July 30, 2026

To,

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal St, Kala Ghoda, Fort,
Mumbai - 400001
BSE Scrip Code No. 507880

National Stock Exchange of India Ltd.
Exchange Plaza, 5th Floor,
Plot No. C/1, G Block,
Bandra Kurla Complex,
NSE Symbol – VIPIND

Dear Sir/Madam,

Subject: Business Responsibility and Sustainability Report for the Financial Year 2025-26

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, please find attached herewith the Business Responsibility and Sustainability Report **("BRSR")** for Financial Year 2025-26, which forms part of the Annual Report.

The BRSR is also available on the website of the Company at https://vipindustries.co.in/storage/agms/July2026/VIP%20AR%20FY26_30.07.26_.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**

ATUL JAIN
Digitally signed by ATUL JAIN
Date: 2026.07.30 18:48:21 +05'30'

Atul Jain
Managing Director
DIN: 07434943

Encl: As above

Message from the Managing Director on BRSR

At VIP Industries Limited, sustainability is central to how we create long-term value. We believe that responsible growth is achieved by integrating environmental stewardship, social responsibility, and strong governance into every aspect of our business. As we continue to strengthen our market leadership, we remain equally committed to building a resilient enterprise that delivers sustainable outcomes for our customers, employees, business partners, shareholders, and the communities we serve.

Our Business Responsibility and Sustainability Report reflects our progress in embedding ESG principles across our operations in line with the evolving expectations of SEBI's BRSR and BRSR Core framework. We recognize that transparency, measurable performance, and accountability are essential to creating stakeholder trust and driving continuous improvement.

Climate action remains a key priority. We are focused on reducing the carbon intensity of our operations through energy-efficient manufacturing, process optimization, adoption of cleaner technologies, increased use of renewable energy where feasible, and improved supply chain efficiency. These initiatives not only reduce environmental impact but also enhance operational resilience and resource productivity.

Innovation remains at the heart of our business. We are increasingly incorporating sustainability considerations into product development, material selection, packaging, and manufacturing processes. By promoting eco-friendly designs, responsible sourcing, and cleaner production practices, we aim to deliver products that meet customer expectations while contributing to a lower environmental impact.

Our people are our greatest strength. We are committed to providing a safe, healthy, diverse, equitable, and inclusive workplace where every employee is respected, empowered, and provided equal opportunities to grow. We continue to strengthen our culture through employee development, workplace safety, ethical conduct, and respect for human rights across our operations and value chain.

As sustainability expectations continue to evolve, so will our ambitions. We will continue to strengthen our ESG performance through measurable targets, transparent disclosures, data-driven decision-making, and continuous improvement. Our objective is not only to comply with evolving regulatory requirements but to create enduring value through responsible innovation, operational excellence, and stakeholder collaboration.

On behalf of the Board and the leadership team, I thank our employees, customers, partners, investors, and all stakeholders for their continued trust and support. Together, we remain committed to building a more sustainable, resilient, and future-ready VIP Industries Limited.

Managing Director
VIP Industries Limited

Business Responsibility and Sustainability Report FY25-26

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, 5th Floor, 88-C, Old Prabhadevi Road, Mumbai - 400025
5.	Corporate Address	DGP House, 5th 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	FY2025-26 (1st April'25 to 31st March'26)
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd. (BSE), and National Stock Exchange of India Ltd. (NSE) (NSE)
11.	Paid up Capital (INR)	₹ 28,41,03,692/-
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. 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 24 Warehouses	32
International	7	2	9

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)	26

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

The entity's exports make up 2.73% 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

The Company offers a comprehensive portfolio of travel and lifestyle products, including luggage, backpacks, and handbags, through five well-established brands. Its product portfolio is designed to address the evolving preferences and requirements of diverse consumer segments by providing innovative, quality-driven, and value-oriented solutions. With offerings catering to customers across different age groups, geographies, and income categories, the Company strives to ensure accessibility, customer satisfaction, and an enhanced travel experience for all.

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)
EMPLOYEES						
1.	Permanent (D)	1078	1018	94%	60	6%
2.	Other than Permanent (E)	3490	2920	84%	570	16%
3.	**Total employees (D + E)**	**4568**	**3938**	**86%**	**630**	**14%**
WORKERS						
4.	Permanent (F)	3375	1479	44%	1896	56%
5.	Other than Permanent (G)	1111	923	83%	188	17%
6.	**Total workers (F + G)**	**4486**	**2402**	**54%**	**2084**	**46%**

b. Differently abled Employees and workers:

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

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

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	3	38%
Key Management Personnel	3	0	0%

22. Turnover rate for permanent employees and workers

	Turnover rate FY 2025-26			Turnover rate FY 2024-25			Turnover rate FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.00%	40.00%	23.00%	28.00%	63.00%	31.00%	27.00%	16.00%	17.00%
Workers turnover rate	10.00%	14.00%	12.00%	10.00 %	15.00%	12.00%	15.00%	NA	15.00%

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 ₹) - ₹ 18,49,09,36,569/- (FY 2025-26)

(iii) Net worth (in ₹) - ₹ 2,08,72,10,543/- (FY 2025-26)

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 2025-26			FY 2024-25		
		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**	23	-	-	31	-	-
Employees and workers	Y***	-	-	-	-	-	-
Customers	Y****	110,781	-	-	96,086	-	-
Value Chain Partners	Y*	-	-	-	-	-	-
Others (please specify)	-	-	-	-	-	-	-

*During FY2025-26 and FY 2024-25, the Company did not receive any complaints or grievances from communities or value chain partners. Any concerns raised by these stakeholders are addressed through the appropriate internal departments in accordance with the Company's established grievance redressal process. Details of the Company's policies and grievance redressal mechanism are available on its website. https://vipindustries.co.in/investor/disclosure-46-lodr#policies.

