

July 29 , 2023

The Manager, Listing Department, BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400 001	The Manager, Listing Department, National Stock Exchange of India Limited Exchange Plaza, 5th Floor, Plot No. C/1, G Block, Bandra-Kurla Complex, Bandra-East, Mumbai- 400 051
Scrip Code: 532953	Symbol: VGUARD

Dear Sir/Madam,

Sub: 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, please find enclosed herewith the Business Responsibility and Sustainability Report for Financial Year 2022-23 (FY 2022-23), which also forms part of the Annual Report for FY 2022-23.

Kindly take the same on record.

Thanking You,

For V-Guard Industries Limited

Vikas Kumar Tak
Company Secretary & Compliance Officer
Membership No. FCS 6618



Encl: As above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L31200KL1996PLC010010
2	Name of the Company	V-Guard Industries Limited
3	Year of incorporation	February 12, 1996
4	Registered office address	42/962, Vennala High School Road, Vennala, Ernakulam, Kerala – 682028
5	Corporate address	42/962, Vennala High School Road, Vennala, Ernakulam, Kerala – 682028
6	E-mail	cscompliance@vguard.in
7	Telephone	0484 433 5000
8	Website	www.vguard.in
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange Ltd. & BSE Ltd.
11	Paid-up Capital	₹ 43.21 crores
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. Ramachandran V Telephone: 0484 433 5000 Email: cscompliance@vguard.in
13	Reporting boundary	Stand-alone basis

II. Products/services

14. 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	Electronics	Stabilizers, Digital UPS and Solar Inverters	25%
2	Electrical	PVC Insulated Cables, Switch Gears, Pumps and Modular Switches	44%
3	Consumer Durables	Electric Water Heaters, Solar Water Heaters, Fans, Induction Cooktops, Mixer Grinders, Gas Stoves, Rice Cookers, Air Coolers, Breakfast Appliances, Kitchen Hoods and Water Purifiers.	31%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Electronics	2710, 2720, 2790	25%
2	Electrical	2710, 2732, 2812	44%
3	Consumer Durables	2599, 2815, 27502, 27503	31%

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	9 locations	1 Registered office, 1 Corporate office and 30 Branch office locations	41
International	-	-	-

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	5 No's (Nepal, Bhutan, UAE, Thailand & Bangladesh)

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

	Export sales (₹ in Lakhs)
	FY 2022-23
Sales outside India	436.99
% to sales	0.11%

c. A brief on types of customers

- Distributive Trade (including Dealers, Distributors and Direct Marketing Associates)
- Modern Trade and Regional Specialty chains
- E-commerce users
- Central Police Canteens
- Institutions
- Component sales to authorized service providers.

IV. Employees

18. Details as at the end of 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)	2226	2063	92.68%	163	7.32%
2.	Other than Permanent (E)	1191	1092	91.69%	99	8.31%
3.	Total employees (D + E)	3417	3155	92.33%	262	7.67%

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
WORKERS						
4.	Permanent (F)	421	411	97.62%	10	2.38%
5.	Other than Permanent (G)	2171	1581	72.82%	590	27.18%
6.	Total workers (F + G)	2592	1992	76.85%	600	23.15%

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

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	4	0	0%

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.29%	10.19%	14.92%	12.63%	9.52%	12.41%	9.02%	3.50%	8.62%
Permanent Workers	1.50%	0%	1.46%	1.58%	10%	1.80%	2.96%	0%	2.88%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. (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	Guts Electro-Mech Limited	Subsidiary	100%	Yes
2	V-Guard Consumer Products Limited	Subsidiary	100%	Yes
3	Sunflame Enterprises Private Limited	Subsidiary	100%	Yes

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
 (ii) Turnover (in lakhs.): ₹ 4,04,960.32
 (iii) Net worth (in lakhs.): ₹ 1,58,799.69

VII. Transparency and Disclosures Compliances

23. Co 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 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, https://www.vguard.in/uploads/policies/Stakeholder-Engagement-Policy.pdf	0	0	-	0	0	-
Shareholders	Yes, https://www.vguard.in/uploads/policies/Stakeholder-Engagement-Policy.pdf	40	0	-	0	0	-
Investor	NA	-	-	-	-	-	-
Employees and workers	Yes, https://www.vguard.in/uploads/policies/Stakeholder-Engagement-Policy.pdf	65	0	-	61	0	-
Customers	Yes, https://www.vguard.in/uploads/policies/Stakeholder-Engagement-Policy.pdf	7,945	573	Number represents service calls escalation related to products by consumers.	6,294	1,282	Number represents service calls escalation related to products by consumers.
Value Chain Partners	Yes https://www.vguard.in/uploads/policies/Stakeholder-Engagement-Policy.pdf	0	0	Although no formal grievances were raised, in the ordinary course of business the partners raise issues relating to seasonal business volumes, working capital support, investment requirements etc. which get resolved.	0	0	Although no formal grievances were raised, in the ordinary course of business the partners raise issues relating to seasonal business volumes, working capital support, investment requirements etc. which get resolved.
Other (please specify)	NA	-	-	-	-	-	-

