



# VISAKA INDUSTRIES LIMITED<sup>®</sup>

CIN: L52520TG1981PLC003072

Regd. & Corporate Office : "VISAKA TOWER", 1-8-303/69/3, S.P. ROAD, SECUNDERABAD - 500 003.

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VILSTEX/FY2026/19

Date: July 08, 2025

To,

<b>National Stock Exchange of India Limited</b> Exchange Plaza, 5 <sup>th</sup> Floor, Plot No. C/1G Block, Bandra Kurla Complex, Bandra (East), Mumbai – 400 051	<b>BSE Limited</b> The Senior General Manager, Listing Compliances, Floor 25, P. J. Towers, Dalal Street, Mumbai – 400 001
<b>Scrip Code – VISAKAIND</b>	<b>Scrip Code – 509055</b>

Dear Sir/Madam,

## Sub: Business Responsibility and Sustainability Report ('BRSR') for the Financial Year 2024-25

Please find enclosed herewith the Business Responsibility and Sustainability Report ('BRSR') of Visaka Industries Limited ('Company') for FY 2024-25. The BRSR forms part of the Company's 43rd Annual Report.

The BRSR is available on the website of the Company at:

[https://www.visaka.co/investors/financial\\_information/fn\\_annual\\_reports](https://www.visaka.co/investors/financial_information/fn_annual_reports)

The BRSR is being submitted pursuant to Regulation 34(2)(f) and other applicable provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with applicable circulars issued in connection with submission of BRSR.

This is for your information and records please.

Thanking you,

Yours faithfully,

**For VISAKA INDUSTRIES LIMITED**

**Ramakanth Kunapuli**  
**Assistant Vice President &**  
**Company Secretary**

Encl. as above

Factory : A.C. Division I	: Survey No. 164, 168/2, Manikantham (V), Paramathi-Velur Taluq, Namakkal Dist., Tamil Nadu, Pin 637 207
Factory : A.C. Division II	: GAT. No. 70/3A & 70/3A/3 & 70/1B & 70/1C, Sahajpur Industrial Area, Nandur (V), Daund (Tq), Pune Dist., Maharashtra, Pin 412 202
Factory : A.C. Division III	: Plot No. 11, 12, 18 To 21 & 30, Changsole Mouza, Bankibundh G.P. No. 4, Salboni Midnapur West, W.B, Pin 721 147
Factory : A.C. Division IV	: Survey No. 90/2A 90/2B 27/1, G.Nagenhalli (V), Kempannadodderi Post, Kestur Road, Kora Hobli, Tumkur Dist., Karnataka, Pin 572 138
Factory : A.C. Division V	: Village & Post, Kannawan, Thana Bachhrawan, Tehsil Maharajgunj, Dist. Raebareli, U.P, Pin 229 301
Factory : A.C. Division VI	: Survey No. 385, 386, Jujjuru (V), Chennaraopalem Post, Near Kanchikacharla, Veerulapadu (Mdl), NTR Dist., A.P, Pin 521 181
Factory : A.C. Division VII	: Plot No. 1994 (P) 2006, Khata No. 450, Chaka No. 727, Paramanpur (V), P.S. Sason, Tehsil Maneswar, Sambalpur Dist, Odisha, Pin 768 200
Factory : Textile Division	: Survey No. 179 & 180, Chiruva Village, Mouda Taluk, Nagpur District, Maharashtra, Pin 441 104
Factory : V-Boards Division I	: Survey No. 226, 242, 89, 95 & 96, Gajalapuram Vil, Kukkadam Post, Madugulapally Mdl, Adj. to Kukkadam R.S., Nalgonda Dist, Telangana-508 217
Factory : V-Boards Division II	: GAT No : 248 & 261 to 269, Delwadi Village, Daund Taluq, Pune Dist, Maharashtra, Pin 412 214
Factory : V-Boards Division III	: Mustil Nos. 106, 107 & 115, Jhaswa Village, P.S. & Tehsil Salawas, Jhajjar, Haryana, Pin 124 146
Factory : V-Boards Division IV	: SF.No: 169/A3C1, 169/B1, 174/A1, 174/A3 & 174/B, Venasapatti Vil, Ganapathipalayam Post, Udumalpet Taluk, Tiruppur Dist, TN -642 122
Factory : V-Boards Division V	: Plot No.120&1 to 7 Mouza-Dakshinsol,J.L.No.431&Krishnapur,J.L. No.430,PO-Saiyedpur,PS-Salboni,Pachim Medinipur Dist,W.B.-721147