**The company has appointed MUFG Intime India Private Limited (Formerly known as Link Intime India Private Limited) 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	Sustainable & Circular Product Design	O	Growing consumer preference for eco-conscious luggage and packaging, together with tightening Extended Producer Responsibility (EPR) norms for plastics in India, creates an opening to differentiate through recyclable, repairable and lower-impact product design.	Increasing use of recycled polycarbonate/ABS and recyclable fabrics in product shells, designing for repairability (replaceable wheels, handles and locks), reducing single-use plastic in packaging, and partnering with authorised recyclers to support a circular value chain.	Positive
2	Energy Management & Climate Transition	R	Injection moulding and assembly operations are energy intensive; rising energy costs, India's evolving carbon market and possible carbon-linked trade measures on exports can raise operating costs, while extreme weather events can disrupt manufacturing and logistics.	Upgrading to energy-efficient injection moulding machines, increasing the share of renewable energy (including rooftop solar at owned facilities), conducting periodic energy audits, optimising logistics routes, and diversifying manufacturing/sourcing locations to reduce disruption risk.	Negative
3	Human Capital Development & Employee Wellbeing	O	A skilled, motivated workforce across manufacturing, retail and corporate functions supports productivity, innovation and lower attrition in a competitive consumer-goods talent market.	Structured training and upskilling programmes, performance-linked career development, regular employee-engagement surveys, wellness and benefits initiatives, and succession planning for critical roles.	Positive
4	Human Rights in Operations & Supply Chain	R	Risks such as child labour, forced labour, unsafe working conditions or restricted freedom of association may arise at vendor and supplier sites across geographies; any breach can result in reputational damage and loss of customer confidence.	Embedding human-rights clauses in vendor contracts, conducting periodic social-compliance audits, providing accessible and confidential grievance mechanisms, and responding to customer-driven human-rights assessments and surveys.	Negative
5	Diversity, Equity & Inclusion	O	Greater representation of women and under-represented groups across manufacturing, retail and corporate roles strengthens decision-making and innovation, and aligns with evolving investor and regulatory expectations.	Inclusive hiring and promotion practices, policies against discrimination and harassment (including POSH compliance), leadership-development programmes for under-represented groups, and periodic diversity reporting and review.	Positive
6	Corporate Governance	O	Strong governance builds investor and stakeholder confidence, ensures compliance with the Companies Act and SEBI LODR Regulations, and reduces exposure to ethical lapses or related-party concerns.	Maintaining an independent and diverse Board, a robust Code of Conduct, Whistleblower and Anti-Bribery policies, active Audit and Risk Management Committees, and transparent and timely stakeholder disclosures.	Positive
7	Occupational health and safety	R	Proper safety management and controls are required to eliminate / minimize any potential health and safety hazards/ risks, given Company's business and manufacturing operations	• The Company is committed to the occupational health and safety of all the people across its value chain with a goal of 'ZERO Accidents'. • The Company has adopted Internal Safety & Health management system for the management of health and safety across it's operations.	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)
				• The Company continues to drive improvements in operational safety management and people safety. • Regular reviews of EHS systems and processes are conducted through internal as well as independent external audits. • The Company has a system to monitor the safety KPIs across all its units – both lead and lag indicators	

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):

Principle P1:
Transparency & Accountability
- Prevention of Insider Trading Policy
- Vigil Mechanism Policy
- Code of Conduct - Sr. Management & Directors
- Related Party Transaction Policy

Principle P2:
Product Responsibility
- Service & Returns Policy
- EHS Policy

Principle P3:
Employee Development
- Performance Evaluation Policy
- Policy on Prevention of Sexual Harassment (Policy on Ethics, Code of Conduct, Harassment & Discipline)
- Equal Opportunity Employer Policy

Principle P4:
Stakeholder Engagement
- Corporate Social Responsibility (CSR) Policy
- Dividend Distribution Policy

Principle P5:
Human Rights
- Policy on Prevention of Sexual Harassment (Policy on Ethics, Code of Conduct, Harassment & Discipline)
- Human Rights Policy

Principle P6:
Environment Principle
- EHS Policy

Principle P7:
Public Advocacy
- Code of Conduct - Sr. Management & Directors

Principle P8:
Inclusive Growth
- Corporate Social Responsibility (CSR) Policy

Principle P9:
Customer Value
- Service & Returns Policy
- Data Protection and Privacy Policy

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	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	https://vipindustries.co.in/investor/disclosure-46-lodr#policies								
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)	Company's sustainable sourcing and supplier diversity policies were communicated to all suppliers. The value chain partners are expected to follow the Company policies as applicable to their business								
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.	The Company's business model, operational processes, and strategic priorities are guided by a commitment to environmental sustainability, while ensuring the health, safety, and well-being of its 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 31st, 2026, the members of the committee are as follows: Mr. Atul Jain (Managing Director) Mr. Sanjay Rastogi (Independent Director)								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.									

10. Details of Review of NGRBCs by the Company:

<table>
<tr><th rowspan="2">Subject for Review</th><th colspan="9">Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee</th><th colspan="9">Frequency (Annually/ Half yearly/Quarterly/ Any other – please specify)</th></tr>
<tr><th>P 1</th><th>P 2</th><th>P 3</th><th>P 4</th><th>P 5</th><th>P 6</th><th>P 7</th><th>P 8</th><th>P 9</th><th>P 1</th><th>P 2</th><th>P 3</th><th>P 4</th><th>P 5</th><th>P 6</th><th>P 7</th><th>P 8</th><th>P 9</th></tr>
<tr><td>Performance against above policies and Follow up action</td><td colspan="9">The implementation and effectiveness of the Company's sustainability and corporate social responsibility initiatives are periodically reviewed by the Corporate Social Responsibility and Sustainability Committee in collaboration with the Managing Director. The review process assesses the alignment of policies, programmes, and initiatives with the Company's strategic objectives, regulatory requirements, and sustainability commitments. Based on these reviews, the Committee provides guidance on continuous improvement and strengthens the Company's approach to responsible business practices.</td><td colspan="9">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).
• Annual Review with the Corporate Social Responsibility and Sustainability Committee: The Corporate Social Responsibility and Sustainability Committee conducts an annual review of the Company's sustainability and CSR performance to evaluate the effectiveness of its policies, programmes, and initiatives. The review assesses progress against strategic objectives, regulatory requirements, and sustainability commitments, identifies opportunities for improvement, and provides guidance to strengthen the Company's responsible business practices and long-term sustainability performance.
• Quarterly Review with the Managing Director: The Managing Director conducts quarterly reviews to monitor the progress of the Company's sustainability initiatives, CSR programmes, and responsible business practices. These periodic reviews facilitate timely decision-making, track implementation against planned objectives, and identify opportunities for improvement, ensuring continued alignment with the Company's strategic priorities and sustainability commitments.</td></tr>
<tr><td>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</td><td colspan="18">Compliance with applicable laws and regulations forms the foundation of the Company's responsible business practices. To uphold this commitment, the Company periodically reviews its compliance framework to ensure adherence to all relevant statutory requirements and the principles of the National Guidelines on Responsible Business Conduct (NGRBC).
The Company's compliance with applicable laws, regulations, and the principles of responsible business conduct is overseen through the governance framework established by the Board and its respective Committees. Each Committee reviews matters within its designated area of responsibility, including governance, environmental sustainability, employee welfare, and stakeholder engagement. The review process supports effective oversight, identifies opportunities for improvement, and facilitates timely corrective actions, thereby strengthening compliance and promoting responsible and sustainable business practices.</td></tr>
</table>

