

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY:

1. Corporate Identity Number (CIN) of the Listed Entity	L36911RJ1989PLC004945	
2. Name of the Listed Entity	Vaibhav Global Limited	
3. Year of incorporation	1989	
4. Registered office address	K-6B, Fateh Tiba, Adarsh Nagar, Jaipur 302 004 (Raj.)	
5. Corporate address	E-69, EPIP, Sitapura, Jaipur - 302 022, Rajasthan, India	
6. E-mail	investor_relations@vaibhavglobal.com	
7. Telephone	91-141-2771975	
8. Website	www.vaibhavglobal.com	
9. Financial year for which reporting is being done	2023-24	
10. Name of the Stock Exchange(s) where shares are listed:	Name of the Exchange	Stock Code
	BSE Ltd.	532156
	National Stock Exchange of India Ltd.	VAIBHAVGBL
11. Paid-up Capital	₹ 33,12,99,448	
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. Akshay Singh Naruka T: +91 141 2771975 E: investor_relations@vaibhavglobal.com	
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on standalone basis.	
14. Name of assurance provider	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July, 2023.	
15. Type of assurance obtained	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July, 2023.	

II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture and exporter of fashion jewellery and related articles	Manufacture and exporter of fashion jewellery and related articles	96

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

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	Fashion Jewellery and Gemstone	3211	96

III. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	4	3	7
International	The subsidiaries of the Company possess plants and offices located overseas. However, when considering the disclosure on a standalone basis, Vaibhav Global Limited does not have any overseas plants or offices.		

19. **Markets served by the entity:**

a. **Number of locations**

Locations	Number
National (No. of States & UTs)	7
International (No. of Countries)	16*

*Refers to no. of countries to whom exports were made during the year. However, the Company does not have any overseas offices/plants/establishment on a standalone basis.

b. **What is the 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 98%.

c. **A brief on types of customers:**

Being a digital retailer at global level, we serve our customers through 24*7 proprietary teleshopping channels and through other digital means. We effectively cater to customers by offering fashion jewellery, gemstones and lifestyle products through above means. Baby boomers represent a significant consumer demographic for us due to factors which includes convenience, largest share of disposable income, product range, etc. In addition to this, we also cater to B2B clients which is more of an opportunistic business.

IV. EMPLOYEES

20. **Details as at the end of Financial Year:**

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

S. Particulars No.	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES					
1. Permanent (D)	1086	908	83.61	178	16.39
2. Other than Permanent (E)	495	444	89.70	51	10.30
3. Total employees (D + E)	1581	1352	85.52	229	14.48
WORKERS					
4. Permanent (F)	169	162	95.86	7	4.14
5. Other than Permanent (G)	1303	1220	93.63	83	6.37
6. Total workers (F + G)	1472	1382	93.89	90	6.11

b. **Differently abled Employees and workers:**

S. Particulars No.	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES					
1. Permanent (D)	0	0	0.00	0	0.00
2. Other than Permanent (E)	1	1	100.00	0	0.00
3. Total differently abled employees (D + E)	1	1	100.00	0	0.00
DIFFERENTLY ABLED WORKERS					
4. Permanent (F)	4	4	100.00	0	0.00
5. Other than permanent (G)	21	19	90.48	2	9.52
6. Total differently abled workers (F + G)	25	23	92.00	0	8.00

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25.00
Key Management Personnel	2	0	0.00

22. Turnover rate for permanent employees and workers (in percent)

Particulars	31 March 2024			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23.13	31.98	27.55	30.68	42.20	36.44	42.06	73.84	57.95
Permanent Workers	4.89	0.0	2.45	8.97	0.00	4.48	9.57	16.00	12.78

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. (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.	Brett Enterprises Private Limited, India	Holding Company	-	No
2.	VGL Retail Ventures Ltd., Mauritius	Subsidiary Company	100.00	No
3.	STS Jewels Inc., USA	Subsidiary Company	100.00	No
4.	STS Global Supply Limited, Hongkong	Subsidiary Company	100.00	No
5.	STS Global Limited, Thailand	Subsidiary Company	100.00	No
6.	STS Global Limited, Japan	Subsidiary Company	100.00	No
7.	Shop LC GmbH, Germany	Subsidiary Company	100.00	No
8.	Vaibhav Vistar Limited, India	Subsidiary Company	100.00	No
9.	Vaibhav Lifestyle Limited, India	Subsidiary Company	100.00	No
10.	Encase Packaging Private Limited, India	Subsidiary Company	60.00	No
11.	Shop TJC Ltd. UK	Step-down Subsidiary Company	100.00	No
12.	Shop LC Global Inc., USA	Step-down Subsidiary Company	100.00	No
13.	PT. STS Bali	Step-down Subsidiary Company	100.00	No
14.	STS (Guangzhou) Trading Limited	Step-down Subsidiary Company	100.00	No
15.	Mindfulsouls BV, Netherlands	Step-down Subsidiary Company	100.00	No