## Business Responsibility & Sustainability Report

### Section A) General Disclosures

#### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the company: L52520TG1981PLC003072
2. Name of the company: Visaka Industries Limited
3. Year of Incorporation: 1981
4. Registered Office: "Visaka Towers", 1-8-303/69/3 S. P. Road Secunderabad-500003
5. Website: [www.visaka.co](http://www.visaka.co)
6. E-mail id: [vil@visaka.in](mailto:vil@visaka.in)  
Telephone No : 040-27813833
7. Financial year reported: April 2024 to March 2025.
8. Name of the Stock Exchanges where shares of the company are listed:
  - a) BSE Limited
  - b) National Stock Exchange of India Limited
9. List three key products/services that the Company manufactures/provides (as in balance sheet):
  - a) Fibre Cement Roofing Sheets,
  - b) Fibre Cement Boards & Panels,
  - c) Synthetic Fiber Yarn.
10. Total number of locations where business activity is undertaken by the Company
  - (a) Number of international locations: NIL
  - (b) Number of national locations: The Company is undertaking business activities across India and locations are given at page no 117
11. Markets served by the Company: National & International markets
12. Paid Up capital: ₹17.28 Crores
13. Name and contact details:  
Shri G. Vamsi Krishna, Joint Managing Director  
DIN: 03544943  
Ph. No 040-27813833  
Mail ID: [vamsi@visaka.in](mailto:vamsi@visaka.in)
14. 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 reporting boundary covers the data of the company and its subsidiaries, period from April 01, 2024 to March 31, 2025.

#### II. Product & Services

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

S No	Description of Main Activity	Description of Business Activity	% of Turnover
1.	Building products manufacturing- Cement roofing sheets	Manufacturing of Cement roofing sheets	57%
2.	Building Products manufacturing- Fibre cement boards & panels	Manufacturing of Fibre cement boards & panels	28%
3.	Wonder yarn	Manufacturing of synthetic fibre yarn based out of virgin fibres as well as post-consumer PET bottles to create a sustainable yarn.	14%
4.	ATUM Solar	Manufacturing of Building integrated photovoltaics- Solar	
5.	Retail sale of Sustainable products	Selling of sustainable products.	

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

S No	Product /Service	NIC Code	% of the total turnover contributed
1.	Cement roofing sheets	23959	57%
2.	Yarn based out of PET waste	13114	14%
3.	Fibre cement boards & panels	23959	28%

### III. Operations

#### 17. Number of locations where plants and/or operations/offices of the entity are situated

Location /Unit	Number of Plants	Number of Offices	Total
National- Cement Roofing sheet	7	8	15
National- Fibre cement boards & panels	5	7	12
National- ATUM solar	1	0	1
National- Wonder Yarn	1	1	2
National- Depots	NIL	34	34
ATUM life stores	3	NIL	3
Head Quarters	NIL	1	1
International	NIL	NIL	NIL

#### 18. Markets served by the entity:

##### a. Number of Locations

Locations	Number
National (No of States)	28
International (No of Countries)	30+ countries

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

The percentage of export turnover is 7.5 % of the total turnover of the company.

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

###### Cement Roofing Sheets, Fibre cement boards & panels and ATUM Solar customers brief:

Our major customer base for our roofing sheets, building materials are traders & retailers, poultry farmers, common man aiming to own a roof with elegant, self-sustaining and sustainable interior designs.

###### Wonder Yarn:

Our sustainable yarn is produced by using post-consumer plastic bottles as well as virgin fibres that are used by all types of fabric manufacturers.

#### 19. a. Employees

SL No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>						
1	Permanent (D)	1175	1141	97%	34	3%
2	Other than Permanent (E)	0	0	0%	0	0%
3	<b>Total employees (D+E)</b>	1175	1141	97%	34	3%
<b>Workers</b>						
4	Permanent (F)	696	662	95%	34	5%
5	Other than Permanent (G)	3550	3545	99.86%	5	0.14%
6	<b>Total workers (F+G)</b>	4246	4207	99%	39	1%

**19. b Differently Abled Employees & Workers**

SL No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Differently Abled Employees</b>						
1	Permanent (D)	0	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D+E)	0	0	0%	0	0%
<b>Differently Abled Workers</b>						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total workers (F+G)	0	0	0%	0	0%

**20. Participation/Inclusion/Representation of Women**

Particulars	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	10	2	20%
Key Management Personnel (Other than directors)	2	0	0%

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

	Turnover rate for permanent employees and workers								
	Turnover rate in current FY 2024-25			Turnover rate in current FY 2023-24			Turnover rate in current FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees (Staff)	2.0	2.4	4.4	2.00	2.48	4.48	2.07	2.71	4.78
Permanent Workers	0.43	0	0.43	0.59	0	0.59	1.67	0	1.67

**IV. Holding, Subsidiary and Associate Companies (Including joint ventures)**

**22. 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 BusinessResponsibility initiatives of the listed entity? (Yes/No)
1.	Visaka Green Private Limited	Wholly owned Subsidiary	100%	Yes
2.	Atum Life Private Limited	Wholly owned Subsidiary	100%	Yes

**23. CSR Details**

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in ₹ Crores): 1525.79
- (iii) Net worth (in ₹ Crores): 750.74

## V. Transparency and Disclosures Compliances

### 24. 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 link	FY2025			FY2024		
		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	Yes <a href="https://www.visaka.co/contact">https://www.visaka.co/contact</a>	NIL	NIL	NIL	NIL	NIL	NIL
Investors (Other than Shareholders)	Yes Email or Phone 040-27813833	NIL	NIL	NIL	NIL	NIL	NIL
Shareholders	Yes <a href="https://www.visaka.co/contact">https://www.visaka.co/contact</a>	NIL	NIL	NIL	NIL	NIL	NIL
Employees & Workers	Refer to our POSH Act listed on our website. For details on employee grievances refer to question 6 of Principle 5.	NIL	NIL	NIL	NIL	NIL	NIL
Customers	<a href="https://www.visaka.co/contact">https://www.visaka.co/contact</a>	NIL	NIL	NIL	NIL	NIL	NIL
Value Chain Partners	<a href="https://www.visaka.co/contact">https://www.visaka.co/contact</a>	NIL	NIL	NIL	NIL	NIL	NIL

