



August 19, 2025

<b>BSE Limited</b> Phiroze Jeejeebhoy Towers, Dalal St, Kala Ghoda, Fort, Mumbai – 400 001.  BSE Code No. 507880	<b>National Stock Exchange of India Ltd.</b> Exchange Plaza, 5 <sup>th</sup> Floor, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (East), Mumbai – 400 051.  NSE Code – VIPIND
---	--

**Subject: Business Responsibility and Sustainability Report for the Financial Year 2024-25**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, Please find attached herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2024-25, which forms part of the Annual Report FY 2024-25.

The BRSR is also available on the website of the Company at <https://vipindustries.co.in/storage/investor-presentations/August2025/Annual-Reports,FY-2024-25.pdf>

Please take the above on your record and disseminate the same for the information of investors.

Thanking you,

Yours faithfully,

**For V.I.P. INDUSTRIES LIMITED**

**Ashitosh Sheth**  
**Company Secretary & Head – Legal**  
**ACS 25997**

Encl: As above

**VIP INDUSTRIES LIMITED**

Registered Office: DGP House, 5<sup>th</sup> Floor, 88C, Old Prabhadevi Road, Mumbai 400 025. INDIA.  
TEL: +91 (22) 6653 9000 FAX: +91 (22) 6653 9089 EMAIL: [corpcomm@vipbags.com](mailto:corpcomm@vipbags.com) WEB: [www.vipbags.com](http://www.vipbags.com)  
CIN - L25200MH1968PLC013914

# Message from the Managing Director on BRSR

At VIP Industries, sustainability is at the core of our values, shaping how we operate and innovate. As we proudly lead the luggage industry with renowned brands like **VIP, Skybags, Carlton, Caprese, Aristocrat and Alfa**, we understand that our responsibility goes beyond providing world-class products. It extends to ensuring that our business contributes positively to the environment and the communities we serve.

Over the past years, we have significantly ramped up our sustainability initiatives. Across all our brands, we have implemented measures to reduce our carbon footprint by focusing on **eco-friendly materials, energy-efficient manufacturing processes and waste reduction**. We are particularly proud of our **eco-collection**, which uses recycled materials and minimal packaging, aligning with our goal of fostering a circular economy.

In addition to our product innovations, we have strengthened our commitment to responsible sourcing and ethical labour practices across our supply chain. These efforts ensure that we maintain the highest standards of social responsibility, contributing to the well-being of our employees and partners.

Our **community initiatives** continue to be a critical part of our sustainability agenda. Through our Corporate Social Responsibility (CSR) programs, we have engaged with local communities, focusing on education, skill development and environmental conservation. This year, we expanded our initiatives to support underprivileged youth through education scholarships and vocational training, empowering them with the skills needed to succeed in the future economy.

As we publish our **Business Responsibility and Sustainability Report**, we reaffirm our dedication to driving sustainable growth. We are committed to continuing our efforts toward minimizing our environmental impact, promoting diversity and inclusion, and ensuring that we remain transparent and accountable to all our stakeholders.

I extend my heartfelt thanks to our employees, partners, and customers for their unwavering support. Together, we are paving the way for a more sustainable and equitable future and I look forward to achieving greater milestones in the years ahead.

**Ms. Neetu Kashiramka**  
**MANAGING DIRECTOR**

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L25200MH1968PLC013914
2.	Name of the Listed Entity	V.I.P INDUSTRIES LIMITED
3.	Year of Incorporation	1968
4.	Registered Office Address	DGP House, 5 <sup>th</sup> Floor, 88-C, Old Prabhadevi Road, Mumbai - 400025
5.	Corporate Address	DGP House, 5 <sup>th</sup> Floor, 88-C, Old Prabhadevi Road, Mumbai - 400025
6.	E-mail id	investor-help@vipbags.com legal-sec@vipbags.com
7.	Telephone	022 - 66539000
8.	Website	www.vipindustries.co.in www.vipbags.com
9.	Financial year for which reporting is being done	FY 2024-25 (1 <sup>st</sup> April'24 to 31 <sup>st</sup> March'25)
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd. (BSE), and National Stock Exchange of India Ltd. (NSE)
11.	Paid up Capital (₹)	₹ 28,40,39,408/-
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. Ashitosh Sheth Company Secretary & Head – Legal 022-6653 9000 legal-sec@vipbags.com
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)	The disclosures in this report are provided on a consolidated basis.
14.	Name of assessment or assurance provider	Not Applicable
15.	Type of assessment or 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.	Trade	Manufacturing & Retail Trading	100%

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

S. No.	Product/Service	NIC Code	% of total contributed Turnover
1.	Manufacturing & Retail Trading of Soft Luggage & Hard Luggage	15121 / 15122	100%

### 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	2	6 Offices and 31 Warehouses	39
International	8	-	8

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

Locations	Number
National (No. of States)	National Market (All states and UT)
International (No. of Countries)	27

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

The entity's exports make up 2.8% of its total turnover when evaluated on a standalone basis, which refers to the revenue generated solely from the entity's own operations, excluding any contributions from its subsidiaries or related entities.

**c. A brief on types of customers**

VIP offers a diverse range of products, including luggage, backpacks, and handbags, under five distinct and well-defined brands. Each of these brands is designed to provide innovative solutions, catering to the constantly changing demands of modern travelers. As a result, our customer base is broad, encompassing individuals from various backgrounds and income levels, all of whom seek to enhance their travel experiences. Our goal is to ensure that every journey is both enjoyable and fulfilling for our customers, regardless of their personal or financial circumstances.

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1194	1120	94%	74	6%
2.	Other than Permanent (E)	3346	2879	86%	467	14%
3.	<b>Total employees (D + E)</b>	<b>4540</b>	<b>3999</b>	<b>88%</b>	<b>541</b>	<b>12%</b>
<b>WORKERS</b>						
4.	Permanent (F)	3384	1488	44%	1896	56%
5.	Other than Permanent (G)	1139	967	85%	172	15%
6.	<b>Total workers (F + G)</b>	<b>4523</b>	<b>2455</b>	<b>54%</b>	<b>2068</b>	<b>46%</b>

**b. Differently abled Employees and workers:**

There are currently no employees or workers, who have identified themselves as differently abled within the organization.

**21. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	3	33%
Key Management Personnel	3	1	33%

**22. Turnover rate for permanent employees and workers**

	Turnover rate FY 2024-25			Turnover rate FY 2023-24			Turnover rate FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	28%	63%	30.10%	18%	19%	18%	27%	16%	17%
Permanent Workers	10%	15%	12.30%	15%	0%	15%	15%	NA	15%

## 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	Blow Plast Retail Limited	Wholly owned subsidiary	100%	Yes
2	VIP Industries Bangladesh Private Limited	Wholly owned subsidiary	100%	Yes
3	VIP Industries BD Manufacturing Private Limited	Wholly owned subsidiary	100%	Yes
4	VIP Luggage BD Private Limited	Wholly owned subsidiary	100%	Yes
5	VIP Accessories BD Private Limited	Wholly owned subsidiary	100%	Yes

## VI. CSR Details

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

(ii) Turnover (in ₹) - ₹ 21,69,65,73,004/- (FY 2024-25)

(iii) Net worth (in ₹)- ₹ 5,49,66,70,271/- (FY 2024-25)

## 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) (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		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
Communities	Y*	-	-	-	-	-	-
Investors (other than shareholder)	Y**	-	-	-	-	-	-
Shareholders	Y**	31	-	-	29	-	-
Employees and workers	Y***	-	-	-	-	-	-
Customers	Y****	96,086	-	-	1,04,723	-	-
Value Chain Partners	Y*	-	-	-	-	-	-
Others (please specify)	-	-	-	-	-	-	-

\* During the financial years 2023-24 and 2024-25, no complaints were received from communities or value chain partners. Any complaints or grievances from these stakeholders are handled by the relevant departments on a case-by-case basis. The company's policies and grievance redressal mechanism are available on its website at <https://vipindustries.co.in/investor/disclosure-46-lodr#policies>.

