



15th July, 2024

BSE Limited Phiroze Jeejeebhoy Towers, Dalal St, Kala Ghoda, Fort, Mumbai – 400 001. BSE Code No. 507880	National Stock Exchange of India Ltd. Exchange Plaza, 5 th Floor, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (East), Mumbai – 400 051. NSE Code – VIPIND
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Subject: Business Responsibility and Sustainability Report for the Financial Year 2023-24

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, Please find attached herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2023-24, which forms part of the Annual Report FY 2023-24.

The BRSR is also available on the website of the Company at www.vipindustries.co.in.

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

Anand Daga
Company Secretary & Head – Legal

Encl: As above

VIP INDUSTRIES LIMITED

Registered Office: DGP House, 5th Floor, 88C, Old Prabhadevi Road, Mumbai 400 025. INDIA.
TEL: +91 (22) 66539000 **FAX:** +91 (22) 66539089, **EMAIL:** corpcomm@vipbags.com **WEB:** www.vipbags.com
CIN - L25200MH1968PLC013914



Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L25200MH1968PLC013914
2.	Name of the Listed Entity	VIP INDUSTRIES LIMITED
3.	Year of Incorporation	1968
4.	Registered Office Address	DGP House, 5 th Floor, 88-C, Old Prabhadevi Road, Mumbai - 400025
5.	Corporate Address	DGP House, 5 th 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	FY2024 (1 st April 2023 to 31 st March 2024)
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd. (BSE), and National Stock Exchange of India Ltd. (NSE)
11.	Paid up Capital (INR)	28,39,03,764/-
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. Anand Daga 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)	Disclosures under this report are made on a consolidated basis.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products / Services - As on 31st March, 2024

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	3 Offices and 24 Warehouses	29
International*	8	-	8

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

Locations	Number
National (No. of States)	National Market (All states and UT)
International (No. of Countries)	45

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

The contribution of exports as a percentage of the total turnover of the entity is 3% on standalone basis.

c. A brief on types of customers

VIP offers products under the categories of luggage, backpacks, and handbags through five clearly defined brands. These brands offer innovative solutions and addresses the ever- evolving needs of travelers. Hence, our customers include persons from all walks of life and all income profiles to make their journeys truly happy and satisfying.

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)	1,341	1,240	92%	101	8%
2.	Other than Permanent (E)	3,485	3,037	87%	448	13%
3.	Total employees (D + E)	4,826	4,277	89%	549	11%
WORKERS						
4.	Permanent (F)	6,174	2,680	43%	3,494	57%
5.	Other than Permanent (G)	550	510	93%	40	7%
6.	Total workers (F + G)	6,724	3,190	48%	3,534	52%

b. Differently abled Employees and workers:

There are no differently abled employees and workers.

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	3	33.33%
Key Management Personnel	3	1	33.33%

22. Turnover rate for permanent employees and workers

	Turnover rate FY 2023-24			Turnover rate FY 2022-23			Turnover rate FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18%	19%	18%	27%	16%	17%	21%	33%	22%
Permanent Workers	15%	0%	15%	15%	NA	15%	25%	NA	25%



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 ₹) - ₹ 2215.50 Crores (FY 2023-24)
- (iii) Net worth (in ₹)- ₹ 616.75 Crores (FY 2023-24)

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 2023-24			FY 2022-23		
		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**	29	-	-	34	-	-
Employees and workers	Y***	-	-	-	-	-	-
Customers	Y****	1,04,723	-	-	85,863	-	-
Value Chain Partners	Y*	-	-	-	-	-	-
Others (please specify)	-	-	-	-	-	-	-

*No complaints have been received from communities and value chain partners during the FY 2022-23 and FY 2023-24. Complaints / Grievances from communities and value chain partners are addressed by relevant departments on a case-to-case basis. Policies & grievance redressal mechanism are accessible on <https://vipindustries.co.in/investor/disclosure-46-lodr#policies>

**The Company has appointed Registrar and Share Transfer Agent (RTA) Linkin time to look into the grievances/complaints of the shareholders. In addition to it the Company has designated email ID "legal-sec@vipbags.com", where the shareholders can send their grievances/complaints.