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

Material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, the 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	Risk / Opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
1.	Operational/ material efficiency	Opportunity	<ul style="list-style-type: none"> <li>This is an opportunity as the output of the FG more than the input. By maintaining the output efficiency, the dependency on the materials will come down.</li> </ul>	<ul style="list-style-type: none"> <li>Output efficiencies are predefined and continuous R&amp;D activities maintain the consistency in efficient usage of materials used in it. Hence, maintaining the output material efficiency by selecting quality products is critical.</li> </ul>	Positive

S No	Material Issue Identified	Risk / Opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
2.	Sustainable Business (GHG emissions)	Risk & Opportunity	<p>Risk: Material sourcing, transportation and emissions in the manufacturing processes increases the carbon footprint. Govt Regulations are changing fast would impact the targeted markets.</p> <p>Opportunity: Priority to sustainable initiatives and green building concepts by producing green products.</p>	<p>We are continuously working on reduction of emissions in the manufacturing. Through R&amp;D activities, we have started developing local materials so as to reduce the emissions in transportation. Our Vnext Boards &amp; panels have low CO2 emissions during manufacturing and business expanding in this line.</p> <p>ATUM Solar, our BIPV product line, promotes operational sustainability for rooftops by reducing the carbon footprint for concrete roofs as well as renewable energy generation. Wonder Yarn, made from PET pellets/bottles, tackles plastic pollution in oceans.</p> <p>We are promoting customers for LEED certification for new building constructions by encouraging them with sustainable product supply. Mitigating sustainability risks involves reducing emissions by adopting renewable energy sources, adopting sustainable practices, enhancing process efficiency, ensuring equity, and engaging stakeholders for a resilient future.</p>	Negative
3.	Energy management and Renewable energy	Risk and Opportunity	<p>Risk: Increase of energy costs and depletion of natural resources for power generation.</p> <p>Opportunity: Optimizing the energy usage by implementing energy efficient measures and impacting in reduction of cost</p>	<p>We actively implemented highly efficient energy saving drives to reduce the consumption and installed the renewable energy generating solar projects in all the manufacturing units. The results are visible in cost savings against generation of renewable energy units by around 6 lacs units plus per month.</p>	Positive

S No	Material Issue Identified	Risk / Opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
4.	Innovation	Opportunity	<ul style="list-style-type: none"> <li>Keeping in view of customer awareness against sustainable products, needs continuous development against these products.</li> </ul>	<ul style="list-style-type: none"> <li>We are continuously investing on R&amp;D which is the key for Visaka to develop one of a kind innovative product like ATUM solar.</li> <li>Innovation is not a thought in Visaka but a culture. We actively conduct brainstorming sessions against sustainable products which is being a part of our routine jobs.</li> </ul>	Positive
5.	Water – As a critical resource	Risk & opportunity	<ul style="list-style-type: none"> <li>Risk: Water is a major key component in our manufacturing processes. As water stress areas are increasing and zones are changing to critical one, purchasing water is a costly matter.</li> <li>Opportunity: Products Cost reduction happens through efficient water usage, installation of telemetry water flow meters for controlled usage &amp; recycling measures through water harvesting pits to improve ground water levels.</li> </ul>	<ul style="list-style-type: none"> <li>As a responsible organization &amp; adopted sustainable approaches such as In process of Installing digital water meters to monitor the usage and to control the excess consumption. We have installed rainwater harvesting pits with bores in it based on the roof top collection and rainfall in the concerned locations.</li> <li>Implemented inhouse STPs to facilitate water treatment &amp; its reuse for gardening.</li> </ul>	Positive
6.	Product design/ Lifecycle impact/ Sustainable products	Risk/ Opportunity	<p>Risk: Product safety concerns impact value to the customers.</p> <p>Opportunity: Better product design for environment and safe working procedures in the manufacturing process increases the sustainable approach towards environment and value to the customers.</p>	<p>Implemented Improved dust extraction systems for safe environment in manufacturing process. As innovation holds key at VISAKA, new product designs and development is business as usual.</p> <p>Done EPD and LCA for fibre cement board and panel products to determine emissions and started acting on the areas to be improved. Development of new product designs in the sustainable products range increased the reach to the customers who look for sustainable products.</p>	Positive

S No	Material Issue Identified	Risk / Opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
7.	Supply chain disruption	Opportunity & risk	<p>Risk: Geopolitical tensions as depended on imports for some of the key raw materials. Rising commodity prices.</p> <p>Opportunity: replacing with developed sustainable materials. To develop localized sustainable materials through R&amp;D.</p> <p>To increased number of sources.</p>	<p>Impact of Geopolitical tensions has been addressed by increasing the number of resources which were only 2 to 6 suppliers.</p> <p>We are spending continuously on the R&amp;D activities and started taking trials with localized materials wherever it is possible.</p>	Positive

All the above identified Material issues are as identified in the SASB standards, determined to impact the organization performance both financially and non-financially.