\*\* The company has appointed MUFG Intime India Private Limited ("Formally known as Link Intime India Private Limited") as its Registrar and Share Transfer Agent (RTA) to address the grievances or complaints of shareholders. Additionally, a designated email ID, "legal-sec@vipbags.com," has been provided for shareholders to submit their grievances or complaints.

Once these grievances or complaints are received directly by the company, they are promptly forwarded to the RTA for necessary action to ensure resolution.

\*\*\*Information on the grievance redressal mechanism for employees and workers has been explained under Principle 3, point No. 6.

\*\*\*\*Details of the grievance redressal mechanism for customers are outlined under Principle 9, point No. 1.

## 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

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	Circular Economy	O	With the depletion of natural resources and rising material costs, shifting towards circular economy models has become increasingly essential.	At VIP Industries, our approach to the circular economy is integrated across product design, material sourcing, manufacturing, and end-of-life management. We focus on reducing material waste, increasing the use of recyclable and sustainable inputs, and designing products and packaging that are durable, repairable, and recyclable. Our operations emphasize resource efficiency by promoting reuse and material recovery wherever possible. Through ongoing R&D and collaboration with suppliers, we are transitioning towards a more circular value chain minimizing our environmental footprint while delivering long-lasting, high-quality products to our customers.	Positive
2	Product Stewardship	R	Low product quality or contamination may lead to safety concerns, damage the company's reputation, cause financial setbacks, and trigger product recalls. Additionally, customers are becoming more conscious of the environmental footprint associated with the products they use.	We prioritize the use of efficient raw and packaging materials, aiming to minimize environmental impact while maintaining high product quality and durability. Our sustainable packaging practices include a gradual shift toward recyclable and eco-friendly materials. Customer satisfaction and product reliability are reinforced through robust warranty provisions, reflecting our commitment to long-lasting, safe, and high-performing products. Additionally, our Corporate Social Responsibility (CSR) policy integrates environmental consciousness into our operations, supporting sustainable development and inclusive growth. Through continuous innovation, responsible sourcing, and eco-friendly design, we strive to deliver products that align with both customer expectations and our sustainability goals.	Negative
3	Human Rights and Labour Practices	R	Failure to uphold human rights in the supply chain can lead to reputational damage, legal actions, and loss of business.	VIP Industries conducts audits to ensure compliance with labour laws and human rights policies. The company has also partnered with NGOs to promote gender equality and prevent child labour.	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)
4	Energy and Resource Efficiency	O	Reducing energy consumption and optimizing resource use can lower operational costs and contribute to environmental sustainability.	VIP Industries has installed energy-efficient equipment, replaced conventional lighting with LED lights, and implemented water conservation measures.	Positive
5	Employee, Health And Safety	R	Neglecting the significance of health and safety measures can bring negative consequences to the company. These consequences might include possible increases in legal costs, a decrease in the availability of workers, lower employee morale, and in severe situations, it could jeopardize the company's operational stability.	Medical check-up, vaccination drive. Safety and health protocol. The company has implemented a comprehensive occupational health and safety management system and conducts regular safety audits.	Positive
6	Corporate Governance	O	We recognize that strong corporate governance is essential to maintaining stakeholder confidence, ensuring regulatory compliance, and driving sustainable growth. Inadequate governance can expose the company to legal, financial, and reputational risks. Conversely, robust governance practices present an opportunity to strengthen transparency, uphold ethical business conduct, and align with evolving stakeholder expectations.	We have implemented a comprehensive governance framework that includes an experienced and diverse Board of Directors, regular board evaluations, and clearly defined roles and responsibilities. VIP Industries adheres strictly to the requirements of the Companies Act, SEBI Listing Obligations, and Disclosure Regulations. Our governance approach is supported by key policies such as the Code of Conduct, Whistleblower Policy, Risk Management Policy, and CSR Policy. We also ensure timely disclosures and maintain accountability through independent audits and internal controls. Our corporate governance practices are continually reviewed and enhanced in line with global standards and stakeholder feedback.	Positive

## 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.

We have implemented following policies towards adopting National Guidelines on Responsible Business Conduct (NGRBC):

<p><b>Principle P1:</b> <b>Transparency &amp; Accountability</b></p> <ul style="list-style-type: none"> <li>Insider Trading Policy</li> <li>Vigil Mechanism Policy</li> <li>Code of Conduct - Sr. Management &amp; Directors</li> <li>Related Party Transaction Policy</li> </ul>	<p><b>Principle P2:</b> <b>Product Responsibility</b></p> <ul style="list-style-type: none"> <li>Service &amp; Returns Policy</li> <li>EHS Policy</li> </ul>	<p><b>Principle P3:</b> <b>Employee Development</b></p> <ul style="list-style-type: none"> <li>Performance Evaluation Policy</li> <li>Policy on Prevention of Sexual Harassment (Policy on Ethics, Code of Conduct, Harassment &amp; Discipline)</li> <li>Equal Opportunity Employer Policy</li> </ul>
<p><b>Principle P4:</b> <b>Stakeholder Engagement</b></p> <ul style="list-style-type: none"> <li>Corporate Social Responsibility (CSR) Policy</li> <li>Dividend Distribution Policy</li> </ul>	<p><b>Principle P5:</b> <b>Human Rights</b></p> <ul style="list-style-type: none"> <li>Policy on Prevention of Sexual Harassment (Policy on Ethics, Code of Conduct, Harassment &amp; Discipline)</li> <li>Human Rights Policy</li> </ul>	<p><b>Principle P6:</b> <b>Environment Principle</b></p> <ul style="list-style-type: none"> <li>EHS Policy</li> </ul>
<p><b>Principle P7:</b> <b>Public Advocacy</b></p>	<p><b>Principle P8:</b> <b>Inclusive Growth</b></p> <ul style="list-style-type: none"> <li>Corporate Social Responsibility (CSR) Policy</li> </ul>	<p><b>Principle P9:</b> <b>Customer Value</b></p> <ul style="list-style-type: none"> <li>Service &amp; Returns Policy</li> <li>Data Protection and Privacy Policy</li> </ul>

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
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)	The Board has approved all the mandatory policies required by Indian laws and regulations, while other internal operational policies are authorized by the management.								
c. Web Link* of the Policies, if available	<a href="https://vipindustries.co.in/investor/disclosure-46-lodr#policies">https://vipindustries.co.in/investor/disclosure-46-lodr#policies</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
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) adopted by your entity and mapped to each principle.	All the policies have been formulated in accordance with the National Guidelines on Responsible Business Conduct, 2019, issued by the Ministry of Corporate Affairs. Furthermore, the company's policies align with ISO certifications, including ISO 9001:2015 (Quality Management System) and ISO 14001:2015 (Environmental Management Systems). The certification for ISO 45001:2018 (Occupational Health & Safety Management Systems) is currently in progress.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our strategies, business model, and operations are built on the principles of environmental protection, as well as ensuring the safety of employees and customers.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	Not Applicable								

