through effective feedback	-	Positive
9.	Diversity, Equity, and Inclusion (DEI)	Opportunity	Implementing diversity, equity and inclusion by employing people from diverse gender in the organization.	-	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Health, Safety, and Wellbeing	Risk	Poor health and safety management system leads to various risks such as disruption due to hazards and accidents, reputation risk, financial risk that results in reduced productivity, and decreased employee satisfaction	Implementing an effective health and safety management system, providing appropriate training to employees, conducting safety audits, and fostering a culture of safety in workplace	Negative
11.	Talent Management	Opportunity	Employing a diverse group of talent fosters all-round development of the entity bringing in diverse innovations	-	Positive
12.	Corporate Social Responsibility	Opportunity	Development of communities through strategic implementation of healthcare, education, and skill development brings out better leadership attributes of the entity and increases brand value, customer loyalty and public trust	-	Positive
13	Corporate Governance	Opportunity	Robust Governance structure is fundamental for the seamless functioning and performance of the organization. It shall result in building a strong market reputation and relationship with investors and other stakeholders	-	Positive
		Risk	Poor corporate governance can pose several risks including legal and financial risks, reputational damage, decreased stakeholder trust, and decreased shareholder value	A well-defined multi-tier governance mechanism in place across the organization	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
14.	Business Ethics	Risk	Lack of business ethics pose risk of deteriorating trust among employees and loyalty among customers	The company has a Code of Conduct for employees, Directors and Senior Management that outlines preservation of business ethics	Negative
15.	Compliance Management	Risk	Failure to comply with regulations, standards and policies may lead to legal implications, financial loss, reputation loss and penalties	Robust compliance management system is in place across operations. Effective monitoring mechanism also include periodic internal audits and reporting which aid in building a culture of ethics and compliance.	Negative
16.	Risk Management	Risk	To better understand business / ESG-related shifts, impacts, and dependencies that may affect a business's ability to achieve its strategy or objectives.	The company's Risk Management framework has been designed to establish a process that addresses the Company's business needs and responsibilities, while being simple and pragmatic. The framework is aligned to leading risk management standards and practices	Negative
17.	Innovation, R&D	Opportunity	Exploring alternatives and breakthrough initiatives to enhance sustainable coefficient will help to deliver a positive impact on the customers and society	-	Positive
18.	Data Privacy and Cybersecurity	Risk	Data breach, data loss, cyber-attacks could lead to unavailability of data or exposure of sensitive data to unauthorized individuals.	The company has a robust cybersecurity management system. Cyber Threats are mitigated by deploying various systems, tools and processes such as Data classification (DC), Data Leakage Protection (DLP), Data Backup and Recovery (DR), end point protection, access management, secured network connectivity, firewalls, password management and Vulnerability assessments.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
19.	Digital Transformation	Opportunity	Integration of digital technology throughout all aspects of an organization, resulting in significant changes to how the organization functions and delivering long-term value	-	Positive
20.	Disclosures	Risk	Improper disclosures with inadequate reporting impact the performance and reputation of the organization	Transparent governance policies and procedures. Adequate reporting and disclosures in alignment with global frameworks like GRI/TCFD/IIRC.	Negative
21.	Brand and Reputation	Opportunity	A strong brand name attracts more customers, investors and captures better market preferences	-	Positive
		Risk	A poor brand results in negative stakeholder feedback, decrease in loyalty and trust and losing of existing stakeholders	Reviews and feedback from external stakeholders, conducting customer satisfaction survey and engaging with external stakeholders to understand the evolving markets	Negative



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)*	Y	N	Y	Y	Y	N	N	Y	N
	c. Web Link of the Policies, if available			https://www.vguard.in/home/policies						
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	N	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.	Yes. Policies have been developed considering relevant national and international standards and meet national regulatory requirements such as the Factories Act,1948, ISO Standards, BIS, BEE, Companies Act, 2013, the SEBI Regulations, and various other Statutes.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer to the Chariperson's and Managing Director's Statement in the Annual Report								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer to the Chariperson's and Managing Director's Statement in the Annual Report								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	Mr. Mithun K Chittilappilly Managing Director								
9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. Mr. Mithun K Chittilappilly Managing Director								

* All policies are either approved by the Board committee or Management committee.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	NA	Y	Y	A	On going	M	A	Q	Q	NA	M	Q
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	NA	Y	Y	Q	Q	Q	Q	Q	Q	NA	Q	Q

Note - A, Q and M represents Annually, Quarterly and Monthly respectively

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
Y (secretarial audit by M/s. Keyul M Dedhia & Associates on board policies)	Y (BIS and BEE assessments by regulatory agencies)	Y (ISO audits by Bureau Veritas)	Y (secretarial audit by M/s. Keyul M Dedhia & Associates on Board policies)	Y (ISO audits by Bureau Veritas)	Y (ISO audits by Bureau Veritas)	NA	N	Y (Information Technology General Controls assessment under IFC project by EY)

12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	Not Applicable								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)	Not Applicable								
Any other reason (please specify)	Not Applicable								



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentages of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	4	All Principles Awareness on ESG and material topics, Periodic updates on policy and regulations.	100%
Key Managerial Personnel (KMPs)	7	All Principles Insider Trading, POSH, Code of Business Conduct, Human Right, Equal Opportunity, Health and Safety and IT Policy training are conducted annually. Awareness on ESG and material topics are created by Brand & Communication team through mailers and videos.	100%
Employees other than BoD and KMPs	7	All Principles Insider Trading, POSH, Code of Business Conduct, Human Right, Equal Opportunity, Health and Safety and IT Policy training are conducted annually. Regular newsletters and mailers are sent for data awareness and IT security. Awareness on ESG and material topics are created by Brand & Communication team through mailers and videos.	100%
Workers	174	Principle 1, 3, 5, 6 and 9 POSH, Code of Business Conduct, Human Right, Equal Opportunity and Health and Safety trainings are conducted annually. All workers are also required to undergo periodic training as per EHS programmes.	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

a. Monetary					
	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Principle 1	Registrar of Companies, Kerala & Lakshadweep	2,03,000	Suo-moto adjudication application filed by the Company with regard to Section 152(6) of the Companies Act, 2013 and the Registrar of Companies, Kerala & Lakshadweep imposed penalty on Managing Director	No
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL

b. Non-Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/Judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes. The Company has implemented a comprehensive Code of Conduct applicable to the Board of Directors, Senior Management, and all employees. It sets out the principles of ethical behavior and professional integrity expected across the organization. The Code is supported by a Whistleblower mechanism that provides confidential channels for reporting concerns. Any violations of the Code may result in disciplinary action, including impacts on performance appraisals, suspension, or termination, as appropriate. The Code of Conduct is publicly available at: <https://www.vguard.in/uploads/policies/Code-Conduct-Employees.pdf>.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption.