## Section B : Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Refer to the whistle blower & code of conduct policy in our website ( <a href="https://visaka.co/investors/policies">https://visaka.co/investors/policies</a> ) Available in our Intranet Portal Refer to the POSH policy in our website ( <a href="https://visaka.co/investors/policies">https://visaka.co/investors/policies</a> ) Refer to the CSR policy in our website ( <a href="https://visaka.co/investors/policies">https://visaka.co/investors/policies</a> )								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	N	Y	Y	N	N	Y	N	N	Y
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	NIL								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NIL								

## Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:

We are committed to transparently reporting our business responsibility, addressing ESG risk and opportunities. Our targets and achievements reflect our dedication to environmental, social, and governance factors. We assure our stakeholders that we will continuously improve our ESG aspects, striving for sustainable growth and positive impact on society and the environment.

Shri G. Vamsi Krishna - Joint Managing Director

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).
- Shri G. Vamsi Krishna,  
Joint Managing Director (DIN 03544943)
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, details.
- Yes.  
Shri G. Vamsi Krishna,  
Joint Managing Director (DIN 03544943)

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	We comply with all statutory requirements																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, Name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N

## Section C

### Principle 1. Businesses should Conduct and Govern themselves with integrity and in a manner that is ethical, transparent and accountable.

#### Essential Indicators:

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

Segment	Total Number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	2	1. Sustainability initiatives. 2. Updates on Code of conduct with anti-bribery and ethics and Charter role & responsibilities for ethical business conduct.  The Board members have been updated with the above and the underlying principles thereby adding values.	100%
Key Managerial Personnel	2	Updates on Code of conduct with anti-bribery and ethics and Charter role & responsibilities for ethical business conduct.	100%
Employees other than BoD and KMPs	30 programs	Technical, Behavioural & Soft Skills.	85%
Workers	30 programs	Technical, Behavioural & Soft Skills	80%

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

#### A. Monetary

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

#### B. Non Monetary

Particulars	NGRBC Principle	Name of the regulatory / Enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? Yes/No
Imprisonment	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

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

Not Applicable.

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

The Visaka Anti-corruption or Anti bribery policy outlines the company's commitment to conduct business in an honest and ethical manner, adhering to all applicable laws and regulations. The policy prohibits bribery, corruption and money laundering, emphasizing a zero-tolerance approach. It provides guidelines, regarding gifts, entertainment, and hospitality, distinguishing acceptable and unacceptable practices. The policy also addresses wilful blindness, charitable contributions, money laundering, record keeping and reporting mechanisms. Violations of the policy will result in disciplinary action and the policy will be periodically reviewed and updated to ensure compliance with changing laws and regulations.

Weblink: [www.visaka.co/assets/website/files/investors/Anti-Corruption-Policy.pdf](http://www.visaka.co/assets/website/files/investors/Anti-Corruption-Policy.pdf)

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

	FY2025	FY2024
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

6. Details of complaints with regard to conflict of interest

Particulars	FY2025		FY2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

7. 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.

NIL

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	40	38

9. Openness of business: Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases (Procurement)	a. Purchases from trading houses as % of total purchases	38.57%	32.940%
	b. Number of trading houses where purchases are made from	38	26
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	37.33%	32.36%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	62.91%	65.01%
	b. Number of dealers/distributors to whom sales are made	5246	5267
	c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors	6.51%	6.49%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NIL	NIL
	b. Sales (Sales to related parties/ Total Sales)	0.22%	0.03%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	47.59%	NIL
	d. Investments (Investments in related parties / Total Investments made)	NIL	7.69%

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

**Essential Indicators:**

- 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.

Category	FY2025	FY2024	Details of improvements in environmental and social impacts
R&D	100%	100%	R&D & Innovation is a continuous process. R&D for new product formulation & finding raw materials with recycled content/recycling aspect (secondary/recycled pulp, flyash, etc) is always a priority for Visaka.
Capex	3.44%	5%	<ol style="list-style-type: none"> <li>Use of ATUM solar as roofing structure in existing &amp; new units around 3 MW. This reduces the dependency on Grid electricity.</li> <li>Use of post- consumer plastic to produce yarn to use in our textiles.</li> <li>Use of rice husks for boilers reducing the use of coal.</li> <li>Use of flyash in products.</li> </ol>

- Sustainable Sourcing

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

Yes, the following initiatives are being taken for sustainable sourcing.

Procedures for Sustainable Sourcing:

**Fibre Cement Boards & Panels**

- Pulps used for production of Fibre cement boards to be FSC certified.
- Post industrial Flyash waste used as part of Fibre cement boards production.
- Cement Paper Bags & trimmings used as part of Fibre cement boards production.
- Procurement of major raw material like cement with 500 Km radius for all the plants.
- Reuse of all reject products/materials in production as HGW (hard Ground Waste).

**Wonder Yarn:**

- PET bottles to produce yarn.

**Cement Roofing Sheets**

- Use of waste cotton products as pulps.
- Post industrial Flyash waste used as part of cement roofing sheet production.
- Reuse of all chrysolite fibre based reject products/materials in production as HGW (hard Ground Waste).

