



10th July, 2023

BSE Limited Phiroze Jeejeebhoy Towers, Dalal St, Kala Ghoda, Fort, Mumbai – 400 001. BSE Code No. 507880	National Stock Exchange of India Ltd. Exchange Plaza, 5 th Floor, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (East), Mumbai – 400 051. NSE Code – VIPIND
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Subject: Submission of Business Responsibility and Sustainability Report for the Financial Year 2022-23

Dear Sir/Madam,

Pursuant to Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report for the Financial Year 2022-23.

Please take the above on your record and disseminate the same for the information of investors.

Thanking you,

Yours faithfully,

For V.I.P. INDUSTRIES LIMITED

Anand Daga
Company Secretary & Head – Legal

VIP INDUSTRIES LIMITED

Registered Office: DGP House, 5th Floor, 88C, Old Prabhadevi Road, Mumbai 400 025. INDIA.
TEL: +91 (22) 66539000 **FAX:** +91 (22) 66539089, **EMAIL:** corpcomm@vipbags.com **WEB:** www.vipbags.com
CIN - L25200MH1968PLC013914

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L25200MH1968PLC013914
2.	Name of the Listed Entity	V.I.P INDUSTRIES LIMITED
3.	Year of Incorporation	1968
4.	Registered Office Address	DGP House, 5 th Floor, 88-C, Old Prabhadevi Road, Mumbai - 400025
5.	Corporate Address	DGP House, 5 th Floor, 88-C, Old Prabhadevi Road, Mumbai - 400025
6.	E-mail id	investor-help@vipbags.com legal-sec@vipbags.com
7.	Telephone	022 - 66539000
8.	Website	www.vipindustries.co.in www.vipbags.com
9.	Financial year for which reporting is being done	FY2023 (1 st April 2022 to 31 st March 2023)
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd. (BSE) and National Stock Exchange of India Ltd. (NSE)
11.	Paid up Capital (INR)	28,33,10,470
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Anand Daga Company Secretary & Head – Legal 022-6653 9000 legal-sec@vipbags.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)	Disclosures under this report are made on a consolidated basis.

II. Products / Services - As on 31st March, 2023

14. Details of business activities (accounting for 90% of the Turnover):

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Trade	Manufacturing & Retail Trading	100%

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

S.No.	Product/Service	NIC Code	% of total contributed Turnover
1.	Manufacturing & Retail Trading of Soft Luggage & Hard Luggage	15121 / 15122	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	4 Offices and 16 Warehouses	22
International	8	-	8

17. Markets served by the entity:
a. Number of locations

Locations	Number
National (No. of States)	National Market (All states and UT)
International (No. of Countries)	45

b. Contribution of exports as a percentage of the total turnover of the entity

The contribution of exports as a percentage of the total turnover of the entity is 5%.

c. A brief on types of customers

VIP offers products under the categories of luggage, backpacks, and handbags through five clearly defined brands. These brands offer innovative solutions and addresses the ever- evolving needs of travelers. Hence, our customers include persons from all walks of life and all income profiles to make their journeys truly happy and satisfying.

IV. Employees
18. Details as at the end of Financial Year:
a. Employees and workers (including differently abled):

S.No. Particulars	Total (A)	Male		Female		
		No. (B)	% (B / A)	No. (C)	% (C / A)	
EMPLOYEES						
1. Permanent (D)	757	692	91%	65	9%	
2. Other than Permanent (E)	3,297	2,977	90%	320	10%	
3. Total employees (D + E)	4,054	3,669	91%	385	9%	
WORKERS						
4. Permanent (D)	3,433	1,210	35%	2,223	65%	
5. Other than Permanent (E)	3,994	1,729	43%	2,265	57%	
6. Total workers (F + G)	7,427	2,939	40%	4,488	60%	

b. Differently abled Employees and workers:

There are no differently abled employees and workers.