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

Note - No breaches related to corruption, bribery or money laundering were identified during the reporting period, in line with the Company's Code of Conduct and applicable regulations

6. Details of complaints with regard to conflict of interest:

	FY 2025 Current Financial Year		FY 2024 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	-	NIL	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	-	NIL	-

Note - No instances of breaches concerning conflicts of interest were reported or identified in accordance with the Company's Code of Conduct during the reporting period

7. Provide details of any corrective action taken or underway on issues related to fines / penalties /action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Number of days of accounts payables*	44	56

*Purchases include material, spares, services and capex purchases made in FY 2025, however, only material purchases were considered in the previous year.

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format

Parameter	Metrics	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	1.22%*	8.06%
	b. Number of trading houses where purchases are made from	157	130
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	65.91%	93.65%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	87.36%	88.82%
	b. Number of dealers/distributors to whom sales are made	9338	8357
	c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributor	6.87%	8.08%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)**	15.87%	13.10%
	b. Sales (Sales to related parties / Total Sales)**	0.41%	0.22%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)***	1.95%	-
	d. Investments (Investments in related parties / Total Investments made)****	98.89%	96.73%

* Purchases include material, spares, services and capex purchases made in FY 25, however, only material purchases were considered in the previous year. A "trading house" is a specialized legal entity primarily engaged in the business of export, import, and/or domestic trade of goods and services, facilitating such import, export and/or domestic trade and providing related services to support these transactions.

**All related party purchases and sale transactions are with our wholly-owned subsidiary companies.

***Balances at year-end have been considered.

**** Investments include investments in wholly-owned subsidiaries and associate companies. Balances at year-end have been considered.

Leadership Indicators

1. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If yes, provide details of the same.

Yes, the Company has formulated policies to manage the conflict of interest, applicable on stakeholders of the Company. V-Guard has a Code of Conduct for Board and Senior Management (https://www.vguard.in/uploads/investor_relations/Code-Conduct-for-Board-Senior-Management.pdf), which requires the Board members and senior management to avoid situations in which their personal interests could conflict with the interests of the Company. There is a declaration from the Board of Directors on an annual basis in relation to their Independence as required under Regulation 25(8) of the Listing Regulations.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year	Details of improvements in environmental and social impacts
R&D*	33%	26%	Various R&D and capital expenditure projects were undertaken to improve the safety of consumers, plastic reduction in products, improving energy efficiency, development of solar products etc.
Capex**	4%	3%	

*Employee benefit-related expenses are excluded from R&D.

**As a percentage of total Capex for tangible assets

2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, V-Guard has a Supplier Code of Conduct to encourage sustainable practices across the supply chain. The Company has incorporated the Supplier Code of Conduct as part of agreements with all major suppliers.

b. If yes, what percentage of inputs were sourced sustainably?

80% of our material sourcing during FY 25 was through sustainable sourcing. We have included the vendors who have incorporated our Supplier Code of Conduct in their agreements or published their sustainability program publicly. Additionally, the Company has established a structured Vendor Screening process that covers environmental, social, governance, and business relevance aspects such as energy use, RoHS, REACH, conflict minerals, social responsibility, health and safety, training & development activities, quality management, process control, traceability, non-conformance handling etc. The screening also considers country-specific, sector-specific, and commodity-specific risks. Suppliers are rated based on audit performance, with approval granted only to those meeting the defined thresholds. We have also initiated a supplier assessment process (desk assessments with systematic verification of evidence) during this financial year, where all major critical vendors will be assessed under Environment, Social, and Governance parameters, as part of our Sustainability program. During the financial year, we have conducted assessments for vendors covering 26% of total purchase by value and individually contributing to 2% or more during the financial year as per SEBI regulation.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste, and (d) other waste.

V-Guard has partnered with government-authorized recyclers, as a part of plastic waste management, E waste management & battery waste management collection program. In FY2024-25, we reclaimed 893MT (Category 1- 27MT and Category 2- 866MT) of plastic waste, 6022.66 MT of e-waste, and 3200 MT of battery waste through authorized channels.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, Extended Producer Responsibility (EPR) is applicable to V-Guard under Plastic Waste Management Rules, Battery waste management rules and E-waste management rules. The waste collection is as per the action plan submitted to the Central Pollution Control Board (CPCB). The company has contracted with registered vendors to comply with the action plan.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/ Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?

As part of our commitment to environmental stewardship and in alignment with ISO 14040 standards, V-Guard initiated Life Cycle Assessments (LCA) in FY 2024–25 for selected SKUs within the Stabilizer and Wires & Cables categories. These categories together accounted for approximately 44% of total revenue. Conducted by an independent external agency, the assessments followed the four structured phases of LCA: Goal and Scope Definition, Inventory Analysis, Impact Assessment, and Interpretation. A 'Cradle-to-Gate' system boundary was applied, capturing environmental impacts from raw material extraction to the final stages of manufacturing. The Environmental Footprint (mid-point indicator) methodology was implemented using openLCA software, with reference data sourced from the Environmental Footprint (EF) 3.1 cut-off database. These efforts represent a step towards enhancing product sustainability and informing data-driven decisions across our value chain.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same.

LCA is in Progress for Stabilizer VG 400 Model and House Wire cables SUPERIO Model.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Lead (for Battery manufacturing)	100%	100%
Castings (for pumps)	36%	29%
Plastic (Switches)	20%	12%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed of.

	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastic waste	-	893.00MT	-	-	600.00MT	-
E-waste	-	6022.66MT	-	-	5693.30MT	-
Battery waste	-	3200.00MT	-	-	2953.32MT	-

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicators

1. a. Details of measures for the well-being of employees.