The said grievances/complaints are received directly by the Company and are forwarded to RTA promptly to take necessary actions to resolve the same.

***The details of grievance redressal mechanism for employees and workers are provided in Principle 3, point No. 6

**** The details of grievance redressal mechanism for customers are provided in Principle 9, point No. 1

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying The risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Circular Economy	O	With shrinking natural resources and increased cost of material, transitioning to circular models has become very important.	We are committed to efficient resource consumption and optimized packaging with zero compromise on product quality and safety. Most of our products are recyclable in nature. Combating challenges such as cost, market performance, consumer protection, as well as water and waste management, we ensure our packaging is fit-for-purpose and made from low- impact material, or material, which is reusable or recyclable at the end of its life.	Positive
2	Product Stewardship	R	Poor quality or contamination could result in safety issues, reputational damage, financial losses, and product recalls. Consumers are also increasingly curious about the impacts of various lifecycle stages of the products they consume, including packing material used and waste generated.	We have established a company-wide quality assurance programme, along with product testing and traceability programmes. We engage with suppliers to establish and maintain clear and stringent norms for raw material safety and quality.	Negative
3	Talent, Training & Education	O	Proficient employees constitute a valuable asset for the company. Well-trained workers execute their duties more effectively, requiring less time and minimizing the risk of injuries		Positive
4.	Governance	R/O	Governance is both a risk and an opportunity for an organization. Effective governance mitigates risks by ensuring compliance and ethical practices, reducing legal and reputational threats. Simultaneously, it presents an opportunity for organizations to enhance their reputation, build trust, and achieve long-term sustainability, fostering growth and success. Balancing governance practices is crucial for navigating risks and capitalizing on opportunities.	Our strategies include a clear and transparent communication channel. Regular risk assessment to identify and address potential governance vulnerability. We have invested in ongoing training for leadership and staff to enhance governance understanding and practices.	Positive
5	Employee & Health Risk	R	Neglecting the significance of health and safety measures can bring negative consequences to the company. These consequences might include possible increases in legal costs, a decrease in the availability of workers, lower employee morale, and in severe situations, it could jeopardize the company's operational stability.	Medical check-up, vaccination drive. Safety and health protocol	Positive



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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. Other operational internal policies are authorized by 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)	N	N	N	N	N	N	N	N	N
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, TruStea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All the Policies has been made as per the National Guidelines on Responsible Business Conduct, 2019 released by the Ministry of Corporate Affairs. In addition, the company's policies are in line with the ISO certifications namely ISO 9001:2015 (Quality management System) & ISO 14001:2015 (Environmental Management Systems). The certification for ISO 45001:2018 (Occupational Health & Safety Management Systems) is in progress.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our strategies, business model and operations are based on environment protection, employee, and customer safety.								
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 MD has been included at the beginning of this report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Implementation and oversight of the Business Responsibility Policies and the decision making on sustainability related issues is the responsibility of the Risk Management & Business Responsibility & Sustainability Committee of the Board of Directors, which comprises of following members as on March 31, 2024: Mr. Dilip G. Piramal (Chairman of the Committee) Mr. Tushar Jani - Member Ms. Neetu Kashiramka - Member Mr. Ashish Saha - Member								
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.	Implementation and oversight of the Business Responsibility Policies and the decision making on sustainability related issues is the responsibility of the Risk Management & Business Responsibility & Sustainability Committee of the Board of Directors, which comprises of following members as on March 31, 2024: Mr. Dilip G. Piramal (Chairman of the Committee) Mr. Tushar Jani - Member Ms. Neetu Kashiramka - Member Mr. Ashish Saha - Member								

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	The review has been done by Corporate Social Responsibility and Sustainability Committee and MD.									The frequency of the review is Annual with Corporate Social Responsibility and Sustainability and Quarterly with MD.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance with the laws of the land is the first step in responsible business conduct. The compliance review with all the statutory requirements of relevance to the principles of National Guidelines on Responsible Business Conduct has been done by the respective committees of the Board.																	

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.

No, the assessment / evaluation of the working of its policies is being done internally as part of the business operating policies and procedures.

