



# VISHNU PRAKASH R PUNGLIA LIMITED

ENGINEER, CONTRACTOR & DESIGNER

An ISO 9001: 2015 Certified Company

August 27, 2024

To,  
BSE Limited  
Phiroze Jeejeebhoy  
Towers, 21<sup>st</sup> Floor, Dalal  
Street, Fort, Mumbai  
400 001

BSE Scrip Code: 543974

To,  
National Stock Exchange of India  
Limited Exchange Plaza, Plot No. C/1,  
Block G, Bandra-Kurla  
Complex, Bandra (East),  
Mumbai – 400 051

NSE Scrip Symbol: VPRPL

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the financial year 2023- 24.**

Pursuant to Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are enclosing herewith the Business Responsibility and Sustainability Report for the Financial Year 2023-24, which also forms part of the Annual Report of the Company for the Financial Year 2023-24 available at the website of the company [www.vprp.co.in](http://www.vprp.co.in).

This is for your kind information and record.

Thanking you,

Yours faithfully

**For VISHNU PRAKASH R PUNGLIA LIMITED**

**Neha Matnani**  
**Company Secretary and Compliance Officer**  
**M. No. A-69247**

**CIN: L45203MH2013PLC243252**

Corporate office: B-31/32, Second Floor, Industrial Estate, New Power House Road, Jodhpur-342003, Rajasthan

Telephone: 0291-2434396, Email: [info@vprp.co.in](mailto:info@vprp.co.in), [accounts@vprp.co.in](mailto:accounts@vprp.co.in)

Reg. Office – Unit No. 3, 5th Floor, B Wing, Trade Star Premises Co-Opeartive Society Limited, Village Kondivita, Mathuradas VasANJI Road, Near Chakala Metro Station, Andheri (East), Mumbai 400059 Maharashtra

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L45203MH2013PLC243252
2.	Name of the Company	<b>VISHNU PRAKASH R PUNGLIA LIMITED</b>
3.	Year of Incorporation	2013
4.	Registered Office Address	Unit No. 3, 5th Floor, B Wing, Trade Star Premises Co-Opeartive Society Limited, Village Kondivita, Mathuradas Vasarji Road, Near Chakala Metro Station, Andheri (East), Mumbai 400059 Maharashtra
5.	Corporate Address	B-31/32, Second Floor, Industrial Estate, New Power House Road, Jodhpur-342003, Rajasthan
6.	Email Address	<a href="mailto:info@vprp.co.in">info@vprp.co.in</a>
7.	Telephone	0291-2434396
8.	Website	<a href="http://www.vprp.co.in">www.vprp.co.in</a>
9.	Financial Year Reported	FY 2023-24
10.	Name of the Stock Exchanges where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 1,24,64,40,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Neha Matnani tel-8058053700 <a href="mailto:Compliance@vprp.co.in">Compliance@vprp.co.in</a>
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	

### II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1.	Construction Business	Construction projects under Engineering, Procurement, and Construction (EPC) mode. The infrastructure portfolio includes projects in Water Supply, Road Work, Railways, Sewerage, and irrigation projects.	99.42%

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

Sl. No.	Product/Service	NIC Code	% Of Total Turnover Contributed
1	WSP	36000	78%
2	ROAD WORK	42101	12%
3	Railway	42102	7%
4	SWG, CIVIL & OTHER	42909	3%

### III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	21	14	35
International	0	0	0

#### 19. Markets served by the Company

##### a. No. of Locations

Locations	Number
National (No. of States)	India (10 States & 1 Union Territory)
International (No. of Countries)	0

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

No exports till now

##### c. Types of customers

One significant category is Government Departments. This includes entities such as the Public Health Engineering Department (PHED), Public Works Department (PWD), Gujarat Water Supply & Sewerage Board (GWSSB), West Central Railway, North Western Railway, Mp Jal Nigam, State Water & Sanitation Mission, Uttarakhand Urban Sector Development Agency etc. Diverse portfolio allows the company to effectively meet the varied needs of its government department customers..