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees*											
Male	2460	2459	99.96%	2459	99.96%	NA	NA	2460	100%	NA	NA
Female	201	201	100%	201	100%	201	100%	NA	NA	132	65.67%
Total	2661	2660	99.96%	2660	99.96%	201	100%	2460	100%	132	65.67%
Other than Permanent employees											
Male	1556	1556	100%	1556	100%	NA	NA	NA	NA	NA	NA
Female	211	211	100%	211	100%	211	100%	NA	NA	35	16.59%
Total	1767	1767	100%	1767	100%	211	100%	NA	NA	35	16.59%

*Paternity policy has been introduced from April 2024 for permanent employees and workers.

b. Details of measures for the well-being of workers:

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers*											
Male	464	464	100%	464	100%	NA	NA	464	100%	NA	NA
Female	8	8	100%	8	100%	8	100%	NA	NA	7	87.50%
Total	472	472	100%	472	100%	8	100%	464	100%	7	87.50%
Other than Permanent workers											
Male	1596	1596	100%	1596	100%	NA	NA	NA	NA	NA	NA
Female	685	685	100%	685	100%	685	100%	NA	NA	656	95.77%
Total	2281	2281	100%	2281	100%	685	100%	NA	NA	656	95.77%

*Paternity policy has been introduced from April 2024 for permanent employees and workers.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format.

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.45%*	0.30%

*During FY 24-25, salaries paid to permanent employees and permanent workers during maternity and paternity leaves are also considered.

2. Details of retirement benefits.

Benefits	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	No. of employees covered as a % of total Employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers Covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	employees are covered	employees are covered	NA*	employees are covered	employees are covered	NA*
ESI	based on eligibility as per respective legislation	based on eligibility as per respective legislation	Yes	based on eligibility as per respective legislation	based on eligibility as per respective legislation	Yes

*Note - We are maintaining a gratuity fund with LIC

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Wheelchair ramps are available at all plant locations and in 6 out of 8 owned branches and warehouse locations to assist people with physical disabilities. During FY 24-25, we also constructed toilets and seating arrangements for people with disability in all our factory locations, and we are building the same in our owned branches and warehouses.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web link to the policy.

Yes. The company has an equal opportunity and anti-discrimination policy which is available at <https://www.vguard.in/uploads/policies/Equal-Opportunity-Anti-discrimination-Policy.pdf>.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	NA
Total	100%	100%	100%	NA

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

Yes. V-Guard has a well-established PoSH and Whistleblower policy and the process to redress grievances registered by all employees and workers is mentioned below. The company has ombudsperson and respective committees to redress grievances as the case may be. Link to the policies are –

POSH: <https://www.vguard.in/uploads/policies/PoSH-policy.pdf>

Whistleblower policy: <https://www.vguard.in/uploads/policies/WHISTLEBLOWER-POLICY.pdf>

	Yes/ No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

In the current reporting period, no employees are part of any associations/unions. However, we recognize the right of employees and workers to have freedom of association and collective bargaining at the workplace.

8. Details of training given to employees and workers:

Category	FY 2025 Current Financial Year					FY 2024 Previous Financial Year				
	Total (A)*	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	2460	2460	100%	2460	100%	2353	2353	100%	2353	100%
Female	201	201	100%	201	100%	187	187	100%	187	100%
Total	2661	2661	100%	2661	100%	2540	2540	100%	2540	100%
Workers										
Male	464	464	100%	420	91%	455	455	100%	400	88%
Female	8	8	100%	8	100%	11	11	100%	11	100%
Total	472	472	100%	428	91%	466	466	100%	411	88%

The above data represents only permanent employees and workers; however, health and safety trainings are given to all non-permanent employees and workers as well.

9. Details of performance and career development reviews of employees and worker:

Category	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	Total (A)	No. (B)*	% (B/A)	Total (C)	No. (D)*	% (D/C)
Employees						
Male	2460	2460	100%	2353	2353	100%
Female	201	201	100%	187	187	100%
Total	2661	2661	100%	2540	2540	100%
Workers						
Male	464	464	100%	455	455	100%
Female	8	8	100%	11	11	100%
Total	472	472	100%	466	466	100%

*All permanent employees and workers are eligible for performance and career development review based on their date of joining.

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage of such a system?

Yes, Internal Occupational Health and Safety (OHS) management systems have been implemented across all V-Guard factories, warehouses, and offices. Guided by a robust Environmental, Health and Safety (EHS) policy framework, these systems aim to safeguard employee health, minimize workplace incidents, ensure regulatory compliance, and foster a strong health & safety culture. As on March 31, 2025, seven factories are certified under ISO 45001, with implementation underway at remaining sites. To strengthen audit processes, a digital ISO audit management module has been integrated into our EHS platform, Suraksha 360, enabling effective tracking and monitoring of internal and external audits.

All employees have undergone mandatory medical examinations as per statutory requirements, with appropriate health interventions carried out based on findings. A customized preventive maintenance system ensures the safe and reliable operation of critical safety equipment. Health and safety performance is continually evaluated through a structured maturity model and expert reviews. The Corporate EHS team conducts periodic management reviews, chaired by the Managing Director (MD) and Chief Operating Officer (COO), involving key stakeholders to assess performance and drive improvements. Critical safety issues are escalated to the Management Committee, comprising senior leadership, for immediate resolution.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

A comprehensive Hazard Identification and Risk Assessment (HIRA) system has been implemented across all manufacturing sites to identify hazards associated with routine activities. For non-routine activities, Job Safety Assessments (JSA) are conducted to recognize potential hazards and evaluate associated risks. An online HIRA module has been integrated into the EHS digital platform to monitor factory-level risks, track the implementation of action plans, and support regular reviews. In addition to core safety practices such as layered safety audits, the Work Permit System, incident reporting, and continuous workplace surveillance by both plant teams and the corporate EHS team, additional safety measures have been introduced to further strengthen overall safety performance.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

Yes, V-Guard has implemented a digital platform for reporting near misses, unsafe acts, unsafe conditions, statutory violations, and policy/procedure deviations to proactively address and reduce potential workplace risks. All employees are trained to identify and report these issues, strengthening our culture of safety, compliance, and continuous improvement.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes, permanent employees, permanent workers and non-permanent employees including their dependent family members are covered under group Medclaim policies, which gives them access to cashless claims across 10900+ network hospitals. Further, permanent employees and permanent workers have access to the Company provided free annual health checkups, their family members can access this facility at company-negotiated rates at empanelled diagnostic centres.

Non-permanent workers have access to medical/maternity benefits under ESIC.

