



Vindhya Telelinks Limited

Regd. Office: Udyog Vihar, P.O. Chorhata,
Rewa - 486 006 (M.P.), India
Telephone No: (07662) 400400 * Fax No: (07662) 400591
Email: headoffice@vtlrewa.com; Website: www.vtlrewa.com
PAN NO.AAACV7757J * CIN: L31300MP1983PLC002134
GSTIN: 23AAACV7757J1Z00

VTL/CS/24-25/Reg-34(2)(f)

8 JUL 2024

BSE Ltd.
Corporate Relationship Department,
1st Floor, New Trading Ring,
Rotunda Building,
P.J. Towers, Dalal Street,
Fort,
MUMBAI-400 001

The Manager,
Listing Department,
The National Stock Exchange of India Ltd,
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra (E),
MUMBAI-400 051

Company's Scrip Code: 517015

Company's Scrip Code: VINDHYATEL

Dear Sirs,

**Sub: Business Responsibility and Sustainability Report
for the financial year 2023-24 pursuant to
Regulation 34(2)(f) of SEBI (Listing Obligations and
Disclosure Requirements) Regulations, 2015**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ('BRSR') for the financial year 2023-24.

The BRSR Report forming part of the Annual Report is also available on the website of the Company, <https://www.vtlrewa.com>.

This is for your information and records.

Thanking you,

Yours faithfully,
For Vindhya Telelinks Limited

(Dinesh Kapoor)
Company Secretary

Encl: As above



Works: i) Plot No.1, Udyog Vihar, P.O. Chorhata, Rewa-486006(M.P.)
ii) Plot No.1-C & 1-D, Udyog Vihar, P.O. Chorhata, Rewa-486006(M.P.)

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

The present report has been formulated in accordance with the SEBI Guidelines for Business Responsibility and Sustainability Reporting (BRSR). Its principal aim is to enhance transparency by showcasing how businesses generate value through active contributions to a sustainable economy. The report serves to emphasize our steadfast dedication to fostering sustainable development and creating enduring value for our stakeholders.

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE ENTITY

S. No.	Particulars	Response
1.	Corporate identity Number (CIN) of the Entity	L31300MP1983PLC002134
2.	Name of the Entity	Vindhya Telelinks Limited
3.	Year of incorporation	1983
4.	Registered office address	Udyog Vihar, P.O. Chorhata, Rewa- 486006 (M.P.), India
5.	Corporate address	5 th Floor, Signature Tower III, Tower 'C', Sector 15-II, N.H-8, Near 32 nd Avenue, Gurugram, Haryana - 122001, India
6.	E-mail	headoffice@vtlrewa.com
7.	Telephone	+91 7662 400400
8.	Website	https://www.vtlrewa.com
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹ 118,508,630 (Divided into 11850863 equity shares of ₹ 10/- each.
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Y.S. Lodha Managing Director & CEO Phone: +91 9404098160 e-mail: headoffice@vtlrewa.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on standalone basis, unless otherwise specified.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Electrical equipment, General Purpose and Special purpose Machinery & equipment, Transport equipment	13.78%
2.	Construction	Roads, Railways, Utility projects	86.22%

17. 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.	Manufacturing of Telecommunication Cables including Jelly Filled Copper Cables, Optical Fibre Cables, Solar PV Cables, Railway Signalling and Quad Cables, Power Cables and other telecom fibre accessories.	31300; 33201	13.78%
2.	Engineering, Procurement & Construction (EPC) business in the key infrastructure sectors viz. Telecom, Power, Water Supply & Irrigation, Gas Pipeline and System Integration.	45203; 45204	86.22%

* Alphabetic Index 5 digit as prescribed by The Ministry of Statistics and Programme Implementation (MOSPI) in terms of Guidance Note on BRSR Reporting issued by SEBI.

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

Location	Number of plants	Number of offices	Total
National	Cable Business - 1	Cable Business - 2	3
	EPC Business - 0	EPC Business - 8	8
International	Nil	Nil	Nil

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

Locations	Number
National (No. of States)	The Cable Business Segment operates in 25 states and 4 Union territories, while the EPC Business Segment operates in 20 states and 4 Union Territories. This highlights a strong national market presence, reaching a substantial portion of states and strengthening the entity's overall domestic market access.
International (No. of Countries)	At the international level, the Cable Business Segment extends its services to 17 countries.

b) Contribution of exports:

What is the contribution of exports as a percentage of the total turnover of the entity?	1.53%
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c) Type of Customers

A brief on types of customers	<p>The Company operates in two Business Segments, namely Cable manufacturing and EPC (Engineering, Procurement, and Construction).</p> <p>Cable Manufacturing:</p> <p>We supply high-quality Telecom and Power Cables to various customers consisting of different Government Departments and Private Sector Telecom Companies who rely on our cables for their communication infrastructure needs. We are proud to be a trusted supplier to these esteemed government organizations.</p> <p>In addition to government departments, we also cater to the requirements of the Railways. Our cables play a crucial role in ensuring efficient and reliable communication and power transmission within the vast railway network. By providing cables specifically designed for railway applications, we contribute to the smooth functioning of the transportation system.</p> <p>Telecom Operators form another significant customer segment for our Cable Business. We understand the importance of seamless connectivity in today's digital age, and we supply top-notch cables that enable telecom operators to deliver reliable voice and data services to their customers. Our cables undergo rigorous testing to meet the stringent standards set by the industry.</p> <p>Furthermore, we are actively involved in the renewable energy sector by supplying Solar PV Cables. These cables are essential components of solar power installations and enable the efficient transmission of direct current generated from solar panels. By serving the renewable energy industry, we contribute to the growth of sustainable and clean energy sources.</p>
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	<p>Engineering, Procurement, and Construction:</p> <p>EPC (Engineering, Procurement, and Construction) Business Segment boasts an impressive customer base encompassing various sectors.</p> <p>We are proud to be associated with the Central and State Government bodies, as our Company has successfully bid for and won several contract / tenders. The trust placed in us by government organizations highlights our ability to deliver on large-scale projects and meet stringent quality standards. Through our partnership with the government, we contribute to the development and modernization of public infrastructure in the country.</p> <p>Public Sector Undertakings also form an integral part of our customer base. These organizations, which play a vital role in various sectors such as telecom, water, irrigation, power, oil and gas, system integration etc. rely on our expertise for their engineering and construction needs.</p> <p>Additionally, we serve Private Sector Corporates, catering to their diverse engineering and construction requirements. We offer customized solutions that meet the specific needs of private sector companies, enabling them to enhance their operational efficiency and achieve their project goals.</p> <p>Under the Company's IP-1 license for establishing a comprehensive optical fibre cable network, numerous telecom operators have been reliant on the network infrastructure developed by the Company. The network has been gradually expanded to encompass new geographical areas within India, thereby extending its coverage.</p>
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IV. EMPLOYEES

20. Details at the end of the year 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)	353	348	98.58%	5	1.42%
2.	Other than Permanent (E)	2247	2215	98.58%	32	1.42%
3.	Total employees (D + E)	2600	2563	98.58%	37	1.42%
Workers						
1.	Permanent (F)	99	99	100%	0	0%
2.	Other than Permanent (G)	158	158	100%	0	0%
3.	Total workers (F + G)	257	257	100%	0	0%