### IV. Employees

#### 20. Details as at the end of Financial Year

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

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1165	1118	96%	47	4%
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total Employees (D+E)</b>	<b>1165</b>	<b>1118</b>	<b>96%</b>	<b>47</b>	<b>4%</b>
<b>WORKERS</b>						
4.	Permanent (F)	8850	8754	99%	96	1%
5.	Other than Permanent (G)	0	0	0	0	0
6.	<b>Total Workers(F+G)</b>	<b>8850</b>	<b>8754</b>	<b>99%</b>	<b>96</b>	<b>1%</b>

##### b. Differently abled Employees and workers

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)					
2.	Other than Permanent (E)					
3.	<b>Total Differently abled Employees (D+E)</b>			NIL		
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)					
5.	Other than Permanent (G)					
6.	<b>Total differently abled Workers (F+ G)</b>			NIL		

## 21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	1	9%
Key Management Personnel	7	1	14.29%

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

Particulars	FY2024			FY2023			FY2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	28%	7%	35%	-	-	29%	-	-	-
Permanent Workers	-	-	-	-	-	-	-	-	-

Note: This includes employees/workmen who have retired during the year.

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

### 23. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	PUNGLIA RAKESH JV	Joint venture	66.67%	No
2	VPRPL-RBIPL JV	Joint venture	49.00%	No
3	VPRPL WABAG JV	Joint venture	42.24%	No
4	VPRPL-MCL JV	Joint venture	60.00%	No
5	VPRPL-RBIPL JAWALI JV	Joint venture	49.00%	No
6	VPRPL-RBIPL RANI JV	Joint venture	49.00%	No
7	VPRPL-KALPATRU JV	Joint venture	60.00%	No
8	VPRPL-KCLPL HARRA JV	Joint venture	60.00%	No
9	VPRPL-SMCC JV	Joint venture	60.00%	No
10	VPRPL-PEL JV	Joint venture	49.00%	No
11	VPRPL-SSNR JV	Joint venture	60.00%	No
12	VPRPL-KCC JV	Joint venture	76.00%	No
13	VPRPL-VI JV	Joint venture	51.00%	No
14	VPRPL-VI BHILWARA JV	Joint venture	51.00%	No
15	VPRPL-KSIPL UDAIPUR JV	Joint venture	74.00%	No
16	VPRPL-SMCC JAISALMER JV	Joint venture	60.00%	No
17	VPRPL-CIPEL JV	Joint venture	90.00%	No
18	VPRPL-CIPEL AMBAJI JV	Joint venture	74.00%	No
19	VPRPL-B&G JV	Joint venture	60.00%	No
20	VI VPRPL -JV	Joint venture	20.00%	No

## VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes  
(ii) Turnover (in Rs.millions): 14,738.65  
(iii) Net worth (in Rs.millions): 7,210.64

## VII. Transparency and Disclosure Compliances

### 25. Complaints/Grievances on any of the principles (Principle 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 24			FY 23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes <a href="http://www.vprp.co.in">www.vprp.co.in</a>	0	0		0	0	
Investors		0	0		0	0	
(other than shareholders)							
Shareholders		740*	0		0	0	
Employees and workers		0	0		0	0	
Customers		0	0		0	0	
Value Chain		0	0		0	0	
Partners							
Other (please specify)		0	0		0	0	

\*Complaints received regarding delay in refund of share Application amount for Initial Public Offer.

### 26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, 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	Employee satisfaction and Retention	Risk	A high turnover rate within a company often signifies a lack of employee contentment. This elevated turnover not only escalates the expenses associated with recruiting and instructing new personnel but also heightens the jeopardy of adverse effects on the company's operations, particularly in pivotal positions. Furthermore, it can cast a shadow on the company's reputation among investors.	The company is currently engaged in comprehending the perspectives and evaluations of its employees. By acknowledging and addressing their issues, the company is fostering enhanced openness within its workforce.	Positive
2	Operational health and safety	Risk	The company's infrastructure projects typically entail significant hazards, including the operation of substantial machinery and excavation work. In the absence of proper safety protocols, there is an elevated potential for accidents among the workforce.	The company is assigning skilled engineers and seasoned staff across different sectors to guarantee the health and safety of its employees in the workplace.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Business Ethics	opportunity	By bolstering its dedication to ethical conduct, the company can bolster trust among stakeholders, enhance its brand image, and ensure enduring viability. This strategy provides the company with a unique position in the marketplace, appealing to clients and investors who prioritize social responsibility.	The Company is committed to strong ethical behaviours leading to good cooperate governance.	Positive
4	Concentrated area and Clients	Risk	Over-reliance on specific geographic areas or client segments may expose us to market fluctuations and economic downturns in those regions or industries.	Focused expertise in concentrated areas can lead to deeper market penetration, stronger client relationships, and the potential for premium pricing due to specialized knowledge.	Negative
		opportunity	Focused expertise in concentrated areas can lead to deeper market penetration, stronger client relationships, and the potential for premium pricing due to specialized knowledge.		Positive
5	Technology Upgradation	opportunity	Investing in technological advancements can streamline operations, enhance product/ service offerings, and improve overall efficiency. This presents opportunities for innovation, cost reduction, and maintaining a competitive edge in an increasingly digital marketplace.	Given the nature of its business, the company necessitates the ongoing adoption of the latest technological equipment, which in turn leads to an expanded market reach.	Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
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	No	No	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	-	-	Yes	Yes