**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)	The message from our Managing Director has been incorporated at the beginning of this report.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The implementation and oversight of the Business Responsibility Policies, as well as decision-making on sustainability-related matters, fall under the responsibility of the BRSR and Risk Management Committee and Sustainability Committee of the Board of Directors. As of March 31, 2025, the members of the committee are as follows:
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.	<ul style="list-style-type: none"> <li>• Mr. Dilip Piramal - Chairman</li> <li>• Ms. Neetu Kashiramka</li> <li>• Mr. Ashish Saha</li> <li>• Mr. Tushar Jani</li> </ul>

**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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and Follow up action	The review has been conducted by the Corporate Social Responsibility and Sustainability Committee, along with the Managing Director (MD). This collaborative review process ensures that the policies, initiatives, and actions related to corporate social responsibility (CSR) and sustainability are aligned with the company's objectives and regulatory requirements. The committee, led by the chairman, and supported by the MD, evaluates the effectiveness of the strategies, identifies areas of improvement, and makes decisions on future actions to enhance the company's commitment to sustainability and responsible business practices.									The review process occurs on an annual basis with the Corporate Social Responsibility and Sustainability Committee and on a quarterly basis with the Managing Director (MD). <ul style="list-style-type: none"> <li>• Annual Review with the Corporate Social Responsibility and Sustainability Committee: This comprehensive review assesses the overall effectiveness of the company's sustainability initiatives, CSR activities, and compliance with relevant policies and guidelines. The committee evaluates the long-term impact of these actions, identifies areas for improvement, and formulates strategies for the upcoming year.</li> <li>• Quarterly Review with the Managing Director: On a more frequent basis, the MD engages in quarterly reviews to monitor the progress of ongoing sustainability initiatives, CSR activities, and any other developments related to responsible business practices. This helps ensure timely adjustments and decision-making, keeping the company aligned with its short-term and long-term goals in sustainability and corporate responsibility.</li> </ul>								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance with the laws of the land is considered the foundational step in responsible business conduct. To ensure adherence to this principle, a comprehensive compliance review has been conducted, focusing on all statutory requirements that are relevant to the principles outlined in the National Guidelines on Responsible Business Conduct.									This review process has been carried out by the respective committees of the Board, each responsible for specific areas such as governance, environmental sustainability, employee welfare, and community engagement. These committees ensure that the company meets all legal and regulatory obligations, and their findings are used to assess how well the company aligns with the guidelines. The review helps identify any gaps in compliance, providing a clear path for corrective actions and ensuring the company operates responsibly in every aspect of its business.								

**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.**

The assessment and evaluation of the effectiveness of the company's policies are conducted internally as part of its business operating policies and procedures. This process ensures that the policies are regularly reviewed and adjusted as necessary to meet the company's operational goals and compliance requirements. The evaluation is integrated into the company's day-to-day business functions, allowing for ongoing monitoring of their implementation and making adjustments where needed to maintain alignment with both internal objectives and external regulations.

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
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)									
Any other reason (please specify)									

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

This section is designed to assist entities in showcasing their performance in integrating the Principles and Core Elements into key processes and decision-making. The information requested is divided into two categories: "Essential" and "Leadership."

**Essential Indicators:** These are the minimum requirements that every entity mandated to file this report must disclose. They provide a baseline for demonstrating compliance with responsible business practices.

**Leadership Indicators:** These can be voluntarily disclosed by entities that aim to elevate their practices to a higher standard of social, environmental, and ethical responsibility. By reporting on these indicators, entities can highlight their commitment to going beyond the basic requirements and making meaningful progress in sustainability and corporate responsibility.

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

At VIP Industries, ethics, transparency, and accountability form the foundation of the company's governance structure. The organization believes that sustainable business growth can only be achieved by adhering to ethical practices and being accountable to its stakeholders. To ensure this, VIP Industries has implemented a comprehensive Code of Conduct that governs the behaviour of all employees, directors, and stakeholders associated with the company. This Code emphasizes compliance with all applicable laws and regulations while fostering a culture of integrity and transparency.

To further strengthen its governance framework, VIP Industries has implemented a robust Whistleblower Policy. This policy provides a safe and confidential platform for employees to report unethical behaviour, policy violations, or potential misconduct without fear of retaliation. The company encourages employees to use this mechanism to highlight any concerns they may have about the ethical conduct of the organization.

Additionally, VIP Industries has an Anti-Bribery and Anti-Corruption Policy that aligns with global best practices. The policy outlines the company's zero-tolerance stance toward any form of bribery or corruption. Regular training sessions are conducted to ensure that all employees are aware of these policies and understand their importance in maintaining the company's ethical standards. Recent enhancements in this area include the introduction of anonymous reporting options through the whistleblower mechanism and mandatory ethics training for all employees and board members. Furthermore, the company has improved its disclosure practices to provide stakeholders with clear and transparent information regarding its financial and operational performance.

## 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	% age of persons in respective Category covered by the awareness programmes
Board of Directors	4	All Principles	100%
Key Managerial Personnel	1	All Principles	100%
Employees other than BoD and KMPs	Ongoing	Principles relevant to their work areas	100%
Workers	Ongoing	Principles relevant to their work areas	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):

#### Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-

#### Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment	No Non-Monetary imprisonment or punishment has been imposed on the entity or on the directors / KMPs.			

### 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.

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
	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 our Company's code of conduct includes an anti-corruption and anti-bribery policy, which has been disseminated to our employees and workers through e-learning modules and face-to-face training sessions to raise their awareness and assist them in evaluating scenarios and making responsible decisions. V.I.P. Industries Limited is committed to ethical business practices and to acting with integrity in all aspects of its business. The Company's reputation for integrity is a vital business asset that depends upon the commitment of all the Company's Directors, officers, and employees everywhere to act in accordance with the Company's Code of Conduct and all applicable laws and regulations. All the policies are accessible at <https://vipindustries.co.in/investor/disclosure-46-lodr#policies>.

This commitment extends to ensuring that no employee, officer, or director engages in bribery or unethical practices in any form. The company maintains a strict stance against bribery, aiming to foster a work environment built on trust, transparency, and accountability.

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

No disciplinary action has been taken by any law enforcement agency regarding charges of bribery or corruption against any of the Directors, Key Managerial Personnel (KMPs), or employees of the company. This reflects the company's strong commitment to maintaining ethical standards and ensuring that all business activities are conducted in full compliance with anti-bribery and anti-corruption laws.

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

No complaints have been received regarding any conflict of interest involving the Directors, Key Managerial Personnel (KMPs), or any other employees of the company. This demonstrates the company's commitment to ensuring transparency, accountability, and ethical conduct in all its operations, with strict adherence to its Code of Conduct.

**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 2024-25	FY 2023-24
Number of days of accounts payables	90	42

**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 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	17%	23.14%
	b. Number of dealers / distributors to whom sales are made	740	645
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	20%	25.87%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	27.16%	36%
	b. Sales (Sales to related parties / Total Sales)	0.03%	0.10%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0%	9%
	d. Investments (Investments in related parties / Total Investments made)	90%	95%

**PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe**

At VIP Industries, we are committed to delivering high-quality products that are not only safe but also sustainable. We integrate sustainability considerations at every stage of the product lifecycle, from sourcing raw materials to product disposal. In line with this, we have launched a new line of eco-friendly luggage made from recycled materials, demonstrating our dedication to reducing our environmental impact.