VI. CSR DETAILS

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹) – ₹ 4,89,22,64,546

(iii) Net worth (in ₹) – ₹ 5,86,79,78,796

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		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, the Company's BRSR policy provides a Grievance Redressal Mechanism for all stakeholders concerning the principles adopted by the Company. Concerned persons may reach out to us via email at investor_relations@vaibhavglobal.com . Additionally, a Grievance Redressal Desk is available on our website: https://www.vaibhavglobal.com/inquiries-and-grievance-redressal	NIL	NIL	NA	NIL	NIL	NA
Investors (other than shareholders)	The company has also adopted an investors & shareholders grievance redressal mechanism, which can be accessed at our site : https://www.vaibhavglobal.com/investor-helpdesk	NIL	NIL	NA	NIL	NIL	NA
Shareholders	The company has also adopted investors & shareholders grievance redressal mechanism, which can be accessed at: https://www.vaibhavglobal.com/investor-helpdesk	2	NIL	The complaints were pertaining to non-receipt of annual report and/or dividend	130	NIL	The complaints were largely pertaining to non-receipt of annual report and/or dividend
Employees and workers/ Customers/ Value Chain Partners/ Others (please specify)	Employees and workers of the Company can report their grievances through various mechanisms such as the Whistleblower Policy, Human Rights Policy, Equal Opportunity Policy, and Anti Bribery and Corruption Policy. Further, the Company's Supplier Code of Conduct provides for Grievance Redressal Mechanism to the suppliers. These policies and codes mentioned above can be accessed at https://www.vaibhavglobal.com/code-policies . The Company also provides a grievance redressal desk on its website - https://www.vaibhavglobal.com/inquiries-and-grievance-redressal for the community, customers, and value chain partners.	NIL	NIL	NA	NIL	NIL	NA

26. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
This has been covered comprehensively in 'Risk Management Section' in Integrated Annual Report.					

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available.									
Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into						
1	Code of Conduct for Directors and Senior Management Personnel	https://www.vaibhavglobal.com/admin_assets/images/ESG/1757741319699082.pdf	P1						
2	Whistle Blower and Vigil Mechanism Policy	https://www.vaibhavglobal.com/admin_assets/images/ESG/1759880567447119.pdf	P1						
3	Related Party Transactions Policy (RPT)	https://www.vaibhavglobal.com/admin_assets/images/ESG/1757741433677943.pdf	P1, P4, P7						
4	Policy For Determining Material Subsidiaries	https://www.vaibhavglobal.com/admin_assets/images/ESG/1757741409704052.pdf	P1						
5	Familiarisation Programme For Independent Director	https://www.vaibhavglobal.com/admin_assets/images/ESG/1796564844050356.pdf	P1						
6	Investor's Grievance Redressal Mechanism	https://www.vaibhavglobal.com/assets/investorhelpdesk/Investors_Grievance_Policy_VGL_v1.pdf	P5						
7	Policy For Determination of Materiality of Events or Information	https://www.vaibhavglobal.com/admin_assets/images/ESG/1775009736201067.pdf	P1, P4						
8	Dividend Distribution Policy	https://www.vaibhavglobal.com/admin_assets/images/ESG/1703888307092446.pdf	P3, P4						
9	Business Responsibility and Sustainability Policy	https://www.vaibhavglobal.com/admin_assets/images/ESG/1757874521120902.pdf	P1-P9						
10	Anti-Bribery & Corruption (ABC) Policy	https://www.vaibhavglobal.com/admin_assets/images/ESG/1757876236252369.pdf	P1, P7						
11	Supplier Code of Conduct	https://www.vaibhavglobal.com/admin_assets/images/ESG/1759880818621363.pdf	P2, P3, P9						
12	Code of Conduct for Independent Directors	https://www.vaibhavglobal.com/admin_assets/images/ESG/1703887739209747.pdf	P1						
13	Code of Conduct to regulate, monitor and report trading by Designated Persons	https://www.vaibhavglobal.com/admin_assets/images/ESG/1703887677586302.pdf	P1						
14	Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information	https://www.vaibhavglobal.com/admin_assets/images/ESG/1703887640072479.pdf	P1						

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
15	Risk Management Policy	https://www.vaibhavglobal.com/admin_assets/images/ESG/1776461212262918.pdf	P1, P2
16	Corporate Social Responsibility (CSR)	https://www.vaibhavglobal.com/admin_assets/images/ESG/1703888142480234.pdf	P4, P8
17	Human Rights Policy	https://www.vaibhavglobal.com/admin_assets/images/ESG/1765585659982239.pdf	P5
18	Anti-Sexual Harassment Policy	https://www.vaibhavglobal.com/admin_assets/images/ESG/1759330754220977.pdf	P5
19	Equal Opportunity Policy	https://www.vaibhavglobal.com/admin_assets/images/ESG/1764672778587507.pdf	P3, P5, P8
20	Nomination And Remuneration Policy	https://www.vaibhavglobal.com/admin_assets/images/ESG/1757741363959589.pdf	P3, P4
21	Archival Policy	https://www.vaibhavglobal.com/admin_assets/images/ESG/1703888179526910.pdf	P1