Many of our facilities are equipped with gyms and wellness centres to support our employees' physical health, and many programs both in person and on digital platform, towards improving mental well-being. Qualified medical practitioners also address the workforce and ensure awareness of non-occupational and lifestyle diseases / disorders. Additionally, employees are encouraged to participate in regular fitness programs, such as Zumba and Yoga.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2025	FY 2024
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	2	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Safety is integrated into the workplace culture at V-Guard through structured training programs conducted throughout an employee's lifecycle, including mandatory induction and periodic safety training, with adherence monitored across all sites. A robust EHS management system, guided by the company's EHS policy and supported by the digital platform Suraksha 360, captures leading indicators such as near misses, unsafe acts, and unsafe conditions to drive proactive safety behavior. Risk identification and mitigation are ensured through tools like Job Safety Analysis (JSA), Hazard Identification and Risk Assessment (HIRA), and Management of Change (MOC) processes. A safety maturity assessment framework is implemented across factories to evaluate and continuously improve safety performance. Controls such as Work Permit Systems, Machine safety program, and regular internal and external audits are in place to prevent incidents. Workplace hygiene is maintained by monitoring lux levels, noise levels, and air quality. Comprehensive fire detection and firefighting systems, along with regular mock drills and emergency response training, ensure preparedness. A Safety Committee with equal representation from workers and management regularly reviews safety performance. All EHS guidelines, Standard Operating Procedures (SOP), and internal standards are accessible through the VG Portal to ensure uniform and compliant implementation across the organization.

13. Number of complaints on the following made by employees and workers

	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	6	0	-	25	0	-
Health & Safety	2	0	-	9	0	-

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% Factories and warehouses have been audited by the EHS functions and unit team to ensure safe work conditions, while two warehouses and one branch office have also undergone third-party audits to verify compliance with statutory requirements. Additionally, V-Guard EHS maturity assessments have been successfully completed at eight factory locations, reinforcing V-Guard’s commitment to continuous improvement and regulatory adherence.
Working Conditions	100% Factories and warehouses have been audited by the EHS functions and unit team to ensure safe work conditions, while two warehouses and one branch office have also undergone third-party audits to verify compliance with statutory requirements. Additionally, V-Guard EHS maturity assessments have been successfully completed at eight factory locations, reinforcing V-Guard’s commitment to continuous improvement and regulatory adherence.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

During the financial year 2024–25, two safety-related recordable incidents were reported. One incident was due to ergonomic issues, which have been addressed through an ergonomic study, resulting in the provision of an appropriate lifting mechanism. The second incident involved inadequate usage of PPE during scrap handling activities. In response, a HIRA (Hazard Identification and Risk Assessment) was conducted, and the PPE matrix was subsequently revised to ensure adequate protection. All incidents are reported through the digitized EHS platform (Suraksha 360), followed by thorough investigations to identify root causes and determine appropriate corrective actions. These actions are reviewed by management, and their implementation and effectiveness are tracked within the system. To address significant risks, suitable poka-yoke controls such as machine interlocks, safety light curtains, and two-hand controls are implemented. Additionally, best practices like theme-based safety audits, machine safety assessments, fire safety audits and the Management of Change (MOC) process are adopted to ensure proactive risk control and enhance workplace safety.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

A) Yes, and B) Yes. The company has life insurance policies for both permanent and non-permanent employees and permanent workers. Non-permanent workers are covered under ESIC and Employees’ Deposit Linked Insurance Scheme provided by the Employees’ Provident Fund Organization (EPFO).

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company obtains all necessary documents as per contract labor regulations from its service providers to ensure statutory dues such as PF, ESI etc., are deducted and deposited in a timely manner.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025	FY 2024	FY 2025	FY 2024
	Current Financial Year	Previous Financial Year	Current Financial Year	Previous Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No/NA)

Yes. The company has a Transition Assistance policy that helps employees navigate the transition from their current role to retirement or a new phase of life outside of the organization

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices Working Conditions	In FY 24-25, we identified our critical vendors and developed a supplier assessment protocol covering ESG aspects, and initiated assessments based on the same. We have assessed all vendors individually contributing to more than 2% during the financial year as per SEBI regulations and circulars.

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Based on the assessment scores, we are categorizing suppliers and developing corrective action plans, which will be communicated to our value chain partners.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

V-Guard identifies individuals or groups of individuals as their stakeholders, both external and internal, who are impacted by V-Guard's products, services, and business operations.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders and Investors	No	<ul style="list-style-type: none"> Annual shareholder meeting Investor presentations and conference calls Press releases and newsletters Annual Report Intimation to Stock exchanges and website of the Company 	Annually- AGM, Annual report Quarterly- Investor presentation and conference calls. As per requirement - Others	<ul style="list-style-type: none"> Disclose significant information Avoid conflict of interest Transparency Complaints and grievances Governance Internal control, internal audit and risk management

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Vendors/ Suppliers and Consultants/ Agency Partners	No	<ul style="list-style-type: none"> Regular interaction through online and offline meetings, phone calls, e-mails Conferences and workshops Training and awareness programmes Supplier Audits Consultative engagements for defined objectives basis business priorities Marketing communication/ Market research/Media Planning execution 	As per requirement	<ul style="list-style-type: none"> Well-defined and detailed procurement procedures Sustainable and transparent business operations Procurement of environmentally and socially sustainable products Timely and complete payment to suppliers Complaints and grievances Understanding consumer pain points and gaps Improve brand perception
Customers	No	<ul style="list-style-type: none"> Customer satisfaction surveys Marketing and advertising Customer service centers Complaint handling and feedback Electronic Communication - Social media, WhatsApp, Calls and SMS Company website 	As per requirement	<ul style="list-style-type: none"> Safe, reliable and environmentally friendly products Meet quality requirements Dedicated customer support Innovation, research and development Complaints and grievances Avoid misleading communication
Employees and workers	No	<ul style="list-style-type: none"> Intranet portal Trainings and development programmes Performance management system Emails, written communication Newsletters, circulars and internal publications Employee engagement initiatives Functional and cross-functional committees 	As per requirement	<ul style="list-style-type: none"> Professional training and development Performance evaluation Equal opportunities Work ethics and discipline Occupational health and safety matters Complaints and grievances Adherence to laws and regulations
Government and Regulatory authorities	No	<ul style="list-style-type: none"> Meetings and formal dialogue Representation through various trade bodies Workshops Written communications Periodic Reporting 	As per requirement	<ul style="list-style-type: none"> Adherence to laws and regulations NGRBC Principles Insights on Policy improvements

