



Date: 28<sup>th</sup> August 2023

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/Madam,

**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) 2022- 23, which also forms part of the Annual Report for FY 2022-23.

Kindly take the same on record

Yours faithfully,

For **VADILAL INDUSTRIES LIMITED**

RASHMI  
TUSHAR BHATT

Digitally signed by  
RASHMI TUSHAR BHATT  
Date: 2023.08.28  
12:11:40 +05'30'

**Rashmi Bhatt**  
**Company Secretary & Compliance Officer**

Encl: As above

**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	Colonnade Building, 10 <sup>th</sup> Floor, opp. Iscon Temple BRTS Bus Stand, Ambli-Bopal Road, Ahmedabad-380015
6	E-mail id	<a href="mailto:shareslogs@vadilalgroup.com">shareslogs@vadilalgroup.com</a>
7	Telephone	079-48081200
8	Website	<a href="http://www.vadilalgroup.com">www.vadilalgroup.com</a>
9	Financial Year reported	Financial year 2022-23 (April 1, 2022 to March 2023)
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 : <a href="mailto:shareslogs@vadilalgroup.com">shareslogs@vadilalgroup.com</a>
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

#### 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 Company
1	Manufacturing	Ice-cream, Dairy Products and Processed Food manufacturing	100.00%

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

S.No.	Product/Service	NIC Code	% of Total Turnover
1	Ice-cream, and Frozen Desserts products	1050	90%
2	Fruit pulp , Frozen fruits etc	1030	10%

### III Operations

#### 16. 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	5
International	2	USA and Australia	2

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

##### a. Number of locations

Location	Number
National (No of States)	28
International (No. of Countries)	45+

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

Exports sales is 0.68% of total turnover of the entity

##### d. A brief on types of customers:

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

### IV. Employees

#### Details as at the end of Financial Year: FY 2022-23

##### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	576	554	96.18%	22	3.82%
2.	Other than Permanent (E)	46	41	89.13%	5	10.87%
3.	Total employees (D + E)	622	595	95.66%	27	4.34%
<b>WORKERS</b>						
4.	Permanent (F)	103	47	45.63%	56	54.37%
5.	Other than Permanent (G)	2990	2520	84.28%	470	15.72%
6.	Total workers (F + G)	3093	2567	82.99%	526	17.01%

##### b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	0	0	0%	0	0
2.	Other than Permanent (E)	0	0	0%	0	0
3.	Total differently abled employees (D + E)	0	0	0%	0	0
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0%	0	0
5.	Other than Permanent (G)	0	0	0%	0	0
6.	Total 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	6	2	33.33%
Key Managerial Personnel (KMP)*	4	1	25%

**20. Turnover rate for permanent employees and workers:**

	FY 2023			FY 2022			FY 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	0.76%	0.030%	0.79%	1.5%	0.05%	1.64%	1.76%	0.14%	1.90%
Permanent Workers	0.00%	0.30%	0.30%	0.39%	0.23%	0.62%	0.13%	0.12%	0.25%

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

Refer to Form AOC-1 provided at Page No. 35 of this Annual Report for information and holding / Subsidiary/associate Companies / joint ventures

**VI. CSR Details**

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes  
(ii) Turnover (₹ in Lacs): 89671.61  
(iii) Net worth (₹ in Lacs): 21397

**VII Transparency and Disclosures Compliances**

23. 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  (If Yes, then provide web-link for grievance redress policy)	FY 2023			FY 2022		
		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	-	3	0	-
Employees and workers	Yes. Weblinks*	0	0	-	0	0	-
Customers	Yes	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](https://vadilalgroup.com/?page_id=904)