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the enlisted policies extend to our value chain partners. By extending our policies to our value chain partners, we ensure a cohesive and responsible approach throughout the supply chain.								
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.	<p>The following are applicable to Jaipur SEZ Unit:</p> <ul style="list-style-type: none"> • ISO 9001:2015 (Quality Management System): Principle 2 • LEED v4 Platinum Certificate: Principle 6 • IGBC Green Building Certification: Principle 6 • SMETA Audit: Principles 1,3,5,6 and 9 • Net Zero Energy Certified: Principle 6 • Great Place to Work®: Principles 1,3,4,5, and 8 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The entity has established specific commitments and targets with defined timelines. Firstly, it aims to achieve carbon neutrality in scope 1 and 2 greenhouse gas (GHG) emissions by FY31, reflecting its dedication to mitigating climate change impacts. Additionally, the entity has set a goal to provide one million meals per day to children in need by FY40 through its flagship mid-day meals programme- 'Your Purchase Feeds...'. These commitments not only demonstrate the entity's environmental and social responsibility but also underscore its long-term vision and commitment to creating positive impact and contributing to sustainable development goals.</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>The company has made concerted efforts to reduce its greenhouse gas (GHG) emissions through various measures, including the adoption of renewable energy sources, effective waste management practices, and the attainment of LEED Platinum & Gold certifications for its units. These initiatives reflect the company's commitment to environmental sustainability and its proactive stance towards mitigating climate change impacts. Additionally, on the social front, the company has prioritized regular employee training programs to enhance skills and knowledge, fostering a culture of continuous improvement and development.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
	Our commitment to being a responsible corporate citizen is demonstrated through several initiatives. These include afforestation through Miyawaki technique, which promotes the growth of dense, native forests. We have almost doubled our fleet of electric bikes for official commutes, reducing our carbon footprint.																	
Governance, leadership and oversight																		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	The report outlines our ESG performance and our commitment to achieve carbon neutrality. We are also contributing to the United Nations' Sustainable Development Goals (SDGs) as we address our environmental, social and governance outcomes. Further, other initiatives such as planting of more saplings using the Miyawaki technique, doubling our capacity of electric bikes for official commute, efficient management of water and waste, are reinforcing our commitment to being a responsible corporate citizen.																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sunil Agrawal Managing Director																	
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The CSR Committee (under the supervision of the Board) is also responsible for decision making and overseeing the status on sustainability related issues.																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was under taken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against Above policies and follow up action Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, Performance against the above policies and follow-up actions, as well as compliance with statutory requirements relevant to the principles, are both affirmed with necessary rectifications made for any identified non-compliances.									The Board of Directors or Committee conducts periodic reviews, and a compliance report is submitted to Board of Directors on a quarterly basis.								
	P1	P2	P3	P4	P5	P6	P7	P8	P9									
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.	Yes, Dhir & Dhir Associates, a leading legal firm, assessed the implementation and adequacy of our policies, highlighting their effectiveness. Various department and business leaders routinely review and update these policies, with final approval from management or the board.																	
Questions																		
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:																		
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)										Not Applicable								
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)																		

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 Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	3	Familiarization programs of Directors, Strategy meeting and semi-annual Management Committee Meetings on broader strategy & performance of the group.	100.00
Key Managerial Personnel	3		100.00
Employees other than BoD and KMPs	132	All employees undergo training programs on a regular basis in the areas of 'On the Job Training', communication skills, stress management, human rights, fire & safety trainings, POSH, goal setting, semi-annual management committee meetings etc.	100.00
Workers	41		100.00

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

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Monetary					
Penalty/Fine					
Settlement					
Compounding Fee					
Non-Monetary					
Imprisonment					
Punishment					

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Refer to the Company's website for all disclosures made under Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 at https://www.vaibhavglobal.com/shareholder_communication	

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, the Company maintains zero tolerance for any form of bribery or corruption and has an Anti-Corruption and Anti-Bribery Policy in place. This policy extends to all employees of the Company, its subsidiaries, joint ventures, and affiliates at all levels and in all locations. All of the Company's facilities are required to adhere to various anti-bribery and anti-corruption laws and regulations. Additionally, all agents, suppliers, and business partners are informed of the Company's zero-tolerance policy towards bribery and corruption at the commencement of business engagement. Upon joining, new employees receive a copy of the policy and are briefed about its significance. Regular trainings are conducted throughout the Company to prevent, identify, and detect anti-corruption issues. Operating with the highest standards of ethical conduct and integrity, Vaibhav Global Limited unequivocally condemns bribery or corruption in any form.