24. 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	Decarbonization	Opportunity	Transitioning to low carbon operations through implementing operational eco-efficiency and enhancing share of renewable energy	NA	Positive
		Risk	Evolving regulatory landscapes (carbon taxing)	The company is working towards rolling out a robust decarbonization roadmap across operations and cascading the commitment	Negative
2	Circularity	Opportunity	Focusing towards shifting from linear model 'Take > make > dispose' to a circular model of 'Make > use > return'. For the better use of resources, extend material usage life and also contribute to reducing generation of associated emissions and waste	NA	Positive
3	Sustainable supply chain	Risk	To minimize negative impacts on the environment, to ensure ethical and fair labour practices, and to create economic value for all stakeholders	Strengthening further our policies, procedures, and protocols across the value chain. Also, effectively engaging with suppliers to enhance the ESG performance.	Negative
4	Human Rights	Risk	Violation of human rights triggers conflicts and instability and causes severe risk in the overall reputation on the organization	The company's Code of Conduct & Ethics and the HR policies and processes adequately address the aspects of human rights	Negative
5	Employee Training and Development	Opportunity	Investing in employees for their development through various capacity building sessions, leadership programs and through effective feedback	NA	Positive
6	Health Safety and Wellbeing	Risk	Poor health and safety management system leads to various risks such as disruption in the continuation of work due to hazards and accidents, reputation risk, financial risk that results in reduced productivity, and decreased employee satisfaction	Implementing effective health and safety management system, providing appropriate training to employees, conducting safety audits, and fostering a culture of safety in the workplace	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Corporate Governance	Opportunity	Robust Governance structure is fundamental for seamless functioning of organization influencing the performance. It shall result in building a strong reputation and relationship with investors and other stakeholders.	NA	Positive
8	Risk Management	Risk	To better understand business / ESG-related shifts, impacts and dependencies that may affect a business's ability to achieve its strategy or objectives	The company's Risk Management framework has been designed to establish a process that addresses the Company's business needs while being simple and pragmatic. The framework is aligned to leading risk management standards and practices	Negative
9	Innovation, R&D	Opportunity	Exploring alternatives and breakthrough initiatives with an objective to enhance sustainable coefficient will help to deliver a positive impact in the market and society	NA	Positive
10	Data Privacy and Cyber Security	Risk	Data breach, data loss, cyber-attacks could lead to exposure of sensitive data to the unauthorized individuals.	The company has a robust cybersecurity management system. Cyber Threats are mitigated by deploying various systems, tools and processes such as Data classification (DC), Data Leakage Protection (DLP), Data Backup and Recovery (DR), end point protection, access management, secured network connectivity, firewalls, password management and Vulnerability assessments.	Negative
11	Digital Transformation	Opportunity	Integration of digital technology throughout all aspects of an organization, resulting in significant changes to how the organization functions and delivering long-term value	NA	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.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	NA	Y	Y
	b. Has the policy been approved by the Board? (Yes/No) *	Y	N	Y	Y	Y	N	NA	Y	N
	c. Web Link of the Policies, if available	https://www.vguard.in/home/policies								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	NA	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	NA	Y	Y
4	Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Yes. Policies have been developed considering relevant national and international standards and meet national regulatory requirements such as Factories Act, 1948, ISO Standards, BIS, BEE, Companies Act, 2013, the Listing Regulations, and various other Statutes.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer to the Managing Director's Statement in the Annual Report								
6	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	NA								

*Statutory Policies are approved by Board of Directors and business-related policies are approved by Management Committee.

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)	
Please refer to the Managing Director's Statement in the Annual Report	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Mithun K Chittilappilly Managing Director
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Mr. Mithun K Chittilappilly Managing Director

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) *								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	NA	Y	Y	A	On going basis	M	A	Q	Q	NA	M	Q
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	NA	Y	Y	Q	Q	Q	Q	Q	Q	NA	Q	Q

Note- “A” indicated annually, “Q” Indicates Quarterly and “M” indicates Monthly.