Vigil mechanism: [https://vadilalgroup.com/wp-content/uploads/2023/08/VIL\\_VIGIL-MECHANISM-WHISTLE-BLOWER-POLICY-FINAL.pdf](https://vadilalgroup.com/wp-content/uploads/2023/08/VIL_VIGIL-MECHANISM-WHISTLE-BLOWER-POLICY-FINAL.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	Renewable Power	Opportunity	Reduction of pollution and protection of the environment	Move to renewable sources of energy across the manufacturing locations.	Initially because of Capex, this be negative but in medium to long term it will be positive.
2	Plastic (laminates 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> <p>The Ice Cream plants of the Company located in two locations i.e. Pundhra in Gujarat &amp; 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.</p>								
5.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	<p>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.</p>								
6.	Performance of the Company against the specific commitments, goals and targets along-with reasons in case the same are not met.	N.A								

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 to 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"> <li>» Sourcing the ingredients sustainably: especially raw materials where your Company is working closely with farmers to educate / build sustainability practices.</li> <li>» Manufacturing sustainably: By increasing usage of renewable sources of energy.</li> <li>» Optimizing use of water: By conserving, limiting usage, facilitating re-use.</li> <li>» Building sustainable packaging options: Reducing overall use of virgin plastic material, design for recycle.</li> </ul> <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>								
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8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>At the highest level, the Board of Directors of your Company, led by the Managing Director, has the primary role to protect and assess the Business Responsibility (BR) performance of your Company.</p> <p>The Corporate Social Responsibility (CSR) Committee oversees, inter-alia, corporate social responsibility and other related matters as may be referred by the Board of Directors. The CSR Committee formulates an Annual Action Plan pursuant to the CSR Rules and the CSR Policy of the Company, as amended from time to time. All the CSR projects and programmes are undertaken, monitored, assessed and reported as per the CSR Rules.</p> <p>In order to review the sustainability agenda of your Company at the desired levels, the Board of Directors added sustainability areas as part of terms of reference of the Risk Management Committee.</p> <p>Risk Management) Committee reviews amongst other things, your Company's sustainability agenda including the measures which ensure the Company's sustainability commitment and how its long-term strategy relates to its ability to create shared value.</p> <p>The RM Committee, inter-alia, reviews Company's plan and actions with regard to climate change, plastics and packaging, water management and responsible sourcing while ensuring that the Company carries out human rights due diligence and manages diversity, inclusion and employee health and well-being appropriately. The RM Committee also oversees compliance of all policies and the regulatory reporting requirements under the Listing Regulations.</p>
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 RM also addresses internal/ External risks pertains 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 Compliance with statutory requirements of relevance to the principles, and rectification of any non- compliances	All the 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.																	

**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									

### 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

**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	All principles	100%
Key Managerial Personnel (KMPs) (Training is administered using the virtual learning platform)	NIL	All principles	100%
Employees other than BoD and KMPs Majority of the training programs are administered through the internal virtual learning platform. Some employees are also covered via classroom sessions – 51 such sessions have been held during the year.	570	All principles	100%
Workers	2567	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	Not Applicable				
Settlement					
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	Not Applicable				
Punishment					

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

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

**4. Does the 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 thereof." 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 2023	FY 2022
Directors	None	None
KMPs		
Employees		
Workers		

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

	FY 2023		FY 2022	
	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.

**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 Lacs)

	FY 2023	FY 2022	Details of improvements in environmental and social impacts
R&D	79.11	58.18	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? (pending)**

**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 2022-23, about 80% 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.

### 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										
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	554	554	100%	554	100%	0	0%	554	100%	-	-
Female	32	32	100%	32	100%	32	100%	0	100%	-	-
<b>Total</b>	<b>586</b>	<b>586</b>	<b>100%</b>	<b>586</b>	<b>100%</b>	<b>32</b>	<b>100%</b>	<b>554</b>	<b>100%</b>	-	-
<b>Other than Permanent Employees</b>											
Male	824	787	96%	824	100%	0	0%	41	100%	-	-
Female	6	2	33%	6	100%	6	100%	0	100%	-	-
<b>Total</b>	<b>830</b>	<b>789</b>	<b>95%</b>	<b>830</b>	<b>100%</b>	<b>6</b>	<b>100%</b>	<b>41</b>	<b>100%</b>	-	-