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Industry associations	No	<ul style="list-style-type: none"> Meetings and formal dialogue Written communications 	As per requirement	<ul style="list-style-type: none"> Environment-Friendly Business Practices Skill development NGRBC Principles
Media	No	<ul style="list-style-type: none"> Written Communications Interviews and Forums Press Conferences Publications and Announcements Media releases 	As per requirement	<ul style="list-style-type: none"> Clarity and transparency NGRBC Principles
NGOs and communities	No	<ul style="list-style-type: none"> Conferences and workshops Communication via telephone, email, etc. Community-participation events CSR partnerships - Contribution towards various causes 	As per requirement	<ul style="list-style-type: none"> Assistance to society and communities Waste management Disaster-relief initiatives Skill development Medical and public welfare activities Opportunities for the vulnerable and marginalized in society

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

V-Guard engages with internal and external stakeholders and receives feedback periodically on the economic, environmental, and social aspects. We have a Risk and ESG Committee of the board to oversee the Company’s ESG framework, policies, practices, performance, and reporting. The Committee reviews and monitors the operational, regulatory, and reputational risks and impacts of ESG on the Company and provides insight and guidance on the Company’s management of the same.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

V-Guard conducted stakeholder engagement and materiality assessment (SEMA) to identify and prioritize sustainability issues that are relevant and significant to both the business and its stakeholders. Based on the outcome of these exercises, the company identifies and defines the material topics that need actions on priority. These material topics assist the development of strategies, policies, objectives, and goals necessary to cascade sustainability commitment across the operations. The company also implements a comprehensive monitoring mechanism to track progress and ensure that the strategies and policies effectively address the material topics of concern.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

V-Guard identifies underprivileged communities around its business locations that are disadvantaged, vulnerable, and marginalized stakeholders and continuously engages with all such stakeholders in identifying their needs and priorities. As part of V Guard’s Corporate Social Responsibility (CSR) initiatives, the organization invests in strengthening community outreach, catering to the needs of the community around it. The organization remains steadfastly committed to creating an enabling environment for the inclusive growth of the communities around it.

Principle 5: Businesses should respect and promote human rights.

Essential Indicators

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	2661	2661	100%	2540	2540	100%
Other than permanent	1767	1767	100%	1462	1462	100%
Total employees	4428	4428	100%	4002	4002	100%
Workers						
Permanent	472	472	100%	466	466	100%
Other than permanent	2281	2281	100%	2464	2464	100%
Total workers	2753	2753	100%	2930	2930	100%

- Details of minimum wages paid to employees and workers, in the following format

Category	FY 2025 Current Financial Year					FY 2024 Previous Financial Year				
	Total (A)*	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	2460	0	0%	2460	100%	2353	0	0%	2353	100%
Female	201	0	0%	201	100%	187	0	0%	187	100%
Other than Permanent										
Male	1556	0	0%	1556	100%	1309	0	0%	1309	100%
Female	211	0	0%	211	100%	153	0	0%	153	100%
Workers										
Permanent										
Male	464	0	0%	464	100%	455	0	0%	455	100%
Female	8	0	0%	8	100%	11	0	0%	11	100%
Other than Permanent										
Male	1596	903	57%	693	43%	1790	1238	69%	552	31%
Female	685	615	90%	70	10%	674	627	93%	47	7%

*Count for FY 25, does not include apprentices

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration / wages:

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	3	9,47,13,308	-	-
Key Managerial Personnel**	2	3,07,45,846	-	-
Employees other than BoD and KMP	2455	9,22,687	201	7,84,659
Workers	464	4,05,449	8	3,78,031

*Out of 7 directors, we have 3 executive directors who are paid remuneration, and the rest are independent directors to whom the company pays sitting fees and commission. For more details, please refer to the Corporate Governance report.

**We have 5 KMPs in FY 2025, out of which 3 are directors hence have included their median remuneration along with BOD.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Gross wages paid to females as % of total wages	7.92%*	5.05%

*Permanent and non-permanent employees and workers are considered for computing gross wages during the current financial year; however, only permanent employees and workers were considered in FY 24.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the company has ombudsperson and respective committees to address human rights impacts or issues.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

We have a grievance redressal mechanism for monitoring and redressing all the grievances. The human resource team reviews and redresses the grievances of the employees. The Company has established a Whistle Blower mechanism for employees to raise concerns about unethical behavior or violation of the Companies' Code of Conduct. Such issues can be reported to the ombudsman through the dedicated email id- whistle.blower@vguard.in. Also, any incidents of sexual harassment can be reported through dedicated email id - posh@vguard.in.

6. Number of Complaints on the following made by employees and workers:

	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	Filed during the year	Pending Resolution at the end of year	Remarks	Filed during the year	Pending Resolution at the end of year	Remarks
Sexual Harassment	0	0		1	1*	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

* Resolved in FY25

Note- Other than the complaints disclosed, no breaches pertaining to discrimination or harassment were reported under the Company's Code of Conduct or related workplace policies during the reporting period.

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees / workers	0%	0.10%
Complaints on POSH upheld	1*	Enquiry ongoing*

* Resolved in FY25

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Confidentiality and non-retaliation aspects are covered as part of Prevention of Sexual Harassment (POSH) policy and Whistleblower policy.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

V-Guard has a Supplier Code of Conduct to encourage sustainable practices across the supply chain. The Company is incorporating the Supplier code of Conduct as part of agreements with all major suppliers.

10. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% by entity
Forced/involuntary labour	100% by entity
Sexual harassment	100% by entity
Discrimination at workplace	100% by entity
Wages	100% by entity

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not Applicable

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

No complaints were received in relation to human rights.

2. Details of the scope and coverage of any Human rights due-diligence conducted

We have conducted human rights due-diligence across all our 9 factories and the Head Office.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Wheelchair ramps are available at all plant locations and in 6 out of 8 owned branches and warehouse locations to assist people with physical disabilities. During FY 24-25, we also constructed toilets and seating arrangements for people with disability in all our factory locations, and we are building the same in our owned branches and warehouses.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	In FY 24-25, we identified our critical vendors and developed a supplier assessment protocol covering ESG aspects, and initiated assessments based on the same. We have assessed all vendors individually contributing to more than 2% during the financial year as per SEBI regulations.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Based on the assessment scores, we are categorizing suppliers and developing corrective action plans, which will be communicated to our value chain partners.