One of our key sustainability efforts is reducing plastic usage. We have successfully achieved a 40% reduction in plastic packaging and are actively exploring alternative materials to further minimize our plastic footprint. Additionally, we comply with Extended Producer Responsibility (EPR) regulations to ensure the proper disposal of waste generated by our products. We partner with recycling companies to facilitate the safe and efficient disposal of end-of-life products.

## 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.**

	Current Financial Year 2024-25	Previous Financial Year 2023-24	Details of improvements in environmental and social impacts
R & D	0.11%	-	-
Capex	2.44%	19%	-

The following capital expenditures (capex) have been made by us to improve the environmental and social impacts of our products and processes:

- (i) Replacement of Low-Tension Cables: We replaced low-tension cables within our factory, which has helped reduce power consumption due to lower resistance in the current flow, improving overall energy efficiency.
  - (ii) Procurement of Electric Vehicle: We have procured an electric vehicle for our Nashik factory, which is now being used for internal material movement. This reduces our reliance on fossil fuels, supporting our sustainability efforts.
  - (iii) Composting Machine: We purchased a composting machine to process dry leaves into compost, which we then use as natural manure for the plants in our factory. This initiative helps reduce waste and promotes sustainable practices in our operations.
  - (iv) Replacement of Fluorescent Tubes with LED Lights: We replaced fluorescent tubes with energy-efficient LED lights in both our offices and factory. This switch significantly reduces energy consumption and lowers our environmental impact.
  - (v) Procurement of Variable Frequency Drive (VFD): We installed a Variable Frequency Drive (VFD) in a 7-ton capacity air conditioning unit, reducing power consumption. The VFD optimizes energy use by adjusting the motor speed based on cooling needs, enhancing operational efficiency.
  - (vi) Implementation of Motion Sensors: We implemented motion sensors at our Head Office, factory shell stores, washrooms, and other areas. These sensors help ensure that lights are used only when necessary, reducing electricity consumption and contributing to energy efficiency.
2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
Yes, we have a sustainable sourcing policy.
- b. If yes, what percentage of inputs were sourced sustainably?  
5-10%

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.**

All of our plastic packaging materials are covered under the Extended Producer Responsibility (EPR) framework, which requires producers to take responsibility for the entire lifecycle of their plastic packaging, including its collection, recycling, and disposal. We have registered on the EPR portal, which is a government platform that tracks and monitors the compliance of producers with EPR regulations. By being registered, we ensure that we are fully aligned with the applicable regulations regarding plastic waste management.

Our commitment to complying with these regulations underscores our responsibility in reducing plastic waste and contributing to a more sustainable circular economy. Our products are readily recyclable at the end of life.

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) for plastic waste is applicable to our company, and we are registered with the Central Pollution Control Board (CPCB) for EPR. As part of our commitment to responsible plastic waste management, we have developed a waste collection plan that aligns with the EPR guidelines submitted to the Pollution Control Board.

This plan outlines the collection, recycling, and proper disposal of plastic packaging materials used by our company. It ensures that the waste generated from our products is effectively managed in compliance with environmental regulations. Our efforts aim to reduce the environmental impact of plastic waste by promoting recycling and responsible disposal practices, in line with the requirements set by the CPCB and other regulatory bodies.

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

At VIP Industries, we have created a vibrant work culture that encourages passion, talent, curiosity, empowerment, and diversity. Within our organization, individuals are given the chance to grow both horizontally and vertically. Our foundation is built on core values such as youthful energy, merit-based advancement, entrepreneurship, and innovation.

Our management team is made up of experienced professionals who bring energy, expertise, and a strong commitment to our ambitious goal of becoming the leading luggage brand globally. With diverse backgrounds and skills from various industries, our team is poised to elevate VIP from a national brand to an international leader. We maintain an open-door policy, promoting inclusivity for our employees, former staff, and business partners, creating a unified 'One VIP community.'

To boost employee engagement, we launched several digital initiatives, including virtual health challenges with gamified elements, wellness sessions, online interactions with HR and leadership, and various activities aimed at fostering a fun and positive work environment. Over the year, numerous training sessions were organized for both management and sales teams. Specialized workshops were held for the product and design teams, and induction training was offered to new hires. We also digitized several key administrative processes, including leave management, attendance tracking, onboarding, business expense reimbursements, and travel arrangements. These efforts collectively contributed to a positive workplace culture and enhanced performance.

In addition, we introduced the VIP Employee Stock Appreciation Rights Plan, 2018 (ESARP 2018), which allows employees of the Company and its subsidiaries to receive Employee Stock Appreciation Rights (ESAR). These rights enable employees to benefit from the company's future share price growth, as predetermined, and are settled through the allotment of company shares. Our ESARP 2018 Plan complies with the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.

## Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D/A)	Number (E)	% (E / A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	1,120	1,120	100%	1,120	100%	-	-	1,120	100%	-	-
Female	74	74	100%	74	100%	74	100%	-	-	-	-
<b>Total</b>	<b>1,194</b>	<b>1,194</b>	<b>100%</b>	<b>1,194</b>	<b>100%</b>	<b>74</b>	<b>100%</b>	<b>1,120</b>	<b>100%</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	2,879	2,879	100%	2,879	100%	-	-	2,879	100%	-	-
Female	467	467	100%	467	100%	467	100%	-	-	-	-
<b>Total</b>	<b>3,346</b>	<b>3,346</b>	<b>100%</b>	<b>3,346</b>	<b>100%</b>	<b>467</b>	<b>100%</b>	<b>2,879</b>	<b>100%</b>	<b>-</b>	<b>-</b>

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

Category	% of workers covered by										
	Total (A)	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)
<b>Permanent workers</b>											
Male	1,488	1,488	100%	1,488	100%	-	0%	1,488	100%	0	0%
Female	1,896	1,896	100%	1,896	100%	1,896	100%	0	0%	0	0%
<b>Total</b>	<b>3,384</b>	<b>3,384</b>	<b>100%</b>	<b>3,384</b>	<b>100%</b>	<b>1,896</b>	<b>100%</b>	<b>1,488</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent workers</b>											
Male	967	967	100%	967	100%	NA	0%	967	0%	967	100%
Female	172	172	100%	172	100%	172	100%	NA	0%	172	100%
<b>Total</b>	<b>1,139</b>	<b>1,139</b>	<b>100%</b>	<b>1,139</b>	<b>100%</b>	<b>172</b>	<b>100%</b>	<b>967</b>	<b>0%</b>	<b>1,139</b>	<b>100%</b>

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % total revenue of the company	0.12%	0.01%

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2024-25			FY 2023-24		
	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%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	61%	100%	Y	71%	37%	Y

\*All Applicable employees in India are covered under ESI

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.

Yes, our offices are fully accessible to individuals with disabilities. We have installed elevators and ramps to ensure smooth and easy access for everyone, regardless of mobility challenges. These facilities are designed to provide a safe and comfortable experience, allowing persons with disabilities to navigate our premises with ease.

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 adheres to a policy of equal opportunity employment in line with the Rights of Persons with Disabilities Act, 2016. This policy ensures that individuals with disabilities are given fair and equal opportunities in all aspects of employment. The policy is accessible on our website at <https://www.vipindustries.co.in/about-us>.