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)	1	1	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	1	1	100%	0	0%
Differently Abled Workers						
1.	Permanent (F)	0	0	0%	0	0%
2.	Other than Permanent (G)	0	0	0%	0	0%
3.	Total differently abled workers (F + G)	0	0	0%	0	0%

21. Participation/Inclusion/Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel	3	0	0%

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

Category	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.30%	0	5.30%	3.17%	0	3.17%	0.80%	0	0.80%
Permanent Workers	4.80%	0	4.80%	1.58%	0	1.58%	0	0	0%

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)
23. 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.	August Agents Limited	Subsidiary	100.00	No
2.	Insilco Agents Limited	Subsidiary	100.00	No
3.	Laneseda Agents Limited	Subsidiary	100.00	No
4.	Birla Visabeira Private Limited	Joint Venture	40.00	No
5.	Punjab Produce Holdings Limited	Associate	48.00	No
6.	Universal Cables Limited	Associate	23.85	No
7.	Birla Corporation Limited	Associate	8.29	No

VI. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS

S. No.	Requirement	Response
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
2.	Turnover (in ₹ Lakhs)	4,08,653
3.	Net worth (in ₹ Lakhs)	1,21,939

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES
25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)*	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	0	0	-	0	0	-
Investors (other than shareholders)	Yes https://www.vtlrewa.com/investors-services.html	0	0	-	0	0	-
Shareholders	Yes https://www.vtlrewa.com/investors-services.html	3	0	-	4	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Others (please specify)	-	-	-	-	-	-	-

* The Company has implemented a Stakeholder Management Policy to address concerns and grievances from internal and external stakeholders efficiently. For further details, refer to the Stakeholder Management Policy available at given weblink: <https://www.vtlrewa.com/pdf/Stakeholder-Management-Policy.pdf>.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Footprint of operations	Risk & Opportunity	<p>RISK</p> <p>The Company's only limited activities poses risks to the local environment and surrounding communities, including biodiversity impacts, emissions into the air, water discharges, natural resource consumption, and waste generation. Managing and accessing these environmental risks are crucial to avoid potential legal and reputational issues.</p> <p>OPPORTUNITY</p> <p>There are opportunities for the Company to address these risks and enhance its reputation by implementing sustainable construction practices, conducting comprehensive environmental impact assessments, engaging stakeholders, and investing in innovation and research. By embracing these opportunities, the Company can minimize negative environmental impacts, comply with regulations, and position itself as a responsible and sustainable leader in the industry.</p>	<p>The Company is actively mitigating the risk associated with footprints of operations by:</p> <ul style="list-style-type: none"> • Implementing robust environmental management systems; • Conducting regular assessments; and • Adopting sustainable practices through responsible resource consumption, waste reduction initiatives, and stakeholder engagement. 	<p>NEGATIVE</p> <p>The financial implications of the identified risk include potential negative impacts such as increased costs for addressing environmental issues, potential fines or penalties for non-compliance with regulations, and potential legal expenses. These financial implications can lead to a decrease in profitability and cash flow if adequate measures are not taken to manage and mitigate environmental risks.</p> <p>POSITIVE</p> <p>Implementing sustainable construction practices and effectively managing environmental risks can enhance the Company's reputation and attractiveness to environmentally conscious clients and partners. This can lead to increased business opportunities, a competitive edge in obtaining new projects, and potentially higher project value. Additionally, proactive engagement with stakeholders and investment in research and innovation can drive efficiency, cost savings, and long-term financial sustainability.</p>
2.	Energy Management	Opportunity	<p>The identification of energy management as an opportunity for the Company stems from the potential benefits of enhancing overall energy efficiency, diversifying energy sources, and accessing alternative and renewable energy. By implementing energy-efficient technologies and systems, the Company can reduce costs, improve operational efficiency, and mitigate the risks associated with energy price fluctuations. Furthermore, the installation of a rooftop solar power plant demonstrates the Company's commitment to renewable energy, which not only reduces dependence on conventional sources but also aligns with sustainability goals. Embracing energy management as an opportunity can enhance competitiveness, contribute to a greener future, and strengthen the Company's environmental stewardship.</p>		<p>POSITIVE</p> <p>By enhancing overall energy efficiency, the Company can reduce energy consumption and associated costs, leading to potential cost savings and improved profitability. Diversifying energy sources and accessing alternative and renewable energy can also contribute to long-term financial sustainability by mitigating the risks of energy price fluctuations and reducing reliance on conventional energy sources. Additionally, investing in renewable energy initiatives, such as the rooftop solar power plant, may provide opportunities for incentives, subsidies, and long-term cost savings through reduced energy bills. Overall, effective energy management can positively impact the Company's financial performance and enhance its competitive position in the market.</p>

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)
3.	Waste Management	Opportunity	<p>The Company has categorized waste management as an opportunity by implementing responsible waste management practices, such as minimizing waste generation and ensuring environmentally responsible disposal. Through meticulous waste segregation, reuse of materials within its operations, and responsible disposal through approved vendors, the Company aims to minimize its environmental footprint, conserve resources, and comply with regulatory requirements. This commitment to sustainable waste management not only reduces potential negative impacts but also presents opportunities for cost savings, resource efficiency, and enhanced environmental stewardship.</p>	-	<p>POSITIVE</p> <p>By minimizing waste generation and promoting resource efficiency, the Company can reduce waste disposal costs, optimize material usage, and potentially generate revenue through the sale of reusable materials. Furthermore, complying with regulatory requirements mitigates the risk of fines and legal liabilities, while demonstrating a commitment to sustainable practices can enhance the Company's reputation, attract environmentally conscious clients, and contribute to long-term financial sustainability.</p>
4.	Community Development	Risk & Opportunity	<p>The categorization of Community Development (Human Rights & Community Relations) as both a risk and an opportunity stem from the potential impacts of the Company's long-term construction activities on local communities. Risks include community dissatisfaction and potential legal issues arising from environmental and social impacts.</p> <p>On the other hand, the opportunity lies in engaging with stakeholders and prioritizing community interests to foster positive relationships, obtain a social license to operate, enhance the Company's reputation, and drive long-term business sustainability.</p>	<p>The Company is committed to mitigating the risk associated with Community Development by:</p> <ul style="list-style-type: none"> • Promoting community development; • Respecting human rights; and • Fostering strong community relations. 	<p>NEGATIVE</p> <p>Negative impacts such as community dissatisfaction, legal issues, and reputational damage can result in increased costs, potential litigation expenses, and a loss of business opportunities. Additionally, addressing environmental and social impacts may require additional investments in mitigation measures, potentially impacting profitability and cash flow in the short term.</p> <p>POSITIVE</p> <p>By prioritizing community engagement, respecting human rights, and obtaining a social license to operate, the Company can benefit from enhanced reputation and community support. This can lead to increased customer loyalty, attracting socially conscious investors, and opening doors to potential partnerships and business collaborations. The positive financial implications may include improved long-term profitability, access to new markets, and cost savings through streamlined operations and reduced conflicts with local communities.</p>