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

Most of the input raw materials are sourced within 300-500kms from factory:

Input material	Sustainable sourcing %
Fibre cement boards	80%
Fibre cement panel	80%
Cement roofing sheets	80%
Wonder yarn	30% (All sustainable fibres sourced from beyond 700 km from factory)

- Processes in place to reclaim products for reuse, recycle, and safe disposal of products at the end of life for (a) Plastics (including packaging) (b) E-Waste (c) Hazardous Waste and (d) other waste

When our products reach the end of their life, they are converted into construction & demolition waste. Hence it is very difficult to recover the products back.

## 4. Extended Producer Responsibility (EPR)

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, steps taken to address the same.

Yes, Visaka Industries Limited has received EPR registration as an importer.

### Leadership Indicators

## 1. Life Cycle Assessment

Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for the manufacturing industry) or for its services (for the service industry)? If yes, details in the following format.

NIC Code	Name of Product / Service	% of total turnover contributed	The boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by an independent external agency	Results communicated in public domain (Yes/ No) If yes the link
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Visaka Industries Limited has not conducted LCA for any of its key products during the financial year 2024-2025

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY25	FY24
Fibre cement boards (Flyash, CPB, HGW)	26%	25%
Fibre cement panel (Flyash)	18%	15%
Cement Roofing sheets (flyash, GGBS, cotton rag pulp, HGW)	34%	34%
PET fibre (Post consumer)	100%*	100%*

\*All the products are recycled internally as part of the manufacturing process.

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

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

Category	% of employees covered by										
	Total A	Health Insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
<b>Permanent Employees</b>											
Male	1141	1042	91%	1141	100%	0	0%	0	0%	0	0%
Female	34	23	68%	34	100%	34	100%	0	0%	0	0%
Total	1175	1065	91%	1175	100%	34	3%	0	0%	0	0%
<b>Other than permanent employees</b>											
Male	NIL										
Female											
Total											

In case the entity desires to disclose any benefits other than those specified in this field, additional columns may be added for such disclosures.

b. Details of measures for the well-being of Workers

Category	% of workers covered by										
	Total A	Health Insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
<b>Permanent workers</b>											
Male	662	562	85%	662	100%	0	0%	0	0%	0	0%
Female	34	34	100%	34	100%	34	100%	0	0%	0	0%
Total	696	596	86%	696	100%	34	5%	0	0%	0	0%
<b>Other than permanent workers</b>											
Male	3545	0	0%	3545	100%	0	0%	0	0%	0	0%
Female	5	0	0%	5	100%	5	100%	0	0%	0	0%
Total	3550	0	0%	3550	100%	5	0.14%	0	0%	0	0%

In case the entity desires to disclose any benefits other than those specified in this field, additional columns may be added for such disclosures.

2. Details of retirement benefits, for current FY and previous financial year

Benefits	FY 2025			FY 2024		
	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	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	* 9.36%	14.37%	Y	14%	17%	Y

\* The Employees 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.

The premises / offices of the entity are accessible to differently abled employees.

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

The company doesn't have an exclusive policy as per the right of persons with Disabilities Act, 2016. However, the company doesn't discriminate anyone based on their disabilities.

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	RetentionRate	Return to work Rate	Retention rate
Male	Company always gives opportunity to employees to return to work as a standard procedure after parental leave.			
Female				
Total				

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.

Particulars	Yes/No ( if yes then give details of the mechanism in brief )
Permanent Workers	Yes, The workers can inform their grievance to the plant supervisor & HR team from where it will go through the hierarchy if it cannot be resolved at the shop level.
Permanent Employees & Other than permanent Employees	Yes, The employees can inform their grievance to the HR team to resolve the same.

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

Category	FY 2025			FY 2024		
	Total employees /workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s) (B)	% B/A	Total employees /workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s) (B)	% B/A
<b>Total Permanent Employees</b>						
Male	1141	NA	0%	1194	NA	0%
Female	34	NA	0%	38	NA	0%
<b>Total Permanent Workers</b>						
Male	662	563	85%	677	575	85%
Female	34	34	100%	36	36	100%

8. Details of Training imparted to the employees and workers on health & safety measures and on skill upgradation

Category	FY2025					FY2024				
	Total (A)	On health and safety Measures		On skill upgradation		Total (D)	On health and safety Measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Employees	1175	1175	100%	434	37%	1232	1232	100%	468	38%
Workers	4246	4246	100%	299	7%	3208	3208	100%	318	10%

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

Benefits	FY2025			FY2024		
	Total (A)	No.(B)	% (B/A)	Total C	No.(D)	% (D/C)
<b>Employees</b>						
Male	1141	1096	96%	1194	1154	97%
Female	34	34	100%	38	38	100%
<b>Workers</b>						
Male	662	662	100%	677	677	100%
Female	34	34	100%	36	36	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 such system?

Yes, the company places highest importance on health & safety of its employees and workers. It closely monitors the Environment and Occupational Health & safety of operations and people and ensures all applicable practices are followed. Health & safety management practices applies to 100% of its employees and workers.

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

We follow a systematic approach by conducting regular inspections, analysing job hazards, investigating incidents, evaluating risks, communicating effectively, providing comprehensive training, and implementing control measures for the entire workforce on a routine and non-routine basis to ensure a safe working environment.

For all the factory floors we have adopted Standard Operating Procedures that identifies the risk and hazards in all the operation related to manufacturing for routine and non-routine basis.