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	100%	100%	95%	95%
Female	100%	100%	90%	30%
Total	100%	100%	93%	30%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Vigil Mechanism Policy and POSH Policy are some of the policies that detail the employee grievance mechanism. Any concerned employee or worker can inform the Complaints Committee through email or written complaint giving details of the incident.
Other than Permanent Workers	
Permanent Employees	<ul style="list-style-type: none"> <li>Once the complaint is received, it will be kept strictly confidential.</li> <li>The person accused will be informed that a complaint has been filed against them, and no unfair acts of retaliation or unethical action will be tolerated.</li> <li>The Committee shall ensure that a fair and just investigation is undertaken immediately.</li> <li>Both the complainant and the accused will be questioned separately to ascertain the veracity of their contentions. If required, any person named as a witness will need to provide necessary information to assist in resolving the matter satisfactorily.</li> </ul>
Other than Permanent Employees	

**Yes/No (If Yes, then give details of the mechanism in brief)**

- The complainant and the accused shall be informed of the outcome of the investigation.
- The investigation shall be completed within 90 days of receiving the complaint.
- If any misconduct is found by the Committee, appropriate disciplinary action shall be taken against the accused. Disciplinary action may include transfer, withholding promotion, suspension, dismissal, or any other action deemed appropriate by the Committee.
- This action shall be in addition to any legal recourse sought by the complainant or the company. Additionally, we have Feedback Form Systems:
- We value and prioritize the constructive input of our employees to continually enhance our work culture.
- We have established a confidential platform to share perspectives, address challenges related to work culture, and provide feedback about colleagues or seniors.
- This feedback form allows employees to express their views or issues anonymously to the HR team or the Complaint Committee.

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

Category	FY 2024-25			FY 2023-24		
	Total Employees/ Workers in respective Category (A)	No. of employees / workers in respective category who are part of association / union (B)	% (B/A)	Total Employees/ Workers in respective Category (A)	No. of employees / workers in respective category who are part of association / union (B)	% (B/A)
<b>Permanent Employees</b>						
Male	1,120	-	0%	1,240	-	0%
Female	74	-	0%	101	-	0%
<b>Total</b>	<b>1,194</b>	<b>-</b>	<b>0%</b>	<b>1,341</b>	<b>-</b>	<b>0%</b>
<b>Permanent Workers</b>						
Male	1,488	34	2.3%	2,680	40	1.5%
Female	1,896	-	0%	3,494	-	0%
<b>Total</b>	<b>3,384</b>	<b>34</b>	<b>1.0%</b>	<b>6,174</b>	<b>40</b>	<b>0.6%</b>

**8. Details of training given to employees and workers:**

Category	FY 2024-25					FY 2023-24				
	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)
<b>Employees</b>										
Male	3,999	3,220	81%	871	22%	4,277	385	9%	2,994	70%
Female	541	475	88%	51	9%	549	49	9%	11	2%
<b>Total</b>	<b>4,540</b>	<b>3,695</b>	<b>81%</b>	<b>922</b>	<b>20%</b>	<b>4,826</b>	<b>434</b>	<b>9%</b>	<b>3,005</b>	<b>62%</b>
<b>Workers</b>										
Male	2,455	1,967	80%	1,768	72%	3,190	3,190	100%	191	5%
Female	2,068	1,996	97%	1,280	62%	3,534	3,534	100%	177	5%
<b>Total</b>	<b>4,523</b>	<b>3,963</b>	<b>88%</b>	<b>3,048</b>	<b>67%</b>	<b>6,724</b>	<b>6,724</b>	<b>100%</b>	<b>368</b>	<b>5%</b>

## 9. Details of performance and career development reviews of employees and workers:

The company has established a robust performance management culture, where every employee's performance is assessed based on the goals and objectives set for the year. The evaluation process plays a key role in determining any increases in compensation, with rewards, such as variable bonuses, being directly linked to an individual's performance evaluation. This system applies to all employees within the company, including the Managing Director. In addition to the company's Performance Appraisal System, employees are also governed by the Board-approved Remuneration Policy, which further outlines the guidelines and structure for remuneration.

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	%(D / C)
<b>Employees</b>						
Male	1,120	1,120	100%	1,240	1,240	100%
Female	74	74	100%	101	101	100%
<b>Total</b>	<b>1,194</b>	<b>1,194</b>	<b>100%</b>	<b>1,341</b>	<b>1,341</b>	<b>100%</b>
<b>Workers</b>						
Male	1,488	1,488	100%	2,680	2,680	100%
Female	1,896	1,896	100%	3,494	3,494	100%
<b>Total</b>	<b>3,384</b>	<b>3,384</b>	<b>100%</b>	<b>6,174</b>	<b>6,174</b>	<b>100%</b>

## 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, the coverage of such system?

Yes, an Occupational Health and Safety Management System (OHSMS) has been implemented. The system covers all manufacturing units, warehouses, and key operational areas. It includes risk assessments, incident reporting mechanisms, emergency preparedness plans, regular safety audits, compliance with legal requirements, and employee training programs on fire safety, first aid, chemical handling, and PPE usage. The system ensures proactive hazard identification, continuous monitoring, and adherence to workplace safety standards to create a safe and healthy work environment.

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

We identify work-related hazards and assess risks through a structured approach, including daily safety registers, safety record books, and injury registers to track incidents and observations. Regular workplace inspections help identify unsafe acts and unsafe conditions, ensuring timely corrective actions. For non-routine tasks such as hot work, work at height, electrical work, and civil work, a Work Permit System is strictly followed to assess risks, implement necessary controls, and ensure a safe working environment.

### c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, we have established processes for workers to report work-related hazards and remove themselves from such risks. A safety register is maintained to document and address safety concerns. Employees and contractual workers receive comprehensive safety training, including fire safety, electrical safety, chemical safety, and hot work training, along with On-the-Job Training (OJT) for contractual workers. These measures ensure awareness, proactive hazard reporting, and a safe work environment.

### d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)

Yes, employees and workers have access to non-occupational medical and healthcare services. We provide medical insurance for all management employees and have trained first aiders available round the clock. A visiting doctor conducts OPD consultations and health check-ups twice a week for employees and workers. Additionally, Sarthak Hospital, located 3 to 4 km from the company, ensures access to advanced medical care. An emergency vehicle is also available at all times to handle any medical emergencies.

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million -person hours worked)	Employees	0	0
	Workers		
Total recordable work-related injuries	Employees	0	0
	Workers		
No. of fatalities	Employees	0	0
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers		

\*Including in the contract workforce

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

Health and safety are integral practices at our facilities. We have equipped our premises with fire protection systems, conducted regular fire safety training, and consistently maintained high standards of factory hygiene. Additionally, to promote safety awareness among workers, we organize monthly fire evacuation drills, ensuring the protection of people, plants, and products.

We are also committed to promoting inclusion and diversity within our workplace. VIP Industries Limited earned recognition as a 'Bronze' employer in the IWEI's (India Workplace Equality Index) Top Employers for 2020, an acknowledgment given to companies leading the way in advancing LGBTQ+ inclusion in India.

**Establish a Safety-First Culture:** Promote a culture where safety is a top priority for everyone, from management to employees.

**Conduct Regular Risk Evaluations:** Regularly assess potential hazards and take proactive steps to mitigate them.

**Implement Comprehensive Safety Training:** Provide ongoing safety training for all employees to keep them informed about safety protocols and procedures.

**Improve Workplace Ergonomics:** Ensure that workstations and equipment are ergonomically designed to prevent injuries.

**Keep the Workplace Clean and Organized:** A tidy workplace reduces the risk of accidents and promotes a healthier environment.

**Use Labels and Signs Effectively:** Clearly label hazardous areas and use signs to communicate important safety information.

**Provide the Right Tools and Equipment:** Ensure that employees have access to the necessary tools and equipment to perform their tasks safely.

**Encourage Open Communication:** Foster an environment where employees feel comfortable reporting safety concerns and suggestions.