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 effectiveness of the Company's policies is assessed through an internal review process embedded within its business operations and management systems. Policies are periodically evaluated to ensure their continued relevance, effectiveness, and compliance with applicable regulatory requirements. The review process enables ongoing monitoring of policy implementation, supports continuous improvement, and ensures alignment with the Company's strategic objectives and responsible business practices.

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

<table>
<tr><th>Questions</th><th>P 1</th><th>P 2</th><th>P 3</th><th>P 4</th><th>P 5</th><th>P 6</th><th>P 7</th><th>P 8</th><th>P 9</th></tr>
<tr><td>The entity does not consider the principles material to its business (Yes/No)</td><td colspan="9" rowspan="5">-----Not Applicable----</td></tr>
<tr><td>The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)</td></tr>
<tr><td>The entity does not have the financial or/human and technical resources available for the task (Yes/No)</td></tr>
<tr><td>It is planned to be done in the next financial year (Yes/No)</td></tr>
<tr><td>Any other reason (please specify)</td></tr>
</table>

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.

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

The Company is committed to conducting its business with the highest standards of ethics, integrity, transparency, and accountability. These principles form the foundation of its corporate governance framework and support sustainable value creation for all stakeholders. To reinforce ethical business conduct, the Company has established a comprehensive Code of Conduct applicable to its directors, employees, and other relevant stakeholders. The Code promotes compliance with applicable laws and regulations while fostering a culture of responsible decision-making, integrity, and transparency across the organization.

To strengthen its corporate governance framework, the Company has established a robust Whistleblower Policy that enables employees and other eligible stakeholders to report suspected unethical conduct, policy violations, fraud, or other instances of misconduct through a secure and confidential mechanism. The policy promotes a culture of integrity, accountability, and transparency by encouraging the reporting of genuine concerns without fear of retaliation, while ensuring that all reported matters are reviewed and addressed through an appropriate and impartial process.

The Company reinforces its commitment to ethical business conduct through a comprehensive Anti-Bribery and Anti-Corruption Policy, which reflects its zero-tolerance approach to bribery, corruption, and other unethical practices. Regular awareness and training programmes are conducted to ensure that employees understand and adhere to the Company's ethical standards. The governance framework is further supported by a confidential whistleblower mechanism that enables the reporting of genuine concerns without fear of retaliation. In addition, the Company is committed to maintaining transparency through timely and accurate disclosures, providing stakeholders with reliable information on 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 oftraining and awareness programmes held	Topics/principles covered under the training andits impact	% age of persons in respective Category covered by the awareness programmes
Board of Directors	5	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 INR)	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	No non-monetary imprisonment or punishment has been imposed on the entity or on the directors / KMPs.			
Punishment				

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.

The Company's Code of Conduct incorporates clear provisions on anti-bribery and anti-corruption, reflecting its commitment to conducting business with integrity, transparency, and accountability. The policy is communicated to employees and workers through structured awareness programmes, including e-learning modules and instructor-led training sessions, to strengthen their understanding of ethical business practices and support informed decision-making. The Company expects all directors, officers, employees, and other representatives to comply with the Code of Conduct and applicable laws and regulations, thereby upholding the highest standards of ethical conduct across its operations. 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 2025-26	FY 2024-25
Number of days of accounts payables	73	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 2025-26	FY 2024-25
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	20.4%	17%
	b. Number of dealers / distributors to whom sales are made	1,004	740
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	25%	20%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	24.20%	27.16%
	b. Sales (Sales to related parties / Total Sales)	0.03%	0.03%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	6%	0%
	d. Investments (Investments in related parties / Total Investments made)	35%	90%

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

The Company is committed to delivering high-quality, safe, and durable products while integrating sustainability considerations across the product lifecycle. It focuses on responsible sourcing, efficient use of resources, product quality, and continuous innovation to minimize environmental impact and meet evolving customer expectations. Through its product development and operational practices, the Company strives to enhance product performance while promoting responsible consumption and sustainable business practices.

The Company is committed to minimizing the environmental impact of its products and packaging through responsible resource management and sustainable packaging practices. It continuously evaluates opportunities to reduce the use of virgin plastics, improve material efficiency, and promote the adoption of recyclable and environmentally preferable packaging materials. The Company also complies with applicable Extended Producer Responsibility (EPR) requirements and collaborates with authorized partners to support the environmentally sound collection, recycling, and disposal of post-consumer waste. These initiatives reflect the Company's commitment to advancing circular economy principles and responsible product stewardship.