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
From renewable sources (In GJ)		
Total electricity consumption (A)	17441.88	11560.91
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	17441.88	11560.91
Total electricity consumption (D)	62927.64	64687.55
Total fuel consumption (E)	34124.91	26817.53
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F) (In GJ)	97052.55	91505.08
Total energy consumed (A+B+C+D+E+F) (In GJ)	114494.43	103065.99
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)*	21.57	22.61
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)**	445.57	506.35
Energy intensity in terms of physical output***	45126.39	51440.58
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note 1 - We have included all our factories, corporate offices, branches and warehouse locations having operational control for reporting purposes, basis which we have restated FY 24 figures

* Energy intensity per Crore rupee of turnover

** For calculating revenue-adjusted Purchasing power parity (PPP), the conversion factor as per IMF website (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/SAU/IND>) has been considered.

*** Energy intensity per Crore units. For physical output, we have considered the units of different products produced across our manufacturing facilities. For wires and cables, 1 coil is considered as 1 unit.

Note 2 - Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency
No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

V-Guard does not have sites/facilities identified as designated consumer under PAT.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Water withdrawal by source (in kiloliters)		
(i) Surface water	1868.80	1278.00
(ii) Groundwater	80552.18	70509.88
(iii) Third party water (Municipal water supplies)	13693.48	25142.97
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	96114.46	96930.85
Total volume of water consumption (in kiloliters)*	79912.08	80958.90

Parameter	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)**	15.05	17.76
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)***	310.99	397.74
Water intensity in terms of physical output****	31496.24	40406.86
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note 1 - We have included all our factories, corporate offices, branches and warehouse locations for reporting purposes, basis which we have restated FY 24 figures.

*Water consumption is calculated as the difference between water withdrawal and water discharge. It includes water consumed for domestic, gardening, process and fire water.

Water consumption for branches and warehouses are estimated by multiplying the seated headcount by the stipulated per head per working day consumption in liters based on Central Ground water Authority guidelines (<https://cgwa-noc.gov.in/landingpage/Guidelines/NBC2016WatRequirement.pdf>).

**Water intensity per Crore rupee of turnover.

***For calculating revenue-adjusted Purchasing power parity (PPP), conversion factor as per IMF website (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/SAU/IND>) has been considered.

**** Water intensity per Crore units. For physical output, we have considered the units of different products produced across our manufacturing facilities. For wires and cables, 1 coil is considered as 1 unit.

Note 2 - Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency
No

4. Provide the following details related to water discharged:

Parameter	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Water discharge by destination and level of treatment (in kilo liters)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	10950.80	10629.15
- With treatment –Tertiary treatment	2782.91	2902.00
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment (Water sent for treatment to Central Effluent Treatment Plant)	2468.68	2440.80
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – Tertiary treatment	-	-
Total water discharged (in kilo liters)	16202.39	15971.95

Note 1 - We have included all our factories, corporate offices, branches and warehouse locations having operational control for reporting purposes, basis which we have restated FY 24 figures. The water discharged for all factories, branches and warehouse locations are considered as 80% of the water withdrawal from source based on CPCB database report dated 24th December 2009.

Note 2 - Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency
No

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

At present we don't have Zero Liquid Discharge mechanism, however as per the pollution control board consent conditions, we responsibly reuse the treated water. Our 9 manufacturing locations and corporate office are well equipped with water management systems with the aim of reducing freshwater withdrawal. We are using treated wastewater for domestic (20,088kl)

and process (1372kl) and purposes. Across our facilities, we have established robust operational efficiency measures, rainwater harvesting systems, recycle and reuse measures ensuring effective usage and lawful disposal of water. Water consumption is also tracked through installed meters across factories, with a transition underway to smart metering.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
NO _x	MT	0.34	0.79
SO _x	MT	0.10	0.37
Particulate matter (PM2.5)	MT	5.83	8.16
Persistent organic pollutants (POP)	We undertake third party lab testing for each of these air emission parameters including NO _x and SO _x for all locations periodically to ensure the parameters are within the permissible limits. We also submit the reports to the concerned authority.		
Hazardous air pollutants (HAP)			
Volatile organic compounds (VOC)			
Others			

Note 1 - We have included all our factories, corporate offices, branches and warehouse locations having operational control for reporting purposes, basis which we have restated FY 24 figures.

Note 2 - Previous year figures are restated to include only process-related air emissions.

Note 3 - Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
No

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Please specify unit	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	2433.60	2165.86
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	12707.89	12865.64
Total Scope 1 and Scope 2 emissions	Metric tons of CO ₂ equivalent	15141.49	15031.50
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)*	Metric tons of CO ₂ equivalent/ turnover in crores	2.85	3.30
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)**	Metric tons of CO ₂ equivalent/ turnover adjusted for PPP in crores	58.92	73.85
Total Scope 1 and Scope 2 emission intensity in terms of physical output***	Metric tons of CO ₂ equivalent/ units produced in crores	5967.81	7502.27
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note 1 - We have included all our factories, corporate offices, branches and warehouse locations having operational control for reporting purposes, basis which we have restated FY 24 figures.

* Scope 1 and 2 emission intensity per Crore rupee of turnover

** For calculating revenue adjusted Purchasing power parity (PPP), conversion factor as per IMF website (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/SAU/IND>) has been considered.

*** Scope 1 and 2 Emission Intensity per Crore units. For physical output, we have considered the units of different products produced across our manufacturing facilities. For wires and cables, 1 coil is considered as 1 unit.

Note 2 - Intergovernmental Panel on Climate Change (IPCC) emission factors have been used for fuel consumption (scope 1 emissions), CEA baseline emission factors have been used for grid emission factor (scope 2 emissions) and GHG Protocol IPCC Global Warming Potential values have been used for refrigerants.