**Prepare for Emergencies:** Develop and regularly update emergency response plans and conduct drills to ensure everyone knows what to do in case of an emergency.

To raise awareness regarding the Prevention of Sexual Harassment of Women at the Workplace (Prevention, Prohibition & Redressal) Act, 2013, and its associated rules, we conduct ongoing programs to ensure compliance. We have established an Internal Complaints Committee as mandated by the Sexual Harassment Act and have appointed external independent experts with substantial experience in addressing such matters. These measures reflect our commitment to maintaining a safe and respectful work environment.

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

	FY 2024-25			FY 2023-24		
	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	-	-	NA	-	-	NA
Health & Safety	-	-	NA	-	-	NA
Sexual Harassment	-	-	NA	-	-	NA
Discrimination at workplace	-	-	NA	-	-	NA
Child Labour	-	-	NA	-	-	NA
Forced Labour/ Involuntary Labour	-	-	NA	-	-	NA
Wages	-	-	NA	-	-	NA
Any other type of complaint	-	-	NA	-	-	NA

### 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%
Working Conditions	100%

We have carried out an IS 14489 Health and Safety audit at our factories, and the observations identified during the audit are currently being addressed and rectified. Additionally, internal EHS audits are regularly conducted across our warehouses, offices, and factories, with corrective actions being taken to resolve any identified issues. These efforts ensure that we consistently maintain and improve our health, safety, and environmental standards.

### 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.

Not Applicable

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

We actively engage with all our stakeholders to understand their needs and address their concerns. We recognize the importance of building long-term relationships with our stakeholders, including employees, customers, suppliers, investors, and local communities.

To improve customer engagement, we have implemented a digital feedback platform to gather insights from our customers and improve our product offerings. We also have a Supplier Code of Conduct to ensure that our suppliers adhere to ethical and sustainable practices. This code outlines our expectations regarding labor practices, environmental impact, and ethical behavior within our supply chain. Community engagement is another key focus area for us. Through various Corporate Social Responsibility (CSR) initiatives, we support education, health, and livelihood programs for local communities, aiming to create shared value for both us and the communities we serve.

Our recent enhancements include conducting quarterly stakeholder meetings to discuss our ESG goals, partnering with local NGOs for community development projects, and launching a digital platform for supplier engagement.

#### Essential Indicators

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

Stakeholders are individuals, groups, or entities that have an interest in the activities, decisions, and performance of an organization. Their interests can be directly or indirectly impacted by the company's operations, policies, and overall business practices. At VIP Industries Limited, we recognize the importance of identifying both internal and external stakeholders based on their influence on the company's operations and the areas where our business activities can create the most significant impact.

We have categorized our key stakeholders as those who play a vital role in our business ecosystem and whose engagement is essential to achieving our goals. These stakeholders include existing and potential customers who drive our business growth, employees who form the backbone of our operations, shareholders and investors who provide financial support and trust in our vision, and regulatory authorities who ensure compliance with legal and industry standards.

Additionally, the media plays a crucial role in shaping public perception, while local communities are integral to our sustainability and Corporate Social Responsibility (CSR) efforts. We also engage with government bodies and industry associations to remain aligned with national and global best practices.

By recognizing the diverse needs and expectations of these stakeholders, VIP Industries aims to foster meaningful relationships through continuous dialogue, transparency, and responsible business practices. Through our stakeholder engagement initiatives, we strive to address their concerns, align their interests with our corporate goals, and create lasting value for all parties involved.

## 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
Customers	N	Customer & Distributor Meetings, Customer Feedback, Website, Product Catalogues	Ongoing	Customer satisfaction, product quality, product safety
Employees	N	Notice Boards, Website, Employee Survey feedback, Annual Performance Review, Meetings, Trainings	Ongoing	Working condition, Employee performance, Employee Satisfaction
Shareholders	N	AGM, Investor meets, Investor Grievance redressal mechanism	On going	Business Strategies and Performance
Regulatory Authorities	N	Regulatory Filings	Ongoing	Legal Compliance
Media	N	Press Releases, Social Media Platforms, Media interactions	Ongoing	Information dissemination, communicating company's perspective
Community	Y, Underprivileged communities	Corporate Social responsibility initiatives	Ongoing	Social welfare

### PRINCIPLE 5 Businesses should respect and promote human rights Essential Indicators

We are committed to promoting, protecting, and respecting the Human Rights of every individual impacted by our business operations. This commitment is especially focused on ensuring the well-being and dignity of our employees, along with safeguarding the rights of vulnerable and marginalized communities who may be directly or indirectly affected by our activities.

To uphold these principles, we have implemented robust policies and frameworks that prioritize human rights across all levels of the organization. Our Anti-Sexual Harassment Policy provides a comprehensive mechanism to prevent, address, and resolve incidents of harassment, ensuring a safe and respectful work environment for all. Additionally, we have established various grievance redressal channels to effectively manage any human rights-related concerns raised by employees or other stakeholders, ensuring that all voices are heard and appropriate actions are taken in a fair and timely manner.

Beyond our internal policies, our dedication to human rights is reflected in our Corporate Social Responsibility (CSR) initiatives, which aim to address pressing social issues and improve the quality of life for marginalized groups. Our CSR programs include efforts to improve living conditions in slum areas, providing residents with access to basic amenities and fostering a more dignified living environment. We are also deeply committed to promoting gender equality by supporting initiatives that empower women, create opportunities for education and employment, and work toward reducing gender disparities in the community.

Through these actions, we seek to create a positive impact both within our organization and in the broader society, reinforcing our belief that businesses have a responsibility to uphold human rights and contribute to a more equitable and inclusive world.

**Essential Indicators**

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1,194	1,194	100%	1,341	1,341	100%
Other than permanent	3,346	3,346	100%	3,485	3,485	100%
<b>Total Employees</b>	<b>4,540</b>	<b>4,540</b>	<b>100%</b>	<b>4,826</b>	<b>4,826</b>	<b>100%</b>
<b>Workers</b>						
Permanent	3,384	3,350	100%	6,174	6,174	100%
Other than permanent	1,139	1,139	100%	550	550	100%
<b>Total Employees</b>	<b>4,523</b>	<b>4,489</b>	<b>100%</b>	<b>6,724</b>	<b>6,724</b>	<b>100%</b>

2. Details of minimum wages paid to employees, in the following format:

Category	FY 2024-25					FY 2023-24				
	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)
<b>Employees</b>										
<b>Permanent Employees</b>										
Male	1,120	0	0%	1,120	100%	1,240	0	0%	1,240	100%
Female	74	0	0%	74	100%	101	0	0%	101	100%
<b>Other than Permanent Employees</b>										
Male	2,879	0	0%	2,879	100%	3,037	0	0%	3,037	100%
Female	467	0	0%	467	100%	448	0	0%	448	100%
<b>Workers</b>										
<b>Permanent Workers</b>										
Male	1,488	0	0%	1,488	100%	2,680	0	0%	2,680	100%
Female	1,896	0	0%	1,896	100%	3,494	0	0%	3,494	100%
<b>Other than Permanent Workers</b>										
Male	967	0	0%	967	100%	510	0	0%	510	100%
Female	172	0	0%	172	100%	40	0	0%	40	100%

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

- a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1	1,78,60,321	2	2,93,75,325
Key Managerial Personnel	2	91,31,944	0	-
Employees other than BoD and KMP	1043	6,30,536	69	8,32,995
Workers	1541	1,57,216	2021	1,58,375

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	13%	11%

**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 Chief Human Resource Officer (CHRO) serves as the primary authority responsible for addressing any human rights impacts or issues that may arise due to the company's activities or those to which the business may contribute.

