



Date: 03rd September 2024

To,
The National Stock Exchange of India Ltd.
Exchange Plaza,
Plot no. C/1, G Block,
Bandra-Kurla Complex
Bandra (E), Mumbai - 400 051.

To
Department of Corporate Services,
BSE Limited,
Phiroze Jeejeebhoy Towers
Dalal Street, Fort,
Mumbai - 400 001.

Scrip Code No. VADILALIND-EQ

Scrip Code: 519156

Dear Sir,

Subject: Business Responsibility and Sustainability Reporting

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the financial Year (FY) 2023- 24, which also forms part of the Annual Report for FY 2023-24.

Kindly take the same on record

Thanking you,
For **VADILAL INDUSTRIES LIMITED**

Rashmi Bhatt
Company Secretary & Compliance Officer

VADILAL INDUSTRIES LIMITED

Reg. Office : Vadilal House, 53, Shrimali Society, Nr. Navrangpura Railway Crossing, Navrangpura, Ahmedabad - 380009.

Ph. No.: 079-26564019-24. Email id : info@vadilalgroup.com

Website : www.vadilalicecreams.com / www.vadilalgroup.com CIN No. : L91110GJ1982PLC005169

ANNEXURE – D TO THE DIRECTORS’ REPORT

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

I Details of the listed entity

Sr. No.	Details of Listed Entity	Particulars
1	Corporate Identity Number (CIN) of the Company	L91110GJ1982PLC005169
2	Name of the Company	Vadilal Industries Limited
3	Year of Corporation	1982
4	Registered Address	Vadilal House, 53, Shrimali Society Nr. Navrangpura Railway Crossing, Navrangpura, Ahmedabad- 380009
5	Corporate office address	2 nd Floor, South Block , Punishka House, next to One 42, opp. Jayantilal Park BRTS stop, Bopal Ambli Road Ahmedabad-380058.
6	E-mail id	shareslogs@vadilalgroup.com
7	Telephone	079-48081200
8	Website	www.vadilalgroup.com
9	Financial Year reported	Financial year 2023-24 (April 1, .2023 to March 31, 2024)
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11	Paid up Capital	718.78 Lacs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Rashmi Bhatt -Company Secretary & Compliance Officer Telephone : 079-48081200 Email : shareslogs@vadilalgroup.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).	Standalone basis
14	Name of assurance provider	Not Applicable as the Company does not fall under the purview of external assurance as per requirements of securities and Exchange of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.
15	Type of assurance obtained	

II Products/services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Company
1	Manufacturing	Ice-cream, Dairy Products and Processed Food manufacturing	100.00%

17. Products/Services sold by the Company:(accounting for 90% of the turnover):

S.No.	Product/Service	NIC Code	% of Total Turnover
1	Ice-cream, Dairy Products and Frozen Desserts products	1050	90%
2	Processed Foods etc	1030	10%

III Operations

19. Number of locations where plants and/or operations/offices of the Company are situated:

Location	Number of Plants	Number of Offices	Total
National	3	3 Manufacturing, Head office, Corporate office 2, Parlours, 2 Depo + 4 Hired locations	13

20. Markets served by the entity:

a. Number of locations

Location	Number
National (No of States)	24 and 2 Union Territories
International (No. of Countries)	Export to 24 Countries

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

Exports sales is 18.74% of total turnover of the entity

d. A brief on types of customers:

Company is Selling its goods to various customers situated in different states within India for domestic business and Company is selling to its subsidiary as well as customer across the globe for export business

IV. Employees

Details as at the end of Financial Year: FY 2023-24

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)	583	560	96.05%	23	3.95%
2.	Other than Permanent (E)	49	45	91.84%	4	8.16%
3.	Total employees (D + E)	632	605	95.73%	27	4.27%
WORKERS						
4.	Permanent (F)	98	46	46.94%	52	53.06%
5.	Other than Permanent (G)	3392	2869	84.58%	523	15.42%
6.	Total workers (F + G)	3490	2915	83.52%	575	16.48%

b. Differently abled employees and workers:

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

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	%(B/A)
Board of Directors	6	2	33.33%
Key Managerial Personnel (KMP)*	4	1	25%

22. Turnover rate for permanent employees and workers:

	FY 2024			FY 2023			FY 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.17%	0.17%	1.34%	0.76%	0.03%	0.79%	1.59%	0.05%	1.63%
Permanent Workers	0.00%	0.00%	0.00%	0.00%	0.30%	0.30%	0.39%	0.23%	0.62%

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23. (a) Names of holding/subsidiary/associate companies/joint ventures:

Refer to Form AOC-1 provided at Page No. 24 of this Annual Report for information and holding / Subsidiary/associate Companies / joint ventures