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	3	37.5%
Key Management Personnel	3	1	33%

20. Turnover rate for permanent employees and workers

	Turnover rate FY 2022-23			Turnover rate FY 2021-22			Turnover rate FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27%	16%	17%	21%	33%	22%	8%	9%	8%
Permanent Workers	15%	-	15%	25%	-	25%	8%	-	8%

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary/ Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Blow Plast Retail Limited	Wholly owned subsidiary	100%	Yes
2	VIP Industries Bangladesh Private Limited	Wholly owned subsidiary	100%	Yes
3	VIP Industries BD Manufacturing Private Limited	Wholly owned subsidiary	100%	Yes
4	VIP Luggage BD Private Limited	Wholly owned subsidiary	100%	Yes
5	VIP Accessories BD Private Limited	Wholly owned subsidiary	100%	Yes

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes
- (ii) Turnover (in ₹) - ₹ 2082.32 Crores (FY 2022-23)
- (iii) Net worth (in ₹)- ₹ 641.69 Crores (FY 2022-23)

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		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	Y*	-	-	-	-	-	-
Investors (other than shareholder)	Y**	-	-	-	-	-	-
Shareholders	Y**	34	-	-	19	2	-
Employees and workers	Y***	-	-	-	-	-	-
Customers	Y****	85,863	-	-	45,515	-	-
Value Chain Partners	Y*	-	-	-	-	-	-

*No complaints have been received from communities and value chain partners during the FY 2021-22 and FY 2022-23. Complaints / Grievances from communities and value chain partners are addressed by relevant departments on a case-to-case basis. Policies & grievance redressal mechanism are accessible on <https://vipindustries.co.in/investor/disclosure-46-lodr#policies>

**The Company has appointed Registrar and Share Transfer Agent (RTA) Linkintime to look into the grievances/complaints of the shareholders. In addition to it the Company has designated email ID "legal-sec@vipbags.com", where the shareholders can send their grievances/complaints.

The said grievances/complaints are received directly by the Company and are forwarded to RTA promptly to take necessary actions to resolve the same.

***The details of grievance redressal mechanism for employees and workers are provided in Principle 3, point No. 6

**** The details of grievance redressal mechanism for customers are provided in Principle 9, point No. 1

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying The risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Circular Economy	O	With shrinking natural resources and increased costs of material, transitioning to circular models has become very important.	We are committed to efficient resource consumption and optimised packaging with zero compromise on product quality and safety. Most of our products are recyclable in nature. Combating challenges such as cost, market performance, consumer protection, as well as water and waste management, we ensure our packaging is fit-for-purpose and made from low- impact material or material which is reusable or recyclable at the end of its life.	NA
2	Product Stewardship	R	Poor quality or contamination could result in safety issues, reputational damage, financial losses, and product recalls. Consumers are also increasingly curious about the impacts of various lifecycle stages of the products they consume, including packing material used and waste generated.	We have established a company-wide quality assurance programme, along with product testing and traceability programmes. We engage with suppliers to establish and maintain clear and stringent norms for raw material safety and quality.	NA

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.

We have implemented following policies towards adopting National Guidelines on Responsible Business Conduct (NGRBC):

<p>Principle P1: Transparency & Accountability</p> <ul style="list-style-type: none"> Code of Conduct - Sr. Management & Directors Vigil Mechanism Policy Insider Trading Policy Related Party Transaction Policy 	<p>Principle P2: Product Responsibility</p> <ul style="list-style-type: none"> EHS Policy Service & Returns Policy 	<p>Principle P3: Employee Development</p> <ul style="list-style-type: none"> Equal Opportunity Employer Policy Policy on Prevention of Sexual Harassment (Policy on Ethics, Code of Conduct, Harassment & Discipline) Performance Evaluation Policy
<p>Principle P4: Stakeholder Engagement</p> <ul style="list-style-type: none"> Corporate Social Responsibility (CSR) Policy Dividend Distribution Policy 	<p>Principle P5: Human Rights</p> <ul style="list-style-type: none"> Policy on Prevention of Sexual Harassment (Policy on Ethics, Code of Conduct, Harassment & Discipline) Human Rights Policy 	<p>Principle P6: Environment Principle</p> <ul style="list-style-type: none"> EHS Policy
<p>Principle P7: Public Advocacy</p>	<p>Principle P8: Inclusive Growth</p> <ul style="list-style-type: none"> Corporate Social Responsibility (CSR) Policy 	<p>Principle P9: Customer Value</p> <ul style="list-style-type: none"> Service & Returns Policy Data Protection and Privacy Policy