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

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

-----Not Applicable -----

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

We are dedicated to embracing and consistently implementing the highest standards of Corporate Governance, with a firm commitment to upholding the true essence of the Corporate Governance code. Our approach to Corporate Governance emphasizes transparency across our operations, ensuring full disclosure and maximizing shareholder value while steadfastly adhering to laws and regulations. We view Corporate Governance as cultivating trust and strong relationships with stakeholders, underpinned by a robust framework for ethical business practices.

We actively promote ethical behavior and maintain a robust mechanism for reporting any instances of illegal or unethical conduct. We’ve implemented a Whistleblower Policy and established a Vigil Mechanism, enabling employees and Directors to report any instances of unethical behavior, suspected fraud, or violations of the Company’s Code of Conduct or applicable laws, with avenues for resolution.



Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	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 Punishment	No Non-Monetary imprisonment or punishment has been imposed on the entity or on the Directors / KMPs.			

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
	Not Applicable

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

Yes our Company's code of conduct includes an anti-corruption and anti-bribery policy, which has been disseminated to our employees and workers through e-learning modules and face-to-face training sessions to raise their awareness and assist them in evaluating scenarios and making responsible decisions.

V.I.P. Industries Limited is committed to ethical business practices and to acting with integrity in all aspects of its business. The Company's reputation for integrity is a vital business asset that depends upon the commitment of all the Company's Directors, officers, and employees everywhere to act in accordance with the Company's Code of Conduct and all applicable laws and regulations. All the policies are accessible at <https://vipindustries.co.in/investor/disclosure-46-lodr#policies>

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 was taken by any law enforcement agency for the charges of bribery/ corruption against any of the Directors/KMPs/employees.

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

No complaint was received regarding conflict of interest of the Directors, KMPs or any other employee.

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 2023-24	FY 2022-23
Number of days of accounts payables	42	41

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 2023-24	FY 2022-23
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	23.14%	21.03%
	b. Number of dealers / distributors to whom sales are made	645	610
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	25.87%	25.97%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	36%	44%
	b. Sales (Sales to related parties / Total Sales)	0.10%	0.10%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	9%	0%
	d. Investments (Investments in related parties / Total Investments made)	95%	69%

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

We are committed to environmental protection, stakeholder interests, and cost-effectiveness in our raw material procurement and business operations. Our primary raw materials, polymers, and aluminum are sourced from reputable manufacturers to ensure quality and consistency. To minimize our carbon footprint, we're actively researching and developing the use of recycled materials in hard luggage manufacturing. We prioritize safety during transportation and optimize logistics, contributing to climate impact mitigation.

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 2023-24	Previous Financial Year 2022-23	Details of improvements in environmental and social impacts
R & D	-	-	-
Capex	19%	47.68%	-

The following capex were done to improve the environmental and social impacts of product and processes:

1. Replacements of Low-tension cables within the factory which has reduced the power consumptions due to less resistance in the flow of current.
2. Electric Vehicle has been procured in Nashik factory which is being utilized for internal material movement.
3. Composting machine has been procured for preparing the compost from dry leaves and used as manure for the plants in the factory.
4. Replacement of fluorescent tubes with LED Lights in offices and factory
5. Procured Variable frequency drive to AC of 7-ton capacity which has reduced the power consumption.
6. Motion sensor has been implemented at the Head office and Factory shell stores and washroom etc.



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

We are working towards sustainable sourcing policy.

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

Not Applicable

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

All our plastic packaging material is covered under the Extended Producer Responsibility (EPR) on plastic packaging material. We have already registered on EPR portal and complying with the relevant regulations.

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, EPR for plastic waste is applicable for the Company and is registered with CPCB for Extended Producer Responsibility. The waste collection plan is in line with the EPR plan submitted to the Pollution Control Board.

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

VIP Industries has cultivated a dynamic work culture that fosters passion, talent, inquisitiveness, empowerment, and diversity. Within our organization, individuals have the opportunity to expand their horizons both laterally and vertically. Our foundation is built upon core values such as youthfulness, meritocracy, entrepreneurship, and innovation.