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (₹ in Crore): 912.57

(iii) Net worth (₹ in Crore): 307.27

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 (NGRBC):

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place	FY 2024			FY 2023		
	(If Yes, then provide web-link for grievance redress policy)	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	No	0	0	-	0	0	-
Investors (other than shareholders)	N.A	0	0	-	0	0	-
Shareholders	Yes ,through share Transfer Agent or Stock Exchanges	2	0	-	2	0	-
Employees and workers	Yes. Weblinks*	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	30	3	-	5	0	-
Others (please specify)	No-	0	0	-	0	0	-

*Weblinks: Policy: https://vadilalgroup.com/?page_id=904

Vigil mechanism: <https://vadilalgroup.com/wp-content/uploads/2018/08/Vigil-Mechanism-VIL.pdf>

24. Overview of the Company'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:

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	Plastic (laminated used for packaging)	Risk and Opportunity	Limited recycling infrastructure. Reduced plastic consumption, use of recycled content and pack-size optimization.	Move to mono layer laminate to mitigate impact. approach directed towards circular economy.	Change to mono Layer will be negative. Reduced plastic usage will be positive.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct [NGRBC] as brought out by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

S. No.	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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Policy and management processes

1.	Whether your Company's policy/policies cover each principle and its core elements of the NGRBCs.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Web Link of the Policies, if available	@	@	@	@	@	@	@	@	@
2.	Whether the Company has translated the policy into procedures.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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 Company and mapped to each principle.	<p>The Company has always made continuous efforts to improve the "OVERALL PRODUCT QUALITY" by following the stringent GMP norms and continuous process innovation. This is the evident of the achievement of FSMS (Food Safety Management System) Certifications i.e. BRC: Issue-6 with Grade "A", ISO-22000:2005 and HALAL for our Processed Food Division (PFD), located at Dharampur, Dist. Valsad, Gujarat.</p> <p>The PFD Manufacturing facility is also listed in "Two Star Export House" Status by Joint Director General of Foreign Trade, Ministry of Commerce and Industry for export of Processed Foods Products -APEDA.</p>								

		The Ice Cream plants of the Company located in two locations i.e. Pundhra in Gujarat & Bareilly in UP are also certified for ISO22000:2005 and BRC: Issue 6 for Food Safety Management System is another feather in the cap of the Company.
5.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	The Company is dedicated towards providing long-term sustainable value to its stakeholders. While the Company is still in the process of defining targets, it is however taking conscious efforts to promote a sustainable way of living by providing highest quality of products and eco-friendly packaging.
6.	Performance of the Company against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company is taking conscious efforts towards sustainability by providing the highest quality of products and eco-friendly packaging.

Governance, leadership and oversight

7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>The Company is striving towards setting - up targets for ESG and committed achieve them in near future</p> <p>The Company has made substantial progress in the sustainability journey towards reducing overall emissions. The key projects across 4 focus areas:</p> <ul style="list-style-type: none"> » Sourcing the ingredients sustainably: especially raw materials where your Company is working closely with farmers to educate / build sustainability practices. » Manufacturing sustainably: By increasing usage of renewable sources of energy. » Optimizing use of water: By conserving, limiting usage, facilitating re-use. » Building sustainable packaging options: Reducing overall use of virgin plastic material, design for recycle. <p>Your Company is committed to being open and transparent, and to listening to the views of others as we move forward in sustainable development.</p>
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	At the highest level, the Board of Directors of your Company, led by the Managing Directors, has the primary role to protect and assess the Business Responsibility (BR) performance of your Company.
9.	Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? If yes, provide details.	The Company has a committee on sustainability and the Company's Business performance is reviewed by the Board of Directors on an annual basis in addition Risk Management Committee addresses internal/ External risks pertaining to sustainability as identified

Note: The policies have been derived and adopted from the Vadilal group Policies and are aligned as per local requirements to safeguard the interests of all its stakeholders.

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	All the policies of the Company, as approved by the Board, are reviewed periodically or on need basis. The Company complies with the regulations to the extent and principles as are applicable.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non- compliances																		

11. Has the Company carried out independent assessment/ evaluation of the working of its policies by an external agency? If yes, provide name of the agency.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the Company carried out independent assessment/ evaluation of the working of its policies by an external agency? If yes, provide name of the agency.	The Company ensures that all the policies are reviewed internally either by the department heads /domain Experts /relevant committee members as application								

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company does not consider the principles material to its business	Not Applicable								
The Company is not at a stage where it is in a position to formulate and implement the policies on specified principles									
The Company does not have the financial or/human and technical resources available for the task									
It is planned to be done in the next financial year									
Any other reason									