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)
5.	Workforce Health and Safety	Risk	<p>The categorization of Workforce Health and Safety as a risk is based on the high fatality and injury rates in the EPC industry compared to other sectors, as well as the increased vulnerability of temporary workers due to lack of training and experience. Failing to effectively manage these risks can result in human suffering, legal liabilities, and financial costs.</p>	<p>The Company prioritizes workforce health and safety by:</p> <ul style="list-style-type: none"> • Implementing comprehensive safety protocols; • Providing regular training programs, and fostering a strong safety culture; • Conducting risk assessments, ensuring compliance with occupational health and safety regulations; and • Continuously monitoring and improving safety practices. 	<p>NEGATIVE</p> <p>Workplace accidents and injuries can result in increased costs, including medical expenses, compensation claims, potential legal liabilities, and regulatory fines. Additionally, such incidents can lead to project delays, increased insurance premiums, and reputational damage, impacting the Company's profitability and hindering its ability to secure future projects</p>
6.	Materials Sourcing	Opportunity	<p>The categorization of Materials Sourcing as an opportunity is based on the potential to reduce direct and indirect greenhouse gas emissions and integrate value chain partner considerations effectively into the Company's business strategy. By strategically selecting suppliers with lower carbon footprints, promoting sustainable practices, and incorporating responsible supply chain management, the Company can enhance its environmental reputation, attract environmentally conscious customers, and meet the growing demand for sustainable products and services. This opportunity aligns with environmental sustainability goals, enhances operational efficiency, and positively impacts the Company's long-term financial performance.</p>		<p>POSITIVE</p> <p>By strategically selecting suppliers with lower carbon footprints and incorporating sustainable practices, the Company can potentially reduce costs associated with energy consumption, waste management, and compliance with environmental regulations. Furthermore, meeting the growing demand for sustainable products and services can open new market opportunities, attract environmentally conscious customers, and strengthen the Company's competitive position. Additionally, a positive environmental reputation can enhance brand value and customer loyalty, leading to increased sales and long-term financial sustainability.</p>

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.

S. No.	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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b) Has the policy been approved by the Board? (Yes/No)	Yes	No	No	Yes	No	No	Yes	Yes	No
	Particulars of the Policies	Anti-Corruption or Anti-Bribery Policy	Sourcing with Human Dignity Policy	Non-Discrimination, Diversity and Equal Opportunity Policy	Stakeholder Management Policy	Modern Slavery Policy, Human Dignity Policy	Sustainability Policy	Policy on Responsible Advocacy	Corporate Social Responsibility Policy	Information Security Management System Policy
	c) Web Link of the Policies, if available	https://www.vfirewa.com/pdf/Anti-Bribery-and-Anti-Corruption-Policy.pdf	https://www.vfirewa.com/pdf/VTL-Sourcing-with-Human-Dignity.pdf	https://www.vfirewa.com/pdf/Non-Discrimination-Diversity-and-Equal-Opportunity-Policy.pdf	https://www.vfirewa.com/pdf/Stakeholder-Management-Policy.pdf	https://www.vfirewa.com/pdf/VTL-Modern-Slavery-Policy.pdf https://www.vfirewa.com/pdf/VTL-Human-Dignity-Policy.pdf	https://www.vfirewa.com/pdf/VTL-sustainability-policy.pdf	https://www.vfirewa.com/pdf/Policy-on-Responsible-Advocacy.pdf	https://www.vfirewa.com/Policies/CSR.pdf	https://www.vfirewa.com/IMS-Policy.pdf

2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company has translated the policy into procedures, describing clear steps and actions for effective implementation. The relevant policies are communicated to the employees and workers and required SOPs are in place to ensure implementation.																				
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Company extends its policies to value chain partners when suitable and reasonable, recognizing the importance of aligning standards for uniformity.																				
4. Name of the national and international codes / certifications/ labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	P1	P2	P3	P4	P5	P6	P7	P8	P9												
<table border="1"> <tr> <td data-bbox="755 472 820 1354"> Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGRBC) </td> <td data-bbox="820 472 885 1354"> ISO 9001 : 2015 - Quality Management Systems, ISO/TS 22163:2017 - Quality Management Systems for International Rail Industry, TL 9000 (R 6.3 / 5.7H) - Quality Management Systems for International Telecommunications Industry </td> <td data-bbox="885 472 950 1354"> ISO 45001 : 2018 - Occupational Health and Safety Management Systems </td> <td data-bbox="950 472 1015 1354"> Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGRBC) </td> <td data-bbox="1015 472 1079 1354"> ISO 45001 : 2018 - Occupational Health and Safety Management Systems </td> <td data-bbox="1079 472 1144 1354"> ISO 14001 : 2015 - Environment Management Systems ISO 22301 : 2019 - Business Continuity Management Systems </td> <td data-bbox="1144 472 1209 1354"> Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGRBC) </td> <td data-bbox="1209 472 1274 1354"> Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGRBC) </td> <td data-bbox="1274 472 1339 1354"> ISO 27001 : 2013 - Information Security Management Systems </td> <td data-bbox="1339 472 1404 1354"></td> <td data-bbox="1404 472 1500 1354"></td> </tr> </table>											Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGRBC)	ISO 9001 : 2015 - Quality Management Systems, ISO/TS 22163:2017 - Quality Management Systems for International Rail Industry, TL 9000 (R 6.3 / 5.7H) - Quality Management Systems for International Telecommunications Industry	ISO 45001 : 2018 - Occupational Health and Safety Management Systems	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGRBC)	ISO 45001 : 2018 - Occupational Health and Safety Management Systems	ISO 14001 : 2015 - Environment Management Systems ISO 22301 : 2019 - Business Continuity Management Systems	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGRBC)	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGRBC)	ISO 27001 : 2013 - Information Security Management Systems		
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<p>BIS Licenses;</p> <ol style="list-style-type: none"> 1. BIS License for LT Power and Control Cables as per IS 1554 (Pt-1) : 1988 2. BIS License for LT PVC Insulated Flexible Cables & Cords as per IS 694:2010 3. BIS License for LT XLPE Insulated Power Cables per IS 7098 (Pt-1):1988 4. BIS License for XLPE Insulated Power Cables for working voltages from 3.3 kV Up to and incl. 33 kV as per IS 7098 (Pt-2):2011 <p>Other Product Certifications;</p> <ol style="list-style-type: none"> 1. Solar PV Cable (As per EN 50618:2014) (E-Beam Cross linkable Cable) from TUV Rheinland 2. Electric cables for photovoltaic systems with a voltage rating of 1,5 kV DC (As per IEC 62930:2017) from TUV Rheinland 																					

<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>During the financial year 2024-25, the Company will continue to focus on the following parameters:</p> <ol style="list-style-type: none"> 1. Transitioning into green energy and reducing electricity consumption from the grid: The Company aims to reduce its reliance on grid electricity through various means such as implementing energy-efficient technologies, optimizing energy usage and exploring renewable energy sources. 2. Monitoring and evaluating E, S, & G parameters: The Company intends to actively monitor and evaluate the performance and risks associated with Environmental (E), Social (S), and Governance (G) parameters. This would help the Company in identifying areas for improvement and mitigate risks associated with sustainability issues. 3. CO2 Emission Reduction in Construction Activities: To accomplish this goal, we are committed to adopting and deploying state-of-the-art technologies, practices, and processes that effectively mitigate the release of CO2 during our construction operations. Our focus is on utilizing the best available means to significantly reduce the environmental impact associated with our activities, thus contributing to the global efforts towards carbon footprint reduction and environmental sustainability. By prioritizing the reduction of CO2 emissions, we aim to demonstrate our dedication to responsible environmental stewardship in all aspects of our operations.
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met</p>	<p>The Company acknowledges its responsibility to make a positive impact on communities by pinpointing the main areas of focus and the performance towards the above commitments is monitored on a regular basis, and adequate actions are taken, wherever required.</p> <p>The performance of our goals set during FY 2022-23 stands as;</p> <ol style="list-style-type: none"> 1. Establishing and maintaining systematic sustainability databases: The Company has established an internal database to systematically assess the sustainability issues. 2. Reducing electricity consumption from the grid: In comparison to last year, the overall consumption from grid reduced to the extent of 12%. 3. Monitoring and evaluating E, S, & G parameters: The Board on an annual basis monitors and evaluates the ESG parameters. 4. Strengthening the training division and educating employees: The training programs has increased by 20% as compared to the last year. 5. CO2 Emission Reduction in Construction Activities: The overall reduction in the CO2 emission has been 10%. Further, it is highlighted that during FY 2023-24, the Company avoided 2,304 MT of CO2 emissions by adopting various green practices. 6. Ensuring Full Compliance with Policies and Zero Tolerance for Bribery and Unethical Practices: The Zero tolerance for bribery and unethical practices are fully functional and there are no reported cases in the last year.

Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p><i>"I am honoured to update you on our Company's progress in tackling key Environmental, Social, and Governance (ESG) challenges. I am proud to announce that our dedication to sustainability has resulted in substantial improvements in our operations, benefiting the environment, our stakeholders, and the communities we serve.</i></p> <p><i>We have actively engaged with and invested in local communities through a comprehensive Corporate Social Responsibility (CSR) framework. This framework encompasses diverse focus areas such as animal welfare, promoting preventive healthcare and sanitation facilities, training to promote sports activities, promoting education including education relating to culture, special education, employment-enhancing vocational skills and livelihood enhancement projects. By investing in these critical areas, we actively contribute to the well-being of our planet and society.</i></p> <p><i>We strongly believe in the importance of continuous improvement, which is why we are setting new targets for the future. Our ultimate goal is to become a leading force in sustainability, not just within our industry, but across all sectors. By exemplifying best practices in ESG, we aim to inspire positive change and be recognized as pioneers in creating a better world."</i></p> <p><i>Y.S. Lodha (Managing Director & CEO)</i></p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p>Shri Y.S. Lodha Managing Director and CEO DIN: 00052861</p>
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	<p>The primary responsibility for executing and supervising the Business Responsibility policies rests with Shri Y.S. Lodha (DIN: 00052861), who serves as the Managing Director and CEO of the Company.</p> <p>The following committees of the Board of Directors are responsible to take decisions on sustainability related issues;</p> <ul style="list-style-type: none"> • CSR Committee - Formulation and recommendation of the CSR policy to the Board and monitoring of CSR budget, activities and expenditure. • Risk Management Committee - Supports the Board in directing the risk management process, the controls and risk tolerance. It makes recommendations related to risk mitigation and reviews the Company's risk governance system. • Stakeholders Relationship Committee - Evaluates the statutory compliances and investor services concerning payment of dividend, security holders grievances etc.

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
Performance against above policies and follow up action	Yes, performance review was undertaken by Board of Directors.	Annually															
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the Company has complied with the statutory requirements relevant to these principles and review was undertaken by the Board of Directors.	Quarterly															

11. Independent assessment/ evaluation of the working of its policies by an external agency:

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
	<p>An extensive internal management evaluation process is in place to thoroughly assess all policies. Subsequently, the Board of Directors approves these policies based on the outcomes of the evaluation.</p> <p>The Company has not undertaken any external assessment or evaluation of the effectiveness of its policies during the reporting period.</p>								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

The purpose of this section is to assist organizations in showcasing their proficiency in integrating principles and core elements into critical processes and decisions. The Company has duly provided all mandatory disclosures as per the BRSR framework.

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	1	Code of Conduct and Corporate Social Responsibility	100%
Key Managerial Personnel	1	Code of Conduct and Corporate Social Responsibility	100%
Employees other than BOD and KMPs	<u>Cable Business</u> 19	Awareness of BCMS, Cable Failure, ISMS, ISO 9001, ISO 45001, IMS, TL9000 Alert, 5S, MSDS, Fire Safety and Disaster Management, Height Work, Material Handling & Placement, Child Labour, Environment Pollution, Importance of Ozone Layer & their Conservation, Health & Well Being, Measurement Uncertainty and OJT.	100%

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
	<u>EPC Business</u> 52	Code of Conduct, Knowledge on Conflict of Interest, Fire Safety and Disaster Management, Work at height, Scaffolding, First Aid (CPR), Safe driving, Monsoon Safety, Work Permit System, Lifting Operation, Shut down Safety, Excavation Safety, Electrical Safety, Tools and Tackles, Material Handling & Placement, Vehicle movement, DTR Installation, House Keeping, Emergency Response Plan, POSH Training.	80%
Workers	<u>Cable Business</u> 25	Awareness of BCMS, Cable Failure, ISMS, ISO 9001, MSDS, Fire Safety, Height Work, Child Labour, Environment Pollution, IMS, Importance of Ozone Layer & their Conservation and OJT.	100%
	<u>EPC Business</u> 156	Code of Conduct, Knowledge on Conflict of Interest, Fire Safety and Disaster Management, Work at height, Scaffolding, First Aid (CPR), Safe driving, Monsoon Safety, Work Permit System, Lifting Operation, Shut down Safety, Excavation Safety, Electrical Safety, Tools and Tackles, Material Handling & Placement, Vehicle movement, DTR Installation, House Keeping, Emergency Response Plan, POSH Training.	89%

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:

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

NON-MONETARY				
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NA	NA	NA
Punishment	NIL	NA	NA	NA

The Company is dedicated to maintaining ideal ethical and legal standards in all operations. As a result, neither the Company nor its directors or key managerial personnel (KMPs) have faced fines, penalties, awards, compounding fees, or settlement amounts in any proceedings.

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
This particular section is not applicable to the Company	

4. Anti-corruption or Anti-bribery policy:

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.	<p>Yes, the Company has developed a comprehensive Anti-Corruption or Anti-Bribery Policy, showcasing our unwavering dedication to maintaining the highest ethical standards throughout our business operations and fostering a climate of transparency and equitable business practices. This policy reflects our firm commitment to establishing and enforcing robust measures to detect, prevent, and combat corrupt activities, including bribery.</p> <p>For detailed information and access to the policy, kindly visit the following web link: https://www.vtlrewa.com/pdf/Anti-Bribery-and-Anti-Corruption-Policy.pdf.</p> <p>This policy serves as a guiding framework to ensure that all stakeholders, including employees, partners, and suppliers, are aware of our zero-tolerance approach towards corruption and bribery, and can actively contribute to the maintenance of a fair and ethical business environment.</p>
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5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

No disciplinary action has been taken by any law enforcement agency against any director, KMP, employees or workers of our Company for charges of bribery or corruption. Our Company maintains a zero-tolerance policy towards corruption and is dedicated to upholding the highest standards of ethical conduct and transparency in all business dealings.