Our management team consists of seasoned professionals with extensive experience, energy, and a strong commitment to realizing our bold mission of becoming the world's foremost luggage brand. With diverse backgrounds, expertise from various industries, and a wealth of skills, our dedicated team is poised to elevate VIP from a national brand to a global leader. We operate on an open-door policy, extending inclusivity to our employees, former staff, and business partners, fostering a sense of unity within the 'One VIP community.'

To boost employee morale, numerous digital initiatives were launched, such as virtual health challenges with gamified elements, wellness sessions, online interactions with HR and leadership, and engaging activities aimed at fostering a fun work environment.

Numerous training sessions were conducted for both management and sales staff over the course of the year. A specialized workshop was organized for the product and design team, while induction training was offered to new hires. Key administrative processes such as leave management, attendance tracking, onboarding, business expense reimbursements, and travel arrangements were digitized throughout the year. These initiatives collectively fostered a positive workplace culture and contributed to improved performance levels.

We have implemented the VIP Employee Stock Appreciation Rights Plan, 2018 (ESARP 2018), wherein employees of the Company and its subsidiaries have the privilege of receiving Employee Stock Appreciation Rights (ESAR). These rights allow them to benefit from the future increase in the Company's share value, as predetermined, and are settled through the allotment of company shares. Our ESARP 2018 Plan adheres to the regulations outlined in 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	1,240	1,240	100%	1,240	100%	-	-	1,240	100%	-	-
Female	101	101	100%	101	100%	101	100%	-	-	-	-
Total	1,341	1,341	100%	1,341	100%	101	100%	1,240	100%	-	-
Other than Permanent employees											
Male	3,037	3,037	100%	3,037	100%	-	-	3,037	100%	-	-
Female	448	448	100%	448	100%	448	100%	-	-	-	-
Total	3,485	3,485	100%	3,485	100%	448	100%	3,037	100%	-	-

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	2,680	2,680	100%	2,680	100%	0	0%	2,680	100%	0	0%
Female	3,494	3,494	100%	3,494	100%	3,494	100%	0	0%	0	0%
Total	6,174	6,174	100%	6,174	100%	3,494	100%	2,680	100%	0	0%
Other than Permanent workers											
Male	501	501	100%	0	0%	0	0%	0	0%	0	0%
Female	40	49	100%	0	0%	49	100%	0	0%	0	0%
Total	550	550	100%	0	0%	49	100%	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 2023-24	FY 2022-23
Cost incurred on well-being measures as a % total revenue of the company	0.01%	-

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

Benefits	FY 2023-24			FY 2022-23		
	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*	71%	37%	Y	71%	37%	Y

*All Applicable employees in India are covered under ESI

3. Accessibility of workplaces

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

Yes, the offices are accessible with elevators and ramps for persons with disabilities.



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 also has a policy on equal opportunity employment as per the Rights of Persons with Disabilities Act, 2016. The policy is accessible on <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%	NA	NA
Female	100%	100%	90%	30%
Total	100%	100%	90%	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	Any concerned employee or worker can inform the Complaints Committee through email or written complaint giving details of the incident.
Other than Permanent Workers	
Permanent Employees	<ul style="list-style-type: none"> Once the complaint is received, it will be kept strictly confidential.
Other than Permanent Employees	<ul style="list-style-type: none"> The person accused will be informed that a complaint has been filed against him/her 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 alleged accused initially will be questioned separately with a view to ascertain the veracity of their contentions. If required, the person who has been named as a witness will need to provide the necessary information to assist in resolving the matter satisfactorily. The complainant and the accused shall be informed of the outcome of the investigation. <p>The investigation shall be completed within 90 days of the receipt of the complaint. Where any misconduct is found by the Committee, appropriate disciplinary action shall be taken against the accused. Disciplinary action may include transfer, withholding promotion, suspension or even dismissal or any other action as may deem fit by the Committee.</p> <p>This action shall be in addition to any legal recourse sought by the complainant and the company.</p> <p>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 to express views or issues anonymously to the HR team or to the Complaint Committee.</p>

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

Category	FY 2023-24			FY 2022-23		
	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	1,240	-	0%	692	-	0%
-Female	101	-	0%	65	-	0%
Total	1,341	-	0%	757	-	0%
Permanent Workers						
-Male	2,680	40	1.5%	1,210	54	4%
-Female	3,494	-	0%	2,223	-	0%
Total	6,174	-	0%	3,433	54	2%

