

Business Responsibility Report

ABOUT THIS REPORT

Our Business Responsibility Report includes our responses to questions on our practices and performance on key principles defined by Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, covering topics across environment, governance and stakeholder relationships.

SECTION A - GENERAL INFORMATION ABOUT THE COMPANY

1. Corporate Identity Number (CIN) of the Company	L36911RJ1989PLC004945
2. Name of the Company	Vaibhav Global Limited
3. Registered address	K-6B, Fateh Tiba, Adarsh Nagar Jaipur 302 004 (Raj.)
4. Website	www.vaibhavglobal.com
5. E-mail id	investor_relations@vaibhavglobal.com
6. Financial Year reported	2021-22
7. Sector(s) that the Company is engaged in (Industrial activity code-wise)	Manufacture and exporter of fashion jewellery and related articles (3211)
8. List three key products/services that the Company manufactures/provides (as in balance sheet)	Fashion jewellery, Gemstone, and lifestyle products
9. Total number of locations where business activity is undertaken by the Company	NA
(a) Number of International Locations	7 National Location
(b) Number of National Locations	(5 in Jaipur, 2 in Mumbai)
10. Markets served by the Company – Local/State/National/International	National/International

SECTION B: FINANCIAL DETAILS OF THE COMPANY

1. Paid-up Capital (INR)	32,79,87,154 as on 31 March 2022
2. Total Turnover (including other income (INR)	59,080.56 lacs
3. Total profit after taxes (INR)	12,885.19 lacs
4. Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)	During the year, the company spent ₹ 171.45 lacs towards Corporate Social Responsibility (CSR) which was 2.29% of average net profits of the Company made during three immediately preceding financial years.
5. List of activities in which expenditure in 4 above has been incurred:-	The Company has focused its CSR initiative in providing mid-day meal through recognized trust / Institution and promotion of health care. For more details, refer Annexure 2 of the Board's report, forms part of this report.

SECTION C: OTHER DETAILS

1. Does the Company have any Subsidiary Company/ Companies?	Yes, the Company has nine subsidiaries and four stepdown subsidiaries, the details of which is provided in the Board's Report
2. Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)	The subsidiary companies operate in different geographies and conduct their own BR initiatives. For more details, please refer Management, Discussion and Analysis Report.
3. Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]	The Company always encourage the other entities (e.g. suppliers, distributors, customers etc.) for participating in BR initiatives of the Company. Our subsidiaries in the USA, the UK and Germany also conducts BR activities at their level in different geographical areas.

SECTION D: BR INFORMATION

1. Details of Director/Directors responsible for BR

(a) BR Initiatives of the Company are undertaken under the supervision of Corporate Social Responsibility Committee of the Board of Directors, which comprises following directors.

DIN Number	Name of Director	Designation
00061142	Mr. Sunil Agrawal	Managing Director
00724826	Mr. Harsh Bahadur	Non-Executive Independent Director
00044624	Mr. Nirmal Kumar Bardiya	Non-Executive Non-Independent Director

(b) Details of BR Head

DIN Number	Name of Director	Designation	Telephone No.	Email ID
00061142	Mr. Sunil Agrawal	Managing Director	91-141-2771975	Investor_relations@vaibhavglobal.com

2.(a) Principle-wise (as per NVGs) BR Policy/policies

- Principle 1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.
- Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.
- Principle 3: Businesses should promote the wellbeing of all employees.
- Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are
- Principle 5: Businesses should respect and promote human rights.
- Principle 6: Business should respect, protect, and make efforts to restore the environment.
- Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.
- Principle 8: Businesses should support inclusive growth and equitable development.
- Principle 9: Businesses should engage with and provide value to their customers and consumers in a responsible manner.

Sr. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	Remark
1.	Do you have a policy/ policies for....	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
2.	Has the policy being formulated in consultation with the relevant stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y	The policies have been formulated by taking inputs from the concerned internal stakeholders, there is no formal consultation with external stakeholders.
3.	Does the policy conform to any national / international standards? If yes, specify?	NA	NA	NA	NA	NA	NA	NA	NA	NA	As the Company deals with the stakeholders spread across the globe, hence the policies have been designed as per industry practices and national / international standards.
4.	Has the policy been approved by the Board? If yes, has it been signed by MD/ owner/ CEO/ appropriate Board Director?	Y	Y	Y	Y	Y	Y	Y	Y	Y	Signed by Managing Director of the Company
5.	Does the company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy?	Y	Y	Y	Y	Y	Y	Y	Y	Y	--
6.	Indicate the link for the policy to be viewed online?	https://www.vaibhavglobal.com/code-policies									--
7.	Has the policy been formally communicated to all relevant internal and external stakeholders?	The policies have been placed at the website/ intranet of the Company. Further Company's executives also discuss the policies of the Company at the time of dealing with stakeholders. Internal stakeholders are duly communicated.									
8.	Does the company have in-house structure to implement the policy/ policies.	Y	Y	Y	Y	Y	Y	Y	Y	Y	
9.	Does the Company have a grievance redressal mechanism related to the policy/ policies to address stakeholders' grievances related to the policy/ policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y	
10.	Has the company carried out independent audit/ evaluation of the working of this policy by an internal or external agency?	The policies are evaluated internally as and when required.									