The policy can be accessed at: https://www.vaibhavglobal.com/admin_assets/images/ESG/1757876236252369.pdf

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

	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors		In both reporting years, the Company has not encountered any complaints related to conflicts of interest.		
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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, During the reporting years, our company did not encounter any incidents related to conflicts of interest, corruption, fines, penalties, or actions taken by regulators, law enforcement agencies, or judicial institutions. As a result, there were no instances that required corrective action or investigation in this regard.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	78	83

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:

Parameter	Metrics	FY 2023-24	FY 2022-23
Purchases	a. Purchases from Trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases and made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Nil	Nil
	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)	₹ 72,99,41,302	₹ 36,63,31,466
	b. Sales (Sales to related parties/Total Sales)	₹ 3,88,54,17,010	₹ 3,74,27,81,344
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	₹ 7,16,00,000	₹ 8,34,11,325
	d. Investments (Investments in related parties/Total Investments made)	₹ 10,40,00,000	₹ 4,99,99,940

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

Essential Indicators

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

	2023-24		2022-23		Details of Improvements in environmental and social impacts
R&D	Nil		Nil		
Capex	4.48%	(INR 24 Lacs towards purchasing electric vehicles for employees' commuting purpose)	8.00%	(INR 45 lacs for purchase of electric scooters for employees' commute)	These investments were made to sequester carbon emissions and reducing the carbon footprint of the company.*

* The company has set an ambitious yet achievable target to become carbon neutral in scope 1 and scope 2 of GHG (Green House Gases) emissions by 2031.

We have taken following initiatives to reduce GHG emissions:

- Two solar power plants have been installed in Jaipur (rooftop solar) and Bikaner (ground-mounted solar panels). These plants, having a combined installed capacity of 3.23 MW, currently fulfill 100% of the power requirements for two of our primary manufacturing units in Jaipur.
- Established two Miyawaki forests in Jaipur, covering an area of 2 acres of land. The Miyawaki technique yields extensive benefits, including maintaining water levels and reducing sound and dust pollution by over 30 times. This method involves multi-layered plantation, maximizing vertical space usage while shielding the soil from direct sunlight, thereby resulting in very less evaporation.
- Till date we have also distributed 184 electric scooters to our employees for their official commute.

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

Yes, our company places great emphasis on sustainable sourcing practices. This commitment entails procuring products and materials in a manner that prioritizes environmental preservation, upholds fair labour practices, and maintains financial prudence. We have established clear protocols and procedures to ensure that our suppliers adhere to these standards. This involves rigorous monitoring to ensure compliance with essential guidelines, such as avoiding environmental degradation and safeguarding workers' rights. Continual assessment allows us to identify areas for improvement and implement necessary changes promptly. Our objective is to conduct business in a manner that supports local communities, while ensuring the long-term viability and become operationally resilient.

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

Currently, we oversee sourcing till the initial stage of procurement, i.e., till our first supplier. Our ongoing commitment involves mitigating environmental impacts, upholding human rights, and contributing towards the welfare of local communities where we operate in. Regular updates keep our partners informed about company policies, quality guidelines, and business plans through engagement drives. Supplier is evaluated based on quality, cost, delivery, and service criteria and action plan generated for improvement as needed. While it's challenging to quantify the percentage of sustainably sourced inputs, we are dedicated to enhance our sustainable practices across value chain.

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.

Due to the inherent characteristics of our products, there is no necessity or opportunity for reclamation at the conclusion of their life cycle. Nevertheless, our company has implemented robust systems for the recycling of plastics (including packaging), e-waste, and hazardous materials in a secure manner. To manage the disposal of such waste, we engage Government approved and authorized recyclers and fulfill all requisite obligations.

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.

Extended Producer Responsibility (EPR) is not applicable to the company's business operations. Given the nature of our activities, we do not fall under EPR regulations.

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

Essential Indicators

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

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	908	908	100.00	908	100.00	NA	NA	0	0.00	908	100.00
Female	178	178	100.00	178	100.00	178	100.00	NA	NA	178	100.00
Total	1086	1086	100.00	1086	100.00	178	16.39	0	0.00	1086	100.00
Other than Permanent Employees											
Male	444	444	100.00	444	100.00	NA	NA	0	0.00	444	100.00
Female	51	51	100.00	51	100.00	51	100.00	NA	NA	51	100.00
Total	495	495	100.00	495	100.00	51	10.30	0	0.00	495	100.00

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

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	162	162	100.00	162	100.00	NA	NA	0	0.00	162	100.00
Female	7	7	100.00	7	100.00	7	100.00	NA	NA	7	100.00
Total	169	169	100.00	169	100.00	7	4.14	0	0.00	169	100.00
Other than Permanent Workers											
Male	1220	1220	100.00	1220	100.00	NA	NA	0	0.00	1220	100.00
Female	83	83	100.00	83	100.00	83	100.00	NA	NA	83	100.00
Total	1303	1303	100.00	1303	100.00	83	6.37	0	0.00	1303	100.00

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.40%	0.39%

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

Benefits	FY 2023-24			FY 2022-23		
	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	100.00	100.00	Yes	98.00	100.00	Yes
Gratuity	100.00	100.00	Yes	100.00	100.00	Yes
ESI	73.00	100.00	Yes	72.00	100.00	Yes
Others-Group Health Insurance	27.00	-	Yes	28.00	-	Yes

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.