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 2025-26	Previous Financial Year 2024-25	Details of improvements in environmental and social impacts
R & D	0.14%	-	-
Capex	4.16%	19%	-

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

- Replacement of conventional fans with energy efficient BLDC fans.
- Investment for renewable energy (roof top solar across 2 locations)
- Installation of effluent treatment plants to enable recycle and reuse of effluent.
- Replacement of CFL bulbs to LED lights
- Reduction is water consumption by 5-10 %

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.**

Product	Process to safely reclaim the product
a. Plastics (including packaging	The Company utilizes diverse types of plastics for packaging. In accordance with the Plastic Waste Management (PWM) Rules, 2016, the Company collaborates with multiple waste management agencies to manage post-consumer plastic packaging waste in its downstream operations. These agencies collect and send these wastes to Central Pollution Control Board (CPCB) authorized recyclers or end-of-life processors. The plastic waste generated from manufacturing facilities is directly sent to Pollution Control Board (PCB) authorized plastic waste processors.
b. E-Waste	NA
c. Hazardous Waste	NA
d. Other Waste	NA

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, The Company complies with the applicable Extended Producer Responsibility (EPR) requirements for plastic waste management and is registered with the Central Pollution Control Board (CPCB) under the EPR framework. In line with its commitment to responsible waste management, the Company has established a plastic waste collection and management plan in accordance with the applicable EPR guidelines. These initiatives support regulatory compliance and promote the environmentally sound collection, recycling, and disposal of plastic waste.

The Company's plastic waste management plan provides a structured framework for the collection, recycling, and environmentally sound disposal of plastic packaging materials associated with its products. The plan is implemented in accordance with applicable environmental regulations and the Extended Producer Responsibility (EPR) framework. Through these initiatives, the Company aims to strengthen resource circularity, promote responsible recycling practices, and minimize the environmental impact of plastic waste while ensuring compliance with the requirements of the Central Pollution Control Board (CPCB) and other applicable regulatory authorities.

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 an inclusive and collaborative work environment that encourages innovation, continuous learning, and employee development. It is committed to providing equal opportunities for professional growth while promoting a culture of merit, diversity, empowerment, and entrepreneurship. By investing in its people and nurturing a performance-driven workplace, the Company aims to build a skilled, engaged, and future-ready workforce that contributes to sustainable business success.

VIP Industries is committed to promoting the health, safety, and overall well-being of its employees. As part of its employee wellness initiatives, the Company organizes regular health check-up programs and conducts health awareness sessions led by the Company doctor to encourage preventive healthcare and healthy lifestyle practices. These initiatives are complemented by a safe and supportive work environment that prioritizes employee welfare. The Company also encourages its value chain partners to uphold similar standards of employee health, safety, and well-being.

The Company's leadership team comprises experienced professionals with diverse expertise and a shared commitment to driving sustainable growth and long-term value creation. Supported by a culture of collaboration, innovation, and inclusivity, the Company promotes open communication and encourages active engagement across all levels of the organization. By fostering an environment of mutual respect and equal opportunity, the Company seeks to strengthen employee engagement, enhance organizational capabilities, and build lasting relationships with its employees and business partners.

The Company continues to enhance employee engagement and workplace experience through a range of learning, development, wellness, and digital initiatives. Regular training programmes, leadership interactions, employee wellness activities, and structured induction sessions support continuous learning and capability building across the organization.

The Company has also strengthened operational efficiency by digitizing key human resource and administrative processes, including onboarding, attendance, leave management, travel, and expense reimbursement. These initiatives contribute to a more agile, employee-centric, and collaborative work environment while fostering engagement, productivity, and organizational effectiveness.

In addition, we introduced the VIP Employee Stock Appreciation Rights Plan, 2018 (ESARP 2018)T, 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	Total (A)	% of employees covered by									
		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)
Permanent employees											
Male	1,018	1,018	100%	1,018	100%		0%	1,018	100%		0%
Female	60	60	100%	60	100%	60	100%		0%		0%
Total	1,078	1,078	100%	1,078	100%	60	100%	1,018	100%	0	0%
Other than Permanent employees											
Male	2,920	2,920	100%	2,920	100%		0%	2,920	100%		0%
Female	570	570	100%	570	100%	570	100%		0%		0%
Total	3,490	3,490	100%	3,490	100%	570	100%	2,920	100%	0	0%

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C /A)	No. (D)	% (D/A)	No. (E)	% (E /A)	No. (F)	% (F / A)
Permanent workers											
Male	1,479		0%	0	0%	NA	NA	0	0%	0	0%
Female	1,896		0%	0	0%	0	0%	NA	NA	0	0%
Total	3,375	0	0%	0	0	0	0%	0	0%	0	0%
Other than Permanent workers											
Male	923	0	0%	0	0%	NA	NA	0	0%	0	0%
Female	188	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	1,111	0	0%	0	0	0	0%	0	0%	0	0%

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % total revenue of the company	0.15%	0.12%

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

Benefits	FY 2025-26			FY 2024-25		
	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*	100%	100%	Y	61%	100%	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, The Company is committed to fostering an inclusive and accessible workplace for all employees and visitors. Its offices are designed to improve accessibility for persons with disabilities through appropriate infrastructure, including ramps, elevators, and other accessible facilities. These measures support safe, convenient, and barrier-free access, reflecting the Company's commitment to equal opportunity, inclusivity, and a supportive work environment.

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 Other than Permanent Workers Permanent Employees Other than Permanent Employees	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. • Once the complaint is received, it will be kept strictly confidential. • 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. • The Committee shall ensure that a fair and just investigation is undertaken immediately. • 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. • 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 2025-26			FY 2024-25		
	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)
Permanent Employees						
Male	1,018	-	0%	1,120	-	0%
Female	60	-	0%	74	-	0%
Total	1,078	-	0%	1,194	-	0%
Permanent Workers						
Male	1,479	34	2.3%	1,488	34	2.3%
Female	1,896	-	0%	1,896	-	0%
Total	3,375	34	1.0%	3,384	34	1.0%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety Measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No.(F)	% (F/D)
Employees										
Male	3938	3438	87%	1078	27%	3999	3220	81%	131	0
Female	630	567	90%	53	8%	541	475	88%	12	0
Total	4568	4005	88%	1131	25%	4,540	3695	81%	143	0
Workers										
Male	2402	1957	81%	1901	79%	2455	1967	80%	0	0%
Female	2084	1528	73%	1681	81%	2068	1996	97%	0	0%
Total	4486	3485	78%	3582	80%	4523	3963	88%	0	0%