PRINCIPLE 1

Business should conduct and govern themselves with integrity, and in a manner that is Ethical , Transparent and Accountable
Essential Indicator

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 (BOD)	NIL	NA	NA
Key Managerial Personnel (KMPs) (Training is administered using the virtual learning platform)	NIL	All principles	100.00%
Employees other than BoD and KMPs Majority of the training programs are administered through the internal virtual leaning platform. Some employees are also covered via classroom sessions – 51 such sessions have been held during the year.	632	All principles	100%
Workers	3490	All principles	100%

2. Details of fines/penalties/punishment/award/ compounding fees/settlement amount paid in proceedings (by the Company or by directors/KMPs with regulators/law enforcement agencies/judicial institutions, in the financial year:

(Note: the Company 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 Company's website):

During 2023, no fines/penalties/punishment/award/compounding fees/settlement amount was paid in proceedings (by the Company or by directors/KMPs with regulators/law enforcement agencies/judicial institutions.

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
Penalty/ Fine					
Settlement			NIL		
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
Imprisonment					
Punishment			NIL		

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

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

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

Yes. The Company has a Policy which prescribe certain values and principles and Company has committed to globally. Other significant documents from the Vadilal Group, which define the standard of behaviour of the Company, are Vadilal Purpose and Values and Vadilal Responsible Sourcing Standard.

The Vadilal Code of Business Conduct specifies and helps the continued implementation of the Corporate Business Principles by establishing certain non-negotiable minimum standards of behaviour in key areas, one of which is anti- corruption and bribery. The policy prescribed behaviour pertaining to the area. Part of it states, "The Employees must never, directly or through intermediaries, offer or promise any personal or improper financial or other advantage in order to obtain or retain a business or other advantage from a third party, whether public or private. Nor must they accept any such advantage in return for any preferential treatment of a third party.

Moreover, employees must refrain from any activity or behaviour that could give rise to the appearance or suspicion of such conduct or the attempt there of." The link of the policy is provided hereunder: [Vigil-Mechanism-VIL.pdf \(vadilalgroup.com\)](#)

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

Segment	FY 2024	FY 2023
Directors	None	None
KMPs		
Employees		
Workers		

6 Details of complaints with regard to conflict of interest:

	FY 2024		FY 2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	0	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of conflict of interest of the KMPs	0	Not Applicable	0	Not Applicable

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, or cases of corruption and conflicts of interest:

Not Applicable.

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

	FY 2024	FY 2023
	Number	Number
Number of days of accounts payable	43	36

8. 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:

In Crores

Parameter	Metrics	FY 2024	FY2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchase	-	-
	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	-	-
	b. Number of dealers distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	0.19	0.28
	b. Sales (Sales to related parties/ Total Sales)	855.2	0.19
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.07	0.07
	d. Investments (Investments in related parties/ Total Investments made)	2.90	2.90

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

The Company facilitates capacity building workshops and awareness sessions for its key value chain partners including farmers, suppliers/vendors, distributors to educate and create awareness on key areas like safety, quality, human rights, labour practices and sustainability.

Value Chain Partner	Total No. of Awareness Sessions Held	Topics/ Principles covered under the training	% of value chain programme partners covered (by value of business done with such partners) under awareness programmes
Dairy Farmers	3	Routine crop awareness farming methods. Crop protection, insect & pest biological control.	About 25%

2. Does the Company have processes in place to avoid/ manage conflict of interests involving members of the Board? If Yes, provide details of the same:

Yes. The Company has adopted Code of Business Conduct' ("the Code"). The Code is available on the website of the Company at https://vadilalgroup.com/?page_id=904. The Code requires the directors, key managerial personnel, senior management and employees to avoid situations in which their personal interests could conflict with the interests of the Company. Further, the Board of Directors sign-off on the Code of Business Conduct on an annual basis.

PRINCIPLE 2

Product Life Cycle Sustainability: Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

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

(Amount Rupees in Crore)

	FY 2024	FY 2023	Details of improvements in environmental and social impacts
R&D	0.66	0.79	Invested towards innovation and renovation of products to achieve high manufacturing quality and safe products.
Capex	NIL		

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

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

Yes, Company has sourcing policy which includes vendor selection procedure, standard norms, delivery schedule, quality parameter, visit to vendor's location for proper sourcing. During 2023-24, about 60% of inputs were sourced sustainably

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:

Company endeavors to re-cycle its plastic and E-Waste through authorized / certified vendors

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

Yes, Extended Producer Responsibility (EPR) is applicable. As a responsible manufacturer of food products, your Company has initiated collection and management of both pre-consumer and post-consumer plastic packaging through registered waste management service providers as a part of EPR. This initiative not only ensures compliance to 'Plastic Waste Management Rules' 2016 and as amended but also facilitates reinforcement of positive attitude and behaviour towards responsible waste disposal through consumer awareness. All the packaging carries anti-litter logo for consumer awareness. For easy segregation and recycling, packaging identification logo is placed on the plastic-based packaging material.