Note 3 - Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
No

8 Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Through onsite solar, wind turbines, and IEX green power, we are cutting carbon emissions while optimizing operations with VFDs and energy-efficient HVAC systems. Actions are being undertaken to reduce greenhouse gas emissions by investing in renewable energy projects such as solar panels and wind turbines. 15% of energy consumed during the current year is from these renewable sources which offsets about 3522 tons of CO₂ during FY 2024-25 and 2323 tons during FY 2023-24. In addition to the existing solar plant at manufacturing locations, we have installed 30 KWP at EMW locations, 3.2 KWP at Kala Amb location and initiated 351KWP at Haridwar. ISO 50001 certification is obtained for wires and cables manufacturing units at Chavadi and Kashipur locations and PVC compounding manufacturing unit at Chavadi location. On the product front, our 5-star BLDC fans, eco-friendly pumps, and energy efficient water heaters set new sustainability benchmarks. With a strong R&D focus on solar and battery advancements, we are committed to driving innovative, eco-friendly solutions for a greener tomorrow.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Total Waste generated (in metric tons)		
Plastic waste (A)	561.95	441.91
E-waste (B)	28.99	16.71
Bio-medical waste (C)	0.01	-
Construction and demolition waste (D)	-	-
Battery waste (E)	323.58	282.30
Radioactive waste (F)	-	-
Other Hazardous waste. Haz. Waste from process + Haz. Waste from pollution control equipment's, + Filter bed sand+ Filter bags etc. (G)	220.94 (Used oil, ETP sludge, Paint Sludge, Empty Chemical container, Oil-soaked cotton, oil filters, Contaminated rags, Process Waste, Residues & Sludges)	173.52 (Used oil, ETP sludge, Paint Sludge, Empty Chemical container, Oil-soaked cotton, Contaminated rags)
Other Non-hazardous waste generated (H) . MS Scrap + Aluminum scrap (Break-up by composition i.e., by materials relevant to the sector)*	2729.18	2545.51
Total (A+B + C + D + E + F + G + H)	3864.65	3459.95
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)**	0.73	0.76
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)***	15.04	17.00
Waste intensity in terms of physical output****	1523.22	1726.87
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	1279.87	740.92
(ii) Re-used	0.41	-
(iii) Other recovery operations	2250.75	2545.51
Total	3531.03	3286.43

Parameter	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	132.80	-
(ii) Landfilling	-	-
(iii) Other disposal operations ****	90.06	173.52
Total	222.86	173.52

Note 1 - We have included all our factories, corporate offices, branches and warehouse locations having operational control or financial control, wherever applicable for reporting purposes, basis which we have restated FY 24 figures.

*General waste generation and disposal for warehouses and branch offices is calculated based on seated headcount with the daily average generation of 123.45 gm/head/day as per guidelines provided by the Annual report of Solid Waste Management Rule 2021-22 by CPCB.

**Waste intensity per Crore rupee of turnover

***For calculating revenue adjusted Purchasing power parity (PPP), the conversion factor as per IMF website (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/SAU/IND>) has been considered

**** Waste intensity per Crore units. For physical output, we have considered the units of different products produced across our manufacturing facilities. For wires and cables, 1 coil is considered as 1 unit.

***** Other disposal includes hazardous waste and biomedical waste given to PCB authorized third parties as per regulatory requirements.

Note 2: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No

- 10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such waste.**

Hazardous waste, E-Waste, battery waste and Plastic Waste are disposed of through CPCB authorized vendors and Non-hazardous waste is disposed of through V-Guard approved vendors. V-Guard is monitoring the waste generation and waste disposal across its unit and also monitoring hazardous chemicals for reducing its usage. The company has adopted measures across its units for waste segregation at the source.

- 11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

V-Guard has no operation in eco-sensitive areas.

- 12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Environment impact assessment is not applicable in projects as per the Environment (Protection) Rules, 1986, hence it is not conducted.

- 13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Yes

Leadership Indicators

- 1. Water withdrawal, consumption and discharge in areas of water stress (in kilo liters):**

For each facility / plant located in areas of water stress, provide the following information:

- (i) **Name of the area:** Chavadi, Perundurai, Kashipur, Roorkee, Haridwar
(ii) **Nature of operations:** Manufacturing Locations

(iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Water withdrawal by source (in kiloliters)		
(i) Surface water	1868.80	1278.00
(ii) Groundwater	47912.47	40964.88
(iii) Third party water	7692.72	14942.10
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters)	57473.99	57184.99
Total volume of water consumption (in kiloliters)	55005.30	54744.19
Water intensity per rupee of turnover (Water consumed / turnover)*	10.36	12.01
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – Tertiary treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	2468.68	2440.80
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – Tertiary treatment	-	-
Total water discharged (in kiloliters)	2468.68	2440.80

Note 1 - We have included all our factory locations for reporting purposes.

* Water intensity per Crore rupee of turnover.

Note2- Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency
No

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

We have initiated the inventorization of Scope 3 emissions from FY 25.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not present in ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action, if any
1.	Increase the Energy Efficiency of Products	<ul style="list-style-type: none"> Developed 5-star rated fan in the induction model category. Launched highly efficient BLDC fans with IOT technology. Launched BIS & BEE rated (3 Star) Solar Water Heater. Developed new Isolator Design in switch gear segment with Reduced Watt Loss and Material Optimization, which reduces watt loss by 26.5%, improving thermal performance and thus lowering energy consumption. 	Reduction in energy consumption	NA
2.	Renewable Energy Projects	<ul style="list-style-type: none"> Launched 20KW Solar Grid Tie inverters with IOT technology. 35 new products launched in solar water heater segment. 4 new SKUs launched in Solar plus DUPS segment. 8 SKUs of new model solar panel launched in the market. 	Increase the utilization of Renewable Energy/ Green Energy	NA
3.	Eco-friendly Packaging/ Packaging Material Reduction	<ul style="list-style-type: none"> Corrugated packaging is used instead of Thermocol /EPS packaging in Mixer Grinder, Stabilizer, Ceiling Fan, Electric water Heater. Removed UV lamination from the packaging carton of DUPS to improve the recyclability of packaging, and reduce the use of non-biodegradable materials. 	Use of biodegradable packing material to avoid environmental impact	NA
4.	IOT Based Projects	<ul style="list-style-type: none"> Launched V-Guard Smart App 2.0 for various smart product categories of DUPS, Stabilizer, Water heater, Pump, Sockets. 	Optimum utilization of power and maximum utilization of Solar Power by selecting the suitable modes in the mobile application according to the customer requirements and reducing energy consumption based on usage.	NA
5.	Material conservation	<ul style="list-style-type: none"> 50% size reduction of Smart WIFI/ BLE card PCB in all smart Products categories of DUPS, Stabilizer, Water heater, Pump, Sockets. Lead weight reduction in battery 	E-waste reduction Reduction in 175 tonnes of lead usage	NA
6.	Green energy	<ul style="list-style-type: none"> Installed 30KWP at EMW locations and initiated 351KWP at Haridwar plant. Installed a rooftop solar panel system of capacity 3.2 KWP at Kala Amb plant to power the administrative building. Replacement of Existing Electricity backed streetlights with Solar. 	Increase of renewable energy percentage in total energy mix. Offset 5300 kg of CO2 emission	NA