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
Y (secretarial audit by M/s. Keyul M Dedhia & Associates and internal audit of human resource done by Mahajan & Aibara)	Y (BIS and BEE assessments by regulatory agencies)	Y (ISO audits by Bureau Veritas)	Y (secretarial audit by M/s. Keyul M Dedhia & Associates)	Y (ISO audits by Bureau Veritas)	Y (ISO audits by Bureau Veritas)	NA	N	Y (IT maturity and policy assessments by Deloitte and internal audit of IT by Mahajan & Aibara)

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

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.

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	3	All 9 principles	100%
Key Managerial Personnel	4	All 9 principles	100%
Employees other than BoD and KMPs	4	Principle 1, 3, 5 and 9. 1. Code of Business Conduct, POSH, IT Security- every 18 months 2. IT Security and Data Awareness- yearly training and regular newsletter and mailers. Also, at the start of every congregation we start with the V-Guard Pledge covering Principles 1 to 6, 8 & 9.	100%
Workers	3	Principle 3- All workers go through periodic trainings as per EHS programmes.	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):

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

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	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.

Not Applicable

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

The Company has adopted a Code of conduct applicable to the Board of Directors, Senior Management Personnel, and employees of the Company as well. The objective of this Code is to define acceptable conduct and ethical behavior expected from employees. Weblink for code of conduct- <https://www.vguard.in/uploads/policies/Code-Conduct-Employees>.

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

	FY 2022-23	FY 2021-22
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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.

There were no complaints received during the reporting year relating to ethics, bribery or corruption from any stakeholders which required action.

Leadership Indicators

1. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

V-Guard has a Code of Conduct for Board and Senior Management (<https://www.vguard.in/home/policies>) which requires the Board members and senior management to avoid situations in which their personal interests could conflict with the interests of the Company. There is a declaration from the Board of Directors on an annual basis in relation to their Independence as required under Regulation 25(8) of the Listing Regulations.

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

Essential Indicators

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	19%	9%	Various R&D and capital expenditure projects were undertaken to improve safety of consumer, plastic reduction in products, reduce water wastage, improve energy efficiency, development of solar products, improve solar product efficiency, BLDC technology improvements, ROHS and REACH compliance.
Capex	8%	1%	

-

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

Yes, V-Guard has recently developed a Supplier Code of Conduct to encourage sustainable practices across the supply chain. The Company will incorporate the Supplier code of Conduct as part of agreements with all major suppliers.

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

Yes, 55% of our sourcing was through sustainable sourcing during FY 22-23 and we will be continuing to improve further. We have considered the vendors who have published their sustainability programs and who have agreed to our Supplier Code of Conduct.

- 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.**

V-Guard has partnered with government authorized recyclers, as a part of plastic waste management collection program. In FY2022-23, we reclaimed 295 MT of plastic waste through authorized channels. V-Guard has initiated the process to bring in EPR action plan for e-waste from next year.

- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes, Extended Producer Responsibility (EPR) is applicable to V-Guard under Plastic Waste Management Rules. The Company is registered with the Central Pollution Control Board (CPCB) and has submitted its action plan. Further, the company has contracted with registered vendors to comply with the obligation as per the action plan.

Leadership Indicators

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

Indicate Input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021- 22
Paper (approx. 60% of Packaging materials)	71%	71%
Lead (for Battery manufacturing)	100%	100%
Castings (for pumps)	31%	33%

PRINCIPLE 3 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 employees covered by										
	Total (A)	Health insurance		Accident		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	2063	2063	100%	2063	100%	NA	NA	0	0%	NA	NA
Female	163	163	100%	163	100%	163	100%	NA	NA	132	81%
Total	2226	2226	100%	2226	100%	163	100%	0	0%	132	6%
Other than Permanent Employees											
Male	1092	1092	100%	1092	100%	NA	NA	0	0%	NA	NA
Female	99	99	100%	99	100%	99	100%	NA	NA	31	31%
Total	1191	1191	100%	1191	100%	99	100%	0	0%	31	3%

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident		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 Workers											
Male	411	411	100%	411	100%	NA	NA	0	0%	NA	NA
Female	10	10	100%	10	100%	10	100%	NA	NA	9	90%
Total	421	421	100%	421	100%	10	100%	0	0%	9	2%
Other than Permanent Workers											
Male	1581	1581	100%	1581	100%	NA	NA	0	0%	NA	NA
Female	590	590	100%	590	100%	590	100%	NA	NA	555	94%
Total	2171	2171	100%	2171	100%	590	100%	0	0%	555	26%

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

Benefits	FY 2022-23			FY 2021-22		
	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% workers	Yes	100%	100% workers	Yes
Gratuity	100% employees are covered based on eligibility as per respective legislation	100% workers are covered based on eligibility as per respective legislation	NA*	100% employees are covered based on eligibility as per respective legislation	100% workers are covered based on eligibility as per respective legislation	NA*
ESI			Yes			Yes

*Note - We are maintaining a gratuity fund with LIC

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.