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
c. Weblink of the policies, if available	<p>The following policies mentioned cover NGRBC principle's approved by board.</p> <p>Web-link of this policy: <a href="https://www.vprp.co.in/policies">https://www.vprp.co.in/policies</a></p> <ol style="list-style-type: none"> <li>1. Code of Conduct to regulate, monitor and report trading by designated persons and their immediate relatives</li> <li>2. Criteria for making payment to NED's</li> <li>3. Terms and Conditions of appointment of Independent Directors</li> <li>4. Familiarization programme on Independent Directors</li> <li>5. Code of conduct for board and SMP</li> <li>6. Policy For Determining Material Litigations, Group Companies and Creditors</li> <li>7. Related Party Transactions Policy</li> <li>8. Corporate Social Responsibility Policy</li> <li>9. Materiality Policy</li> <li>10. Nomination and Remuneration Policy</li> <li>11. Whistle Blower Policy</li> <li>12. Policy For Preservation of Documents</li> <li>13. Legitimate Purpose Policy</li> <li>14. Internal Prevention of Sexual Harassment (Posh) Policy</li> <li>15. Dividend Distribution Policy</li> <li>16. Code for Fair Disclosure of UPSI</li> </ol>								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	NA	NA	Yes	Yes
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes, the Policies extend to value chain partners wherever it is relevant and necessary.								
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 the Company and mapped to each principle.	ISO 9001:2015 (Quality Management Systems)certified								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	The company recognises the importance of setting benchmarks to measure progress towards fulfilling the principles of the NGRBC.								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	<p>Given that this is their first year of adopting BRSR reporting, the company plan to define their goals and targets in the forthcoming reporting period.</p> <p>The company is in the midst of formulating specific ESG objectives as part of their strategy to ensure steady, competitive, profitable, and responsible growth. The Company is embarking on an ambitious sustainability plan to address critical issues that deeply concern their customers and stakeholders. These issues include climate change, nature conservation and regeneration, waste reduction, health and well-being, equity, diversity and inclusion, improving living standards, and the future of work.</p>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Governance, leadership and oversight</b>									
7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>The Company recognises the importance of environmental, social, and governance (ESG) practices in shaping a brighter future for our community. It takes pride in adhering to eco-friendly measures, such as the use of GPS-enabled vehicles. The Company's Corporate Social Responsibility (CSR) initiatives span a wide range of sectors, including education, animal healthcare, sports, and rural development.</p> <p>All CSR activities are undertaken independently by the Company. Currently, the Company is in the preliminary stages of implementing the National Guidelines on Responsible Business Conduct (NGRBC) Principles, along with ESG practices. Although specific policies on these principles are yet to be formulated and implemented, the Company has already put into place and periodically reviews general policies that align with the NGRBC principles.</p> <p>The Company remains dedicated to building on its achievements and making further positive impacts in the areas of environment, society, and governance in the forthcoming years.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Managing Director and Chief Executive Officer								
9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Corporate Social Responsibility (CSR) committee and stakeholder relationship committee								

10. Details of review of NGRBCs by the Company:

Subjects 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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Performance against above policies and follow up action	Yes									Need basis							
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all the applicable statutory requirements									Review is undertaken from time to time								



11. Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.						No			

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principle material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

### Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

#### Essential Indicator:

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	Awareness on Topics related to Integrity, ethics, business performance, operations, market share, financial parameters, compliances, utilization of funds raised through Initial Public Offerings of the equity shares of the Company and insights on onsite working in water supply projects	80%
Key Managerial Personnel	2	Awareness on Topics related to Integrity, ethics, business performance, operations, market share, financial parameters, working capital management, fund flows, compliances, utilization of funds raised through Initial Public Offerings of the equity shares of the Company and insights on onsite working in water supply projects	100%
Employees other than Board of Directors and KMPs	2	Functional trainings including operations, Management Systems, Behavioural & Soft Skills, Accounting, and ERP	70%
Workers	1	Quality, Environmental, Health and safety, technical (system and software)	65%

**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:**

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

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

Non-Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment		Nil		

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

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

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

No. (The Company has clauses related to anti-corruption or anti-bribery in the internal code of the Company).