The entity's premises and offices have been designed and structured to ensure accessibility for differently abled employees and workers, in compliance with the specifications outlined in the Rights of Persons with Disabilities Act, 2016. The entity's various locations, including the offices/premises have been equipped with ramps, lifts, and handrails for stairwells to facilitate the movement of differently abled individuals. Thus, Company's premises has been made access friendly. By adhering to the requirements, the entity fosters an inclusive and accommodating environment that enables all individuals, regardless of ability, to navigate and engage effectively within the workplace.

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, our comprehensive policy promotes a workplace culture where all individuals are treated equitably and respectfully, regardless of any differences, including disability status. We strive to create an inclusive environment where everyone has the opportunity to thrive and contribute to their fullest potential. The link to the policy is:

https://www.vaibhavglobal.com/admin_assets/images/ESG/1764672778587507.pdf

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	100.00	100.00	NA	NA
Total	100.00	100.00	NA	NA

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	Employees with grievances have the option to submit their concerns in writing via the Grievance Box provided or send them to hrd@vaibhavglobal.com
Other than Permanent Workers	
Permanent Employees	A detailed policy outlining the grievance procedure is accessible at https://www.vaibhavglobal.com/admin_assets/images/ESG/1764672778587507.pdf
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male						
Female						
Total Permanent Worker						
Male						
Female						

Not Applicable, since no employees and workers are part of any association/ union

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

	FY 2023-24					FY 2022-23				
	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	908	908	100.00	908	100.00	813	813	100%	813	
Female	178	178	100.00	178	100.00	166	166	100%	166	
Total	1086	1086	100.00	1086	100.00	979	979	100%	979	
Workers										
Male	162	162	100.00	162	100.00	206	206	100%	206	
Female	7	7	100.00	7	100.00	14	14	100%	14	
Total	169	169	100.00	169	100.00	220	220	100%	220	

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	908	908	100.00	813	813	100%
Female	178	178	100.00	166	166	100%
Total	1086	1086	100.00	979	979	100%
Workers						
Male	162	162	100.00	206	206	100%
Female	7	7	100.00	14	14	100%
Total	169	169	100.00	220	220	100%

* Data of only permanent employees and workers have been provided in point number 8 and 9 above.

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, prioritizing the health and safety of our employees is paramount. We have instituted rigorous and compliant protocols to ensure safety of all individuals within the organization. Our commitment extends to fostering a workplace environment that is both safe and conducive. To achieve this, we have developed and implemented an occupational health, safety, and environmental management system that aligns with international standards. Through this system, we strive to uphold excellence in all aspects of our operations and support functions, ensuring that health and safety remain integral pillars of our organizational culture.

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

The Company has enacted the subsequent steps to regularly identify work-related hazards and assess associated risks:

- Collaborative hazard identification and risk assessment sessions involving shop floor personnel.
- Regular audits to scrutinize safety protocols and identify potential risks.
- Utilization of interviews to gather insights and feedback from employees regarding workplace safety concerns.
- Monitoring work zones and conducting noise assessments to analyse and mitigate potential posing risks to employee's well-being.

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

Yes, there is a proper reporting mechanism for the workers to report work related hazards. By establishing this reporting mechanism, the company aims to encourage transparency, empower workers to actively participate in maintaining a safe work environment, and enable prompt action to address any identified hazards.

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

The Company provides comprehensive medical coverage for both employees and workers, through medical insurance and/or the Employees' State Insurance (ESI) scheme. This coverage ensures that individuals have access to essential healthcare services, including hospitalization, medical treatments, consultations, medications, and diagnostic tests.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	1.32	0.77
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	5	3
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

*Inclusive of contract workforce

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

The Company places utmost importance on the well-being of its employees, particularly those working in manufacturing facilities. To ensure a safe and healthy workplace environment, the following measures have been implemented:

1. Implementation of an EHS Policy, Insurance, Training Programs, Occupational Health Initiatives, Inspection Systems, Audits, and Risk Assessments.
2. Compliance with relevant healthcare and occupational health and safety regulations.
3. Provision of safety training to all employees.
4. Establishment of an EHS Committee responsible for assisting management and achieving objectives outlined in the EHS Policy. The committee addresses health, safety, and environmental matters, provides practical solutions to challenges, promotes safety awareness amongst all workers, and conducts educational, training, and promotional activities.