Wheelchair ramps are available in the Head Office to assist people with physical disabilities. The company will build the infrastructure as per the requirement next year for all other locations.

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 has an equal opportunity and anti-discrimination policy which is available at <https://www.vguard.in/home/policies>.

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

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

Yes. V-Guard has a well-established PoSH and Whistleblower policy and the process to redress grievances registered by all employees and workers mentioned below. The company has ombudsperson and respective committees to redress grievances as the case may be.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

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

Category	FY 2022-23			FY 2021-22		
	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	2226	0	0	2078	0	0
- Male	2063	0	0	1927	0	0
- Female	163	0	0	151	0	0
Total Permanent Workers	421	0	0	399	0	0
- Male	411	0	0	389	0	0
- Female	10	0	0	10	0	0

*In the current reporting period no employees are part of any membership/associations. However, we recognize the right of employees and workers to have freedom of association and collective bargaining at the workplace.

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and Safety Measures*		On Skills upgradation		Total (D)	On Health and Safety Measures		On Skills upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	2063	2063	100%	2063	100%	1927	1927	100%	1917	100%
Female	163	163	100%	163	100%	151	151	100%	151	100%
Total	2226	2226	100%	2226	100%	2068	2068	100%	2068	100%
Workers										
Male	411	411	100%	411	100%	389	389	100%	389	100%
Female	10	10	100%	10	100%	10	10	100%	10	100%
Total	421	421	100%	421	100%	399	399	100%	399	100%

* For most of FY 2022-23 and FY 2021-22, employees were given option to work from home and health and safety awareness were created through newsletters and e-mail communications. For employees and workers at factory and warehouse locations, physical health and safety training were conducted.

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2063	2063	100%	1927	1927	100%
Female	163	163	100%	151	151	100%
Total	2226	2226	100%	2078	2078	100%
Workers						
Male	411	411	100%	389	389	100%
Female	10	10	100%	10	10	100%
Total	421	421	100%	399	399	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, all plants and offices are covered by our health and safety management system.

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 (HIRA) system has been implemented at all locations including corporate office to identify routine and non-routine activity hazards and associated risk and its assessment. Risk analysis is done to identify risk reduction opportunities. Online HIRA module has been implemented in EHS reporting software to track all factories risk, its periodic review and tracking of implementation of preventive actions being followed. More advanced risk assessment machine safety certification system implementation is in process for all units. Various safety protocols are prepared and released to identify the correct work safety requirements. Along with this regular training is provided on unsafe acts and unsafe conditions.

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

Reporting of near miss, unsafe act & unsafe condition have been defined as a lag indicator in all manufacturing locations of V-Guard. All employees are trained to identify and report near misses, unsafe act and unsafe conditions. Monthly targets have been set for all units to report near miss, unsafe act and unsafe conditions. Such reporting is logged in EHS software, deliberated by the unit EHS committee and corrective actions are taken.

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

Yes, permanent employees and permanent workers including their dependent family members are covered under group Medicaclaim policies which gives them access to cashless claims across 5177 network hospitals. Further permanent employees and permanent workers have access to the Company provided free annual health checkups, their family members can access this facility at company negotiated rates at empaneled diagnostic centers.

Contingent workers have access to avail medical/maternity benefits under ESIC.

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

	Category	FY 2022-23	FY 2021-22
Safety Incident/Number			
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	4.88	0
Total recordable work-related injuries	Employees	0	0
	Workers	2	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 entity to ensure a safe and healthy workplace.