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

	FY2024	FY2023
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY2024		FY2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflict of interest.**

Not Applicable.

There were no cases of corruption and conflict of interest for this reporting period. Hence, no such corrective actions are being 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.

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

	<b>FY24 (Current Financial Year)</b>	<b>FY23 (Previous Financial Year)</b>
Number of days of accounts payables	74	53

**9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:**

<b>Parameter</b>	<b>Metrics</b>	<b>FY24 (Current Financial Year)</b>	<b>FY23 (Previous Financial Year)</b>
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	8%*	0.69%*
	b. Number of trading houses where purchases are made from	41	3
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	92%	0.69%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.34%	-
	b. Sales (Sales to related parties / Total Sales)	-	0.025%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	87.95%
	d. Investments ( Investments in related parties / Total Investments made)	-	-

\* Purchase from traders registered under MSME provisions. The Company undertakes government contracts from various departments, making the dealers or ultimate consumers government agencies.

**Leadership Indicators-**

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

<b>Total number of awareness programmes held</b>	<b>Topics/principles covered under the training</b>	<b>%age of value chain partners covered (by value of business done with such partners) under the awareness programmes</b>
	Nil	

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

Yes, The Company has the mechanism for conflict of interest involving BoD and KMPs in the Code of Conduct for Directors and senior management personnel. Members of the Board and senior executives of the company must refrain from any activities, business dealings, or relationships that could conflict with the company's interests. Transactions with a relative or any entity where a Board member or their relative holds a significant position should be avoided to prevent any prejudice to the company's interests. Should such a transaction be necessary, it must be conducted transparently, with full disclosure to the Board. Furthermore, Board members and senior executives should not accept gifts from individuals or entities that have, or seek to have, business dealings with the company if the intent of the gift is to influence the Board member's decisions, or if it could be perceived as a conflict of interest.

**Principle 2: Business should provide goods and services in a manner that is sustainable and safe**

**Essential Indicator:**

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

Segment	FY2024	FY2023	Details of improvements in environmental and social impacts
R & D	0	0	NA
Capex	0	0	NA

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

No

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

N.A.

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

(a) Plastics (including packaging)	The company does not utilize direct plastics in the production of its final goods or services. Instead, packaging plastics are responsibly stored and dispatched for recycling processes. Electronic waste is systematically removed and handed over to certified vendors for recycling in accordance with governmental regulations. Hazardous materials, including black oil and used grease, are repurposed for mechanical maintenance tasks. Additionally, wastewater generated by the company's residential facilities undergoes treatment at the Sewage Treatment Plant (STP) located within the precast factory premises and is subsequently repurposed for domestic use.
(b) E-waste	
(c) Hazardous waste	
(d) Other waste.	

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

Not Applicable

**Leadership Indicators –**

- 1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
			No		

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

Name of Product / Service	Description of the risk / concern	Action Taken
		N.A.

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

Indicate input material	Recycled or re-used input material to total material	
	FY2024	FY2023
	Nil	

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

	FY2024			FY2023		
	Re-used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						N.A.
Other waste						
Battery waste						
Bio-medical waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	N.A.

**Principle 3: Business should respect and promote the wellbeing of all employees, including those in their value chains**

**Essential indicators:**

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	1118	1118	100%	1118	100%	NA	NA	-	-	-	NA
Female	47	47	100%	47	100%	-	-	NA	NA	-	NA
<b>Total</b>	1165	1165	100%	1165	100%	-	-	-	-	Nil	NA
<b>Other than Permanent employees</b>											
Male											
Female											Not Applicable
<b>Total</b>											

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male											
Female											Nil
<b>Total</b>											
<b>Other than Permanent Workers</b>											
Male											
Female											Nil
<b>Total</b>											

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

	FY24 Current Financial Year	FY 23 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company	0.042%	0.014%

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

Benefits	FY2024			FY2023		
	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	3%	100%*	Y	3%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	3%	100%*	Y	2%	100%	Y
Others- please specify	-	-	-	-	-	-

\*All eligible employee are covered under PF and ESIC

**3. Accessibility of workplaces**

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

Yes, the Company ensures that all its premises and offices are accessible to employees and workers with disabilities. Further, VPRPL is deploying amenities for the differently abled employees at work locations to improve accessibility.