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 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	%(D / C)
Employees						
Male	1018	1018	100%	1,120	1,120	100%
Female	60	60	100%	74	74	100%
Total	1078	1078	100%	1,194	1,194	100%
Workers						
Male	1479	1479	100%	1,488	1,488	100%
Female	1,896	1,896	100%	1,896	1,896	100%
Total	3,375	3,375	100%	3,384	3,384	100%

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, The Company has established an Occupational Health and Safety Management System (OHSMS) across its manufacturing facilities, warehouses, and other key operational locations to promote a safe and healthy workplace. The framework includes hazard identification, risk assessments, incident reporting, emergency preparedness and response, periodic safety audits, and compliance with applicable health and safety regulations. Regular employee training and awareness programmes on topics such as fire safety, first aid, chemical handling, and the appropriate use of personal protective equipment (PPE) support the effective implementation of the system. Through continuous monitoring and preventive measures, the Company strives to strengthen workplace safety and foster a culture of health and well-being.

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

I. JSA- Job Safety Analysis is systematically conducted and followed to identify potential hazards and necessary control measures are implemented to eliminate the risks associated with both routine and non-routine activities at all manufacturing and warehouse facilities.

II. HIRA- Hazards identification and risk assessment is utilized to identify hazards and deploy necessary controls linked to our operations.

III. Workplace Monitoring- Industrial Hygiene /workplace monitoring is done periodically to detect health hazards, if any, at workplace.

IV. Fire Risk Assessment- Competent agencies are engaged to identify and mitigate risks related to fire hazards.

V. Audits- Periodic EHS audits are conducted by trained internal auditors across all plants, warehouse and office locations. Additionally, specialist EHS audits are carried out by external agencies on a periodic basis.

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

Yes, the Company has implemented robust mechanisms for reporting work-related hazards and risks. Workers are encouraged to promptly report identified hazards and risk to safety marshals, who then document them in the common EHS platform under categories such as Unsafe Acts, Unsafe Conditions and Near Miss. Reported observations undergo thorough analysis, with corrective actions systematically tracked until completion. Additionally, workers actively participate in Safety Committee meetings and Gemba walks, where they highlight any potential risks observed on the shop floor, and timely corrective action is taken. To further strengthen workplace safety, suggestion boxes are available for workers to provide feedback and recommendations for hazard elimination or risk reduction.

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

Yes. All employees and workers have access to non-occupational medical and healthcare services. At manufacturing facilities, Occupational Health Centers (OHCs) services staffed by certified doctors and nurses provide necessary treatment for both, occupational and non-occupational injuries or illnesses. Additionally, all employees and workers are covered under health insurance and ESI policies, as applicable. Various awareness sessions led by experts are organized, focusing on physical and mental wellbeing for all employees. Furthermore, at manufacturing locations, OHC doctors regularly provide health tips to shop floor workers at frequent intervals, reinforcing the Company's commitment to employee well-being

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
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.

The Health & Safety Management system adheres to ISO 45001:2018, the globally recognized standard for occupational health & safety. The Company focus on Workplace Safety & People Safety to enhance safety at the organization level and make the workplace safer. A few key initiatives taken in this reporting year are –

Process Safety-

1. Fire protection infrastructure upgradation at select units.

Workplace Safety –

1. Strengthening Electrical Safety systems controls.
2. 360 degree machine guarding.

EHS Data Analytics-

1. Effective monitoring of EHS leading and lagging indicators and taking timely necessary actions in case of any exception.

EHS Audit -

1. A robust EHS Audit verifies the safety controls and effectiveness of controls at all locations.

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

	FY 2025-26			FY 2024-25		
	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% of units were subjected to internal audits by certified internal auditors.
Working Conditions	100% Statutory external audits by Directorate of Industrial Safety and Health (DISH) approved agencies as per IS 14489 checklists were done at all applicable Manufacturing Units and warehouses

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.

Few examples of the corrective actions taken as outcome of Assessments are as follows:

1. Enhancing the electrical safety system controls by developing safe practices guideline.
2. Strengthening emergency communication system in case of health and medical emergency.
3. Safe practices adoption during manual material handling.
4. Enhancing Safety Control system related to working at height activities.

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

We actively engage with our stakeholders to understand their expectations, address concerns, and foster long-term, mutually beneficial relationships. Our key stakeholders include employees, customers, suppliers, investors, communities, and other business partners. Through continuous engagement, we strive to incorporate stakeholder feedback into our decision-making processes and sustainability initiatives.

To strengthen customer engagement, we have implemented digital feedback mechanisms that enable us to gather valuable insights and enhance our products and services. We also maintain a Supplier Code of Conduct that outlines our expectations regarding ethical business practices, labour standards, environmental responsibility, and sustainable supply chain management. To further improve stakeholder participation, we have introduced a digital supplier engagement platform and conduct regular stakeholder interactions, including quarterly discussions on our ESG objectives and performance.

Community development remains a key pillar of our sustainability approach. Through our Corporate Social Responsibility (CSR) initiatives, we support programs focused on education, sports development, healthcare, community welfare, and livelihood enhancement. During the year, the Company contributed to several impactful projects through registered implementing agencies, including the promotion of rural, national, Paralympic, and Olympic sports through organizations such as Inspire Institute of Sport (IIS), OGQ (Foundation for Promotion of Sports and Games), and the Indian Body Builders Federation. We also supported educational initiatives through Saarth Pratishthan and the Association for Welfare of Mentally Handicapped People (AWMH), while extending assistance to vulnerable and orphaned girls through the Worderless World Foundation. Additionally, support was provided to Nashik Run Charitable Trust for initiatives related to education, sports, preventive healthcare, nature conservation, and medical assistance.