We have established a well-defined EHS policy and EHS management system with a robust monitoring mechanism. As a part of EHS management system, EHS observation targets are set every month to identify unsafe Act, unsafe conditions, and near miss cases. EHS protocols including Work Permit system for non-standard activities such as working at heights, hot work, excavation work etc., has been established for all factories as part of site safety requirements. Appropriate PPE is defined and adhered to for all operations. Machine Guards and periodic audit systems were introduced to proactively mitigate workplace accidents. Necessary Lux and Noise levels are ensured for workplace hygiene. Digitization initiatives such as Training modules, EHS inspections, HIRA, Incident reporting and permit tracking have been implemented. Fire detection and firefighting systems are provided in all units along

with emergency response training and emergency response drills to ensure effective emergency response. Periodic Health Check-up is conducted annually for all employees. OHS management systems requirements are being implemented for all factories; 4 key factories have already been certified for ISO 45001. Periodic inspections are conducted by external agencies such as Fire adequacy audit, electrical safety audit, machine safety audit and EHS excellence assessment. In addition, a Safety Committee is constituted with equal participation of employees and workers, and a dedicated team of experienced professionals is involved to review and improve EHS performance.

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

	FY 2022-23			FY 2021-22		
	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	13	-	-	7	-	-
Health & Safety	2	-	-	1	-	-

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% by third parties for safety related inspections
Working Conditions	100% by third parties for safety related inspections

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.

All incidents are being reported in Suraksha 360 intranet portal and subsequently the investigations are carried out to determine the root cause and finalize appropriate corrective actions. Implementation and effectiveness of those actions are tracked through the system. Suitable poka-yoke controls such as interlock in machine guarding, safety light curtains, two hand controls etc., are put in place for all significant risks. Best practices such as theme-based safety audit and “management of change” help to identify and deploy adequate control measures and make the workplace safe.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

A) Yes, and B) Yes. The company has life insurance policies for permanent employees and permanent workers, contingent workers are covered under Employees’ Deposit Linked Insurance Scheme provided by the Employees’ Provident Fund Organization (EPFO).

2. 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 have been 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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	0	0
Workers	0	0	0	0

PRINCIPLE 4 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 entity.

V-Guard identifies individuals or groups of individuals as their stakeholders, both external and internal, who are impacted by V-Guard's products, services, and business operations.

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 (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Shareholders and Investors	No	<ul style="list-style-type: none"> Annual shareholder meeting Investor presentations and conference calls Press releases and newsletters Annual Report Intimation to Stock exchanges and website of the Company 	As per requirement	<ul style="list-style-type: none"> Disclose significant information Avoid conflict of interest Transparency Complaints and grievances Governance Internal control, internal audit and risk management
Vendors and Suppliers	No	<ul style="list-style-type: none"> Regular interaction through online and offline meetings, phone calls, e-mails Conferences and workshops Trainings and awareness programmes Supplier Audits 	As per requirement	<ul style="list-style-type: none"> Well-defined and detailed procurement procedures Sustainable and transparent business operations Procurement of environmentally and socially sustainable products Timely and complete payment to suppliers
Customers	No	<ul style="list-style-type: none"> Customer satisfaction surveys Marketing and advertising Customer service centres Complaint handling and feedback Electronic Communication - Social media, WhatsApp, Calls and SMS Company website 	As per requirement	<ul style="list-style-type: none"> Safe, reliable and environmentally friendly products Meet quality requirements Dedicated customer support Innovation, research and development

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Employees and workers	No	<ul style="list-style-type: none"> Intranet portal Trainings and development programmes Performance management system Emails, written communication Newsletters, circulars and internal publications Employee engagement initiatives Functional and cross-functional committees 	As per requirement	<ul style="list-style-type: none"> Professional training and development Performance evaluation Equal opportunities Work ethics and discipline Fair remuneration Occupational health and safety matters
Government and Regulatory authorities	No	<ul style="list-style-type: none"> Meetings and formal dialogue Representation through various trade bodies workshops Written communications 	As per requirement	<ul style="list-style-type: none"> Adherence to laws and regulations NGRBC Principles
Industry associations	No	<ul style="list-style-type: none"> Meetings and formal dialogue Written communications 	As per requirement	<ul style="list-style-type: none"> Waste management Skill development NGRBC Principles
Media	No	<ul style="list-style-type: none"> Written Communications Interviews and Forums Meetings Publications and Announcements Media releases 	As per requirement	<ul style="list-style-type: none"> Clarity and transparency NGRBC Principles
NGOs and communities	No	<ul style="list-style-type: none"> Conferences and workshops Communication via telephone, email, etc. Community-participation events CSR partnerships - Contribution towards various causes 	As per requirement	<ul style="list-style-type: none"> Assistance to society and communities Waste management Disaster-relief initiatives Skill development Medical and public welfare activities Conservation of art and cultural heritage preservation Opportunities to the vulnerable and marginalized in society

PRINCIPLE 5 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 entity, in the following format:

V-Guard has established and published on the website Code of Conduct and Human Rights policy. Apart from issues such as child labour, forced labour and human trafficking it covers safety and security of workplace, which is free from issues such as mental and sexual harassment, intimidation and other unsafe or threatening conditions. We conduct code of conduct and POSH training as part of new joiners' induction as well as every 18 months to cover all employees.