- Elevators enabled with Braille signages for persons with visual difficulty
- Accessible parking places
- Accessible washrooms

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

The company currently does not have a documented “Equal Opportunity Policy”, but it provides equal opportunity to all. VPRPL is planning to formulate an “Equal Opportunity Policy” at the group level which will be in accordance with Rights of Persons with Disabilities Act, 2016 & other core values of the company.

**5. Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	NA	NA	NA	NA
Female	100%	100%		
<b>Total</b>	<b>100%</b>	<b>100%</b>		

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, VPRPL has a Whistle Blower Policy that provides a formal mechanism for all employees to report any concerns or grievances to the Vigil mechanism Committee. The policy aims to ensure that employees are able to report instances of unethical/ improper conduct, as well as any grievances for appropriate corrective actions
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	FY2024			FY2023		
	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)
<b>Total Permanent Employees</b>						
Male						
Female						
<b>Total Permanent Workers</b>						
Male						
Female						

NIL

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

Category	FY2024					FY2023				
	Total (A)	On Health and Safety measures		On Skill Upgradation		Total (D)	On Health and Safety		On Skill Upgradation	
		No. (B)	%(B / A)	No. (C)	%(C / A)		No. (E)	%(E / D)	No. (F)	%(F / D)
<b>Employees</b>										
Male	1118	-	-	783	70.03%	-	-	-	-	-
Female	47	-	-	33	70.21%	-	-	-	-	-
<b>Total</b>	<b>1165</b>	-	-	<b>816</b>	<b>70%</b>	-	-	-	-	-
<b>Workers</b>										
Male	8754	5252	59.99%	-	-	-	-	-	-	-
Female	96	58	60.42%	-	-	-	-	-	-	-
<b>Total</b>	<b>8850</b>	<b>5310</b>	<b>60%</b>	-	-	-	-	-	-	-

Note: On site Emergency Plan, Fire Fighting & emergency preparedness, Training on First Aid, PPE's Usage etc., Functional Training, Awareness on Policies and SOPs, Induction

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

Category	FY2024			FY2023		
	Total (A)	No.(B)	%(B/A)	Total (C)	No.(D)	%(D/C)
<b>Employees</b>						
Male						
Female						
<b>Total</b>						
<b>Workers</b>						
Male						
Female						
<b>Total</b>						

**10. Health and Safety Management System:**

**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, The Company has established a Safety Plan that details its commitment to safety management, encompassing clear goals, objectives, and strategic approaches. It has developed Policies, Procedures, and Processes to systematically identify and evaluate risks, and to implement appropriate control measures. Training and Induction programs are in place to ensure that all employees, contractors, and visitors receive essential safety training to recognize and mitigate potential dangers before commencing work.

Monitoring activities are conducted regularly to assess the effectiveness of the safety management system, with improvements and corrective actions being applied as needed. Supervision at the workplace is vigilant, ensuring a safe working environment through the proper identification and management of hazards.

A structured Reporting system has been instituted, which escalates information to the highest levels of management, emphasizing the significance of the Health and Safety Management System. A specialized task force is tasked with investigating incidents, near misses, or any other events to determine the root causes and prevent recurrence by implementing necessary corrective actions.

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

N.A.

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

Yes

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

Yes

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

Safety Incident / Number	Category	FY2024	FY2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The company conducts regular safety inspections to detect and promptly address any hazards, thereby preventing workplace accidents and injuries. It ensures that all personnel receive comprehensive training and education on safety and health practices, including proper lifting techniques, emergency response, and the correct use of equipment.

Personal protective equipment (PPE), such as gloves, hard hats, and reflective jackets, is provided to all on-site workers as needed. The company is committed to maintaining high standards of hygiene in the workplace to avert the transmission of diseases, which includes the frequent sanitization of surfaces, availability of hand sanitizers, and promotion of regular handwashing.

Moreover, the company promotes a culture of safety where employees are actively encouraged to voice any safety concerns. It acknowledges and rewards those who demonstrate a strong commitment to maintaining safety standards in their daily work.