Also, a safe operating procedure is in place and adequate training will be provided for the workers before the worker is assigned to that operation.

The safe operating procedure is adopted for Mechanical, electrical, stores, Godown, RM handling area, HSD area, etc. The safe Operating Procedures covers the entire factory floor and the related activities.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/ No)

Yes. Employees are encouraged to communicate ways to improve safety protocol.

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

Yes, focus on employee health begins at the start of the employment process with a pre-employment medical check-up and continues during the employment and post-employment phases. During periodic medical examinations, tailor-made health education and counselling sessions are conducted for employees.

11. Details of safety related incidents

Safety Incident / Number	Category	FY2025	FY2024
Lost Time Injury Frequency Rate (LTIFR) Per One million -person hours worked	Employees	0.37	0
	Workers	2.40	0.33
Total recordable work-related injuries	Employees	0	0
	Workers	4	26
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

We assess risks by implementing safety policies and procedures, providing regular trainings and education, supplying necessary safety equipment and PPE, conducting regular workplace inspections, establishing incident reporting and investigation systems, developing emergency preparedness plans, considering ergonomics principles, promoting employee health, and striving for continuous improvement.

## 13. Number of complaints made by employees and workers

	FY2025			FY2024		
	Filed during the year	Pending resolutions at the end of the year	Remarks	Filed during the year	Pending resolutions at the end of the year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

## 14. Assessments for the year

Particulars	% of plants and offices that were assessed (By entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

## 15. 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 &amp; safety practices and working conditions.

We have taken proactive corrective actions to address any safety-related incidents that have occurred, and we are continuously working on improving our health and safety practices and working conditions based on the assessments conducted, ensuring a safer and healthier work environment for our employees.

### Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes/No) (B) Workers (Yes/No).
  - Employees- Yes
  - Workers- Yes

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

#### Essential Indicators:

## 1. Process for identification of key stakeholders

Identifying key stakeholders for Visaka Industries is a crucial and strategic process that allows for a comprehensive understanding and effective management of relationships with individuals and groups who significantly impact the company's business and operations. This important step involves conducting a systematic analysis of both the internal and external environments of the company. Internally, stakeholders may include employees across different departments, managers responsible for key operations, and shareholders who have a direct financial interest in Visaka Industries. Externally, stakeholders can range from customers and suppliers to regulatory bodies, local communities, and even competitors. By identifying these key stakeholders, Visaka Industries can prioritise its efforts to engage and manage these relationships, ensuring alignment with their interests and enhancing the company's overall performance and sustainability.

2. Key stakeholder groups

	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
Employees	No	One to one, Email, circulars, Newsletters	Regular	Tasks, Performance, concerns, support
Shareholders	No	Exchange filings, quarterly and annual results	Regular, quarterly & annually	Investor relation, queries
Suppliers	No	One to one, Email, phone	Regular- On demand	Product and service related, supply, quality, payment
Customers	No	One to one, Email, phone	Regular- On demand	Product, services, complaints (if any)
Channel partners	No	One to one, Email, phone	Regular- On demand	Product, supplies, sales, market, support
Society	Yes	One to one through CSR implementation partners	On demand	Tasks, Performance, concerns, support
Government	No	Reports and Processes- Involvement in government	On demand	Production, compliances

**Principle 5. Businesses should respect and promote human rights**

**Essential Indicators**

1. Training on human rights issues and policies

	FY2025			FY2024		
	Total (A)	Number of employees and workers covered (B)	% (B/A)	Total (C)	Number of employees and workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1175	1175	100%	1232	1232	100%
Other than Permanent	0	0	0%	0	0	0%
Total Employees	1175	1175	100%	1232	1232	100%
<b>Workers</b>						
Permanent	696	696	100%	713	713	100%
Other than permanent	3550	3550	100%	3208	3208	100%
Total Workers	4246	4246	100%	3921	3921	100%

**Note:** Our business & the employee contracts include human rights clauses. There is no exclusive human rights training program for the employees and workers, however the general training programs also includes and imparts knowledge on the aspects of human rights. We have also integrated human rights into our business practices.

## 2. Details of minimum wages paid to employees and workers, in the following format

Category	FY2025					FY2024				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal Minimum Wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	1175	0	0%	1175	100%	1232	0	0%	1232	100%
Male	1141	0	0%	1141	100%	1194	0	0%	1194	100%
Female	34	0	0%	34	100%	38	0	0%	38	100%
Other than permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Workers</b>										
Permanent	696	0	0%	696	100%	713	0	0%	713	100%
Male	662	0	0%	662	100%	677	0	0%	677	100%
Female	34	0	0%	34	100%	36	0	0%	36	100%
Other than permanent	3550	2244	63%	1306	37%	3208	1825	57%	1383	43%
Male	3545	2244	63%	1301	37%	3203	1825	57%	1378	43%
Female	5	0	0%	5	100%	5	0	0%	5	100%

## 3. Details of remuneration/ salary/ wages (including differently abled)

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors	8	1,41,458.00	2	17,17,478.00
Key Managerial Personal	2	4,46,549.00	0	0
Employees other than BoD and KMP	1137	51,300.00	33	34,380.00
Workers	662	30,904.00	34	34,003.00

## 4. Focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. Human Rights issues (if any) are addressed to respective HoDs. There is a proper mechanism in place to address any such issues raised.