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

Category	FY 2023-24			FY 2022-23		
	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			Nil			

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	100.00 (in percentage) assessment was done by the Company internally.
Working Conditions	

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.

Yes, we prioritize the safety and well-being of our employees. In response to safety related incidents, we conduct regular assessments of health and safety practices and working conditions to identify any significant risks or areas of concern. Any identified issues are promptly addressed through appropriate measures, which may include updation of policies, upgradation of equipments, or the implementation of further training initiatives.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

Our approach to stakeholder engagement is shaped by several considerations, including the effects of our operations on different groups, their degree of interest or influence, and their reliance on our activities. We identify stakeholders such as employees, customers, suppliers, local communities, regulatory bodies, and investors. We prioritize transparency and open dialogues with stakeholders whose input can impact our decision-making processes and assist us in effectively addressing their concerns.

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
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This is discussed in detail in 'Stakeholder Engagement' section of the Integrated Annual Report.

PRINCIPLE 5: Businesses should respect and promote human rights**Essential Indicators****1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Permanent	1086	1086	100.00	979	979	100.00
Other than permanent	495	495	100.00	232	232	100.00
Total Employees	1581	1581	100.00	1211	1211	100.00
Workers						
Permanent	169	169	100.00	220	220	100.00
Other than permanent	1303	1303	100.00	1426	1426	100.00
Total Workers	1472	1472	100.00	1646	1646	100.00

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

Category	FY 2023-24					2022-23				
	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	1086	0	0.0	1086	100.00	979	0	0.0	979	100.00
Male	908	0	0.0	908	100.00	813	0	0.0	813	100.00
Female	178	0	0.0	178	100.00	166	0	0.0	166	100.00
Other than Permanent	495	0	0.0	495	100.00	232	0	0.0	232	100.00
Male	444	0	0.0	444	100.00	196	0	0.0	196	100.00
Female	51	0	0.0	51	100.00	36	0	0.0	36	100.00
Workers										
Permanent	169	0	0.00	169	100.00	220	0	0.00	220	100.00
Male	162	0	0.00	162	100.00	206	0	0.00	206	100.00
Female	7	0	0.00	7	100.00	14	0	0.00	14	100.00
Other than Permanent	1303	0	0.00	1303	100.00	1426	0	0.00	1426	100.00
Male	1220	0	0.00	1220	100.00	1312	0	0.00	1312	100.00
Female	83	0	0.00	83	100.00	114	0	0.00	114	100.00

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
Board of Directors (BoD)	7	8,40,000 p.a.	2	22,14,060 p.a.
Key Managerial Personnel*	2	53,69,700 p.a.	–	–
Employees other than BoD and KMP	905	4,27,572 p.a.	178	4,58,136 p.a.
Workers	163	2,58,456 p.a.	7	1,63,116 p.a.

*Here, KMPs include Group CFO & Company Secretary

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	9.5	10.2

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, we have a mechanism 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 mechanism operates through the following instructions:

- A well-defined grievance redressal mechanism for human rights is in place, permitting the aggrieved employee to contact the grievance officer in person, via phone, or through email at hrd@vaibhavglobal.com
- The incident is reported to the senior management for remedial action.
- The company conducts due diligence periodically through the human resources department to oversee the mechanism and implement any necessary corrective actions, if required.

The stakeholder engagement is a focus area that encompasses policies and programmes which supports human rights and seeks to avoid human rights abuses. The human rights policy applies to all employees and its affiliates. We promote its principles to our subcontractors and suppliers through our code for responsible sourcing and by driving industry based social and environmental standards, and we also engage with our business partners on these matters.

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

Category	FY 2023-24			FY 2022-23		
	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						
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

No such incidents occurred in both the reporting years

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Not Applicable, as no such incidents occurred in both the reporting years	
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

The Company is committed to developing an organizational culture which implements a policy of support for the internationally recognized human rights contained within the Universal Declaration of Human Rights and seeks to avoid human rights abuses. Our Whistle blower policy has clearly laid down the guidelines to prevent adverse consequence to a complainant. A complainant has the right to complete anonymity unless required by law enforcement agencies. The organization prohibits retaliation against a complainant such as threats of physical harm, loss of job, punitive work assignments, or impact on salary or wages.

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

Yes, Human rights requirements are integral to the company's Supplier Code of Conduct. Suppliers are urged to respect human rights standards and to work towards them in all business activities. The Code explicitly prohibits any form of forced or compulsory labour. Additionally, it emphasizes on the prohibition of Child Labour, the requirement of Minimum Wages, and the promotion of Equal Opportunities, all of which are communicated to our business partners.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% of our plants and offices are internally assessed on these parameters.
Forced/involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	

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

There were no significant risks / concerns arising from the above assessments.