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

Category	% of Workers covered by										
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	27	27	100%	27	100%	27	100%	0	-	-	-
Female	56	56	100%	56	100%	56	100%	0	-	-	-
<b>Total</b>	<b>83</b>	<b>83</b>	<b>100%</b>	<b>83</b>	<b>100%</b>	<b>83</b>	<b>100%</b>	<b>0</b>	-	-	-
<b>Other than Permanent Employees</b>											
Male	2509	2509	100%	2509	100%	0	0%	0	-	-	-
Female	469	469	100%	469	100%	0	0%	0	-	-	-
<b>Total</b>	<b>2978</b>	<b>2978</b>	<b>100%</b>	<b>2978</b>	<b>100%</b>	<b>0</b>	<b>100%</b>	<b>0</b>	-	-	-

##### Details of retirement benefits, for FY 2023 and FY 2022:

Benefits	FY 2023			FY 2022		
	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%	-	-
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:**

Not Applicable

**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%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**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 2023			FY 2022		
	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	83	82	99%	84	83	99%
- Male	27	26	96%	27	26	96%
- Female	56	56	100%	57	57	100%

## 8. Details of training given to employees and workers:

Category	FY 2023					FY 2022				
	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	549	394	72%	375	68%	609	380	62%	317	52%
- Female	21	6	29%	15	71%	24	7	29%	6	25%
Total	570	400	70%	390	68%	633	387	61%	323	51%
Workers										
- Male	2310	2163	94%	1038	45%	2387	2167	91%	1045	44%
- Female	257	243	95%	307	119%	353	297	84%	129	37%
Total	2567	2406	94%	1345	52%	2740	2464	90%	1174	43%

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

Category	FY 2023			FY 2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
- Male	554	455	82%	611	444	773%
- Female	32	14	44%	15	12	80%
Total	586	469	80%	624	456	73%
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 employee & workers 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?**

Yes, the employees/workers of your Company have access to non-occupational medical and healthcare services.

**11. Details of safety related incidents:**

Safety Incident/ No	Category	FY 2023	FY 2022
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 2023			FY 2022		
	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

## 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"> <li>Quarterly: Financial statements in IndAS earnings call; exchange notifications; press conferences</li> <li>Continuous: Investors page on the Vadilal Website</li> <li>Annual: Annual General Meeting; Annual Report</li> </ul>	<ul style="list-style-type: none"> <li>Educating the investor community about Vadilal</li> <li>Helping investors voice their concerns regarding company policies, reporting, strategy, etc.</li> <li>Understanding shareholder expectations</li> </ul>
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"> <li>Career Management and Growth Prospects</li> <li>Learning opportunities</li> <li>Compensation structure</li> <li>Building a safety culture and inculcating safe work practices among employees</li> <li>Improving Diversity, Equity and Inclusion</li> </ul>
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.

## 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 2023			FY 2022		
	Total (A)	No. of employees workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	345	150	100%	394	394	100%
Other than permanent	46	0	100%	48	48	100%
Total Employees	391	150	100%	442	442	100%
<b>Workers</b>						
Permanent	12	12	100%	12	12	100%
Other than permanent	1747	1747	100%	1545	1545	100%
Total Workers	1759	1759	100%	1557	1557	100%



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

Category	FY 2023					FY 2022				
	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)
<b>Employees</b>										
Permanent	345	0	0%	345	100%	371	0	0%	371	100%
Male	495	0	0%	495	100%	517	0	0%	517	100%
Female	19	0	0%	19	100%	20	0	0%	20	100%
Other Than Permanent	215	0	0%	215	100%	200	0	0%	200	100%
Male	41	0	0%	41	100%	31	0	0%	31	100%
Female	5	0	0%	5	100%	3	0	0%	3	100%
<b>Workers</b>										
Permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Other Than Permanent</b>										
Male	2328	1764	76%	564	24%	2383	1871	79%	512	21%
Female	203	140	69%	63	31%	193	137	71%	56	29%

## 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	5,96,384	2	5,23,942
Key Managerial Personnel (KMP)**	3	8,50,060	1	1,81,930
Employees other than BoD and KMP	486	38,93.50	24	65,008
Workers	51	22,021	57	22,021