2(b) If answer to the question at serial number 1 against any principle, is 'No', please explain why: (Tick up to 2 options) - Not Applicable

Sr. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	The company has not understood the Principles									
2.	The company is not at a stage where it finds itself in a position to formulate and implement the policies on specified principles									
3.	The company does not have financial or manpower resources available for the task									Not Applicable
4.	It is planned to be done within next 6 months									
5.	It is planned to be done within the next 1 year									

3. Governance related to BR

(a) Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year

Compliance with the Policy(ies) is monitored and evaluated on regular basis. The CSR Committee reviews the BR performance at least once in a year. During the year, the committee reviewed BR performance twice.

(b) Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?

The Company publishes Business Responsibility Report in the Annual Report, which is available on the website of the Company i.e. <https://www.vaibhavglobal.com/annualreports>. Apart from this, the Company has also published its maiden Interim and Final ESG Reports whose links are also provided below: <https://www.vaibhavglobal.com/reports>.

SECTION E: PRINCIPLE-WISE PERFORMANCE

PRINCIPLE 1: ETHICS, TRANSPARENCY AND ACCOUNTABILITY

1. Does the policy relating to ethics, bribery and corruption cover only the company? Yes/ No. Does it extend to the Group/Joint Ventures/ Suppliers/ Contractors/NGOs /Others?

The Company considers manifesting the highest levels of transparency, disclosures, accountability, equity, professionalism, honesty, integrity and ethical behaviour in all spheres of its operations.

The code of conduct of the Company applicable to the Board of Directors and senior management personnel of the Company inter-alia requires to act honestly, ethically and with integrity. The code guides the directors and senior management personnel to conduct themselves in professional, courteous and respectful manner and also ensures that their independent judgment is not impacted. They are required to affirm the compliance of this code annually.

The Company has a Whistle Blower Policy to establish a vigil mechanism for directors and employees to report concerns about unethical, actual or suspected fraud in violation of the Company's code of conduct or ethical policy. The Anti Sexual Harassment Policy provide harmonious and safe conditions at workplace that redress complaints of sexual harassment in an unbiased and effective manner, with an approach of zero tolerance. It covers all employees of the company whether permanent, temporary or apprentice and any such sexual harassment which has taken place whether within or without office hours. The Anti Bribery and Corruption policy of the Company applies to all employees (full-time, part-time and those on contractual assignments) of the Company and to relevant third parties and their employees deployed for the Company's activities.

The Policy on determination of materiality of events ensure disclosure of material events to all concerned stakeholders and public at large promptly. The code of practices and procedures for fair disclosure of Unpublished Price Sensitive Information (UPSI) ensures timely and adequate disclosure of UPSI which would impact the price of its securities and to maintain uniformity, transparency and fairness in dealing with all its stakeholders.

The Company is committed towards robust Corporate Governance which plays pivotal role in implementation of best practices, Board structure and processes, transparency and disclosure, compliances, stakeholders value enhancement, Corporate Social Responsibility (CSR) and Sustainability. The Company had been awarded with 'Best Governed Company by ICSI during 20th ICSI National Award.

Further, being a testament of higher ethical workplace practices being adopted, during the year, the Company has been adjudged with 'Commitment to Being a Great Place To Work' award and also received its GPTW certification from Great Place to Work[®]. These certifications are awarded to those organizations that have leveraged the GPTW framework to assess & improve their workplace culture over the years.

2. How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management?

During the financial year ended 31 March 2022, the Company has received 103 complaints from investors/ shareholders and all complaints were duly resolved. No complaint is outstanding as on 31 March 2022.

The Company has received 2 complaints pertaining to sexual harassment and the same were duly resolved by the designated 'Internal Complaint Committee' established under Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013.

There was no incidence of bribery and corruption reported. No complaint was received under whistle blower mechanism from any of the stakeholder during the year.

PRINCIPLE 2: PRODUCTS LIFECYCLE SUSTAINABILITY

1. List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.

Sustainability is centered on how we approach, own and operate every segment of our value chain. This provides us with increased influence and leverage to embed sustainability standards across the business. All our three product categories, namely, fashion jewellery, gemstone and lifestyle products continue to incorporate the principles of Environmental Management Systems (EMS) at every level of operation. Our quality management system of ISO 9001:2015 certifies us for design development, manufacturing and sale of gemstones, diamonds, and studded jewellery, and the sale of lifestyle products.

To ensure compliance with sustainability aspects, frequent engagement and training programmes are being conducted with our key suppliers to educate them on our Responsible Sourcing practices. We encourage them to advocate the same principles to their vendors and partners.

2. For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product (optional):

(a) Reduction during sourcing/production/distribution achieved since the previous year throughout the value chain?