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

All the plants of Visaka have a works committee/ Grievance & redressal committee at every plant level. This committee is responsible for any issues or grievance related to Human rights impacts or issues caused or contributed to the business.

This committee is represented by a total of 5 members as below:

- Union/workmen- 2 Pax
- Production dept- 2 Pax
- HR dept- 1 Pax

Any grievance that is communicated will be first investigated by the above said committee to resolve the issue.

If the issue is not resolved in the plant level, then it will be escalated to the respective plant head, the chairman of this committee at plant level, for resolution.

If the issue is not resolvable by Plant head, then the Higher management team will be involved like Technical heads/President.

Final solution will be taken care by JMD/Chairman.

6. Disclosure of complaints made by employees and workers on sexual harassment, discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages or other human rights related issues.

Category	FY2025			FY2024		
	Filed during the day	Pending Resolution at the end of the year	Remarks	Filed During the Year	Pending Resolution at the end of the year	Remarks
Sexual Harassment	0	0	No Pending	0	0	No Pending
Discrimination at workplace	0	0	No Pending	0	0	No Pending
Forced Labour/Involuntary Labour	0	0	No Pending	0	0	No Pending
Wages	0	0	No Pending	0	0	No Pending
Other human right related issues	0					

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

The POSH committee will take necessary steps to ensure the complainant is safeguarded from any adverse consequences. Further awareness programs will be conducted periodically as well.

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

Yes

9. Assessments of the year

Category	% of plants and offices that were assessed by the entity or by the statutory authorities or third parties
Child Labour	0
Forced/Involuntary Labour	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0
Others – please specify	0

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

NIL

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

### Essential Indicators:

1. Details of total energy consumption (in Joules or multiples) and energy intensity

Parameter	FY25	FY24
Total electricity consumption (A) in Mj	31,67,75,416	35,00,75,178
Total fuel consumption (B) in Mj	92,81,728	1,32,13,968
<b>Total energy consumption (A+B)</b>	<b>32,60,57,144</b>	<b>36,32,89,146</b>
Energy intensity (Total energy consumption Mj/ Cr turnover)	2,13,697	2,39,567.11

#### SOLAR GENERATION

Parameter	FY 25	FY 24
Total Renewable energy generated (Kwh)	82,97,688	78,76,513.00
Energy Intensity (Total renewable energy generated/ Cr turnover)	5438	5194.08

Any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.

No

2. Sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Yes/No)

No

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, remedial action is taken, if any.

3. Details of the following disclosures related to water

Parameter	FY25	FY24
Water Withdrawal by Source ( In Kiloliters )		
(i) Surface water	NIL	NIL
(ii) Groundwater	5,90,736	6,00,012.90
(iii) Third party water	NIL	3585.45
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5,90,736	6,03,598.35
Water intensity (water consumed/cr of turnover)	387	396.97

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)

No

4. Mechanism for Zero Liquid Discharge? If yes, details of its coverage and implementation.

Yes, We have implemented Zero Liquid discharge mechanism for all our plants.

Cement roofing sheets, Fibre cement boards & panels manufacturing process reuses the water within itself. Hence there is no discharge of any process water.

5. Details of air emissions (other than GHG emissions) by the entity

Parameter	FY25	FY24
NOx	Emissions values are in line with the regulations requirements as per CPCB.	
Sox		
Particulate Mater		
Persistent organic pollutants (POP)		
Volatile organic compounds (VOC)		
Hazardous air pollutants (HAP)		
Others – please specify		

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)

No

6. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & their intensity

Parameter	Unit	FY25	FY24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,386	1,462.26
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	72,770	79,739.35
<b>Total Scope 1 and Scope 2 emissions</b>	Metric tonnes of CO2 equivalent	74,156	81,201.60
<b>Total Scope 1 and Scope 2 emission intensity</b>	Metric tonnes of CO2e/ Cr of turnover	48.60	53.55

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)

No

7. Project related to reducing Green House Gas emissions? If yes, details.

Visaka Industries has adopted the approach of using its own ATUM solar- An innovative solar roofing as part of all its new factory construction & facilities. We are also adopting ATUM solar roofing in the existing facilities as well.

This approach has led to produce around 83 lakh units of renewable energy, which has led to reduction of around 6516 MT of CO2.

8. Details of waste generated, re-cycled re-used and disposed off

Parameter	FY25	FY24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	NIL	NIL
E-waste (B)	1.06	0.31
Bio-medical waste (C)	NIL	
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste (G)	NIL	NIL
Other Non-hazardous waste generated (H)	12621.34	16386.00
<b>Total ( A+B+C+D+E+F+G+H)</b>	<b>12622.40</b>	<b>16386.31</b>