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. employees / workers covered (B)	% (B / A)	Total (C)	No. employees / workers covered (D)	% (D/C)
Employees						
Permanent	2226	429	19%*	2078	2078	100%
Other than permanent	1191	0	0%	1027	0	0%
Total Employees	3417	429	13%	3105	2078	67%
Workers						
Permanent	421	33	8%*	399	399	100%
Other than permanent	2171	0	0%	2785	0	0%
Total Workers	2592	33	1%	3184	399	13%

* Code of Conduct, POSH training is conducted for employees and top management every 18 months. The last mandatory training for employees on these topics was conducted during December 2021, and hence only new joiners were required to attend the training during FY 2022-23.

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

Category	FY 2022-23					FY 2021-22				
	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										
Male	2063	0	0%	2063	100%	1927	0	0%	1927	100%
Female	163	0	0%	163	100%	151	0	0%	151	100%
Other than Permanent										
Male	1092	0	0%	1092	100%	938	0	0%	938	100%
Female	99	0	0%	99	100%	89	0	0%	89	100%
Workers										
Permanent										
Male	411	0	0%	411	100%	389	0	0%	389	100%
Female	10	0	0%	10	100%	10	0	0%	10	100%
Other than Permanent										
Male	1581	805	51%	776	49%	2037	1271	62%	766	38%
Female	590	496	84%	94	16%	748	727	97%	21	3%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	4,99,54,201	0	-
Key Managerial Personnel	2	1,88,83,537	1	45,99,033
Employees other than BoD and KMP	2063	7,94,426	163	6,83,261
Workers	411	3,59,389	10	3,36,158

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 company has ombudsperson and respective committees to address human rights impacts or issues.

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

We have a grievance redressal mechanism for monitoring and redressing all the grievances. The human resource team reviews and redresses the grievances of the employees. The Company has established a Whistle Blower mechanism for employees to raise concerns of unethical behavior or violation to Companies Code of Conduct. Such issues can be reported to the ombudsman through the dedicated email id- ombudsman@vguard.in. Also, any incidents of sexual harassment can be reported through dedicated email id - posh@vguard.in.

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

	FY 2022-23			FY 2021-22		
	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
Sexual Harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

Confidentiality and non-retaliation aspects are covered as part of Prevention of Sexual Harassment (POSH) policy and Whistleblower policy.

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

V-Guard has recently developed a Supplier Code of Conduct to encourage sustainable practices across the supply chain. The Company will incorporate the Supplier code of Conduct as part of agreements with all major suppliers.

9. Assessments for the year:

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

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

No concerns/complaints noted in the assessments mentioned in Question 9. Hence no corrective action required.

Leadership Indicators

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

No complaints were received in relation to human rights.

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

Wheelchair ramps are available in the Head Office to assist people with physical disabilities. The company will build the infrastructure as per the requirement next year for all other locations.

3. Details on assessment of value chain partners:

The company carries out 100% assessment on child labour for its key vendors during vendor onboarding and vendor evaluations. Assessment parameters will be further enhanced to incorporate same values, principles and business ethics upheld by the Company in all their functions.

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

No concerns/complaints noted in the assessments mentioned in Question 4. Hence no corrective action required.

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

Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (in GJ)	64,105.37	61,884.29
Total fuel consumption (B)	22,386.84	26,214.40
Energy consumption through other sources (C)	11,918.86	12,797.28
Total energy consumption (A+B+C)	98,411.07	1,00,895.97
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	24.30	29.03

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

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.

V-Guard does not have sites/facilities identified as designated consumer under PAT.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	650.10	569.90
(ii) Groundwater	49,802.86	44,831.94
(iii) Third party water	25,114.16	20,392.14
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	75,567.12	65,793.98
Total volume of water consumption (in kilolitres)	75,506.98	65,406.83
Water intensity per rupee of turnover (Water consumed / turnover)	18.64	18.82

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

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

8 out of 9 manufacturing units, and at our corporate office we have installed Zero Liquid Discharge (ZLD) mechanism and in the remaining one unit we are in the process of installing ZLD mechanism. Wherever ZLD is in place we have installed ETPs or STPs to treat the effluent from the production process and sewage from domestic activities, and we are reusing the treated water for horticulture purposes.