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

An Internal Committee (IC) has been established to handle and address complaints related to sexual harassment. For any other human rights concerns, individuals can directly report the matter to the Chief Human Resource Officer (CHRO), who will take the necessary steps to resolve the issue.

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

	FY 2024-25			FY 2023-24		
	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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	FY 2024-25	FY 2023-24
Total Complaint reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees/workers	-	-
Complaints on POSH upheld	-	-

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

The Vigil Mechanism Policy and the Policy on Prevention of Sexual Harassment (POSH) serve as comprehensive frameworks to safeguard individuals from any negative repercussions arising from raising concerns or filing complaints related to discrimination and harassment. These policies ensure that complainants are protected against retaliation, victimization, or any form of adverse action as a result of reporting such issues. The mechanism aims to promote a safe and supportive environment where individuals feel empowered to voice their concerns without fear, ensuring that all complaints are handled with confidentiality, fairness, and prompt resolution.

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

No, this matter is currently under evaluation by the legal department.

**10. Assessments for the year:**

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

All evaluations and assessments have been conducted internally by the organization as part of its regular business operations and processes. These assessments are carried out to ensure compliance with applicable policies, identify areas for improvement, and mitigate potential risks within the company's operations.

**11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.**

Not Applicable

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

We are committed to promoting environmental sustainability by striving to balance economic growth with environmental conservation, keeping ecological considerations at the core of our business practices. Our approach includes the continuous identification and evaluation of potential environmental risks associated with our operations. We actively develop and implement innovative strategies to address global environmental concerns, such as climate change and global warming, while reducing the consumption of natural resources like energy, water, and raw materials. Our initiatives are also aimed at minimizing the environmental impact of logistics and fostering reforestation through extensive tree plantation programs.

In line with these efforts, we have undertaken a series of energy conservation measures to improve the environmental performance of our facilities. For instance, traditional high-pressure vapor lamps used on shop floors and street lighting have been replaced with energy-efficient LED lights, significantly reducing energy consumption. We have also installed timer-based control systems for lighting in specific areas of our manufacturing plants and shop floors to ensure optimal energy usage. Additionally, outdated air compressors have been replaced with more energy-efficient models to further reduce power consumption.

Our focus on technological upgrades is another key aspect of our sustainability initiatives. We have introduced enhancements in forming machines to reduce the heating time of double-station units, thereby lowering energy requirements. To reduce air wastage during idle operations, air-saving control valves have been installed across various departments. Moreover, we have implemented a temperature control system for cooling tower fans, which automatically switches the fans on and off as needed, replacing the previous system where fans operated continuously.

We have also upgraded our infrastructure by replacing old oil-based high-tension breakers with modern vacuum-type high-tension breakers to enhance energy efficiency and safety. Furthermore, we have taken steps to promote recycling by reusing used stretch wrap film in the molding of accessories, thereby reducing plastic waste and promoting circular economy practices.

These ongoing improvements and innovations reflect our steadfast commitment to environmental stewardship and our dedication to integrating sustainable practices into all aspects of our business operations.

**Essential Indicators**

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

Parameter	FY 2024-25	FY 2023-24
From renewable resources	-	-
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable resources (A+B+C)	-	-
From non-renewable resources		
Total electricity consumption (D)	59483 GJ	79819 GJ
Total fuel consumption (E)	518 GJ	249 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	60001 GJ	80068 GJ
Total energy consumed (A+B+C+D+E+F)	60001 GJ	80068 GJ
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	27.54 GJ/Crore of Turnover	35.67 GJ/Crore of Turnover
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	6.69 GJ/Crore of Turnover	9.79 GJ/Crore of Turnover
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

N – No independent assessment/ evaluation/assurance has been carried out by an external agency.

**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.**

The company's operations do not fall under the purview of the Perform, Achieve, and Trade (PAT) Scheme initiated by the Government of India. This scheme, aimed at promoting energy efficiency in energy-intensive industries, does not apply to our line of business operations. Nevertheless, we remain committed to enhancing energy efficiency through various internal initiatives and best practices, contributing to environmental sustainability outside the scope of the PAT Scheme.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	103412
(iii) Third party water*	150824	318674
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	150824	422086
Total volume of water consumption (in kiloliters)	150824	422086
Water intensity per rupee of turnover (Total Water consumption /Revenue from operations)	69.24 KL/Crore of Turnover	188.01 KL/Crore of Turnover
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	16.8 KL/Crore of Turnover	51.6 KL/Crore of Turnover
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

\* Water is taken from MIDC and BPZA

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

N – No independent assessment/ evaluation/assurance has been carried out by an external agency.

**4. Provide the following details related to water discharged:**

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
Total water discharged (in kilolitres)	-	-

No water is released from the plant premises. However, the wastewater from the office is discharged into the municipal wastewater drainage system. The discharge of wastewater from the offices is not subject to measurement or monitoring. We ensure that the disposal aligns with local regulations, but further measurements or assessments are not currently implemented for this process.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

(Y/N) If yes, name of the external agency.

N – No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Yes, the Sinnar and Nasik plant does not discharge any wastewater. All wastewater generated within the plant is properly treated and managed on-site to ensure no release into the surrounding environment. The plant adheres to internal protocols to handle wastewater responsibly and sustainably.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
Nox	mg/Nm <sup>3</sup>	9.9	22.54
Sox	mg/Nm <sup>3</sup>	15.2	18.11
Particulate matter (PM)	mg/Nm <sup>3</sup>	27	41.87
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

N – No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	129	96
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	12012	18248
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO <sub>2</sub> Equivalent / Crores of Turnover	5.57	8.17
Total Scope 1 and Scope 2 emission intensity per rupee turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> Equivalent / Crores of Turnover	1.35	2.24
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emissions intensity (optional) – The relevant metric may be selected by the entity	-	-	-

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

N – No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

The company has implemented several initiatives and projects to reduce its greenhouse gas (GHG) emissions, including:

- Zipper Localization: Sourcing zippers locally to minimize transportation emissions.
- Trolley Components Sourcing and Assembly in Bangladesh: Shifting the sourcing and assembly of trolley components to Bangladesh to reduce logistics-related emissions.
- Webbing Localization: Local sourcing of webbing materials to decrease transportation emissions.
- Wheel Specifications Change: Transitioning from Nylon to PP for wheels to reduce the environmental impact.
- Reuse of Stretch Wrap Film: Recycling stretch wrap film into granules and using it in the canopy production to minimize waste.
- Foam Reduction in Nashik: Reducing the use of foam in manufacturing processes.
- Usage of Mild Steel in Aluminum Trolley: Switching to mild steel for trolley production, which has a lower carbon footprint than aluminum.
- Returnable Packaging for Trolleys: Implementing a system for returnable packaging to reduce waste and emissions from packaging materials.
- Upgrading Injection Molding Machines: Replacing old machines with the latest servo control systems to improve energy efficiency.
- Lighting Upgradation: Replacing high-pressure sodium vapor street lights with energy-efficient low-power LED lights to reduce electricity consumption and associated emissions.

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	27	192
E-waste (B)	0.12	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)- Engine Oil	0.42	-
Other Non-hazardous waste generated (H)- Paper	329	2760
Total (A+B + C + D + E + F + G + H)	357.04	2952
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.16 Tons / Crore of turnover	1.31 Tons / Crore of turnover
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.04 Tons / Crore of turnover	0.36 Tons / Crore of turnover
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	357.04	2952
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>357.04</b>	<b>2952</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>

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

N – No independent assessment/ evaluation/assurance has been carried out by an external agency.