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

Category	FY2024			FY2023		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0



**14. Assessments for the year:**

Safety Incident /Number	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	N.A
Working Conditions	N.A

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

➤ Not Applicable

**Principle 4: Business should respect the interests of and be responsive to all its stakeholders****Essential indicators****1. Describe the processes for identifying key stakeholder groups of the Company.**

The company recognizes as its core stakeholders any individual or institution that contributes to its business, has the ability to influence, or is affected by its operations. This group encompasses employees, shareholders, investors, suppliers, contractors, customers, government and regulatory agencies, local communities, industry groups, financial institutions, and non-governmental organizations. These stakeholders, both internal and external, are integral to the company's operations, and their interests significantly shape the company's business strategies. The company is also mindful of the effects its projects have on local communities and endeavours to involve them as important stakeholders in its outreach and communication initiatives.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly / others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	Emails, SMS, Circulars, Meetings	Ongoing	The purpose is to foster a motivated and skilled workforce, crucial for successful project delivery.
Shareholders & Investors	No	Meeting, Conference Calls, Email, Website, Press Releases and financial Reports and Stock Exchange (SE) intimations	Quarterly, Half Yearly and Annually	VPRPL's Performance
Suppliers / Contractors	No	Emails, Personal Interactions	Ongoing	To ensure that project remains on focus desired results and to make meaningful contribution to avoid the projects being derailed. Concerns revolve around cost management, and aligning work schedules with project requirements.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly / others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Clients	No	Email, SMS, Meetings, Website, Business interactions, Advertisement	Ongoing	The purpose is to understand and meet their needs and expectations, ensuring project success and fostering long-term relationships. Key topics include project timelines, quality of work, cost estimates, and communication. Concerns raised often involve meeting deadlines, staying within budget, and ensuring satisfaction with the final outcome.
Government / Regulatory Authorities	No	Emails, Personal Interactions, Meetings, Statutory Filings & Disclosures.	As and when required	To ensure compliance with laws, standards, and regulations governing construction and infrastructure projects
Communities	Yes	Onsite Community Meetings, Direct engagement through project teams	As and when required	Corporate Social Responsibilities
Board of Directors and Senior Management	No	Email, Website, Board/ Committee Meetings	Periodically	To review the performance of the company
Professional & Consultants	No	Emails, Personal Interactions, Meetings.	Periodically	Compliance to legal requirements, advice on business, legal, tax and environment etc related issues.
Financial Institutions	No	Emails, Personal Interactions, Meetings.	Periodically	To secure funding and manage financial risks effectively for projects

### Leadership Indicators

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

The management of the company consistently engages with key stakeholders through a variety of methods. These methods are designed to analyse, plan, and execute tasks that involve stakeholders, effectively aligning their needs with the company's objectives. This alignment forms the foundation for developing successful strategies.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

➤ No

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

The company's Corporate Social Responsibility (CSR) initiatives are dedicated to supporting the underprivileged, vulnerable, and marginalized groups within society. All CSR endeavors are in strict adherence to the company's CSR Policy. The company places significant emphasis on key areas such as education, promoting gender equality and empowering women, as well as tackling issues related to hunger, poverty, nutrition, and health.

**Principle 5: Business should respect and promote human rights****Essential Indicators**

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

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)
<b>Employees</b>						
Permanent	1165	0	0	929	0	0
Other than permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>1165</b>	<b>0</b>	<b>0</b>	<b>929</b>	<b>0</b>	<b>0</b>
<b>Workers</b>						
Permanent	8850	0	0	-	-	-
Other than permanent	-	-	-	-	-	-
<b>Total Workers</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	FY2024					FY2023				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>	1165	-	-	1165	100%	-	-	-	-	-
Male	1118	-	-	1118	100%	-	-	-	-	-
Female	47	-	-	47	100%	-	-	-	-	-
<b>Other than permanent</b>	N.A.									
Male	N.A.									
Female	N.A.									
<b>Workers</b>										
<b>Permanent</b>	8850	-	-	8850	100%	-	-	-	-	-
Male	8754	-	-	8754	100%	-	-	-	-	-
Female	96	-	-	96	100%	-	-	-	-	-
<b>Other than permanent</b>	N.A.									
Male	N.A.									
Female	N.A.									