Leadership Indicators

1. Has the Company conducted Life Cycle Perspective/ Assessments (LCA) for any of its products?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency	Results communicated in public domain If yes, provide the web-link
Not Applicable					

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

Name of Product/ Service taken	Description of the Risk /Concern	Action
Not Applicable		

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

Indicate Input Material	Recycled or used input material to total material	
	FY 2024	FY 2023
Not Applicable		

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

	FY 2024			FY 2023		
	Re-Used	Recycled	Safety Disposed	Re-Used	Recycled	Safety Disposed
Plastics (Including Packaging)	Not Applicable					
E-Waste						
Hazardous Waste						
Other Waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category:

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

PRINCIPLE 3

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

Essential Indicators

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

Category	% of Employee 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)
Permanent Employees											
Male	560	560	100%	560	100%	0	0%	560	100%	-	-
Female	23	23	100%	23	100%	6	26%	0	0%	-	-
Total	583	583	100%	583	100%	6	1.00%	560	100%		
Other than Permanent Employees											
Male	892	892	100%	892	100%	0	0%	0	0%	-	-
Female	5	5	100%	5	100%	1	20%	0	0%	-	-
Total	897	897	100%	897	100%	1	0.10%	0	0%		

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)
Permanent Employees											
Male	27	27	100%	27	100%	27	100%	0	-	-	-
Female	56	56	100%	56	100%	56	100%	0	-	-	-
Total	83	83	100%	83	100%	83	100%	0	-	-	-
Other than Permanent Employees											
Male	2862	2670	93%	2670	93%	0	0%	0	-	-	-
Female	468	201	43%	201	43%	0	0%	0	-	-	-
Total	3330	2871	86%	2871	86%	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 2024	FY 2023
Cost incurred on well-being measures as a % of total revenue of the Company	0.085%	0.075%

2. Details of retirement benefits, for FY 2024 and FY 2023:

Benefits	FY 2024			FY 2023		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	-	-
ESI	100%	100%	Y	100%	100%	Y
Others – please specify	N.A	N.A	N.A	N.A	N.A	N.A

3. Accessibility of workplaces:

Are the premises/offices of the Company 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 Company in this regard.

Yes, Company's premises/offices are accessible to people with disabilities, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

VIL is committed to offering equal employment opportunities to all individuals and does not discriminate on the basis of age, colour disability, marital status, nationality, race, religion, sexual orientation. Upholding this principle, the Company endeavours to facilitate a work environment that is devoid of any harassment stemming from the aforementioned considerations.

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%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

Employee (Employee-> Supervisor -> Manager HR-> Grievance Committee)

Worker (Worker -> Supervisor-> Contractor -> Manager HR -> Grievance Committee)

	Yes/No
Permanent Workers	Yes, Mechanism brief as above
Other than Permanent Workers	Yes, Mechanism brief as above
Permanent Employees	Yes, Mechanism brief as above
Other than Permanent Employees	Yes, Mechanism brief as above

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

Category	FY 2024			FY 2023		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	0	0	0%	0	0	0%
- Male	0	0	0%	0	0	0%
- Female	0	0	0%	0	0	0%
Total Permanent Workers	78	78	100%	83	83	100%
- Male	26	26	100%	27	27	100%
- Female	52	52	100%	56	56	100%

8. Details of training given to employees and workers:

Category	FY 2024					FY 2023				
	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	560	378	68%	305	54%	550	454	83%	326	59%
- Female	23	6	26%	7	30%	21	14	67%	7	33%
Total	583	384	66%	312	54%	571	468	82%	333	58%
Workers										
- Male	2708	2598	96%	1075	40%	2311	2074	90%	1040	45%
- Female	254	252	99%	158	62%	257	243	95%	257	100%
Total	2962	2850	96%	1233	42%	2568	2317	90%	1297	51%

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

Category	FY 2024			FY 2023		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
- Male	560	548	98%	554	514	93%
- Female	23	23	100%	32	17	53%
Total	583	571	98%	586	531	91%
Workers						
- Male	0	0	0%	0	0	0
- Female	0	0	0%	0	0	0
Total	0	0	0%	0	0	0

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the Company? If yes, the coverage such system?

Yes, the company has process in place to ensure safety of its permanent employees across its operations. The company places utmost importance on fostering a safe working environment.