\* All Material sent to recyclers / Composters through authorized collectors.

**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 wastes.**

We adhere to a ZERO waste to landfill policy at all our plants, emphasizing our commitment to environmental responsibility. As an eco-conscious organization, we ensure that none of our waste is sent to landfills. Instead, all raw material waste is either reprocessed within our own manufacturing processes or repurposed for other industrial applications, contributing to a circular economy and minimizing our environmental impact. E-Waste is disposed via authorized E-Waste vendors

**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:**

The entity's operations/offices are not in/around ecologically sensitive areas.

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

The operations of the company are not covered by the 2006 notification on Environmental Impact Assessment.

**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, the company is compliant with all applicable environmental laws / regulations / guidelines in India.

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

We actively maintain close collaboration with leading industry associations and chambers of commerce at multiple levels—international, national, state, and local—to advocate for and promote a wide range of causes that support the broader interests of the industry, the economy, society, and the public. Our focus is particularly strong in the area of economic reforms. Through these partnerships, we work to drive positive change and contribute to key developments within our sector.

Our membership includes active involvement in well-established organizations such as the Confederation of Indian Industry (CII), IMC Chamber of Commerce and Industry, and the Indo-German Chamber of Commerce. By participating in these prominent bodies, we contribute to discussions on important economic and industry-related issues, furthering our commitment to both national and global business growth.

**Essential Indicators**

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

Three

**b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such 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	Confederation of Indian Industry (CII)	National
2	IMC Chamber of Commerce and Industry	National and
3	Indo-German Chamber of Commerce	National and International

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

Not Applicable

## PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

We have adopted a holistic strategy to uplift marginalized and underserved communities by implementing Corporate Social Responsibility (CSR) initiatives through external agencies. Each CSR project undergoes a rigorous internal evaluation process, receiving approval from management and continuous oversight from the CSR committee. We ensure that the progress of each approved CSR initiative is meticulously monitored, with periodic assessments conducted based on the reports submitted.

Our CSR Policy embodies a strong commitment to fostering inclusive growth and ensuring equitable development for all sectors of society. We consider CSR to be a core element of our business operations aimed at achieving sustainable development. Our efforts are focused on a broad range of activities, including the promotion of education—especially special education—and the enhancement of vocational skills, all of which are designed to benefit vulnerable groups such as children, women, the elderly, and individuals with disabilities. Furthermore, our CSR endeavors extend to projects aimed at improving livelihoods, ensuring a meaningful impact on the communities we serve.

### Essential Indicators

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

No requirement of Social Impact Assessments (SIA) of projects was applicable to the company in the FY 2024-25

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

There was no project involving R&R during the FY 2024-25 or 2023-24.

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

We have established multiple channels to effectively receive grievances from the community, ensuring accessibility and ease of communication. These channels include direct access to the email ID of our Legal and Compliance Officer, our official website, and a dedicated customer helpline/toll-free number. Once grievances are received, they are promptly addressed by the Legal and Compliance Officer in collaboration with the Stakeholders' Relationship Management Committee of the Board. This collaborative approach ensures that all community concerns are handled with care and in a timely manner.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers*	33.60%	30.68%
Directly from within India*	68.39%	51%

\*Relates to India operations only

#### 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 2024-25	FY 2023-24
Rural	16%	-
Semi-Urban	13%	-
Urban	44%	17%
Metropolitan	27%	83%

## PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

The company's strong commitment to providing high-quality products and services is highlighted by its focus on ensuring customer safety. A comprehensive system has been put in place to manage customer feedback and complaints efficiently. Customers are provided with several convenient communication channels, including email, telephone, website, social media platforms, and feedback forms, ensuring smooth and easy interaction with the company. Every complaint is carefully reviewed and resolved to ensure customer satisfaction.

Our dedication to our customers is unwavering, as we continuously work to introduce innovative and superior products that enhance their overall experience and meet their evolving needs.

## Essential Indicators

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

The company has a "Service and Returns Policy" in place to handle and address consumer complaints and feedback efficiently. All customer returns are managed through service tickets in pro-aSAW. Customers can generate tickets directly through the call centre or website. Additionally, detailed Standard Operating Procedures (SoP) are provided for each channel, whether it involves customer self-ticketing or assistance from the customer service team in raising tickets.

S.No.	Channel	SOP
1	RT (Retail)	Store managers of CR & FR to raise tickets / assist customers in raising ticket.
2	GT	Customer self-ticketing, assistance by channel partner in outlining SoP for self-ticketing or raising ticket by channel partner in VIP POS app
3	CSD/CPC & MT	Promoters to help partners raise customer replacement ticket
4	E-com & Inst	Self-ticketing or assistance by call center/ nearest RT outlet

Ticket allocation to service team for defect certification. Service team to certify defect and approve replacement request. TAT – 24 to 48 Hrs.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	The Company complies with disclosure requirements as per prevailing laws.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-25			FY 2023-24		
	Number of complaints received during the year	Number of complaints pending resolution at end of the year	Remarks	Number of complaints received during the year	Number of complaints pending resolution at close of the year	Remarks
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber Security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others	96,086	-	-	1,04,723	-	-

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

	Number	Reasons for recall
Voluntary	Nil	
Forced recalls	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, the company has a Data Protection and Privacy Policy.

**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.**

Not Applicable

**7. Provide the following information relating to data breaches:**

**a. Number of instances of data breaches**

Nil

**b. Percentage of instances of data breaches involving personally identifiable information of customer**

NA

**c. Impact, if any, of the data breaches**

NA

## GLOSSARY FY 2024-2025

AGM- Annual General Meeting  
 BRSR- Business Responsibility and Sustainability Report  
 BoD- Board of Directors  
 CIN- Corporate Identity Number  
 CO<sub>2</sub>- Carbon Dioxide  
 CSR- Corporate Social Responsibility  
 EHS- Environmental, Health, and Safety  
 EPR- Extended Producer Responsibility  
 ESAR- Employee Stock Appreciation Rights  
 ESG- Environmental, Social, and Governance  
 FY- Financial Year  
 GHG- Greenhouse Gas  
 HR- Human Resources  
 IC- Internal Committee  
 ISO- International Organization for Standardization  
 KMP- Key Managerial Personnel  
 LED- Light Emitting Diode  
 LGBT+ - Lesbian, Gay, Bisexual, Transgender, and others  
 LTIFR- Lost Time Injury Frequency Rate  
 MD- Managing Director  
 NA- Not Applicable  
 N<sub>2</sub>O- Nitrous Oxide  
 NGO- Non-Governmental Organization  
 NGRBC- National Guidelines on Responsible Business Conduct  
 NO<sub>x</sub>- Nitrogen Oxides  
 PAT- Performance Achieve and Trade  
 PF- Provident Fund  
 POSH- Prevention of Sexual Harassment  
 PPP- Purchasing Power Parity  
 R&D- Research and Development  
 RTA- Registrar and Share Transfer Agent  
 SA- Social Accountability  
 SDGs- Sustainable Development Goals  
 SEBI- Securities and Exchange Board of India  
 SF<sub>6</sub>- Sulfur Hexafluoride  
 SME- Small and Medium Enterprises  
 Sox- Sulfur Oxides  
 UN- United Nations  
 UT- Union Territory  
 VOC- Volatile Organic Compounds  
 ZLD- Zero Liquid Discharge