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

Parameter	Unit	FY 2022-23	FY 2021-22
NOx	mg/NM3	58.56	38.88
SOx	mg/NM3	26.93	32.45
Particulate matter (PM)	mg/NM3	43.14	44.82
Carbon Monoxide (CO)		Samples analyzed by third party are within statutory limits, however we are not reporting the CO emissions due to the difficulty in converting the emission in a common quantifiable unit.	

We undertake third party lab testing for each of these air emission parameters including NOx and SOx for all locations periodically to ensure the parameters are within the permissible limits. We also submit the reports to the concerned authority. These are the averages across manufacturing units.

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

Parameter	Unit	FY 2022-23	FY 2021-22
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	1,837.01	2,122.58
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	14,423.71	13,923.97
Total Scope 1 and Scope 2 emissions	Metric tonnes of CO ₂ equivalent	16,260.71	16,046.55
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent per ₹ in crore	4.01	4.61

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

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

Actions are being undertaken to reduce greenhouse gas emissions by investing in renewable energy projects such as solar panels and wind turbines. 12.1% of energy consumed during the current year is from these renewable sources which offsets about 2490 tons of CO₂ during FY 2022-23- and 2730 tons during FY 2021-22. With increase in our manufacturing footprint, we are committed towards a consistent increase in the total CO₂ offset through strategic long-term programs. We are continually focusing on process efficiency improvement, migration to VFDs where applicable, upgrading technology for improved energy efficiency for our heating/cooling needs as contributors towards reduction of our CO₂ footprint. We are further targeting the reduction in energy consumption by improving the energy efficiency of our products such as fans (BLDC models launched with 5-star energy efficiency rating), pumps (work has been initiated for the development of pumps using sustainable energy options), energy efficient electric water heaters. Further we are doing R&D investments to improve the efficiency of our solar and battery products.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic Waste (A)	136.60	135.30
E-Waste (B)	17.30	19.30
Bio-Medical Waste (C)	-	-
Construction & Demolition Waste (D)	-	-
Battery Waste (E)	393.30	631.50
Radioactive Waste (F)	-	-
Other Hazardous Waste (G)	176.90	174.80
Other Hazardous waste. Please specify, if any. (G)	Spent oil waste, ETP sludge, Paint Sludge, Empty Chemical container, Oil-soaked cotton, Powder coating waste	Spent oil waste, ETP sludge, Paint Sludge, Empty Chemical container, Oil-soaked cotton, Powder coating waste
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	2,348.20(Metal scrap, wood waste, paper waste etc.)	2,618.80 (Metal scrap, wood waste, paper waste etc.)
Total (A+B + C + D + E + F + G+ H)	3,072.30	3,579.70

Parameter	FY 2022-23	FY 2021-22
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) Not Applicable		
Category of waste		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
Total		
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	3,072.30	3,579.70
Total	3,072.30	3,579.70

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

9. 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.

Waste reduction strategy is applied for all manufacturing locations and each year waste reduction targets are set for in-process waste reduction, rejection of products etc for hazardous waste. The company has adopted measures across units for waste segregation at the source.

10. 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:

V-Guard has no offices/operations around ecologically sensitive areas.

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

As per the Environmental Impact Assessment (“EIA”) notification 2006, the company is not required to carry out environmental impact assessment for the reporting year.

12. 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

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	11,918.86	12,797.28
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	11,918.86	12,797.28
From non-renewable sources		
Total electricity consumption (D) in GJ	64,105.37	61,884.29
Total fuel consumption (E) in GJ (High Speed Diesel)	22,386.84	26,214.40
Energy consumption through other sources (F) in GJ	-	-
Total energy consumed from non-renewable sources. (D+E+F)	86,492.21	88,098.69

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 entity on biodiversity in such areas along-with prevention and remediation activities.

Not present in ecologically sensitive areas.

3. If the entity 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, as per the following format:

S. No	Initiative undertaken	Details of initiative (weblink, if any, may be provided along with summary)	Outcome of the initiative	Corrective action taken, if any
1	Reduction of use of plastic in water purifier	Replacement of plastic tank with stainless steel in water purifiers	Increases the life of the product thereby decreasing the environmental impact and stores the purified water for a longer time	NA
2	Reduce wastage of water in water purifier	Introduction of high recovery RO in water purifier.	Doubled the recovery of drinkable water	NA
3	Water saving projects	Rainwater harvesting, Drip Irrigation for landscaping, sensor taps, and many projects have resulted in savings of water	Savings of over 1700kl of water in FY 22-23	NA
4	Renewable energy	Undertaken projects to reduce greenhouse gas emissions by investing in renewable energy projects such as solar panels and wind turbines	Tamil Nadu cluster plants use 47% renewable energy.	NA