We have collaborated with local non-governmental organizations (NGOs) to implement community development projects and create sustainable social impact. Through these initiatives, we aim to generate shared value for society while contributing to inclusive growth and sustainable development in the communities where we operate.

Essential Indicators

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

   At VIP Industries Limited, we believe that our success is closely linked to the relationships we build with the people and organizations that are connected to our business. Stakeholders include individuals, groups, and entities that influence, or are influenced by, our operations, decisions, and overall performance. Understanding their expectations and addressing their concerns is essential for creating sustainable value and driving long-term growth.

   We identify and prioritize both internal and external stakeholders based on their level of influence on our business and the extent to which our activities impact them. Our key stakeholder groups include customers, employees, shareholders and investors, suppliers, regulatory authorities, government bodies, industry associations, media representatives, and local communities. Each of these groups plays a significant role in our business ecosystem and contributes to our ability to achieve our strategic objectives.

   Customers help shape our products and services through their evolving needs and feedback, while employees drive innovation, operational excellence, and organizational growth. Shareholders and investors provide the confidence and financial support necessary for our continued expansion. We also work closely with regulators, government agencies, and industry bodies to ensure compliance and align our practices with emerging standards and industry developments. Furthermore, the media serves as an important channel for communication and transparency, while local communities remain central to our commitment towards responsible business conduct and social development.

   We are committed to maintaining open and transparent communication with all stakeholder groups through regular engagement, constructive dialogue, and collaborative initiatives. By understanding their perspectives and incorporating their feedback into our decision-making processes, we aim to strengthen relationships, build trust, and create long-term value for both our stakeholders and the Company. Through this approach, we continue to advance our sustainability goals while fostering inclusive and responsible growth.

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	· Trainings · Communication Meetings · Email communications · Employee satisfaction survey · Employee engagement activities · pen forums	Ongoing	· Skill development and training requirements · Workplace satisfaction · Health and safety · Employee engagement and involvement · Career progression · Emotional and mental well-being · Infrastructure improvements
Shareholders	N	AGM, Investor meets, Investor Grievance redressal mechanism	Ongoing	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 respecting, protecting, and promoting the human rights of all individuals who may be impacted by our operations, products, and services. This commitment extends across our workforce, business partners, customers, and the communities in which we operate, with particular attention to ensuring the dignity, well-being, and inclusion of vulnerable and underserved groups.

To embed human rights principles throughout our organization, we have established comprehensive policies and governance mechanisms that foster a safe, respectful, and inclusive workplace. Our Anti-Sexual Harassment Policy provides a structured framework for preventing, addressing, and resolving workplace harassment, while our grievance redressal mechanisms enable employees and other stakeholders to raise concerns without fear of retaliation. These channels ensure that all complaints are handled fairly, confidentially, and in a timely manner.

Our commitment to human rights also extends beyond our direct operations through our Corporate Social Responsibility (CSR) initiatives. During the year, we supported programs focused on promoting education, inclusive learning opportunities, sports development, healthcare, and community welfare through partnerships with registered implementing agencies. Key initiatives included support for educational programs through Saarth Pratishthan and the Association for Welfare of Mentally Handicapped People (AWMH), promotion of rural, national, Paralympic, and Olympic sports through organizations such as Inspire Institute of Sport (IIS), OGQ, and the Indian Body Builders Federation, and assistance to orphaned and vulnerable girls through the Worderless World Foundation. We also contributed to projects supporting preventive healthcare, environmental conservation, education, and sports through the Nashik Run Charitable Trust.

Through these initiatives, we strive to create opportunities for social inclusion, enhance access to education and sports, support vulnerable communities, and contribute to overall societal well-being. By integrating human rights considerations into our business practices and community investments, we aim to foster an environment of equality, respect, and opportunity while creating a positive and lasting impact on society.

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 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1018	1018	100%	1,194	1,194	100%
Other than permanent	60	60	100%	3,346	3,346	100%
Total Employees	1078	1078	100%	4,540	4,540	100%
Workers						
Permanent	3375	3375	100%	3,384	3,350	100%
Other than permanent	1111	1111	100%	1,139	1,139	100%
Total Employees	4486	4486	100%	4,523	4,489	100%

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent Employees										
Male	1,018	0	0%	1,018	100%	950	0	0%	950	100%
Female	60	0	0%	60	100%	66	0	0%	66	100%
Other than Permanent Employees										
Male	2,920	0	0%	2,920	100%	2,865	0	0%	2,865	100%
Female	570	0	0%	570	100%	467	0	0%	467	100%
Workers										
Permanent Workers										
Male	1,479		0%	1,479	100%	2,680		0%	2,680	100%
Female	1,896		0%	1,896	100%	3,494	0	0%	3,494	100%
Other than Permanent Workers										
Male	923		0%	923	100%	510	0	0%	510	100%
Female	188		0%	188	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	36,000,000	0	-
Key Managerial Personnel	2	13,099,996	0	-
Employees other than BoD and KMP	933	734,992	54	885,303
Workers	1968	191436	1604	191748

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	10%	13%

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 2025-26			FY 2024-25		
	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 2025-26	FY 2024-25
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.

A structured framework is in place to ensure that individuals reporting concerns related to discrimination, harassment, or misconduct are protected from retaliation, intimidation, victimization, or any other adverse consequences. Complaints can be raised through established grievance and reporting channels, including the Vigil Mechanism and POSH framework, which ensure confidentiality, impartial investigation, and timely resolution. A zero-tolerance approach is followed towards any form of retaliatory action against complainants, witnesses, or individuals participating in investigations. These measures help foster a safe, respectful, and inclusive environment where concerns can be raised openly and addressed fairly without fear of negative repercussions.

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

No, this matter is currently being reviewed and evaluated by the legal team.

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 are conducted internally as part of established business processes and operational practices. These reviews help ensure adherence to applicable policies and procedures, identify opportunities for continuous improvement, and proactively address potential risks across various aspects of the organization'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

Environmental sustainability remains an integral part of our business strategy, with a strong focus on balancing operational growth with responsible environmental management. We continuously assess environmental aspects and potential risks associated with our operations and implement measures aimed at reducing our environmental footprint. Our efforts are directed towards addressing key environmental challenges, including climate change, resource conservation, energy efficiency, waste reduction, and the responsible use of natural resources.