Parameter	FY25	FY24
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste – Non hazardous</b>		
i. Re-cycled	12621.34	16302.00
ii. Re-used	NIL	NIL
iii. Other recovery operations	NIL	84.00
<b>Total</b>	<b>12621.34</b>	<b>16386.00</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of Waste – Non Hazardous</b>		
i. Incineration	NIL	NIL
ii. Landfilling	NIL	NIL
iii. Other disposal operations	NIL	NIL
<b>Total</b>	<b>NIL</b>	<b>NIL</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste – Hazardous</b>		
i. Re-cycled	1.06	0.31
ii. Re-used	NIL	NIL
iii. Other recovery operations	NIL	NIL
<b>Total</b>	<b>1.06</b>	<b>0.31</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of Waste – Hazardous</b>		
i. Incineration	NIL	NIL
ii. Landfilling	NIL	NIL
iii. Other disposal operations	NIL	NIL
<b>Total</b>	<b>NIL</b>	<b>NIL</b>

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)

No

9. Details of waste management practices, strategy adopted by the company to reduce usage of hazardous and toxic chemicals in our products and processes and the practices adopted to manage such wastes

Visaka Industries always strives to replace hazardous and toxic chemicals in our products with eco-friendly alternatives. As such, the chrysolite fibre is reused within the process if there is any reject roofing sheet material. Our fibre cement & wonder Yarn products do not use any hazardous and toxic chemicals. No hazardous products are sold in ATUM life stores either.

10. Operations/offices if any 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,

Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Yes/No) If no, the reasons thereof and corrective action taken, if any.
NIL	NIL	NIL

11. Details of environmental impact assessments (EIA) of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
NIL					

12. Compliance 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 (Yes/No).

If not, details of all such non-compliances, in the following format

SL No	Law / regulation / guidelines which was not complied with	Details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	NIL	NIL	NIL	NIL

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

#### Essential Indicators:

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

SL No	Name of the trade industry chambers/associations	The reach of trade and industry chambers/ associations (State/National )
1	Confederation of Indian Industry	National
2	United States Green Building Council	International
3	Indian Green Building Council	National
4	Green Rating for Integrated Habitat Assessment	National
5	Fibre Cement Product Manufacturer Association	National
6	Chamber of Commerce	National
7	Quality Circle Forum of India	National
8.	Federation of Indian Chambers of Commerce & Industry	National

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

Name of authority	Brief of the case	Corrective actions taken
NIL	NIL	NIL

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

### Essential Indicators:

- Details of social impact assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of the project	SIA notification No.	Date of notification	Whether conducted by an Independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant weblink
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NIL

- Information on project (s) for which ongoing rehabilitation and resettlement ( R&R) is being undertaken by the entity

SL No	Name of project for which R&R is ongoing	State	District	No. of project-affected families	% of PAFs covered by R&R	Amount paid to PAFs in FY23
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NIL

- Mechanisms to receive and redress grievances of the community

To address the grievances of the local community surrounding our manufacturing units, Visaka Industries has established a dedicated Safety/HSE Committee in each plant. Chaired by the respective plant head, this committee takes prompt action to resolve community issues. We value open communication and actively involve the community in decision-making processes. Through transparency, collaboration, and accountability, we aim to build a strong relationship with the community and ensure their concerns are effectively addressed. Our goal is to foster a harmonious and mutually beneficial partnership with the community, working together towards sustainable growth and resolution of any issues that may arise.

- Percentage of input material (inputs to total inputs by value) sourced from suppliers

Particulars	FY25	FY24
Directly sourced from MSMEs/small producers	5.06	5.72
Sourced directly from within the district and neighbouring districts	Most of the product and service inputs are sourced from within and nearby districts other than imports.	

### Leadership Indicator

- Details of beneficiaries of CSR Projects:  
Please refer to the CSR Report in the Annual Report

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

### Essential Indicators

- Describe the mechanism in place to receive and respond to consumer complaints and feedback
  - The complaints are usually received from the dealers & private customers.
  - Once a complaint is recorded, the sales executive will visit the facility to check the products.
  - A photographic record will be made during the visit.
  - Post the visit, the executive will update the complaints with photographs, Dealer/private customer details & Batch No to escalate it internally.

- A Quality Control executive will then visit the site to inspect the same.
  - A report will be shared by the Quality Executive for necessary action.
  - The report will then be shared to the QC head of department for the next step of Action.
  - It will then be shared to Marketing head & technical head for further approvals.
  - Finally the same will be shared with accounts team for processing any reimbursement or replacement.
2. Turnover of products and /services as a percentage of turnover from all products/service that carry information about

Particulars	As a % of total turnover
Environmental and social parameters relevant to the product	100% of our products are as per BIS standards
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following

Particulars	FY2025			FY2024		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	NIL	NIL	NIL	NIL	NIL	NIL
Advertising	NIL	NIL	NIL	NIL	NIL	NIL
Cyber-security	NIL	NIL	NIL	NIL	NIL	NIL
Delivery of essential services	NIL	NIL	NIL	NIL	NIL	NIL
Restrictive Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Unfair Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Other	NIL	NIL	NIL	NIL	NIL	NIL

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

Particulars	Number	Reasons for recall
Voluntary recalls	NIL	
Forced recalls		

5. Framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, web-link of the policy.

-Yes-

Weblink: <https://www.visaka.co/assets/website/files/investors/ITPolicy.pdf>

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

No such concerns have been raised regarding advertising, delivery of essential services, cyber security and data privacy of our customers, or instances of product recalls. We have consistently maintained high standards in these areas, ensuring the utmost safety, security, and satisfaction for our customers. We remain committed to upholding these standards and continually improving our processes to provide the best possible experience for our valued customers and other stakeholders.