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	The Board has approved all mandatory policies required by Indian laws and regulations. Other operational internal policies are authorized by management								
c. Web Link* of the Policies, if available	https://vipindustries.co.in/investor/disclosure-46-lodr#policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
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.	All the Policies has been made as per the National Guidelines on Responsible Business Conduct, 2019 released by the Ministry of Corporate Affairs. In addition, the company's policies are in line with the ISO certifications namely ISO 9001:2015 (Quality management System) & ISO 14001:2015 (Environmental Management Systems). The certification for ISO 45001:2018 (Occupational Health & Safety Management Systems) is in progress.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our strategies, business model and operations are based on environment protection, employee, and customer safety.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	NA								

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The message from MD has been included at the beginning of this report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Implementation and oversight of the Business Responsibility Policies and the decision making on sustainability related issues is the responsibility of the Risk Management & Business Responsibility & Sustainability Committee of the Board of Directors, which comprises of following members as on March 31, 2023: Mr. Dilip G. Piramal (Chairman of Risk Management & Business Responsibility & Sustainability Committee) Mr Tushar Jani - Member Mr Anindya Dutta - Member Ms Neetu Kashiramka - Member								
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.	Implementation and oversight of the Business Responsibility Policies and the decision making on sustainability related issues is the responsibility of the Risk Management & Business Responsibility & Sustainability Committee of the Board of Directors, which comprises of following members as on March 31, 2023: Mr. Dilip G. Piramal (Chairman of Risk Management & Business Responsibility & Sustainability Committee) Mr Tushar Jani - Member Mr Anindya Dutta - Member Ms Neetu Kashiramka - Member								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The review has been done by Corporate Social Risk Management & Business Responsibility & Sustainability Committee & Quarterly with MD									The frequency of the review is Annual with Quarterly with MD.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance with the laws of the land is the first step in responsible business conduct. The compliance review with all the statutory requirements of relevance to the principles of National Guidelines on Responsible Business Conduct has been done by the respective committees of the Board.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

No, the assessment / evaluation of the working of its policies is being done internally as part of the business operating policies and procedures.

12. If answer to question (11) 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)									
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

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership.” While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

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

We are committed to adopt the best Corporate Governance practices and endeavor to continuously implement the code of Corporate Governance in its true spirit.

Our philosophy in relation to Corporate Governance is to ensure transparency in all our operations, to make disclosures and enhance shareholders' value without any compromise in complying with laws and regulations. We believe that Corporate Governance is all about maintaining a valuable relationship and trust with the Stakeholders and hence we have a well-defined policy framework for ethical conduct and business.

We promote ethical behavior in all our business activities and have a robust mechanism for reporting illegal or unethical behavior. We have also adopted the Whistle Blower Policy and have established the necessary Vigil Mechanism for employees and Directors to report concerns about any unethical behavior, actual or suspected fraud or any violation of the Code of Conduct and/ or laws applicable to the Company and seek redressal.

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	All Principles	100%
Key Managerial Personnel	1	All Principles	100%
Employees other than BoD and KMPs	Ongoing	Principles relevant to their work areas	100%
Workers	Ongoing	Principles relevant to their work areas	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format. (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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	Principle 1	BSE	11,800	Non-compliance of SEBI (Listing Obligations and Disclosures Requirements) Regulations 2015	No
	Principle 1	NSE	11,800	Non-compliance of SEBI (Listing Obligations and Disclosures Requirements) Regulations 2015	No
	Principle 1	BSE	53,100	Non-compliance with provision of Regulation 54(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 for Quarter December, 2021	No
Settlement	-	-	-	-	-
Compounding fee	Principle 1	Controller of Legal Metrology	2,00,000	Compounding fees	No

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	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 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.

Yes our Company's code of conduct includes an anti-corruption and anti-bribery policy, which has been disseminated to our employees and workers through e-learning modules and face-to-face training sessions to raise their awareness and assist them in evaluating scenarios and making responsible decisions.

V.I.P. Industries Limited is committed to ethical business practices and to acting with integrity in all aspects of its business. The Company's reputation for integrity is a vital business asset that depends upon the commitment of all the Company's Directors, officers, and employees everywhere to act in accordance with the Company's Code of Conduct and all applicable laws and regulations. All the policies are accessible at <https://vipindustries.co.in/investor/disclosure-46-lodr#policies>

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

No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against any of the Directors/KMPs/employees.