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

- a. **The details are provided below:**

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration / Salary/Wages of respective category
Board of Directors (BoD)	10	7800000	1	-
Key Managerial Personnel (KMP)	1	1050000	1	600000
Employees other than BoD and KMP	1106	180005	46	198000
Workers	-	-	-	-

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

Safety Incident / Number	FY24 Current Financial Year	FY23 Previous Financial Year
Gross wages paid to females as % of total wages	-	-

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

Yes, the Head of Human Resources Department is responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

The company upholds ethical practices across all aspects of its operations and supply chain. It diligently assesses risks related to human rights by reviewing feedback and complaints from stakeholders. The responsibility to manage and resolve any human rights concerns resulting from the company's actions is vested in the Head of the Human Resources Department.

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

The details are provided below:

Category	FY2024			FY2023		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	NA	-	0	NA	-
Discrimination at workplace	0	NA	-	0	NA	-
Child Labour	0	NA	-	0	NA	-
Forced Labour/ Involuntary Labour	0	NA	-	0	NA	-
Wages	0	NA	-	0	NA	-
Other Human rights related issues	0	NA	-	0	NA	-

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

	FY24 Current Financial Year	FY23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The company is dedicated to promot a workplace environment devoid of any form of discrimination and harassment, thereby safeguarding the safety and welfare of every employee. An Internal Committee has been constituted to address grievances pertaining to sexual harassment. This committee is officially registered with the District Collector's Office, reflecting the company's commitment to transparency and adherence to legal standards. The company's Business Responsibility Policy further reinforces this commitment by ensuring a workplace that is free from discrimination, offering protection to all categories of employees, be they permanent, contractual, temporary, or trainees.

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

> No

**10. Assessment for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Child Labour	100%
Forced/ involuntary labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- please specify	-

\*The Company has carried on the self assessment processes internally

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

N.A.

**Principle 6: Business should respect and make efforts to protect and restore the environment.**

**Essential indicators**

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

Parameter	FY24	FY23
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>-</b>	<b>-</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D) (GJ)	8547	6195
Total fuel consumption (E) (GJ)	177367	144500
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)(GJ)</b>	<b>185914</b>	<b>150695</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>185914</b>	<b>150695</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations) (GJ/INR In Millions)	12.61	12.9
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/INR In Millions)	288.52	295.15
<b>Energy intensity in terms of physical output</b>	-	-

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

> No

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

> Not Applicable

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

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	113697	55460
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>113697</b>	<b>55460</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>113697</b>	<b>55460</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations) (KL/INR In Millions)	7.71	4.74
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP) (KL/INR In Millions)	176.40	108.45
<b>Water intensity in terms of physical output</b>	-	-

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

> No

**4. Provide the following details related to water discharged:**

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	Currently, the company does not have an assessment of operations that could be in Water discharged, same would be done in the coming years	
- 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		
<b>Total water discharged (in kilolitres)</b>		

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

> N.A.

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

The company engages in Engineering, Procurement, and Construction (EPC) as well as various civil construction projects at the site level. The installation of a zero liquid discharge system is carried out in accordance with client specifications when requested. At the organizational level, the company is not mandated to implement a zero liquid discharge system.

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

Parameter	Unit	FY2024	FY2023
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify Mercury, Cadmium, Chromium etc.			

No data available as such for Air emission. The Company is planning to provide the air emissions from upcoming years.

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

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

The details are provided below:

Parameter	Unit	FY2024	FY2023
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)			

The Company currently in the process to collect data on scope 1 & 2 emissions. The Company with plans to make it available in the coming years.

Parameter	Unit	FY2024	FY2023
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)			
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>			
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

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

➤ N.A.

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

➤ No

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

The required details are provided below:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Currently, the company does not have an assessment of operations that could be in Waste Management, same would be done in the coming years	
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)		
<b>Total (A+B + C + D + E + F + G + H)</b>		
<b>Waste intensity per rupee of turnover</b> (Total waste generated /Revenue from operations)		
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)		
<b>Waste intensity in terms of physical output</b>		
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity		
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations	N.A.	
<b>Total</b>		
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations	N.A.	
<b>Total</b>		

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

➤ N.A.

10. Briefly describe the waste management practices adopted in your establishment. 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.

> Not Applicable

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:

Sr. 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.
None of the Company's premises are located in ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No Environmental Impact Assessments (EIA) were carried out by the Company in 2023-24.					

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:

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes. The Company is compliant with all the applicable environmental laws/regulations/guidelines in India.				