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	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	4,277	385	9%	2,994	70%	3,669	315	9%	718	20%
Female	549	49	9%	11	2%	385	17	4%	67	17%
Total	4,826	434	9%	3,005	62%	4,054	332	8%	785	16%
Workers										
Male	3,190	3,190	100%	191	5%	2,939	2,885	98%	2,885	98%
Female	3,534	3,534	100%	177	5%	4,488	4,488	100%	4,488	100%
Total	6,724	6,724	100%	368	5%	7,427	7,373	99%	7,373	99%

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

Company has a strong performance management culture. Every employee undergoes evaluation of his or her performance against the goals and objectives for the year and increase in compensation and reward by way of variable bonuses is linked to the evaluation of individual's performance. All employees of the Company, including Managing Director, are governed by the Company's Performance appraisal System, in addition to the Board approved Remuneration Policy.

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,240	1,240	100%	692	692	100%
Female	101	101	100%	65	65	100%
Total	1,341	1,341	100%	757	757	100%
Workers						
Male	2,680	2,680	100%	1,210	1,210	100%
Female	3,494	3,494	100%	2,223	2,223	100%
Total	6,174	6,174	100%	3,433	3,433	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 coverage is for all the manufacturing locations, warehouses and offices of the Company.

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

Hazard identification and risk assessment process is carried out to identify the work-related hazards and risks. This assessment process helps to identify the hazards pertaining to each activity and allows us to implement control measures against each hazard to bring them to a tolerable risk level. We also have a process of EHS (Environment, Health & Safety) evaluation which is carried out for all new facilities before finalizing the facility. Work permit system is available for all non-routine jobs like hot work, height work, electrical work etc.

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

Yes, we do conduct morning meeting /toolbox talks to inform the workers about the hazards and risk in their respective work. During that meeting the workers are allowed to highlight any work-related hazards. In these toolbox talks they are clearly informed to remove themselves from risks in case if any.



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

Yes, we have medical insurance for all our management employees, and we have a tie up with Ekinicare telemedical services which provides the employees all health related services like doctor consultation, Fitness, Nutrition, mental illness counselling, 24X7 Ambulance services etc. We have also conducted full body analysis for all management employees. The Company provides the interest free financial assistance for any medical emergency for self, spouse, dependent children & dependent parents.

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

Safety Incident/Number	Category	FY 2022-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	NA
	Workers		
Total recordable work-related injuries	Employees	0	20*
	Workers		
No. of fatalities	Employees	0	0
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers		

*All the incidents required only the first aid with no Loss Time.

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

Health & safety is a consistent practice at our facilities. We have installed fire protection equipment's, conducted fire safety training, and always ensured factory hygiene. Moreover, fire evacuation drills are conducted once a month to raise awareness amongst the employees and workers to ensure the safety of people, plants, and products.

We do promote inclusion and diversity at the workplace. VIP Industries Limited was recognised as a 'Bronze' employer in the IWEI's (India Workplace Equality Index) Top Employers for 2020 which recognizes employers who are leading the way in India to advance LGBT+ inclusion.

In order to build awareness on the Prevention of Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 ('the Act') and Rules, we have been conducting programmes on a continuous basis. We have complied with provisions relating to the constitution of the Internal Complaints Committee under the Sexual Harassment Act. We have also appointed external independent persons, who have done work in this area and have requisite experience in handling such matters.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	NA	-	-	NA
Health & Safety	-	-	NA	-	-	NA
Sexual Harassment	-	-	NA	-	-	NA
Discrimination at workplace	-	-	NA	-	-	NA
Child Labour	-	-	NA	-	-	NA
Forced Labour / Involuntary Labour	-	-	NA	-	-	NA
Wages	-	-	NA	-	-	NA
Any other type of complaint	-	-	NA	-	-	NA

14. Assessments for the year:

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

We have conducted IS 14489 Health and safety audit for the factories and the observations are being rectified. Internal EHS audits are being carried out in warehouse, offices and factories and the observations are being rectified.