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

Particulars	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	-	NIL	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	-	NIL	-

7. Corrective Actions:

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	This particular section is not applicable to the Company.
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8. Number of days of account payable ((Accounts payable *365) / Cost of goods/services procured) in the following format:

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts Payables	76.83	124.45

9. Open-ness of Business

Provide details of Concentration of purchase and sales with trading houses, dealers, and related parties along -with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Concentration of purchases*	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 Trading houses as % of total purchases from trading houses	-	-
Concentration of Sales*	a. Sale to dealers / distributed as % of total sales	-	-
	b. Number of dealers / distributions to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.68%	10.52%
	b. Sales (Sales to related parties / Total Sales)	1.30%	0.56%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.00%	0.00%
	d. Investments (Investments in related parties / Total Investments made)	48.90%	63.40%

* The Company operates in B2B model and hence, the disclosure pertaining to purchases from trading houses and/or sales through dealers/distributors is not applicable.

PRINCIPLE 2: 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 entity, respectively:

Particulars	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	R&D expenditure is not accounted for separately		
Capex	1.98%	NIL	Energy Conservation, Reduction in Water Pollution and Reduction in consumption of Wood

2. Sustainable sourcing:

Does the entity have procedures in place for sustainable sourcing? (Yes/No)	<p>Yes, the Company have procedures in place for sustainable sourcing.</p> <p>Cable Business:</p> <p>The Company has successfully incorporated a Supplier Framework with the explicit objective of fostering sustainable sourcing practices. This comprehensive framework encompasses the meticulous evaluation and selection of suppliers, primarily based on three fundamental criteria, namely:</p>
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	<ul style="list-style-type: none"> • Quality • Pricing • Delivery <p>Further, suppliers are evaluated and ranked according to their performance in relation to the aforementioned parameters.</p> <p>Additionally, the Company has established Environmental Requirements for its suppliers, which are communicated to them.</p> <p>During the supplier registration process, the Company conducts an evaluation to assess their suitability. A Supplier Registration Questionnaire is sent to suppliers to gather information regarding Quality, Environment, Occupational Health & Safety, and compliance with Statutory & Regulatory Requirements.</p> <p><u>EPC Business:</u></p> <p>Within the framework of the EPC Business Segment, materials are procured using two distinct channels: direct sourcing and sourcing through contractors. Throughout the sourcing process, careful attention is given to the following factors:</p> <ul style="list-style-type: none"> • Standards & Specifications • Contractor Selection • Ongoing Contractor Monitoring <p>By incorporating these considerations into the sourcing procedures under the EPC Business Segment, the organization ensures that materials are procured in accordance with predefined standards and specifications while maintaining a robust system for contractor evaluation and monitoring.</p>
<p>If yes, what percentage of inputs were sourced sustainably?</p>	<p>100%</p>

3. Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:

<p>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.</p>	<p><u>Cable Business:</u></p> <p>The Company ensures that the cables supplied to customers possess a minimum lifespan of 25-30 years. To ensure transparency and proper handling of end-of-life treatment, customers are provided with a comprehensive Material Safety Data Sheet (MSDS) that contains detailed information on the appropriate procedures for disposal or treatment.</p> <p>Given that the cables are predominantly utilized by industrial entities, the responsibility for the effective management of end-of-life treatment lies with the customers themselves. This entails adhering to the guidelines specified in the MSDS and complying with the relevant laws and regulations in force during that period.</p> <p>Regarding waste generated within the Company, stringent measures are implemented to ensure compliance with environmental laws and consent conditions. Specific waste categories are handled as follows:</p> <ul style="list-style-type: none"> • Plastic Waste: The Company responsibly sells plastic waste to authorized recyclers, thereby promoting sustainable waste management practices. • E-Waste: In line with regulatory requirements, the Company sells electronic waste exclusively to authorized recyclers, ensuring proper recycling and disposal. • Acid Batteries: The Company follows a buy-back policy with Original Equipment Manufacturers (OEMs) to ensure the safe and environmentally sound disposal of acid batteries. • Hazardous Waste: All hazardous waste generated is meticulously disposed of through authorized recyclers, adhering to strict guidelines and safety protocols. • Other Non-Hazardous Waste: The Company adopts a responsible approach by selling non-hazardous waste to trusted vendors who can appropriately handle and utilize the materials.
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	<p>EPC Business:</p> <p>Within the EPC Business Segment, two primary waste streams are generated:</p> <ul style="list-style-type: none"> • Construction & Demolition waste • Metallic Scrap waste <p>These waste materials are effectively managed through well-defined procedures. Construction & Demolition waste is reused wherever possible during ongoing operations, minimizing waste generation and promoting resource efficiency.</p> <p>Metallic Scrap waste, on the other hand, is sold exclusively to authorized vendors who possess the necessary expertise and infrastructure for proper recycling, disposal and utilization of these materials.</p>
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4. Extended Producer Responsibility (EPR) plan:

<p>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.</p>	<p>Extended Producer Responsibility (EPR) is applicable and the Company has obtained EPR registration under Importer category. The waste collection plan is in line with the EPR plan submitted to Pollution Control Boards.</p>
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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 insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	348	348	100%	348	100%	0	0%	0	0%	0	0%
Female	5	5	100%	5	100%	5	100%	0	0%	0	0%
Total	353	353	100%	353	100%	5	1.42%	0	0%	0	0%
Other than Permanent employees											
Male	2215	2212	99.87%	2212	99.87%	0	0%	0	0%	0	0%
Female	32	32	100%	32	100%	32	100%	0	0%	0	0%
Total	2247	2244	99.87%	2244	99.87%	32	0.01%	0	0%	0	0%

B) Details of measures for the well-being of workers:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	99	99	100%	99	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	99	99	100%	99	100%	0	0%	0	0%	0	0%
Other than Permanent workers											
Male	158	158	100%	158	100%	0	0%	0	0%	0	0%
Female	0	0	0	0	0	0	0%	0	0%	0	0%
Total	158	158	100%	158	100%	0	0%	0	0%	0	0%

C) Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format -

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.08%	0.04%

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	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%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI*	11.87%	0%	Yes	79%	0%	Yes
Others - please specify	-	-	-	-	-	-

* The Company has Workmen Compensation Policy in place of ESI for all the Workers.

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.	<p>Yes, our premises and offices are designed to accommodate employees with disabilities.</p> <p>Currently, we have one differently abled employee, and we've made specific accommodations in both our factory premises and the Company's township where the employee resides.</p> <p>These adaptations support the employee in navigating and performing their duties comfortably and efficiently, tailored to their individual needs and capabilities.</p>
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4. Equal Opportunity Policy:

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.	<p>Yes, the Company has adopted an Equal Opportunity Policy that ensures individuals of all age, religion, race, region, ethnicity, gender, ability, and sexual orientation work collectively in an environment that flourishes on originality.</p> <p>For more information regarding the Equal Opportunity Policy, please visit the following web link: https://www.vtlrewa.com/pdf/Non-Discrimination-Diversity-and-Equal-Opportunity-Policy.pdf</p> <p>This policy document outlines the principles and guidelines that the Company upholds to promote equal opportunities and non-discrimination within the organization.</p>
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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	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL

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:

Category	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	<p>Yes, the Company has instituted formal and structured mechanisms to receive and handle grievances, providing employees and workers with a platform to express their concerns.</p> <p>Various channels are available for grievance submission:</p> <ul style="list-style-type: none"> • Suggestion Boxes: These anonymous boxes enable employees and workers to submit grievances or suggestions confidentially, fostering open communication. • Emails: An official email address is provided for employees and workers to directly communicate grievances to relevant departments or designated personnel. • Display Boards: Mobile numbers of designated personnel responsible for addressing grievances are prominently displayed on boards within the premises, ensuring easy access and communication. • Site Safety Person's Interactions: Daily interactions with the Site Safety Person offer employees and workers opportunities to voice safety concerns or other relevant issues. • Head of HR Interactions: Regular interactions with the Head of HR create an open environment for discussing and resolving grievances. <p>Upon receiving a grievance, the Company adopts a responsive approach to address it promptly. Grievances undergo thorough examination, root cause analysis, and implementation of corrective measures.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	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	353	142	40.23%	341	156	45.75%
Male	348	140	40.23%	336	154	45.83%
Female	5	2	40.00%	5	2	40.00%
Total Permanent Workers	99	99	100%	104	104	100%
Male	99	99	100%	104	104	100%
Female	0	0	0%	0	0	0%

The aforementioned details are exclusive to the cable business, as the employees and workers within the EPC business segment are not affiliated with any association or recognized union.