#### Leadership Indicators -

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area – Not Applicable

(ii) Nature of operations –

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kilolitres)</b>		
<b>Total volume of water consumption (in kilolitres)</b>		Not Applicable
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)		
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		



Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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

**2. Please provide details of total Scope 3 emissions & its intensity, in the following format:**

Parameter	Unit	FY2024	FY2023
<b>Total Scope 3 emissions</b>			
(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)		Not Measured	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b>			

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

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

VPRP does not have any operations/offices in/around sensitive areas such as national parks, wet lands, forest, etc.

**4. If the entity provided below taken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No.	Initiative Undertaken	Details of the Initiative(Web link, if any, provided with summary)	Outcome of the initiative
		Nil	

**5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

Yes, The Company has implemented a disaster management plan aimed at efficiently mobilizing and organizing resources during disaster situations.

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

Nil

**7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?**

No

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

**Essential indicators**

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

➤ Nil

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
Nil		

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

Name of the authority	Brief of the case	Corrective action taken
During the year, there were no adverse orders from regulatory authorities relating to anti-competitive conduct.		

**Leadership Indicators**

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

Sr. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others- please specify)	Web Link, if available
N.A.					

**Principle 8: Businesses should promote inclusive growth and equitable development.**

**Essential Indicators**

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

Name and brief details of projects	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No)	Relevant web link
Not Applicable					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% Of PAFs covered by R & R	Amount sent on R&R activities during FY 2023-24 (In INR)
Not Applicable						

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

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

Parameter	FY2024	FY 2023
Directly sourced from MSMEs/small pro-ducers	23.73%	11.89%
Directly from Within India	76.27%	88.11%

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	FY24 Current Financial Year	FY 23 Previous Financial Year
Rural	8.86%	4%
Semi-urban	8.57%	12.62%
Urban	31.98%	33.58%
Metropolitan	50.58%	49.80%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

#### Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
No actions required by the Company	

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable			

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

(b) **From which marginalized/vulnerable groups do you procure? – NA**

(c) **What percentage of total procurement (by value) does it constitute? – NA**

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable				

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

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

6. **Details of beneficiaries of CSR Projects:**

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
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The company makes direct contributions to various concerns and charitable institutions that fall under Schedule VII of the Companies Act, as part of its Corporate Social Responsibility (CSR) obligations. While the company can provide details about these entities, it currently does not have any ongoing projects with them.

**Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner**

**Essential indicators**

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

The Company offers a variety of channels through which customers can express their concerns, including dedicated account managers, project managers, and the senior management team. Additionally, the company is accessible via its social media platforms. Contact details are available on the company’s website, allowing the local community to directly communicate with the company’s management to submit complaints or suggestions.

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

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

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

Number of consumer complaints in respect of the following:	FY24 (Current Financial Year)			FY23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy			Not Applicable			
Advertising						
Cyber-security						
Delivery of es-sential ser-vices						
Practices						
Unfair Trade Practices						
Other (Quality Complaints)						

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

The Company carries on internal framework for data management relating to cyber security and data privacy . However, the company is planning to draft the policy on the same.

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

No cases/complaints received in above matters.

**7. Provide the following information relating to data breaches:**

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with im-pact	Nil
b. Percentage of data breaches involving personally iden-tifiable information of customer	N.A.
c. Impact, if any, of the data breaches	N.A.

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

Information pertaining to the Company's services can be accessed from its official website. Web link for the same is as follows: <https://www.vprp.co.in/service>.

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

Operating exclusively within the B2B domain, the Company tailors its manufacturing process to meet the unique specifications of each client. Specialising in the production of heavy machinery and machine components, the Company caters to both industrial and construction sector. These advancements are either already in place or earmarked for future implementation, all with the aim of augmenting product quality and functionality.

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

While the Company does not directly engage in the delivery of essential services, it maintains a proactive approach during project execution and equipment transportation. Prior to these operations, the Company communicates with clients and relevant public departments or authorities through formal transmittal letters. These communications serve to request necessary permissions for actions such as road closures, traffic diversions, and the isolation of utility supplies. This process underscores the Company's commitment to transparency and adherence to regulations.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as whole? (Yes/No)**

The Company's operations do not encompass the manufacture or sale of products subject to such legislation. In a bid to maintain high standards of service, the Company's diverse business verticals systematically conduct customer satisfaction communications. This feedback mechanism is an integral part of the Quality Management System, further demonstrating the Company's commitment to continuous improvement and customer-centricity.