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action, if any
7	Energy Conservation	<ul style="list-style-type: none"> • Optimization & standardization of cycle time in machinery. • Conversion of DC motor to AC motor in machinery. • Installation of "Intelligent Control system for Air Conditioners" • Using VFD chiller in production. • Implementation of daylight harvesting system, automated lighting system and conversion from normal lights to LED lights. • Conversion of normal fan to BLDC fan. • Installed motion sensor-controlled exhaust fans in washrooms. 	Annual Saving of 2,22,013 units	NA
8	Fresh water reduction	<ul style="list-style-type: none"> • Rainwater harvesting system implemented in Chavadi and Kala Amb unit. • Installation of UF+RO system in the STP outlet in Chavadi plant to use the treated wastewater for cooling tower. 	Reduction of 1251 kiloliters of freshwater withdrawal.	NA
9	Air Emission	<ul style="list-style-type: none"> • Installation of Retrofit Emission Control Device (RECD) in diesel generators in Chavadi and Cochin Head Office to reduce the emissions. 	Reduction of air emission	NA

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

To establish business contingency of operations of critical IT applications and to handle the disaster recovery scenarios, V-Guard has a defined Disaster Recovery plan. We also have Security Management System (ISMS) policy for ensuring confidentiality, integrity and availability of critical information.

We also conduct regular trainings and circulate newsletters for creating awareness on Information security for our employees. Disaster Management Plan is being implemented at 2 of our manufacturing facilities, including subsidiaries as pilot and will be developed for all the other locations as well.

6. Disclose any significant adverse impact to the environment arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

Nil

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

In FY 24-25, we identified our critical vendors and developed a supplier assessment protocol covering ESG aspects, and initiated assessments based on the same. We have assessed all vendors individually contributing to more than 2% during the financial year as per SEBI regulations.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicators

1. a. Number of affiliations with and industry chambers/ associations.

V-Guard is a member of 9 trade associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
2	National Productivity Council	National
3	Indian Fan Manufacturers Association (IFMA)	National
4	International Copper Association India	National
5	Consumer Electronics and Appliances Manufacturers Association (CEAMA)	National
6	Water Quality India Association (WQIA)	National
7	Kerala Management Association (KMA)	State
8	Kerala State Productivity Council (KSPC)	State
9	Kerala Electrical Traders Association (KETA)	State

Note - We have not made any payments, contributions, or donations to these associations beyond the standard membership fees.

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Not Applicable since there were no cases of anti-competitive conduct by V-Guard in FY 2024-25.

Leadership Indicators

1. Details of public policy positions advocated by the entity:

Nil

Principle 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Not Applicable

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

We do not have any project for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by V-Guard.

3. Describe the mechanisms to receive and redress grievances of the community.

Communities and NGOs can reach us through email at csr@vguard.in for any grievances as defined in CSR Policy available on our website (<https://www.vguard.in/uploads/policies/CSR-Policy.pdf>).

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Parameter	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Directly sourced from MSMEs/ small producers *	22.81%	22.64%
Directly from within India*	94.47%	93.02%

* Purchases include material, spares, services and capex purchases.

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:**

Location	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Rural	19.78%	19.36%
Semi-urban	10.41%	11.49%
Urban	46.26%	46.93%
Metropolitan	23.56%	22.22%

Note - Based on the revised categorization of gross wages, last year figures have been restated

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Not Applicable

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

S. No.	State	Aspirational District	Amount Spent in INR
1	Jharkhand	Ranchi	8,34,000
2	Odisha	Koraput	15,53,000
3	Uttarakhand	Haridwar	8,26,000
4	Chhattisgarh	Mahasamund	2,21,000
5	Kerala	Wayanad	5,19,000
6	Uttarakhand	Udham Singh Nagar	14,50,000

3. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

Nil

4. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

We did not have any case of intellectual property related disputes in FY 2024-25

5. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	V-Guard Edu care & Skill Development	19411	83%
2	V-Guard Health & Hygiene	33740	100%
3	V-Guard Build India & Relief	19800	52%

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

- We have a WhatsApp Chat Messenger where a consumer can drop a message 9633503333,
- Website: www.vguard.in Toll Free: 1800 103 1300 Toll No: 1860 3000 email: customercare@vguard.in
- Customers can drop their complaint products at our ASP Points and Dealer shops/ counter.
- Buddy and smart App at Dealer Points

2. Turnover of products and/ services as a percentage of turnover from all products/services that carry information about:

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	23%
Safe and responsible usage	100%
Recycling and/or safe disposal	17%

3. Number of consumer complaints in respect of the following:

	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	-	Nil	Nil	
Advertising	Nil	Nil		Nil	Nil	
Cyber-security	Nil	Nil		Nil	Nil	
Delivery of essential Services	Nil	Nil		Nil	Nil	
				Nil	Nil	
Restrictive Trade Practices	Nil	Nil				
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other	12723	1700	Number represents service calls escalation related to products by consumers	11127	255	Number represents service calls escalation related to products by consumers

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, ISMS Policy and Procedures are in place in line with ISO 27001 and are available on the website (<https://www.vguard.in/uploads/policies/Information-Security-Policy.pdf>). Further refer to management discussion and analysis section for details on the mitigation for cyber security risk.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

No data breaches are found.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches: **Nil**
- b. Percentage of data breaches involving personally identifiable information of customers: **Not Applicable**
- c. Impact, if any, of the data breaches: **Not Applicable**

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Information pertaining to all our products is routinely updated on V-Guard's official website and can be found via other channels.

- Website: www.vguard.in
- Product Brochure/ Catalogues
- Retail Collaterals
- Product Packaging
- Social Media Platforms
- e-commerce marketplaces
- PR during launch
- OOH
- Print Ads
- Influencers

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

- Do it yourself videos on YouTube and our website (<https://www.vguard.in/thoughtful/>)
- Product Usage Manual
- Service personal for select product categories helping consumers get attuned to the product
- At the time of Technician's field visit, mentioned in product warranty cards, etc.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

- Website Banner
- Call Centre
- WhatsApp messages

4. Does the entity display product information on the product over & above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief? Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, V-Guard provides safety and product usage manuals to our consumers with detailed information on a product's installation, operation, maintenance, and safe disposal.

Our customer service team reaches out to 5 to 6 lakh consumers annually and successfully records their responses. This exercise is carried out for major categories that involve service and installation.