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety		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	2563	2466	96.22%	1864	72.73%	1769	1769	100%	1769	100%
Female	37	36	97.30%	36	97.30%	28	28	100%	28	100%
Total	2600	2502	96.23%	1900	73.08%	1797	1797	100%	1797	100%

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety		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)
Workers										
Male	257	250	97.28%	250	97.28%	251	251	100%	231	92.03%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	257	250	97.28%	250	97.28%	251	251	100%	231	92.03%

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2563	2081	81.19%	1769	1725	97.51%
Female	37	30	81.08%	28	26	92.86%
Total	2600	2111	81.19%	1797	1751	97.44%
Workers						
Male	257	245	95.33%	251	231	92.03%
Female	0	0	0%	0	0	0%
Total	257	245	95.33%	251	231	92.03%

10. Health and safety management system:

S. No.	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	<p>Yes, the Company has established an occupational health and safety management system that encompasses all facets of its operations. This system includes;</p> <ul style="list-style-type: none"> • Employee and worker health, • Safety training, • Hazard identification and risk assessment, • Incident reporting, • Investigation, • Ongoing monitoring and improvement.
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>The Company places utmost importance on identifying work-related hazards and assessing risks to safeguard the safety and well-being of our employees. To achieve this, we implement the following processes and procedures:</p> <ol style="list-style-type: none"> a) Routine activities are monitored through work safety analysis, standard operating procedures, and operational control plans. b) Non-routine activities are supervised using a seven-type work permit system, covering hazardous activities such as hot work operations, cold work activities, electrical installation and maintenance, working at heights, confined space entry, and heavy lifting operations. <p>The Company is committed to minimizing the risks associated with non-routine activities, preventing accidents and injuries, and creating a safe and healthy work environment for all the employees and workers.</p>

S. No.	Particulars	Response
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	The Company has established robust mechanisms for workers to report work-related hazards and protect themselves from risks. These mechanisms include; <ul style="list-style-type: none"> • Clear reporting channels and procedures for employees to promptly communicate hazards, near-misses, and incidents. • Comprehensive training and resources are provided to empower workers in identifying and reporting potential hazards effectively. • Specific policies and procedures have been implemented to safeguard workers' rights to refuse unsafe work without facing retaliation or reprisal.
d)	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	The Company provides access to medical and healthcare services beyond those directly related to occupational illnesses or injuries. These services include health insurance coverage or access to medical services through third-party providers.

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	29.64	86.84
Total recordable work-related injuries	Employees	0	0
	Workers	9	25
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities) Including in the contract workforce	Employees	0	0
	Workers	0	0

12. Measures to ensure a safe and healthy workplace:

Describe the measures taken by the entity to ensure a safe and healthy workplace.
<p>The Company has implemented robust operational controls to proactively identify and mitigate potential work-related hazards and associated risks. With a steadfast commitment to ensuring a safe and healthy workplace, the following comprehensive measures have been adopted:</p> <ul style="list-style-type: none"> • Daily health and safety briefing exercises • On-the-job safety training through Site Safety Trainings • Toolbox Trainings • Display of proper safety instructions on board and signages • Feedback and suggestions • Engaging in reactive monitoring activities <p>These measures aim to enhance the safety and well-being of all employees, mitigating the risk of work-related accidents or illnesses.</p>

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

Particulars	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	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	NIL	NIL	-	NIL	NIL	-
Health & Safety	NIL	NIL	-	NIL	NIL	-

14. Assessments for the year:

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

These assessments were conducted in-house by the Company.

15. Corrective Actions:

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.	This section is considered not applicable as there were no significant risks or concerns which arouse from the assessments.
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PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS
ESSENTIAL INDICATORS:
1. Identification of stakeholders group:

Describe the processes for identifying key stakeholder groups of the entity	<p>The Company has developed a Stakeholder Engagement Framework which augments the process of identifying them. The framework has dual aspect dimension which covers the stakeholder's interest as well as stakeholder's influence. On this basis, the stakeholders are identified and the modes as well as the level of engagements are also determined.</p> <p>Further, the Company considers the following elements while identifying stakeholder groups:</p> <ul style="list-style-type: none"> • Dependency: Groups or individuals who are directly or indirectly dependent on the organisation's activities. • Responsibility: Groups or individuals to whom the organisation has, or in the future may have, legal, commercial, operational or ethical / moral responsibilities. • Attention: Groups or individuals who need immediate attention from the organisation about financial, wider economic, social or environmental issues. • Influence: Groups or individuals who can have an impact on the organisations or a stakeholder's strategic or operational decision-making.
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2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> • Annual General Meeting, • Shareholder meets, • Email, • Stock Exchange (SE) intimations, • Annual report, quarterly results, media releases and Company's website 	Quarterly, Half yearly and annually	Share price appreciation, dividends, profitability and financial stability, robust ESG practices, risks, growth prospects.
Employees & Workers	No	<ul style="list-style-type: none"> • Emails • Team Engagement • Engagement through Training Programs • Notice Board 	Periodically	Hearing of all employee concerns Conducting meetings People voice meeting Suggestion Schemes Conducting enquiries

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> Emails Regular Meets Personal Visits/Interviews Satisfaction Surveys 	Regular	Queries/suggestions / assurance/ complaints etc. Understating the customers' requirements
Suppliers	No	<ul style="list-style-type: none"> Emails, Supplier meetings. 	Regular	Queries/suggestions/ assurance/ complaints etc. Raising our concerns with suppliers
Government and Regulators	No	<ul style="list-style-type: none"> Reporting / Filings; Submissions/ Applications; Industry forum meets. 	On periodical basis as provided under relevant legislations	In relation to Compliances with applicable laws, Industry concerns, changes in regulatory frameworks, skill and capacity building, employment.
Community	No	<ul style="list-style-type: none"> Periodical Meets Personal Visits 	Periodically	Under CSR projects covering Community development, livelihood support, Animal welfare, Sanitation etc.
Board of Directors	No	<ul style="list-style-type: none"> Emails Regular meetings 	Quarterly and on any event/need basis.	Company's business operations, planning, strategies etc.
Contractors	No	<ul style="list-style-type: none"> Emails Need based meetings Periodical Reports 	Periodically	Contractual Agreements, Performance evaluation, Fair and timely payment, Quality and performance.
Industry & Trade Associations	No	<ul style="list-style-type: none"> Emails Regular meetings Periodical Reports 	Periodically	Networking opportunities and industry specific updates
Trade Unions	No	<ul style="list-style-type: none"> Emails Need based meetings 	Requirement basis.	Collective Bargaining, Worker welfare, Change in Employment practices, Labour relations
Subsidiaries	No	<ul style="list-style-type: none"> Emails Need based meetings Periodical Reports 	Quarterly and need basis.	Discussions on major Investment/ expansion plans', Sharing of performance Data, facilitate decision making on major topics.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS
ESSENTIAL INDICATORS:

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Particulars	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	353	320	90.65%	341	341	100%
Other than permanent	2247	2220	98.80%	1456	1456	100%
Total Employees	2600	2570	98.85%	1797	1797	100%

Particulars	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Workers						
Permanent	99	90	90.91%	104	104	100%
Other than permanent	158	153	96.84%	147	147	100%
Total Workers	257	243	94.55%	251	251	100%

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	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	353	0	0%	353	100%	341	0	0%	341	100%
Male	348	0	0%	348	100%	336	0	0%	336	100%
Female	5	0	0%	5	100%	5	0	0%	5	100%
Other than Permanent	2247	0	0%	2247	100%	1456	0	0%	1456	100%
Male	2215	0	0%	2215	100%	1433	0	0%	1433	100%
Female	32	0	0%	32	100%	23	0	0%	23	100%
Workers										
Permanent	99	0	0%	99	100%	104	0	0%	104	100%
Male	99	0	0%	99	100%	104	0	0%	104	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent	158	0	0%	158	100%	147	0	0%	147	100%
Male	158	0	0%	158	100%	147	0	0%	147	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%

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

a. Median Remuneration/wages

(₹ in lakhs)

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	8	12.85	2	12.00
Key Managerial Personnel (KMP)	3	84.47	0	0
Employees other than BoD and KMP	371*	7.34	5	7.43
Workers	266*	2.93	0	0

* Includes employees/workers who have ceased to be associated with the Company during the year.

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

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	0.95%	1.15%

4. Focal point for addressing human rights:

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)

- Cable Business - Head of Human Resources serves as the focal point for addressing any human rights impacts or issues arising from the business's operations.
- EPC Business - Project Monitoring Committee is designated as the focal point for addressing human rights issues

5. Internal mechanisms in place to redress grievances related to human rights issues:

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

The Company has established an internal grievance redressal mechanism accompanied by a clearly defined Code of Discipline. Individuals can directly report violations to either the Project Monitoring Committee or the Head of Human Resources within this framework.

Upon receiving a complaint, the designated focal point, in conjunction with the Human Resources department, conducts a thorough investigation. Prompt and appropriate remedial actions are then implemented to effectively address the situation.

Moreover, the Company maintains transparent channels of communication with stakeholders, including local communities, civil society organizations, and relevant government agencies. This proactive approach ensures the timely and efficient resolution of human rights grievances, fostering a harmonious and responsible relationship with all stakeholders.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	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	NIL	NIL	-	NIL	NIL	-
Discrimination at workplace	NIL	NIL	-	NIL	NIL	-
Child Labour	NIL	NIL	-	NIL	NIL	-
Forced Labour/Involuntary Labour	NIL	NIL	-	NIL	NIL	-
Wages	NIL	NIL	-	NIL	NIL	-
Other human rights related issues	NIL	NIL	-	NIL	NIL	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

The Company is firmly committed to maintaining a workplace environment that is free from all forms of harassment, including sexual harassment. To ensure compliance with this commitment, the Company maintains a strict Code of Conduct for Sites and Project Operations, which requires the reporting of all harassment concerns and ensures prompt resolution of any complaints received.

Moreover, the Company has established internal committees across various locations to investigate allegations of sexual harassment and recommend appropriate action, as necessary. Additionally, regular awareness and training sessions are conducted to ensure that employees are fully aware of the nuances of sexual harassment and the relevant redressal mechanisms.

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

Yes, the Company diligently ensures the inclusion of specific human rights requirements within its business contracts. These requirements encompass the following:

1. Sellers, vendors, and suppliers are obligated to provide an Anti-Corruption Undertaking.
2. Suppliers are required to abstain from employing child labour in any of their manufacturing or general activities conducted within the factory premises.
3. Suppliers are expected to diligently comprehend and faithfully adhere to safety and environmental protocols.

In addition to the aforementioned clauses, other contextual and necessity-based requirements are also incorporated into the business contracts.

10. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100 %
Forced/involuntary labour	100 %
Sexual harassment	100 %
Discrimination at workplace	100 %
Wages	100 %
Others - Employees well-being and working conditions	100 %

The assessments on the above-mentioned parameters were conducted in-house by the Company.

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

The Company's self-assessment and customer diligence have not identified any notable risks or concerns. It remains steady in its commitment to human rights, having implemented a comprehensive framework addressing significant risks like forced labour, child labour, sexual harassment, discrimination, and wages.

This framework includes periodic evaluations to detect potential violations and regular employee training to enhance awareness and prevent such incidents.

Should violations occur, the Company swiftly implements corrective actions, including work suspension, contract termination, or legal measures as necessary.

Additionally, continuous assessment and enhancement of policies and procedures are undertaken to ensure the maintenance of human rights standards across all operations.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT
ESSENTIAL INDICATORS:

Note: The revenue from operations under the various listed parameters has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	9,756 GJ	10,387 GJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	9,756 GJ	10,387 GJ
From non-renewable sources		
Total electricity consumption (D)	41,476 GJ	46,310 GJ
Total fuel consumption (E)	216 GJ	1,838 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	41,692 GJ	48,148 GJ
Total energy consumed (A+B+C+D+E+F)	51,448 GJ	58,535 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	8.9 GJ	7.7 GJ
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.40 GJ	0.34 GJ
Energy intensity in terms of physical output	0.0749 GJ/Km	0.0792 GJ/Km
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

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

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.

This particular section is not applicable, as the Company has not been identified as designated consumer under Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	1,63,190	1,31,192
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,63,190	1,31,192
Total volume of water consumption (in kilolitres)	1,63,190	1,31,192
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	28.14 KL/Million Rs.	20.7 KL/Million Rs.
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	1.26 KL/Million Rs.	0.92 KL/Million Rs.
Water intensity in terms of physical output	0.237 KL/Km Cable	0.214 KL/Km Cable
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

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

4. Provide the following details related to water discharged: Not Applicable

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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.

5. Mechanism for Zero Liquid Discharge:

Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	<p>The Company has implemented a Zero Liquid Discharge (ZLD) system at its Rewa manufacturing plant, operational since 1999. This system prevents any liquid waste discharge from the facility.</p> <p>Water usage primarily for cooling purposes operates in a closed loop, eliminating industrial effluent release into the environment.</p> <p>Furthermore, domestic wastewater is treated in a Sewage Treatment Plant (STP), with the treated water utilized for horticultural purposes onsite.</p> <p>This reflects the Company's commitment to sustainable and environmentally responsible water management practices.</p>
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6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	-	NIL	NIL
Sox	-	NIL	NIL
Particulate matter (PM)	-	NIL	NIL
Persistent organic pollutants (POP)	-	NIL	NIL
Volatile organic compounds (VOC)	-	NIL	NIL
Hazardous air pollutants (HAP)	-	NIL	NIL
Others - please specify	-	NIL	NIL

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.