To enhance energy efficiency across our facilities, several conservation initiatives have been implemented. Conventional high-pressure vapor lamps used in manufacturing areas and outdoor premises have been replaced with energy-efficient LED lighting systems, resulting in lower electricity consumption. Timer-based lighting controls have also been installed in selected operational areas to optimize energy usage and eliminate unnecessary power consumption. In addition, older air compressors have been upgraded with energy-efficient models to improve operational efficiency and reduce energy demand.

Technological improvements have further contributed to our sustainability efforts. Enhancements in forming machines have reduced heating time requirements, leading to lower energy consumption during production processes. Air-saving control valves have been installed across departments to minimize compressed air losses during idle operations. Furthermore, cooling tower fans are now equipped with automated temperature-based control systems that regulate operation according to cooling requirements, replacing continuous-running systems and improving energy performance.

Infrastructure modernization has also played a key role in improving efficiency and safety. Legacy oil-based high-tension breakers have been replaced with advanced vacuum-type high-tension breakers, contributing to better operational reliability and reduced maintenance requirements. In support of circular economy principles, used stretch wrap film is recycled and reused in the moulding of accessories, helping reduce plastic waste and promote resource efficiency.

Through these initiatives, we continue to strengthen our environmental performance, improve resource utilization, and integrate sustainable practices across our operations, reaffirming our commitment to responsible environmental stewardship and long-term sustainability.

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable resources		
Total electricity consumption (A)	2542 GJ	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable resources (A+B+C)	2542 GJ	-
From non-renewable resources		
Total electricity consumption (D)	65002 GJ	59483 GJ
Total fuel consumption (E)	514 GJ	518 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	65516 GJ	60001 GJ
Total energy consumed (A+B+C+D+E+F)	68057 GJ	60001 GJ
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	36.81 GJ/Crore of Turnover	27.54 GJ/Crore of Turnover
Energy intensity per million USD of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)*	74.86 GJ/MUSD of PPP adjusted Turnover	56.90 GJ/ MUSD of PPP adjusted Turnover
Energy intensity in terms of physical output	-	
Energy intensity (optional) – the relevant metric may be selected by the entity	-	

*As per the SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated December 20, 2024 – Industry Standards Note on Reporting of BRSR Core, we have given the PPP intensity ratio in terms of Million USD. Accordingly, PPP intensity figures for FY24-25 have also been revised.

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 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water*	184059	150824
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	184059	150824
Total volume of water consumption (in kiloliters)	183825	150824
Water intensity per rupee of turnover (Total Water consumption /Revenue from operations)	99.4 KL/Crore of Turnover	69.24 KL/Crore of Turnover
Water intensity per million USD of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)**	202.21 KL/MUSD of Turnover	143.04 KL/MUSD 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.

**As per the SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated December 20, 2024 – Industry Standards Note on Reporting of BRSR Core, we have given the PPP intensity ratio in terms of Million USD. Accordingly, PPP intensity figures for FY24-25 have also been revised.

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 2025-26	FY 2024-25
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	234 KL	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-

Parameter	FY 2025-26	FY 2024-25
(v) Others		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
Total water discharged (in kilolitres)	-	-

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.

No wastewater is discharged from the Sinnar, Nashik plant. All wastewater generated within the facility is appropriately treated and managed through on-site systems, ensuring zero discharge to the surrounding environment. Established operational controls and environmental management practices are followed to ensure responsible wastewater handling and compliance with applicable environmental requirements. This approach reflects the plant's commitment to sustainable water management and environmental stewardship.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Nox	mg/Nm3	18.4	9.9
Sox	mg/Nm3	20	15.2
Particulate matter (PM)	mg/Nm3	39.2	27
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 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	124	129
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	12820	12012
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 Equivalent / Crores of Turnover	7.00	5.57
Total Scope 1 and Scope 2 emission intensity per million USD turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)*	Metric tonnes of CO2 Equivalent / MUSD of PPP adjusted Turnover	14.24	11.51
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	-	-	-

*As per the SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated December 20, 2024 – Industry Standards Note on Reporting of BRSR Core, we have given the PPP intensity ratio in terms of Million USD. Accordingly, PPP intensity figures for FY24-25 have also been revised.

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.

Yes, our Scope 1 and Scope 2 emissions data have been assessed by an external agency – Sustainability Actions Private Limited.

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

Yes, several initiatives have been implemented to support the reduction of greenhouse gas (GHG) emissions across operations and the supply chain. These initiatives focus on sustainable sourcing, resource efficiency, waste minimization, and energy conservation.

Key measures include the localization of zippers and webbing to reduce transportation-related emissions, along with the optimization of sourcing and assembly processes for trolley components. Material efficiency has been enhanced through the transition from nylon to polypropylene (PP) wheels, increased use of mild steel in trolley manufacturing where feasible, and reduction of foam consumption at the Nashik facility.

Circular economy practices have been strengthened through the recycling of used stretch wrap film into granules for reuse in canopy production and the adoption of returnable packaging systems for trolley components, thereby reducing waste generation and the consumption of single-use packaging materials.

Energy efficiency improvements have also been undertaken through the replacement of conventional injection moulding machines with advanced servo-controlled systems and the installation of energy-efficient LED lighting in place of high-pressure sodium vapor lamps. These measures have contributed to lower electricity consumption and reduced indirect GHG emissions.

Collectively, these initiatives support ongoing efforts to improve operational efficiency, optimize resource utilization, and reduce the overall carbon footprint of business activities.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	206	27
E-waste (B)	0.03	0.12
Bio-medical waste (C)	0.01	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)- Engine Oil	0.75	0.42
Other Non-hazardous waste generated (H)- Paper	3229	329
Total (A+B + C + D + E + F + G + H)	3436	357.04
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	1.86 Tons / Crore of turnover	0.16 Tons / Crore of turnover
Waste intensity per million USD of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)*	3.78 Tons / MUSD of turnover	0.34 Tons / Crore of turnover
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3435.33	357.04
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	3435.33	357.04
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		

Parameter	FY 2025-26	FY 2024-25
Category of waste		
(i) Incineration	0.01	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	0.01	-

*As per the SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated December 20, 2024 – Industry Standards Note on Reporting of BRSR Core, we have given the PPP intensity ratio in terms of Million USD. Accordingly, PPP intensity figures for FY24-25 have also been revised.