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

Not Applicable

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

We acknowledge the extensive impact of our business operations on the communities. We affirm our dedication to conducting our corporate affairs in a socially and environmentally conscientious manner. Aligned with our core values of youthfulness, meritocracy, entrepreneurship, and innovation, we channel collective efforts towards generating value for a broad spectrum of stakeholders, including shareholders, customers, employees, suppliers, business partners, local communities, and other organizations.

VIP Industries Ltd. is committed to advancing gender equality and creating a supportive environment for women to excel in their professional journeys. Keeping in view of International Women’s Day theme for 2024 of "Inspiring Inclusion", through this initiative we encourage women to soar to new heights and make a lasting impact in their fields. "SheLeads" is a program designed to nurture and empower women professionals. Its goal is to help them realize their full potential as leaders. The program provides a transformative learning experience, emphasizing on the development of leadership competencies, enhanced business acumen, and the creation of influential networks.

In pursuit of sustainable development, we integrate Corporate Social Responsibility (CSR) into our core business processes, actively participating in various CSR initiatives. Our unwavering commitment lies in directing our business endeavors towards sustainable value creation and innovation, reflecting our steadfast dedication to the well-being of all stakeholders.

Essential Indicators

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

Stakeholders are individuals or groups that have interests that are affected or could be affected by an organization's activities. The internal and external groups of key stakeholders have been identified on the basis of their immediate impact on the operations and working of the company and where the business can have the greatest impact.

VIP Industries Limited recognizes existing and potential customers, employees, shareholders, investors, regulatory authorities, media, and community as its stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	N	Customer & Distributor Meetings, Customer Feedback, Website, Product Catalogues	Ongoing	Customer satisfaction, product quality, product safety,
Employees	N	Notice Boards, Website, Employee Survey feedback, Annual Performance Review, Meetings, Trainings	Ongoing	Working condition, Employee performance, Employee Satisfaction
Shareholders	N	AGM, Investor meets, Investor Grievance redressal mechanism	On going	Business Strategies and Performance
Regulatory Authorities	N	Regulatory Filings	Ongoing	Legal Compliance
Media	N	Press Releases, Social Media Platforms, Media interactions	Ongoing	Information dissemination, communicating company's perspective
Community	Y, Underprivileged communities	Corporate Social responsibility initiatives	Ongoing	Social welfare



PRINCIPLE 5 Businesses should respect and promote human rights Essential Indicators

We are dedicated to upholding and safeguarding the Human Rights of all individuals affected by our business, with a particular emphasis on our employees and those who may be vulnerable or marginalized. We have established an Anti-Sexual Harassment Policy and implemented diverse grievance redressal mechanisms to effectively address concerns related to human rights issues.

Our commitment extends to contributing to Human Rights causes through our Corporate Social Responsibility (CSR) initiatives, in areas of education and sports.

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 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees' workers covered (D)	% (D / C)
Employees						
Permanent	1,341	1,341	100%	757	99	13%
Other than permanent	3,485	3,485	100%	3,297	21	1%
Total Employees	4,826	4,826	100%	4,054	120	3%
Workers						
Permanent	6,174	6,174	100%	3,433	3,379	98%
Other than permanent	550	550	100%	3,994	3,994	100%
Total Employees	6,724	6,724	100%	7,427	7,373	99%

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

Category	FY 2023-24					FY 2022-23				
	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	1,240	0	0%	1,240	100%	692	1	0%	691	100%
Female	101	0	0%	101	100%	65	1	2%	64	98%
Other than Permanent Employees										
Male	3,037	0	0%	3,037	100%	2,977	0	0%	2,977	100%
Female	448	0	0%	448	100%	320	0	0%	320	100%
Workers										
Permanent Workers										
Male	2,680	0	0%	2,680	100%	1,210	76	6%	1,134	94%
Female	3,494	0	0%	3,494	100%	2,223	129	6%	2,094	94%
Other than Permanent Workers										
Male	510	0	0%	510	100%	1,729	936	54%	793	46%
Female	40	0	0%	40	100%	2,265	899	40%	1,366	60%

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)*	2	3,19,09,958	2	6,46,71,419
Key Managerial Personnel	2	95,51,352	0	-
Employees other than BOD and KMP	1,236	4,77,415	100	5,75,072
Workers	2,680	3,72,000	3494	96,308

*Mr Anindya Dutta stepped down as Managing Director w.e.f November 13, 2023 and Mr. Ashish Saha was appointed as Executive Director w.e.f August 7, 2023.