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

Essential Indicators

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

Parameter	FY 2023-24 (In Million Joules)	FY 2022-23 (In Million Joules)
From renewable sources		
Total electricity consumption (A)	1,06,14,971	1,09,03,003
Total fuel consumption (B)	–	–
Energy consumption through other sources (C)		
Total Energy consumption from renewable sources (A+B+C)	1,06,14,971	1,09,03,003

Parameter	FY 2023-24 (In Million Joules)	FY 2022-23 (In Million Joules)
From non-renewable sources		
Total electricity consumption (D)	67,30,798	58,17,542
Total fuel consumption (E)	17,86,008	14,33,245
Energy consumption through other sources (F)	–	–
Total Energy consumption from non-renewable sources (D+E+F)	85,16,806	72,50,788
Total energy consumed (A+B+C+D+E+F)	1,91,31,777	1,81,53,791
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations)	3,910.62	4,159.26
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	SEBI Guidance note is awaited to assess PPP	
Energy intensity in terms of physical output	69,56,635	66,85,622
Energy intensity (optional) – the relevant metric may be selected by the entity		

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

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.**
No. none of our sites / facilities are identified as designated consumers (DCs) 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 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water	37,205	37,703
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	37,205	37,703
Total volume of water consumption (in kilolitres)	19,491	18,945
Water intensity per rupee of turnover (Water consumed / Revenue from operations)	39.84	43.41
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	SEBI Guidance note is awaited to assess PPP	
Water intensity in terms of physical output	0.01	0.01
Water intensity (optional) – the relevant metric may be selected by the entity (In KL per Crore)	70,872	1,99,477

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

The assessment was carried out internally.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
– No treatment		
– With treatment – please specify level of treatment		
(ii) To Groundwater		
– No treatment		
– With treatment – please specify level of treatment		
(iii) To Seawater		
– No treatment		
– With treatment – please specify level of treatment		
(iv) Sent to third-parties		
– No treatment		
– With treatment – please specify level of treatment		
(v) Others	17,714	18,758
– No treatment		
– With treatment – please specify level of treatment	Majority of the water is used in our garden area and cooling tower. A small portion of it evaporates in the environment.	Majority of the water is used in our garden area and cooling tower. A small portion of it evaporates in the environment.
Total water discharged (in kilolitres)	17,714	18,758

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

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

Our facilities are equipped with zero-liquid discharge mechanisms, reflecting our commitment to effective waste management and proper handling of wastewater. We have installed Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP) to treat the wastewater. The treated wastewater is then recycled, significantly reducing the consumption of freshwater. These plants successfully recycle 17,500 KL of water annually. Additionally, we have installed two rainwater storage tanks with a combined capacity of 500 KL, enabling us to harvest approximately 6,100 KL of rainwater at various locations. We are also in the process of constructing a new rainwater harvesting tank with a capacity of 600 KL, further enhancing our sustainable water management efforts.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	µg/m ³	17.2	15.0
SOx	µg/m ³	9.5	8.1
Particulate matter (PM)	µg/m ³	40.1 (PM2.5) 65.3 (PM10)	35.8 (PM2.5) 58.2 (PM10)
Persistent organic pollutants (POP)		Not Applicable	Not Applicable
Volatile organic compounds (VOC)		Not Applicable	Not Applicable
Hazardous air pollutants (HAP)		Not Applicable	Not Applicable
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- The assessment was carried out internally.

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

Parameter	Unit	FY 2023-24	FY 2022-23
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	455	257
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	4,140	3,669
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.00	0.00
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		SEBI Guidance note is awaited to assess PPP	
Total Scope 1 and Scope 2 emissions intensity in terms of physical output		0.00	0.00
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity- emissions per crore of rupees of turnover		9.4	9.0

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

The assessment was carried out internally.

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

As a socially responsible organization, we have implemented several initiatives to reduce carbon emissions. Here are the details:

- **Afforestation:** During the past few years, we have developed two Miyawaki forests spanning across 2 acres of land in India, planting approximately 28,000 saplings in barren lands. These forests will become self-sustainable within the next two years and will be ten times denser than conventional forests. We anticipate that they will sequester 850 tons of carbon each year. Additionally, we planted 7,000 plants in various government schools and RIICO gardens.
- **Electric Vehicles:** As part of our environmental efforts, we have 184 electric scooters and one electric car for our employees' commute. This investment is a continuation of our ongoing commitment to reduce Scope 2 carbon emissions (equivalent to 25-28 tons per annum) and minimize our carbon footprint. By making this investment, we have eliminated the need for 11 buses from our fleet and also done away with requirement of 1 bus.
- **Solar Power:** We have installed two solar power plants in Jaipur (rooftop solution) and Bikaner (ground-mounted solar panels). With a total installed capacity of 3.23 MW, these solar power plants fulfill 100% of the power requirements for our two major manufacturing units in Jaipur.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0.4
E-waste (B)	0.53	0.36
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)	1	0
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	SEBI Guidance note is awaited to assess PPP	

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	1.53	0.76
Waste intensity in terms of physical output	0.00	0.00
Waste intensity (optional) - the relevant metric may be selected by the entity- (intensity per crores of turnover)	0.003	0.002
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	0	0
(i) Recycled	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	0	0
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	1.53	0.76
Total	1.53	0.76

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

The assessment was carried out by external recycling agencies.