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

As a part of its ISO 45001:2018 compliant Occupational Health and Safety Management System, Company has a documented procedure to carry out assessment of work-related hazards and risks for all routine and non-routine activities carried out at any location. Hazard and risk identification is carried out by the process owners in consultation with the safety experts. The process owners are responsible to ensure adequate controls are identified and implemented to control the identified risks. Mitigation plan and controls are provided to eliminate the identified hazards and risks.

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

Yes. Company has a safety incident reporting and management process to ensure that all work-related incidents (which include accidents, near-misses, unsafe conditions and unsafe acts) are reported and closed after taking necessary corrective actions. This is enabled through an online safety incident reporting tool which is accessible to all employees to facilitate transparent reporting. The platform also supports incident investigation and corrective action with the perspective of eliminating hazards and preventing incidents. The awareness to employees on incident reporting is created during through trainings and communication through E-mails. The action owners are also sensitized on the importance of taking corrective action within given timelines with the perspective of eliminating hazards and ensuring mitigation plan is implemented and employee can also report their health and safety related issues or concerns through an internal administration helpdesk and these issues are resolved by the concerned action owner within prescribed timelines. They can also email their concerns to the Corporate office or email ID and communicate with local health and safety teams.

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

All employees benefit from health insurance coverage, ensuring their wellbeing is prioritized. First aid kits are readily available, guaranteeing immediate assistance in any situation across our business operations. Additionally, we conduct wellness initiatives and mindfulness activities, empowering our workforce to manage their wellbeing holistically, focusing on mind, body and purpose.

11. Details of safety related incidents:

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

12. Describe the measures taken by the Company to ensure a safe and healthy work place:

Company recognizes, health and safety and overall physical and mental wellbeing of its employees is integral to its success and growth aspirations as spelled out in its Policy. Company is committed to provide safe workplaces focusing on preventing injuries, illnesses, and continuously strives to eliminate hazards and reduce risks. Some of the mitigation measures to prevent or mitigate significant occupational health & safety impacts includes.

1. Conducting safety awareness programme (emergency preparedness plan, fire safety, first -aid training etc,)
2. Training program for operations
3. Periodic check of equipment's
4. other trainings / sessions

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

	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Health and safety practices		NA			NA	
Working Conditions		NA			NA	

14. Assessments for the year:

	% of your Plants and Offices that were Assessed (by the Company or Statutory Authorities or Third Parties)
Health and safety practices	100%
Working Conditions	100%

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:

NA

Leadership Indicators

1. Does the Company extend any life insurance or any compensatory package in the event of death of (A) Employees (B) Workers?

YES, for employees it's up to Rs. 5 Lacs and for workers company has a policy of workmen Compensation

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

The Company monitors and track the Compliance of value chain partners locally and centrally and ensures that all relevant statutory payments are deducted and deposited according to regulatory standards.

The Company anticipates its partners in the value chain to follow business responsibility and maintain transparency and accountability values.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024	FY 2023	FY 2024	FY 2023
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the Company provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

NO

5. Details on assessment of value chain partners on health and safety practices and working conditions:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	-
Working Conditions	-

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

The Company is Evaluating its health and safety practices within its value chain partners to ensure a sustainable chain

PRINCIPLE 4

Stakeholder Engagement: Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the Company:

Company engages with a broad spectrum of stakeholders, to deepen its insights into their needs and expectations, and to develop sustainable strategies for the short, medium and long term. Stakeholder engagement also helps to manage risks and opportunities in business operations. The key stakeholders identified in consultation with the company's management are: customers, employees, shareholders, academic institutions, staffing firms, other suppliers, technology partners and collaborators, industry bodies, governments, NGOs, local communities, regulators and society at large.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of Engagement (Annually, Half yearly, Quarterly, Others- Please Specify)	Purpose and Scope of Engagement including Key topics and concerns raised during such engagement
Investors and Shareholders	No	As needed: Press releases and press conferences; email advisories; inperson meetings; conference calls	<ul style="list-style-type: none"> Quarterly: Financial statements in IndAS earnings call; exchange notifications; press conferences Continuous: Investors page on the Vadilal Website Annual: Annual General Meeting; Annual Report 	<ul style="list-style-type: none"> Educating the investor community about Vadilal Helping investors voice their concerns regarding company policies, reporting, strategy, etc. Understanding shareholder expectations
Employees	No	As needed: project or operations reviews; video conferences; audio conference calls; one-on-one counselling	As needed: project or operations reviews; video conferences; audio conference calls; one-on-one counselling	<ul style="list-style-type: none"> Career Management and Growth Prospects Learning opportunities Compensation structure Building a safety culture and inculcating safe work practices among employees Improving Diversity, Equity and Inclusion
Consumers	No	Websites, Advertisements, Email	As and when required	Company engages with consumers for awareness about the products, recipes and nutrition information, ingredients and any other information relevant for consumers.
Farmers	Yes	Email, SMS, Meetings	As and when required	Your Company engages with dairy farmers, , spice farmers and other farmers who form a part of the value chain directly or indirectly for training/awareness on good agricultural practices, helping them grow safe, high-quality raw materials, and develop resilient, sustainable farms.
Distributors & trade partners, Suppliers	No	Email, SMS, Meetings	As and when required	Company engages and receives co-operation and unstinted support from the distributors, retailers, stockist, suppliers and others associated with the Company as its trading partners.
Government bodies	No	Email, SMS, Meetings	As and when required	Your Company engages with Government and Food Authorities to establish science-based regulations for protecting the health of consumers and development of other best practices in areas of food processing.
Industry associations	No	Email, SMS, Meetings	As and when required	Your Company engages with industry and professional associations for promoting industry positions – that are aligned with Vadilal viewpoints / proposals with external stakeholders/ policy makers. Topics include Food Regulations, Environment, Plastic Packaging, Governance, Compliance, Corporate Laws, and other Societal activities.