The Company has not conducted any independent assessment, evaluation or assurance by an external agency. Nevertheless, the Company monitors ambient air quality on a quarterly basis through a National Accreditation Board for Testing and Calibration Laboratories (NABL) accredited agency.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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	15	128
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	12,096	13,387
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT/Million Rs.	2.09	1.77
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MT/Million Rs.	0.093	0.079
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT/Km Cable	0.018	0.018
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	-

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

The Company has not conducted any independent assessment, evaluation or assurance by an external agency. Nevertheless, the Company does perform quarterly monitoring of ambient air quality through an agency accredited by the National Accreditation Board for Testing and Calibration Laboratories (NABL).

8. Project related to reducing Green House Gas emission:

Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.	The Company has recognised the significance of moving towards Renewable energy and therefore has established a rooftop solar power plant with a capacity of 2 MW, which has significantly aided in reducing its carbon footprint.	
	CO2 emissions savings by the Company	
	FY 2022-23	2,452 MT
	FY 2023-24	2,304 MT
	Further, the Company is going ahead with Power Purchase Agreement for an additional dedicated power supply from 1.5 MW Wind-Solar Hybrid power plant which will further reduce GHG emissions to a greater extent.	

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	221	445
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	19.61	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any Used Oil (G)	5.74	4.8
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,028	608
Total (A+ B + C + D + E + F + G + H)	1,274.35	1,057.8
Waste intensity per rupee of turnover. (Total waste generated / Revenue from operations)	0.220 MT/Million Rs.	0.139 MT/Million Rs.
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated /Revenue from operations adjusted for PPP)	0.00981 MT/Million Rs.	0.00619 MT/Million Rs.
Waste intensity in terms of Physical output	0.00185 MT/Km Cable	0.00143 MT/Km Cable
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1,274.35	1,057.8
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	1,274.35	1,057.8
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	1,274.35	1,057.8
Total	1,274.35	1,057.8

The plastic and other hazardous waste produced by the Company is vendored to a registered recycler, while other non-hazardous waste is similarly sold for recycling, wherever feasible. Appropriate waste disposal methods are there for the effective waste management. Major quantity of the waste is sold to the registered vendors.

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. The assessment has been carried out in-house by the Company.

10. Waste management practices adopted in the establishment:

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.	<p>The Company has instituted a comprehensive waste management program to minimize waste generation and ensure environmentally responsible waste handling practices.</p> <p>Cable Business:</p> <ul style="list-style-type: none"> Storage, collection, and disposal of hazardous waste adhere to consent conditions. Disposal handled by authorized recyclers approved by the Central Pollution Control Board (CPCB). Solid waste is similarly disposed of in compliance with Consent Conditions. <p>EPC Business:</p> <ul style="list-style-type: none"> This segment prioritizes proper waste segregation, with segregated materials reused internally where possible to minimize waste and promote efficient resource usage. Any waste not reused internally is sent to approved vendors for responsible handling and management. <p>These practices underscore the Company's commitment to sustainable waste management and reducing our environmental footprint.</p>
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11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/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.
The Company does not have any offices or operational sites in the vicinity of any ecologically sensitive area.			

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

S. No.	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
Not Applicable. No projects were undertaken by the entity which required EIA.						

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

Yes, the Company is compliant with all applicable environmental law/ regulations/ guidelines in India.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT
ESSENTIAL INDICATORS:
1. A) Affiliations with trade and industry chambers/ associations:
Number of affiliations with trade and industry chambers/ associations.

The Company is affiliated with five (5) trade and industry chambers/associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Indian Electrical and Electronics Manufacturers Association (IEEMA)	National
2.	Engineering Export Promotion Council of India (EEPC)	National
3.	Telecom Equipment and Services Export Promotion Council (TEPC)	National
4.	Federation of Indian Export Organisations (FIEO)	National
5.	Bombay Chamber of Commerce & Industry (BCCI)	State

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

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

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:

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
This section is not applicable to the Company as there were no projects that required SIA to be undertaken under Law.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
This section is not applicable to the Company as there were no projects that required Rehabilitation and Resettlement (R&R).						

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

The implementation of an effective Grievance Redressal Mechanism (GRM) is crucial for building strong community bonds and obtaining the necessary social license to conduct community-focused initiatives.

To provide a platform for community members to voice their concerns, the Company has established an accessible and efficient grievance redressal mechanism. Local employees actively engage with the community, seeking out grievances and addressing them promptly.

Upon receiving feedback or complaints, the Company conducts a thorough investigation, leaving no detail unchecked. This diligent process ensures all relevant information is gathered, allowing the Company to determine appropriate corrective actions swiftly.

By maintaining a responsive and transparent approach, the Company aims to cultivate trust, open communication, and mutual respect within the community. This ensures that community concerns are acknowledged and addressed satisfactorily.

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	27.57%	28.74%
Sourced directly from within India	98.84%	91.59%

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

Location	FY 2023-2024 (Current Year)	FY 2022-2023 (Previous Year)
Rural	-	-
Semi- Urban	-	-
Urban	44.58%	47.69%
Metropolitan	55.42%	52.30%

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER
ESSENTIAL INDICATORS:
1. Consumer Complaints and feedback:

Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
<p>The Company has implemented various channels through which customers can easily communicate their concerns and engage with the Company. The Company strives to maintain open lines of communication with its customers, promptly address their concerns, and continuously enhance its services based on customer feedback through the following mechanisms;</p> <p>Online support: The contact information for all branches and marketing offices of the Company can be found on its website at https://www.vtlrewa.com/contact.html.</p> <p>Dedicated Accounts Manager: The Company has taken the initiative to assign a dedicated accounts manager to key customers. This personalized support ensures that the specific requirements, grievances, and expectations of these customers are effectively addressed.</p> <p>Brief Procedure:</p> <ul style="list-style-type: none"> When a customer complaint is received, it is promptly conveyed to the sales department in Rewa. The details of the complaint are duly recorded in a customer complaint register, enabling a systematic approach to resolution. The Company takes immediate corrective and preventive actions to address the complaint and ensures that the customer is kept informed about the steps taken to resolve the issue. <p>Annual Consumer Satisfaction Survey: To gauge the satisfaction levels of its customers, the Company conducts an annual consumer satisfaction survey. This survey allows customers to provide feedback on their experiences, enabling the Company to identify areas for improvement and effectively address any issues raised by its customers.</p>

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	Not applicable

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the 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	NIL	NIL	-	NIL	NIL	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

5. Cyber security policy:

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.
<p>Yes, the Company has implemented a robust Information Security Management Policy, affirming its dedication to preserving the confidentiality, integrity, and availability of information.</p> <p>This document provides comprehensive details about the Company's practices and procedures for ensuring the security of information assets, reinforcing its commitment to safeguarding valuable information from unauthorized access, disclosure, alteration, or destruction.</p> <p>For detailed insights into the Information Security Management Policy, please refer to the Policy document accessible at the following link: https://www.vtlrewa.com/ISMS-Policy.pdf.</p> <p>Also, the Company has achieved ISO 27001 certification for its Information Security Management System to demonstrate commitment towards highest standards of information security.</p>

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

This particular section is not applicable to the Company

7. Provide the following information relating to data breaches:

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Year)
Number of instances of data breaches	NIL	NIL
Percentage of data breaches involving personally identifiable information of customers	NIL	NIL
Impact, if any, of the data breaches	NA	NA