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

No complaint was received regarding conflict of interest of the Directors, KMPs or any other employee.

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

Not Applicable

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

We endeavor to protect the environment, meet with the interests of our stakeholders, and ensure cost effectiveness while procuring any raw material or goods. Polymers and aluminum are the main raw materials that we procure mainly from manufacturers/ producers who are well reputed keeping in mind the need for quality and consistency. In recent years, we have further strengthened our manufacturing capabilities and reduced our sourcing from China.

To further reduce our carbon footprint, we have undertaken research and development activity to use recycled material in hard luggage manufacturing activity. Adequate steps are taken for safety during transportation and optimization of logistics which in turn help to mitigate the impact on climate.

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.

	Current Financial Year 2022-23	Previous Financial Year 2021-22	Details of improvements in environmental and social impacts
R & D	-	-	
Capex	47.68%	81.91%	-

The following capex were done to improve the environmental and social impacts of product and processes:

1. Replacements of Low-tension cables within the factory which has reduced the power consumptions due to less resistance in the flow of current.
 2. Electric Vehicle has been procured in Nashik factory which is being utilized for internal material movement.
 3. Composting machine has been procured for preparing the compost from dry leaves and used as manure for the plants in the factory.
 4. Replacement of fluorescent tubes with LED Lights in offices and factory
 5. Procured Variable frequency drive to AC of 7-ton capacity which has reduced the power consumption.
 6. Motion sensor has been installed at the Head office and Factory shell stores and washroom etc.
 7. The Company has started manufacturing hard luggage by using polypropylene and polycarbonate material which is 100% recyclable.
2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- b. If yes, what percentage of inputs were sourced sustainably?
- We are working towards sustainable sourcing policy.

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.

All our plastic packaging material is covered under the Extended Producer Responsibility (EPR) on plastic packaging material. We have already registered on EPR portal and complying with the relevant regulations.

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.

Yes, EPR for plastic waste is applicable for the Company and is registered with CPCB for Extended Producer Responsibility. The waste collection plan is in line with the EPR plan submitted to the Pollution Control Board.

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains.

At VIP Industries Limited, we have built a working culture which nurtures passion, talent, curiosity, empowerment, and diversity. Our people are part of an ecosystem which presents opportunities to grow horizontally and vertically. We are driven by our core values of youthfulness, meritocracy, entrepreneurship, and innovation. Our management team

comprises of professionals with great experience, energy and enthusiasm for the job and a determination to achieve our adventurous yet audacious mission of 'Being the World's Leading Luggage brand.' Our professional team at the forefront with diverse experience, background from parallel industries and skills that can take VIP from a national brand to a global player. Our open-door policy extends to our employees including ex-employees and business partners and creates a 'One VIP community' feel.

To energise the employees, many digital initiatives were organized, including virtual and gamified health challenges, health and wellness sessions, online communication sessions with HR and the leadership team, and online fun-at-work engagements.

Several training programmes were conducted for both the management and sales staff throughout the year. A special training workshop was held for the product and design team. Additionally, induction training was provided to new employees. During the year, key people process like leave, attendance, on-boarding, business reimbursement, travel and travel reimbursement were digitized. All these initiatives have helped to promote a positive work environment and drive higher performance.

We have adopted the VIP Employee Stock Appreciation Rights Plan, 2018 ("ESARP 2018") according to which the employee of the Company and its subsidiaries are entitled to receive Employee Stock Appreciation Right (ESAR) which entitle them to receive appreciation in the value of the shares of the Company at a future date and in a pre-determined manner, where such appreciation is settled by way of allotment of shares of the Company. Our ESARP 2018 Plan complies with the provisions of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.