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

Waste reduction is a critical focus of our operational efficiency, aimed at enhancing efficiency and minimizing our environmental impact. Our waste management practices align with the principles of the '4R Policy': Reduce, Recycle, Reuse, and Reclaim. Here are some key initiatives:

- 100% utilization of bio-degradable waste, including vegetables, food, and leaves, is converted into manure, ensuring.
- We have prioritized reducing paper consumption as part of our business strategy.
- Our Ozonator water treatment plant effectively removes dirt, inorganic chemical impurities, and odours from water, reducing the risk of groundwater contamination. Additionally, it generates 10 gm of oxygen per hour for water disinfection.
- Wet scrubber installations mitigate the toxicity of fumes generated during the jewellery manufacturing process.

Considering the nature of our business, wherein chemicals are an essential part of our manufacturing process, we have taken Government approval to utilize those chemicals. Furthermore, we have agreements in place with Government approved vendors for the safe disposal of the said material.

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

S. No.	Location of operations/offices	Types 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.
	Our entity does not have operations or offices located in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones. Therefore, we are not required to obtain any special environmental approvals or clearances related to such locations. All our facilities and operations are situated in areas that do not fall under these ecologically sensitive categories, ensuring compliance with environmental regulations without the need for additional clearances.		

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
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In the current financial year, our entity has not undertaken any projects that require environmental impact assessments (EIAs) based on applicable laws. Therefore, there are no details to report regarding EIAs for this period. Our operations and projects have not triggered the thresholds or criteria that necessitate an EIA, indicating that our activities are in compliance with environmental regulations without the need for such assessments.

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	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 taken, if any action
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The Company has been compliant with all the laws as stated.

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

The Company is affiliated with Six (6) National industries/chambers.

a) 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	Gem & Jewellery Export Promotion Council	National
2	Federation of Indian Export Organization	National
3	Export Promotion Council for EOUs and SEZs	National
4	Export Promotion Council for Handicrafts	National
5	Export Promotion Council of Apparel	National
6	Spices Board of India	National

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

Name of authority	Brief of the case	Corrective active taken
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Not Applicable as the company is not involved in anti-competitive business conduct, thus no issue has arisen in this regard. The company maintains a strict adherence to regulatory compliances and fair business practices, ensuring a competitive and ethical operating environment.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**Essential Indicators**

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Considering nature of our operations and impact, we do not conduct SIA.					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable						

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

We have established a community grievance redressal mechanism to ensure that community members can easily communicate their concerns to us. Through this mechanism, individuals can reach out to us with their grievances, and if necessary, corrective actions are promptly identified and implemented. This mechanism is accessible online through our website, providing a convenient platform for community members to submit their grievances. They can access the mechanism at <https://www.vaibhavglobal.com/inquiries-and-grievance-redressal>.

We are committed to addressing community concerns in a timely and effective manner, fostering transparency and trust between our organization and the communities we serve.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	17%	14%
Sourced directly from within India	50%	46%

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

Location	FY 2023-24	FY 2022-23
Rural	0.0	0.0
Semi-Urban	0.0	0.0
Urban	0.0	0.0
Metropolitan	100.00	100.00

(Categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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.**

Our company is equipped with a robust system to handle consumer complaints and feedback effectively. Additionally, we offer a grievance redressal mechanism on our website at <https://www.vaibhavglobal.com/inquiries-and-grievance-redressal>.

Prioritizing customer response and satisfaction is paramount for us, evident by our outstanding CSAT (Customer Satisfaction) scores of 96%+ in US, UK and Germany.

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	Nil
Safe and responsible usage	
Recycling and/or safe disposal	

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

Category	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy			No such complaints received for both the reporting years			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls		No incidents of recalls happened
Forced recalls		

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

We maintain a comprehensive framework for cyber security and data privacy risks. Our commitment involves identifying risks, evaluating their implications, and establishing systematic controls to mitigate any potential harm to our organization's information security and privacy and securing the information assets.

Our risk management policy focuses on identifying and monitoring cyber security and information risks. The Policy can be accessed at https://www.vaibhavglobal.com/admin_assets/images/ESG/1776461212262918.pdf.

Furthermore, we've implemented Information Security Management System Policies and Guidelines, covering areas such as cyber security, data privacy, acceptable usage, incident management etc. These guidelines outline best practices for users, protocols for addressing cyber security incidents, and actions. In case of security policy violations, our employees can access these policies through the Company's intranet network.

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, as there were no such instances for the reporting year.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches-** Nil
- Percentage of data breaches involving personally identifiable information of customers-** Nil
- Impact, if any, of the data breaches-** Not Applicable