S. No	Initiative undertaken	Details of initiative (weblink, if any, may be provided along with summary)	Outcome of the initiative	Corrective action taken, if any
5	Enhancing energy efficiency of our products	Improving the energy efficiency of our products such as fans (BLDC models launched with 5-star energy efficiency rating), pumps (work has been initiated for the development of pumps using sustainable energy options), energy efficient electric water heaters. Further we are doing R&D investments to improve the efficiency of our solar and battery products.	Reduction in energy consumption	NA
6	Reduce waste	Continuous Improvement projects for reducing rework and rejections	Reduction in the amount of waste generated and reprocessed	NA
7	Projects to improve energy efficiency	Projects to prioritize machine loading based on energy efficiency has been initiated	Reduction in specific energy consumption	NA
8	Six Sigma projects	Six Sigma projects to improve material yield and resource utilization across our plants	Reduction in waste generation, improved material consumption and increased productivity	NA
9	Energy saving projects	Motion sensor-based lighting, daylight systems, VFD implementation, Vortex controllers in chillers, HVAC temperature controllers and timer operated exhaust systems	2.5 lakhs units of power savings	NA

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

Essential Indicators

1.

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

V-Guard is a member of 7 trade associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
2	National Productivity Council	National
3	Indian Fan Manufacturers Association (IFMA)	National
4	International Copper Association India	National
5	Kerala Management Association (KMA)	State
6	Kerala State Productivity Council (KSPC)	State
7	Kerala Electrical Traders Association (KETA)	State

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

Not Applicable since there were no cases of anti-competitive conduct by V-Guard in FY 2022-23.

Leadership Indicators

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

NIL

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

Not applicable.

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

We do not have any projects for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by V-Guard.

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

Communities and NGOs can reach us through email at csr@vguard.in for any grievances as defined in CSR Policy available on our website (<https://www.vguard.in/home/policies>).

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	29%	28%
Sourced directly from within the district and neighbouring districts	38%	32%

* Districts within the state of the plant are considered as neighboring districts.

Leadership Indicators

- 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Not Applicable

- 2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

SI No.	State	Aspirational District	Amount Spent in ₹
1	Jammu & Kashmir	Baramulla	2,05,000
2	Chhattisgarh	Bastar	9,04,000
3	Sikkim	West Sikkim	2,29,000
4	Kerala	Wayanad	7,15,000
5	Uttarakhand	Udham Singh Nagar	3,00,000
6	Uttarakhand	Haridwar	6,87,000

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

Nil

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

We did not have any cases of intellectual property related disputes in FY 2022-23.

5. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Edu Care & Skill Development	26,479	99%
2	Health Care	17,058	77%
3	Build India & Relief	13,550	10%
4	Women Empowerment	60	100%

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

Essential Indicators

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

- We have a WhatsApp Chat Messenger where a consumer can drop a message 9633503333,
- Website: www.vguard.in Toll Free: 1800 103 1300 : Toll No: 1860 3000 email: customercare@vguard.in
- Customers can drop their complaint products at our ASP Points and Dealer shops/ counter.
- Buddy and smart App at Dealer Points

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	14%
Safe and responsible usage	100%
Recycling and/or safe disposal	2%

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil		Nil	Nil	
Advertising	Nil	Nil		Nil	Nil	
Cyber-security	Nil	Nil		Nil	Nil	
Delivery of essential services	Nil	Nil		Nil	Nil	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other	7945	573	Number represents service calls escalation related to products by consumers.	6294	1282	Number represents service calls escalation related to products by consumers.

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	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, ISMS Policy and Procedures are in place in line with ISO 27001 and are available on the website (<https://www.vguard.in/home/policies>). Further refer to management discussion and analysis section for details on the mitigation for cyber security risk.

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.

No data breaches are found.

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Information related to our products and services can be found on our website and via other channels:

- Website: www.vguard.in
- Product Brochure/ Catalogues
- Retail Collaterals
- Product Packaging
- Social Media Platforms
- e-commerce marketplaces
- PR during launch
- OOH
- Print Ads
- Influencers

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

- Do it yourself videos on YouTube and our website (<https://www.vguard.in/thoughtful/>)
- Product Usage Manual
- Service personal for select product categories helping consumers get attuned to the product
- At the time of Technician's field visit, mentioned in product warranty cards, etc.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

- Website Banner
- Call Centre
- WhatsApp messages

4. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

NIL

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

NIL