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)
Permanent employees											
Male	692	692	100%	692	100%	NA	NA	692	100%	0	0%
Female	65	65	100%	65	100%	65	100%	NA	NA	0	0%
Total	757	757	100%	757	100%	65	100%	692	100%	0	0%
Other than Permanent employees											
Male	2,977	2,977	100%	20	1%	NA	NA	2,977	100%	0	0%
Female	320	320	100%	3	1%	320	100%	NA	NA	0	0%
Total	3,297	3,297	100%	23	1%	320	100%	2,977	100%	0	0%

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)
Permanent workers											
Male	1,210	1210	100%	54	4%	NA	NA	54	4%	0	0%
Female	2,223	2,223	100%	0	0%	2,223	100%	NA	NA	0	0%
Total	3,433	3,433	100%	54	2%	2,223	100%	54	4%	0	0%
Other than Permanent workers											
Male	1,729	1,729	100%	0	0%	NA	NA	0	0%	0	0%
Female	2,265	2,265	100%	0	0%	2,265	100%	NA	NA	0	0%
Total	3,994	3,994	100%	0	0%	2,265	100%	0	0%	0	0%

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total Employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	71%	37%	Y	0%	37%	Y

*All Applicable employees in India are covered under ESI

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.

Yes, the offices are accessible with elevators and ramps for persons with disabilities.

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

Yes, the Company also has a policy on equal opportunity employment as per the Rights of Persons with Disabilities Act, 2016. The policy is accessible on <https://www.vipindustries.co.in/about-us>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	100%	100%	90%	30%
Total	100%	100%	90%	30%

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 (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Any concerned employee or worker can inform the Complaints Committee through email or written complaint giving details of the incident.
Other than Permanent Workers	<ul style="list-style-type: none"> Once the complaint is received, it will be kept strictly confidential.
Permanent Employees	<ul style="list-style-type: none"> The person accused will be informed that a complaint has been filed against him/her and no unfair acts of retaliation or unethical action will be tolerated.
Other than Permanent Employees	<ul style="list-style-type: none"> The Committee shall ensure that a fair and just investigation is undertaken immediately. Both the complainant and the alleged accused initially will be questioned separately with a view to ascertain the veracity of their contentions. If required, the person who has been named as a witness will need to provide the necessary information to assist in resolving the matter satisfactorily. The complainant and the accused shall be informed of the outcome of the investigation. The investigation shall be completed within 90 days of the receipt of the complaint. <p>Where any misconduct is found by the Committee, appropriate disciplinary action shall be taken against the accused. Disciplinary action may include transfer, withholding promotion, suspension or even dismissal or any other action as may deem fit by the Committee.</p> <p>This action shall be in addition to any legal recourse sought by the complainant and the company.</p>

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

Category	FY 2022-23			FY 2021-22		
	Total Employees/Workers in respective Category (A)	No. of employees / workers in respective category who are part of association / union (B)	% (B/A)	Total Employees/Workers in respective Category (A)	No. of employees / workers in respective category who are part of association / union (B)	% (B/A)
Permanent Employees						
Male	692	-	0%	628	-	0%
Female	65	-	0%	55	-	0%
Total	757	-	0%	683	-	0%
Permanent Workers						
Male	1,210	54	4%	1,401	57	4%
Female	2,223	-	0%	1,968	-	0%
Total	3,433	54	2%	3,369	57	2%

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	3,669	315	9%	718	20%	2,532	89	4%	899	36%
Female	385	17	4%	67	17%	229	10	4%	74	32%
Total	4,054	332	8%	785	16%	2,761	99	4%	973	35%
Workers										
Male	2,939	2,885	98%	2,885	98%	1,826	1,764	97%	1,764	97%
Female	4,488	4,488	100%	4,488	100%	2,606	2,607	100%	2,607	100%
Total	7,427	7,373	99%	7,373	99%	4,432	4,371	99%	4,371	99%

9. Details of performance and Career development reviews of employees:

The Company has a strong performance management culture. Every employee undergoes evaluation of his or her performance against the goals and objectives for the year and increase in compensation and reward by way of variable bonuses is linked to the evaluation of individual's performance. All employees of the Company, including Managing Director, are governed by the Company's Performance appraisal System, in addition to the Board approved Remuneration Policy.

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	692	692	100%	628	628	100%
Female	65	65	100%	55	55	100%
Total	757	757	100%	683	683	100%
Workers						
Male	1,210	1,210	100%	1,401	1,401	100%
Female	2,223	2,223	100%	1,968	1,968	100%
Total	3,433	3,433	100%	3,369	3,369	100%

10. Health and safety management system:

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

Yes, the coverage is for the 2 plants located at Satpur & Sinnar, Nasik.