Leadership Indicators

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

Company firmly believes that stakeholder engagement is critical to deepen dialogue and develop our understanding of important business and societal issues. Your Company is part of various platforms where stakeholders engage on issues pertaining to the economic, environmental & social topics. The relevant information is shared with the Board of Directors of your Company regularly.

The Board of Directors, through the CSR Committee and Risk Management and Committee, reviews, monitors and provides strategic direction to the Company's social responsibility obligations and other societal and sustainability practices

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the Company:

Yes, during the financial year, we engaged with a range of stakeholders to identify and prioritize material topics pertinent to our business. By aligning our efforts with stakeholders' expectation, we aim to drive positive outcomes and strengthen our overall sustainability performance.

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

Company works with farmers in providing training on good agricultural practices, helping them grow safe, high-quality raw materials, and develop resilient, sustainable farms.

PRINCIPLE 5

Human Rights: Businesses should respect and promote human rights.

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the Company:

Category	FY 2024			FY 2023		
	Total (A)	No. of employees workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered (D)	% (D / C)
Employees						
Permanent	351	171	49%	345	345	100%
Other than permanent	49	0	0%	46	46	100%
Total Employees	400	150	38%	391	391	100%
Workers						
Permanent	13	13	100%	12	12	100%
Other than permanent	2036	2036	100%	1747	1747	100%
Total Workers	2049	2049	100%	1759	1759	100%

2. Details of minimum wages paid to employees and workers:

Category	FY 2024					FY 2023				
	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	411	0	0%	411	100%	411	0	0%	407	100%
Male	557	0	0%	557	100%	557	0	0%	551	100%
Female	23	0	0%	23	100%	23	0	0%	22	100%
Other Than Permanent	218	0	0%	218	100%	218	0	0%	212	100%
Male	45	0	0%	45	100%	45	0	0%	41	100%
Female	4	0	0%	4	100%	4	0	0%	5	100%

Category	FY 2024					FY 2023				
	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)
Workers										
Permanent	78	0	0%	78	100%	83	0	0%	83	100%
Male	26	0	0%	26	100%	27	0	0%	27	100%
Female	52	0	0%	52	100%	56	0	0%	56	100%
Other Than Permanent	2821	2580	91%	241	9%	1759	1284	73%	475	27%
Male	2619	2387	91%	232	9%	2328	1819	78%	509	22%
Female	202	193	96%	9	4%	203	140	69%	63	31%

3. Details of remuneration/salary/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)*	4	144.45	2	8.32
Key Managerial Personnel (KMP)**	3	144.45	1	23.25
Employees other than BoD and KMP	584	0.40	79	0.23
Workers	-	-	-	-

* Includes 3 KMP

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

	FY 2024	FY 2023
Gross wages paid to females as % of total wages	5.25%	5.89%

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Employees can reach out to HR team to address their concerns and company also has grievance redressal mechanism

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

The company pledges to uplift the dignity of every person working for or affiliated with and has zero tolerance policy for any kind of discrimination. company also has grievance redressal mechanism

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

Category	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	-	-	-	-	-	-

7. Complaints filed under the sexual Harassment of women at workplace (Prevention, prohibition and Redressal) Act, 2013 in the following format :

	FY 2024	FY 2023
Total Complaints reported under sexual Harassment of women at workplace (prevention, prohibition and Redressal) Act 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	0

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

Concerns related to discrimination and harassment are addressed with utmost Confidentiality

9. Do human rights requirements form part of your business agreements and contracts?

Yes, human rights requirements form part of our business agreements and contracts.