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.

Note: Reporting boundary has expanded in FY 25-26, Bangladesh Waste data has been considered for FY 25-26

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.

A Zero Waste to Landfill approach is followed across all manufacturing facilities, demonstrating a proactive approach towards sustainable waste management and environmental stewardship. Efforts are focused on minimizing waste generation and maximizing the recovery and reuse of materials wherever possible. Raw material waste generated during operations is either reprocessed within manufacturing processes or diverted for beneficial use in other industrial applications, supporting circular economy principles and reducing environmental impact.

Electronic waste (e-waste) is managed and disposed of through authorized recyclers and vendors in accordance with applicable regulatory requirements, ensuring environmentally sound handling, recycling, and disposal practices.

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

Active engagement is maintained with industry associations, chambers of commerce, and trade bodies at the international, national, state, and local levels. These engagements provide opportunities to contribute to discussions on industry development, economic growth, policy advocacy, and matters of broader societal importance. Through participation in various forums and collaborative initiatives, efforts are directed towards supporting industry advancement, encouraging responsible business practices, and contributing to policy and regulatory developments.

Membership in organizations such as the Confederation of Indian Industry (CII), IMC Chamber of Commerce and Industry, and the Indo-German Chamber of Commerce enables participation in industry dialogues, knowledge-sharing platforms, and initiatives focused on strengthening the business ecosystem. These associations facilitate collaboration with peers, policymakers, and other stakeholders, helping to advance sustainable economic development and industry-wide progress.

Essential Indicators

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

   3 (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

Creating a positive and lasting impact on communities remains an important focus area. CSR initiatives are implemented through qualified implementing agencies, with each project undergoing a structured review and approval process. Regular monitoring and periodic assessments are carried out to evaluate progress, ensure effective implementation, and maximize the social value generated through these initiatives.

The CSR approach is guided by a commitment to inclusive and sustainable development, with efforts directed towards addressing key social needs and enhancing the well-being of underserved and vulnerable communities. Key areas of intervention include education, special education, sports development, healthcare, community welfare, and support for vulnerable groups. Initiatives are designed to create meaningful opportunities, strengthen community development, and contribute to long-term social progress.

Through these focused interventions, efforts are made to support equitable growth, improve access to opportunities, and enhance the quality of life for individuals and communities, thereby contributing to broader sustainable development objectives.

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 Social Impact Assessment (SIA) requirements were applicable to the entity during FY 2025-26. Accordingly, no Social Impact Assessments were undertaken during the reporting period.

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

   No projects involving Rehabilitation and Resettlement (R&R) activities were undertaken during FY 2025-26. Consequently, no ongoing R&R obligations existed during the reporting period.

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

   Multiple channels have been established to facilitate the receipt and resolution of community grievances, ensuring accessibility, transparency, and timely response. Community members can raise concerns through designated communication channels, including the official website, dedicated email addresses, and customer support helplines. Grievances received through these channels are reviewed and addressed through an established redressal process involving the relevant functions, including the Legal and Compliance team. Appropriate actions are taken to investigate concerns, provide resolutions, and ensure effective closure within a reasonable timeframe. Regular oversight of the grievance management process helps strengthen stakeholder trust and supports constructive engagement with communities.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers*	36.81%	27.23%
Directly from within India*	64.52%	55%

*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 2025-26	FY 2024-25
Rural	14%	16%
Semi-Urban	13%	13%
Urban	45%	44%
Metropolitan	27%	27%

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

Delivering high-quality products and ensuring customer satisfaction remain key priorities. A structured customer feedback and grievance management system is in place to address customer concerns effectively and enhance overall customer experience. Multiple communication channels, including email, telephone, the corporate website, social media platforms, and feedback mechanisms, are available to facilitate easy and convenient interaction. Customer feedback and complaints received through these channels are reviewed and addressed in a timely manner to ensure appropriate resolution.

Continuous efforts are made to understand evolving customer expectations and incorporate these insights into product development and service enhancement initiatives. By focusing on quality, innovation, and customer-centricity, the organization strives to deliver products that meet customer needs while maintaining high standards of safety, reliability, and performance.

Essential Indicators

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

A structured Service and Returns Policy is in place to ensure the effective management and resolution of customer complaints, service requests, and product returns. Customer concerns are tracked and addressed through a centralized ticket management system, enabling timely response and resolution. Service requests and return-related queries can be raised through multiple channels, including the customer care centre and the official website, providing customers with convenient access to support services.

To ensure consistency and efficiency in grievance handling, defined Standard Operating Procedures (SOPs) have been established for all customer interaction channels. These procedures guide the processing, escalation, and resolution of customer concerns, whether tickets are generated directly by customers or with assistance from customer support representatives. This structured approach helps enhance service quality, improve customer experience, and ensure effective resolution of feedback and complaints.

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

Upon receipt of a customer complaint or return request, a service ticket is generated and assigned to the relevant service team for evaluation. The service team conducts a verification of the reported defect and, where applicable, approves the replacement request in accordance with established service protocols. The defect assessment and approval process is typically completed within a turnaround time (TAT) of 24 to 48 hours, ensuring timely resolution and enhanced customer satisfaction.

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 2025-26			FY 2024-25		
	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	110,781	-	-	96,086	-	-

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, a Data Protection and Privacy Policy is in place to ensure the responsible collection, processing, storage, and protection of personal and sensitive information. The policy outlines the principles, controls, and safeguards necessary to maintain data confidentiality, integrity, and security, while supporting compliance with applicable data protection and privacy requirements. The policy is available on the company intranet for reference and implementation across the organization.

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