## 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 2023			FY 2022		
	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. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:**

Not Applicable

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

As per Applicable Law

**9. Assessments for the year:**

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

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

N.A

**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:**

<b>Parameter* (in GJ)</b>	<b>FY 2023</b>	<b>FY 2022</b>
Total electricity consumption (A)	1510,63,834	1221,10,625
Total fuel consumption (B)	1239,49,916	1044,02,460
Energy consumption through other sources [C]	143,50,587	121,00,840
<b>Total energy consumption (A+B+C)</b>	<b>2893,64,337</b>	<b>2386,13924</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees] *GJ/mio INR	0.0318	0.0432
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.*

**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:**

NO

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

<b>Parameter</b>	<b>FY 2023</b>	<b>FY 2022</b>
Water withdrawal by source [in kiloliters]		
[i] Surface water	2,32,874	2,22,300
[ii] Groundwater	2,30,865	2,92,654
[iii] Third party water	-	-
[iv] Seawater/desalinated water	-	-
[v] Others	-	-
Total volume of water withdrawal [in kiloliters] i+ ii+ iii+ iv + v	4,63,739	5,14,954
Total volume of water consumption [in kiloliters]	0.000051	0.000093
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.*

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

Not Applicable

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

Parameter	Please Specify Unit	FY 2023	FY 2022
NOX	µg/m3	8.33	74.48
SOX	µg/m3	22.88	34.28
Particulate Matter (PM)	µg/m3	37.10	43.00
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.

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

Parameter	Please Specify Unit	FY 2023	FY 2022
Total Scope 1 emissions [Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> if available]	Metric tonnes of CO <sub>2</sub> equivalent	48065.68	48178
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> if available)	Metric tonnes of CO <sub>2</sub> equivalent	0	0
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.00000529	0.00000871
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.

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

Not Applicable

**8. Provide details related to waste management by the Company:**

Parameter	FY 2023	FY 2022
Total Waste generated (in metric tonnes)		
Plastic waste (A)	28.834	64.054
E-waste (B)	0.435	1.47
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)	1.05	1.05
Other Non-hazardous waste generated (H)	32.91	311.4
<b>Total [A+B + C + D + E + F + G + H]</b>	<b>34.395</b>	<b>313.92</b>

Parameter	FY 2023	FY 2022
<b>For each category of waste generated, total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)</b>		
Category of Waste		
(i) Recycled	-	-
(ii) Reused	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
(i) Incineration	0	0
(ii) Landfilling	1.865	2.03
(iii) Other disposal operations	0	0
<b>Total</b>	<b>1.865</b>	<b>2.03</b>

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.

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 waste:

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

10. 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			

11. 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.

## PRINCIPLE 7

### Essential Indicators

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		

## 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 2023	FY 2022
Directly sourced from MSMEs/small producers	12.34%	13.46%
Sourced directly from within the district and neighboring districts	31.45%	36.31%

## 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 2023		Remarks	FY 2022		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 2023	-	-	No such complaint received during 2022
Advertising						
Cyber- security	-	-	No such complaint received during 2023	-	-	No such complaint received during 2022
Delivery of essential services	-	-	No such complaint received during 2023	-	-	No such complaint received during 2022
Restrictive Trade Practices	-	-	No such complaint received during 2023	-	-	No such complaint received during 2022
Unfair Trade Practices	-	-	No such complaint received during 2023	-	-	No such complaint received during 2022
Other*	544	NIL		304	NIL	

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

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.**

Vadilal has [https://vadilalgroup.com/wp-content/uploads/2023/08/VIL\\_Cyber-Security-Policy.pdf](https://vadilalgroup.com/wp-content/uploads/2023/08/VIL_Cyber-Security-Policy.pdf) policy which covers for cyber security and risks 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:**

Please refer to the answer to Q.5 above. All the initiatives explained above has ensured that Company did not have any incidents leading to regulatory issues / penalties.