9. 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 Labour	100%
Sexual Harassment	100%
Discrimination at Workplace	100%
Wages	100%
Others- please specify	

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

N.A

Leadership Indicators

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

Employees can reach out to HR team to address their Concerns and company also has grievance redressal mechanism

2. Details of the scope and coverage of any human rights due diligence conducted:

Company did not conducted due diligence on any human rights

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

Yes. Vadilal believes in accessibility for all.

4. Details on assessment of value chain partners for Human Rights:

	% of your Plants and Offices that were Assessed (by Entity or Statutory Authorities or Third Parties)
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	-

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

No

PRINCIPLE 6

Environment: 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* (in GJ)	FY 2024	FY 2023
Total electricity consumption (A)	15,88,44,539	15,10,63,834
Total fuel consumption (B)	7,59,11,751	7,57,00,556
Energy consumption through other sources [C]	1,70,61,552	1,43,64,687
Total energy consumption (A+B+C)	25,18,17,841	24,11,29,077
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees] *GJ/mio INR	0.0277	0.0436
Energy intensity (optional) – the relevant metric may be selected by the Company		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency. No

2. Does the Company have any sites/ facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? 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:

N A

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

Parameter	FY 2024	FY 2023
Water withdrawal by source [in kiloliters]		
[i] Surface water	2,29,319	2,32,874
[ii] Groundwater	1,26,067	1,78,966
[iii] Third party water	-	-
[iv] Seawater/desalinated water	-	-
[v] Others	-	-
Total volume of water withdrawal [in kiloliters] i+ ii+ iii+ iv + v	3,55,386	4,11,840
Total volume of water consumption [in kiloliters]	0.000039	0.000074
Water intensity per rupee of turnover [Water consumed/turnover] *kiloliters/mio INR		
Water intensity (optional) – the relevant metric may be selected by the Company		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency. No

4. Provide the following details related to water discharged:

Parameter	FY 2024	FY 2023
Water withdrawal by source [in kiloliters]		
[i] Surface water		
- No Treatment		
- with Treatment- please specify level of treatment	200589	192910
[ii] Groundwater		
- No Treatment		
- with Treatment- please specify level of treatment		
[iii] Seawater		
- No Treatment		
- with Treatment- please specify level of treatment		
[iv] sent to third party water		
- No Treatment		
- with Treatment- please specify level of treatment		
[v] Others		
- No Treatment		
- with Treatment- please specify level of treatment	27100	26019
Total water discharge (in Kiloliters)	227689	218929

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

Not Applicable

6. Please provide details of air emissions (other than GHG emissions) by the Company:

Parameter	Please Specify Unit	FY 2024	FY 2023
NOX	µg/m ³	29.26	8.33
SOX	µg/m ³	28.52	22.88
Particulate Matter (PM)	µg/m ³	25.00	37.10
Persistent Organic Pollutants (POP)		0	0
Volatile Organic Compounds (VOC)		0	0
Hazardous Air Pollutants (HAP)		0	0
Others please specify		0	0

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

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Please Specify Unit	FY 2024	FY 2023
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	13384.09409	13350
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	0	0
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.00000147	0.00000241
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the Company			

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.

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

Not Applicable

9. Provide details related to waste management by the Company:

Parameter	FY 2024	FY 2023
Total Waste generated (in metric tonnes)		
Plastic waste (A)	37.31	62.27
E-waste (B)	0.86	0.513
Bio-medical waste I	0	0
Construction and demolition waste (D)	0	0
Battery waste I	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	4.2
Other Non-hazardous waste generated (H)	54.585	320.051
Total [A+B + C + D + E + F + G + H]	55.445	324.764

Parameter	FY 2024	FY 2023
For each category of waste generated, total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)		
Category of Waste		
(i) Recycled	8.36	38.396
(ii) Reused	-	-
(iii) Other recovery operations	-	-
Total	8.36	38.396
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	0	0
(ii) Landfilling	1.98	1.86
(iii) Other disposal operations	0	0
Total	1.98	1.86

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 - No.

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

Company ensures the any waste generated is disposed off in accordance with applicable law

11. If the Company 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:

S.No	Location of Operation /offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) if no, the reasons thereof and corrective action taken , if any
N. A			

12. Details of environmental impact assessments of projects undertaken by the Company 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
N. A					

12. Is the Company 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. If not, provide details of all such non-compliances:

Yes, Vadilal has complied with applicable environmental law/regulations / guidelines applicable in India. No fine/penalty/action was initiated against the entity under any of the applicable environmental laws/regulation/guidelines.