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

Hazard identification and risk assessment process is carried out to identify the work-related hazards and risks. This assessment process helps to identify the hazards pertaining to each activity and allows us to implement control measures against each hazard to bring them to a tolerable risk level. We also have a process of EHS (Environment, Health & Safety) evaluation which is carried out for all new facilities before finalizing the facility. Work permit system is available for all non-routine jobs like hot work, height work, electrical work etc.

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

Yes, we do conduct morning meeting /toolbox talks to inform the workers about the hazards and risk in their respective work. During that meeting the workers are allowed to highlight any work-related hazards. In these toolbox talks they are clearly informed to remove themselves from risks in case of any.

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

Yes we have medical insurance for all our management employees, and we have a tie up with Ekinicare telemedical services which provides the employees all health related services like doctor consultation, Fitness, Nutrition, mental illness counselling, 24X7 Ambulance services etc. We have also conducted full body analysis for all management employees. The Company provides the interest free financial assistance for any medical emergency for self, spouse, dependent children & dependent parents.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NA	NA
	Workers		
Total recordable work-related injuries	Employees		-
	Workers	20*	
No. of fatalities	Employees	-	-
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers		

*All the incidents required only the first aid with no Loss Time.

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

Health & safety is a consistent practice at our facilities. We have installed fire protection equipment's, conducted fire safety training, and always ensured factory hygiene. Moreover, fire evacuation drills are conducted once a month to raise awareness amongst workers to ensure the safety of people, plants, and products.

We do promote inclusion and diversity at the workplace. VIP Industries Limited was recognised as a 'Bronze' employer in the IWEI's (India Workplace Equality Index) Top Employers for 2020 which recognizes employers who are leading the way in India to advance LGBT+ inclusion.

In order to build awareness on the Prevention of Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 ('the Act') and Rules, we have been conducting programmes on a continuous basis. We have complied with provisions relating to the constitution of the Internal Complaints Committee under the Prevention of Sexual Harassment Act. We have also appointed external independent persons, who have done work in this area and have requisite experience in handling such matters.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour / Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Any other type of complaint	-	-	-	-	-	-

14. Assessments for the year:

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

We have conducted IS 14489 Health and safety audit for the factories and the observations are being rectified. Internal EHS audits are being carried out in warehouse, offices and factories and the observations are being rectified.

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

We recognize that our business activities have a wide impact on the society in which we operate and hence we practice our corporate values through our commitment to grow in a socially and environmentally responsible way. Our Core Values of youthfulness, meritocracy, entrepreneurship, and innovation bind us and keep us aligned, driving our common energies in creating value for all our stakeholders including shareholders, customers, employees, suppliers, business partners, local communities, and other organizations.

We endeavor to make Corporate social responsibility (CSR) a key business process for sustainable development by undertaking various CSR activities. Thus, focusing our business activities on sustainable value creation and innovation is our steadfast commitment to all our stakeholders.

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

Stakeholders are individuals or groups that have interests that are affected or could be affected by an organization's activities. The internal and external groups of key stakeholders have been identified on the basis of their immediate impact on the operations and working of the company and where the business can have the greatest impact.

VIP Industries Limited recognizes existing and potential customers, employees, shareholders, investors, regulatory authorities, media, and community as its stakeholders.

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
Customers	N	Customer & Distributor Meetings, Customer Feedback, Website, Product Catalogues	Ongoing	Customer satisfaction, product quality, product safety,
Employees	N	Notice Boards, Website, Employee Survey feedback, Annual Performance Review, Meetings, Trainings	Ongoing	Working condition, Employee performance, Employee Satisfaction
Shareholders	N	AGM, Investor meets, Investor Grievance redressal mechanism	Ongoing	Business Strategies and Performance
Regulatory Authorities	N	Regulatory Filings	Ongoing	Legal Compliance
Media	N	Press Releases, Social Media Platforms, Media interactions	Ongoing	Information dissemination, communicating company's perspective
Community	Y, Underprivileged communities	Corporate Social responsibility initiatives	Ongoing	Social welfare

PRINCIPLE 5 Businesses should respect and promote human rights Essential Indicators

We are committed to respect and protect the Human Rights of all stakeholders impacted by our business especially our employees and people who are vulnerable and marginalized. We have in place Human Rights Policy as well as access to various grievance redressal mechanisms to address grievances related to Human Rights issues.