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

	FY 2023 - 24	FY 2022-23
Gross wages paid to females as % of total wages	11%	11%

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

Yes, the Chief Human Resource Officer is the focal point for addressing human rights impacts or issues caused or contributed to by the business.

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

Internal Committee (IC) has been set up to redress complaints received regarding sexual harassment. With respect to other human rights issues, complaints can be made directly to the Chief Human Resource Officer will resolve the issue.

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

	FY 2023-24			FY 2022-23		
	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 2023-24	FY 2022-23
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.

Vigil Mechanism Policy and the Policy on Prevention of Sexual Harassment provides the mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.



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

No, this is being assessed by the legal function.

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 assessments have been done internally by the entity in the course of business operations.

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

Not Applicable

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

We are dedicated to environmental sustainability, endeavoring to maintain a delicate equilibrium between economic advancement and environmental preservation, with a conscientious consideration for ecological aspects. Regular identification and assessment of potential environmental risks associated with our business activities are integral to our operational approach. We consistently develop innovative strategies and initiatives to tackle global environmental challenges such as climate change and global warming. This involves ongoing efforts to reduce and optimize the utilization of energy, water, raw materials, and logistics, coupled with extensive tree plantation initiatives.

As an illustrative example, we have implemented measures such as replacing high-pressure vapor lamps with energy-efficient LED lights in shop floors and streets. Additionally, the installation of a timer control system for lighting in specified areas within manufacturing plants and shop floors, along with the replacement of outdated air compressors with more energy-efficient alternatives, underscores our proactive stance in environmental conservation.

We have also worked on technological improvements in forming machine for reducing the heating time of double station machines, induction of air saving control valve to reduce the air wastage during idle department operations, induction of temperature control system for fan switching ON/OFF for cooling tower in place of fan being continuously ON, replacement of old oil based technology HT breaker into latest vacuum type HT breaker and recycling of used stretch wrap film in molding of accessories.

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources	-	-
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable resources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	79819 GJ	73027 GJ
Total fuel consumption (E)	249 GJ	506 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	80068 GJ	73534 GJ
Total energy consumed (A+B+C+D+E+F)		
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	35.67 GJ/Crore of Turnover	35.31 GJ/Crore of Turnover

Parameter	FY 2023-24	FY 2022-23
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	9.79 GJ/Crore of Turnover	9.84 GJ/Crore of Turnover
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

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

The operations of the Company are not covered under the Performance, Achieve and Trade (PAT) Scheme of the Government of India

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	103412	108702
(iii) Third party water*	318674	197324
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	422086	306026
Total volume of water consumption (in kiloliters)	422086	306026
Water intensity per rupee of turnover (Total Water consumption /Revenue from operations)	188.01 KL/Crore of Turnover	146.96 KL/Crore of Turnover
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	51.6 KL/Crore of Turnover	41.10 KL/Crore of Turnover
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

*Municipal Water

- 4. Provide details related to water discharge**

No water is discharged out of the plant premises. Office wastewater discharge is done into the municipal wastewater drainage. Wastewater discharge from offices is not measured.

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

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

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

Yes, the Plants of the Company doesn't discharge any wastewater.



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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	mg/Nm ³	22.54	22.54
SOx	mg/Nm ³	18.11	18.11
Particulate matter (PM)	mg/Nm ³	41.87	41.87
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

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

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	96	78
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	18248	16431
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ Equivalent / Crores of Turnover	8.17	7.93
Total Scope 1 and Scope 2 emission intensity per rupee turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ Equivalent / Crores of Turnover	2.24	2.21
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emissions intensity (optional) – The relevant metric may be selected by the entity	-	-	-

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

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

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

The following interventions/projects have been taken up to reduce Greenhouse gas emissions:

- Zipper Localization
- Trolley components sourcing and assembly at Bangladesh
- Webbing Localization
- Wheel specifications change from Nylon to PP
- Reuse of stretch wrap film into granules and use of it in the canopy
- Foam reduction in Nashik
- Usage of Mild steel in aluminum trolley
- Returnable packaging of Trolley
- Upgradation of old injection molding machine with latest servo control system
- Replacement of high-pressure sodium vapor street light by low power LED light

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	192	125
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)- Oil-soaked Cotton waste	-	2
Other Non-hazardous waste generated (H). Paper	2760	596
Total (A+B + C + D + E + F + G + H)	2952	723
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	1.31 Tons / Crore of turnover	0.35 Tons / Crore of turnover
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.36 Tons / Crore of turnover	0.10 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	2952	723
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	2952	723
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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

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

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

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

We maintain a ZERO waste to landfill operations at our plants. Being an environmentally conscious and responsible organization, we don't send our wastes to landfill. All the raw material wastes are either reprocessed in our own manufacturing or sent for other industrial uses.

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

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

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

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



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

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

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

We maintain close collaboration with prominent Industry Associations and Chambers of Commerce at various levels—International, National, State, and Local—to champion and advance diverse causes that serve the broader interests of the industry, economy, society, and the public, particularly in the realm of economic reforms. Our membership includes active participation in organizations such as the Confederation of Indian Industry (CII), IMC Chamber of Commerce and Industry, and the Indo-German Chamber of Commerce.

Essential Indicators

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

3

- 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

Under CSR program, the Company has adopted a comprehensive approach to promote education and sports. The Corporate Social Responsibility (CSR) activities are carried out through external agencies. All CSR projects undergo internal scrutiny, gaining approval from management and regular review. Ongoing monitoring of the progress of approved CSR initiatives occurs, with periodic evaluations of submitted reports.

Embedded in our Corporate Social Responsibility (CSR) Policy is a commitment to fostering inclusive growth and equitable development. We prioritize CSR as an integral business process for sustainable development, engaging in diverse activities such as the promotion of education, including special education, and the enhancement of vocational skills that particularly benefit children, women, the elderly, and individuals with disabilities.

Essential Indicators

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

No requirement of Social Impact Assessments (SIA) of projects was applicable to the company in the FY 2023-24

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

There was no project involving R&R during the FY 2023-24 or 2022-23.

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

There are several mechanisms in place to receive grievances from the community such as access to e-mail ID of Legal and Compliance officer, Website, Customer helpline /Toll-free number. The grievances from community are addressed by Legal and Compliance officer along-with Stakeholders' Relationship Committee of the Board.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers*	30.68%	20%
Directly from within India*	51%	-

*Relates to India operations only

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

Location	FY 2023 -24	FY 2022-23
Rural	-	-
Semi-Urban	-	-
Urban	17%	18%
Metropolitan	83%	82%

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

The Company's unwavering dedication to delivering top-tier products and services is underscored by its prioritization of customer safety. A robust system has been instituted to manage customer feedback and complaints effectively. Multiple channels, including email, telephone, website, social media, and feedback forms, are provided to customers for seamless communication with the Company. All complaints are thoroughly attended to and resolved.

Our enduring commitment to our customers remains steadfast, as we persistently strive to introduce innovative and superior products to enhance their overall experience.

Essential Indicators

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

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

S.N.	Channel	SOP
1	RT (Retail)	Store managers of CR & FR to raise tickets / assist customers in raising ticket.
2	GT	Customer self-ticketing, assistance by channel partner in outlining SoP for self-ticketing or raising ticket by channel partner in VIP POS app
3	CSD/CPC & MT	Promoters to help partners raise customer replacement ticket
4	E-com & Inst	Self-ticketing or assistance by call center/ nearest RT outlet

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

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

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

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

	FY 2023-24			FY 2022-23		
	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
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber Security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others	1,04,723	-	-	85,863	-	-

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

	Number	Reasons for recall
Voluntary	Nil	-
Forced recalls	Nil	-

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

Yes, the company has a Data Protection and Privacy Policy.

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

Not Applicable

7. Provide the following information relating to data breaches:

- Number of instances of data breaches : Nil
- Percentage of instances of data breaches involving personally identifiable information of customer : 0%
- Impact, if any, of the data breaches : NA