Leadership Indicators

1. Please provide details of total Scope 3 emissions & its intensity:

Parameter	Please Specify Unit	FY 2024	FY 2023
Total Scope 3 emissions [Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available]	KiloMetric tonnes of CO ₂ equivalent	13384.09409	13350
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	0.00000147	0.00000241
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the Company			

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

Not Applicable

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Not Applicable			

4. Does the Company have a business continuity and disaster management plan?

Yes, Company has a business continuity plan and crisis management plan to address the threat of disruption to business activities and process

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

Not Applicable

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

Not Applicable

PRINCIPLE 7 : BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Not applicable

1. a. Number of affiliations with trade and industry chambers/associations: 4

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company 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	AHMEDABAD MANAGEMENT ASSOCIATION ‘	State
2	INDIAN ICE CREAM MANUFACTURER’S ASSOCIATION	National
3	CONFEDERAION OF INDIAN INDUSTRIES	National
4	INDIAN DAIRY ASSOCIATION	National

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

Leadership Indicators

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

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain?	Frequency of review by Board (Annually/ Half yearly/ Quarterly/ Others - please specify)	Web Link, if available
Not Applicable					

PRINCIPLE 8

Essential Indicators

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

S. No.	Nam Name and details of Project	SIA Notification No.	Whether conducted by external agency	Results communicated in public domain	Relevant Weblink
Not Applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your Company:

S. No.	Name of Project for which R&R is ongoing	State	District	No. Of Project Affected Families (PAFs)	%age of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

Company is committed to the social and economic uplift of communities in which it operates

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

	FY 2024	FY 2023
Directly sourced from MSMEs/small producers	13.50%	12.34%
Sourced directly from within the district and neighboring districts	30.00%	31.45%

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

Location	FY 2024	FY 2023
Rural	NA	NA
Semi-urban	NA	NA
Urban	20	18
Metropolitan	80	82

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in social impact Assessment (Reference : Question 1 of Essential indicator above):

Details of Negative social impact identified	Corrective action taken
Not Applicable	

2. provide following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies

S. No	state	Aspirational District	Amount spent (in Rs)
1	Gujarat	Gandhinagar	No Applicable
2	Gujarat	Mehshana	
3	Gujarat	Ahmedabad	
4	Gujarat	Anand	
5	Gujarat	Banaskatha	

3. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ Vulnerable groups? (Yes/ No)

No, there is no preferential procurement policy.

- b. From which marginalised/vulnerable groups do you procure?

Not Applicable

- c. What percentage of total procurement (by value) does it constitute?

Not Applicable

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

S. No	Intellectual Property based on traditional knowledge	Owned Acquired (yes/No)	Benefits shares (yes/No)	Basis of calculating benefit share
Not Applicable				

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

S. No	Name of Authority	Brief of the case	Corrective action
Not Applicable			

6. Details of beneficiaries of CSR Projects:

S. NO	CSR Project/Programme	Number of Persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Health	Not Applicable	Not Applicable
2	Education		
3	Women Empowerment		
4	Agriculture		

PRINCIPLE 9

Essential Indicators

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

The Company has a holistic customer experience approach to understand the behaviours, needs, expectations and grievances of individual customers through feedback.

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

Not Applicable

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

	FY 2024		Remarks	FY 2023		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	No such complaint received during 2024	-	-	No such complaint received during 2023
Advertising						
Cyber- security	-	-	No such complaint received during 2024	-	-	No such complaint received during 2023
Delivery of essential services	-	-	No such complaint received during 2024	-	-	No such complaint received during 2023
Restrictive Trade Practices	-	-	No such complaint received during 2024	-	-	No such complaint received during 2023
Unfair Trade Practices	-	-	No such complaint received during 2024	-	-	No such complaint received during 2023
Other	544	NIL		304	NIL	

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

Not Applicable

Number of Voluntary recalls	Reason for Voluntary recall	Number of Forced recalls	Reason for Forced recall
Not Applicable			

5. Does the Company have a framework/policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

The Company has a framework established a cyber security and risk related to data privacy

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:

The Company has a track record in the areas of advertising and delivery of essential service; cyber security and data privacy of customers; product recalls and regulatory compliance.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

NIL

b. Percentage of data breaches involving personally identifiable information of Customers

c. impact, if any, of data breaches.

Leadership Indicators

- 1. Channels/ platforms where information on products and services of the Company can be accessed (provide web link, if available):**
https://vadilalgroup.com/?page_id=904
- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services:**
The required information for the use of products is always mentioned on product packaging itself which helps consumer to use safely
- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services:**
Not Applicable
- 4. Does the Company display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief. Did your Company carry out any survey with regard to consumer satisfaction relating to the major products /services of the Company, significant locations of operation of the Company or the Company as a whole?**
Not Applicable