We also contribute to Human right causes through our CSR activities such as Promoting education and preventive healthcare etc. to provide dignified environment to the underprivileged, promoting gender equality etc.

Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees' workers covered (D)	% (D / C)
Employees						
Permanent	757	99	13%	683	73	11%
Other than permanent	3,297	21	1%	2,078	26	1%
Total Employees	4,054	120	3%	2,761	99	4%
Workers						
Permanent	3,433	3,379	98%	3,369	3,306	98%
Other than permanent	3,994	3,994	100%	1,063	1,063	100%
Total Employees	7,427	7,373	99%	4,432	4,369	99%

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent Employees										
Male	692	1	0%	691	100%	628	2	0%	626	100%
Female	65	1	2%	64	98%	55	2	4%	53	96%
Other than Permanent Employees										
Male	2,977	0	0%	2,977	100%	1,904	1	0%	1,903	100%
Female	320	0	0%	320	100%	174	0	0%	174	100%
Workers										
Permanent Workers										
Male	1,210	76	6%	1,134	94%	1,401	504	36%	897	64%
Female	2,223	129	6%	2,094	94%	1,968	664	34%	1,304	66%
Other than Permanent Workers										
Male	1,729	936	54%	793	46%	425	284	67%	141	33%
Female	2,265	899	40%	1,366	60%	638	358	56%	280	44%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1	4,78,45,437	1	6,82,91,652
Key Managerial Personnel	2	2,50,00,000	1	2,50,00,000
Employees other than BoD and KMP	1,271	4,84,042	94	6,13,300
Workers	3,991	3,89,603	4,271	1,03,308

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 Human Resource is the focal point 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.

Internal Committee (IC) has been set up to redress complaints received regarding sexual harassment. With respect to other human rights issues, complaints can be made directly to the Head Human Resource, who will look into the same.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

Vigil Mechanism Policy and the Policy on Prevention of Sexual Harassment provides the mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

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

No, this is being assessed by the legal function.

9. Assessments for the year:

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

All assessments have been done internally by the entity in the course of business operations.

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

Not Applicable

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

We are committed to environment sustainability and strive to preserve the environment by striking a balance between economic growth and preservation of the environment with due concern for ecology. We regularly identify and assess potential environmental risks that is associated with our business activities. We frequently devise various new strategies and innovative initiatives to address global environmental issues such as climate change, global warming, etc. by continuously working on reducing and optimally utilizing energy, water, raw materials, logistics and carrying out tree plantation. We, have replaced high pressure vapor lamps with LED lights of shop floors and streets installed timer control system for lightning at specified areas in manufacturing plants & shop floor and replaced old air compressors with energy efficient compressors.

We have also worked on technological improvements in forming machine for reducing the heating time of double station machines, induction of air saving control valve to reduce the air wastage during idle department operations, induction of temperature control system for fan switching ON/OFF for cooling tower in place of fan being continuously on, replacement of old oil based technology HT breaker into latest vacuum type HT breaker and recycling of used stretch wrap film in molding of accessories.

Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	73027 GJ	64483 GJ
Total fuel consumption (B)	506 GJ	513 GJ
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	73534 GJ	64996 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	35.31 GJ/Crore of Turnover	50.40 GJ/Crore of Turnover
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: N

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.

The operations of the company are not covered under the 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 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	108702	102648
(iii) Third party water*	197324	190784
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	306026	293432
Total volume of water consumption (in kilolitres)	306026	293432
Water intensity per rupee of turnover (Water consumed / turnover)	146.96 KL/Crore of Turnover	227.55 KL/Crore of Turnover
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: N

*Municipal Water

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

Not Applicable

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	mg/Nm ³	22.54	25.40
Sox	mg/Nm ³	18.11	22.10
Particulate matter (PM)	mg/Nm ³	41.87	54.10
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	78	43
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	16431	14150
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ Equivalent / Crores of Turnover	7.93	11.01
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: N

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

The following interventions/projects have been taken up to reduce Greenhouse gas emissions:

- Zipper Localization
- Trolley components sourcing and assembly at Bangladesh
- Webbing Localization
- Wheel specifications change from Nylon to PP
- Reuse of stretch wrap film into granules and use of it in the canopy
- Foam reduction in Nashik
- Usage of Mild steel in aluminum trolley
- Returnable packaging of Trolley
- Upgradation of old injection molding machine with latest servo control system
- Replacement of high-pressure sodium vapor street light by low power LED light

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	125	210
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)- Oil-soaked Cotton waste	2	2
Other Non-hazardous waste generated (H). Paper	596	1144
Total (A+B + C + D + E + F + G + H)	723	1356
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	723	1356
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	723	1356
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	-	-
Total	-	-

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

* All Material sent to recyclers / Composters through authorized collectors.

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

We maintain a ZERO waste to landfill operations at our plants. Being an environmentally conscious and responsible organisation we don't send our wastes to landfill. All the raw material wastes are either reprocessed in our own manufacturing or sent for other industrial uses.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

The entity's operations/offices are not in/around ecologically sensitive areas.

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

The operations of the company are not covered by the 2006 notification on Environmental Impact Assessment.

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

Yes, the Company is compliant with all applicable environmental laws / 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

We work very closely with leading Industry Associations and Chambers of Commerce at International, National, State and Local levels to advocate and pursue various causes that are in larger interests of industry, economy, society and the public especially in areas of economic reforms. We are members of Confederation of Indian Industry (CII), IMC Chamber of Commerce and Industry and Indo-German Chamber of Commerce.

Essential Indicators

1. a. **Number of affiliations with 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	Confederation of Indian Industry (CII)	National
2	IMC Chamber of Commerce and Industry	National
3	Indo-German Chamber of Commerce	National and International

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

Not Applicable

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

We have taken a holistic approach towards the development of the deprived groups of the society and implement Corporate Social Responsibility (CSR) programmes through external agencies. The various CSR projects are firstly reviewed internally, approved by the management and are regularly reviewed by the CSR committee. The progress of all approved CSR projects are tracked and the progress reports are evaluated from time to time.

Our CSR Policy outlines our commitment to promote inclusive growth and equitable development. We endeavor to make CSR a key business process for sustainable development and undertake various activities such as promoting education,

including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled including livelihood enhancement projects.

Essential Indicators

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

No, requirement of Social Impact Assessments (SIA) of projects was not applicable to the Company in the FY 2022-23

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

There was no project involving R&R during the FY 2021-22 or 2022-23.

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

There are several mechanisms in place to receive grievances from the community such as access to e-mail ID of Legal and Compliance officer, Website, Customer help-line/Toll-free number. The grievances from community are addressed by Legal and Compliance officer along-with Stakeholders' Relationship Management Committee of the Board.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	20%	16%
Sourced directly from within the district and neighbouring districts	100%	100%

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

The Company's uncompromising commitment to providing world class products and services to customers is supported by its concern for the safety of its customers. A well-established system is in place for dealing with customer feedback and complaints. Customers are provided multiple options to connect with the Company through email, telephone, website, social media, feedback forms, etc. All complaints are appropriately addressed and resolved.

We are committed to all our customers to keep bringing newer and better products to serve them better.

Essential Indicators

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

The Company has a "Service and Returns Policy" to receive and respond to consumer complaints and feedback. All customer returns to be processed through service tickets in a software PRO-aSAW. Customer has the provision of generating ticket directly through call center or website. Channel wise SoP is given below:

S.N.	Channel	SOP
1	RT (Retail)	Store managers of CR & FR to raise tickets / assist customers in raising ticket.
2	GT	Customer self-ticketing, assistance by channel partner in outlining SoP for self-ticketing or raising ticket by channel partner in VIP POS app
3	CSD/CPC & MT	Promoters to help partners raise customer replacement ticket
4	E-com & Inst	Self-ticketing or assistance by call center/ nearest RT outlet

Ticket allocation to service team for defect certification. Service team to certify defect and approve replacement request. TAT – 24 to 48 Hrs.

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	The Company complies with disclosure requirements as per prevailing laws.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23			FY 2021-22		
	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
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber Security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others	-	-	-	-	-	-

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

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

Yes, the company has a Data Protection and Privacy Policy.

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.

Not Applicable