At VGL, we believe that conserving energy is desirable not only to reduce costs but also for conserving precious & fast depleting fossil fuel reserves and protecting the environment. We make sincere efforts to ensure that our operations are sustainable. We focus on use of renewable energy, water conservation, waste management and energy efficiency. Towards this approach, the Company

has implemented several environment & energy conservation steps:

- **Renewable Energy**
The Company focusses to use maximum renewable energy. The Company completed commission of 1.55 MW solar projects in 2021 which increased its total solar capacity to 3.23 MW. With this, the Company is now addressing 100% power requirements of its Jaipur manufacturing facilities through renewable energy
- **Electrical Vehicles**
The Company has distributed 84 electric two wheelers to its employee for transportation along with facility of charging the batteries in factory premises and also using 3 Electric four – wheeler for day to day official purposes.
- **Green Building**
Our manufacturing unit at the Special Economic Zone in Jaipur, Rajasthan, is a LEED Platinum certified building. Our SEZ unit in Jaipur has been conferred 'Excellence Award' in 'IGBC Performance Challenge 2021 for Green Built Environment' under 'Factory Category' by Indian Green Building Council (IGBC). VGL is one of the 3 distinguished company in India under 'Factory Category' recognized with this 'Excellence Award' and is the only jewellery manufacturing plant in India achieved this milestone.
- **Water Management**
Installed rainwater harvesting structures, enabling ~61 lacs litres of water harvesting across all units of VGL India. Set up of ETP/STP plant at the premises to ensure maximum recycling and reuse of water in the process. We recycle 48 KL per day, equivalent to ~17,500 KL annually. Our mission is to conserve water through rainwater harvesting to replenish depleting groundwater table and to provide clean drinking water. An area in one of our manufacturing units has been converted into an underground tank with a capacity to hold 100 KL water.
- **Bio-diversity**
We have accelerated efforts to enhance the green coverage at our plants and surroundings. During the year, we planted ~1,600 trees, taking our cumulative plantation to over 5,600 trees. To promote biodiversity in Rajasthan, we initiated a multi-layer plantation akin to forest in the rural areas and planted 26,000 saplings in two acres of land under Miyawaki forestation concept.

These initiatives are in alignment with our vision to become Carbon Neutral in Scope 1 and Scope 2 GHG

emissions by 2031 & we are also pursuing to become Carbon Neutral in Scope 3 GHG emissions in future.

(b) Reduction during usage by consumers (energy, water) has been achieved since the previous year?

– Not Applicable

3. Does the company have procedures in place for sustainable sourcing (including transportation)? If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof.

Believing in responsible sourcing, we are committed to ethical, legal, safe, fair and environmentally responsible business practices. We have 'Supplier code of conduct' in place. We encourage our supply chain partners to follow aspects of sustainable manufacturing in their business. Our supply chain partners are key stakeholders and are being updated on company's policies, quality guidelines, business plan through various engagement drives. Supplier are assessed on quality, cost, delivery and service parameters and action plan is generated for improvement. It is difficult to ascertain the percentage of our inputs which have been sourced sustainably.

4. Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work? If yes, what steps have been taken to improve their capacity and capability of local and small vendors?

With increasing business variants and to maintain flexibility, the Company always intend to develop suppliers in close vicinity of its manufacturing and sourcing locations. We are continuously working for exploring and selecting competent suppliers locally. Our manufacturing locations are situated at a places which are easily accessible to local vendors. To support 'Make in India', the Company majorly procure its lifestyle products through domestic vendors.

5. Does the company have a mechanism to recycle products and waste? If yes what is the percentage of recycling of products and waste (separately as <5%, 5-10%, >10%). Also, provide details thereof.

As an enterprise, we are constantly adopting methods and measures to save water and electricity. We also invest and adopt energy and environment conservation methods related to waste recycling, water stewardship and electricity conservation.

We have aligned waste management practices to the '4R Policy' of Reduce, Recycle, Reuse and Reclaim in our operations.

Few initiatives are provided below:

- 100% of bio-degradable waste (vegetables, food, leaves) generated is converted into manure.
- The Ozonator water treatment plant facilitates removal of dirt, inorganic chemical impurities, and

odour from water. This lowers the risk of groundwater contamination. An ozonator can generate 10 gm of oxygen per hour to disinfect water.

- Wet scrubber installations reduce toxicity of fumes that are generated in the jewellery manufacturing process.
- Tied up with a recycler for recycling the plastic waste at our manufacturing facility in India.
- ~950 Kgs of cumulative e-waste recycled at our USA and India units.

PRINCIPLE 3: EMPLOYEES' WELLBEING

VGL focuses on the overall well-being of employees, providing them with requisite facilities and recognition. Some of the key initiatives in this area include company suggestion scheme, scholarship programme for employees' children and sponsoring the employees for participation in Marathon. VGL has been certified with 'Great Place to Work' by the Great Place to Work Institute which is a testimony to its high engagement and inclusive culture.

We remain dedicated to establishing an open internal communication with our employees and regularly engage with them through surveys and team activities. We aim to make them feel connected and empowered to lead with confidence and gain from the experience of their peers. Our Mentorship policy helps young talent to be mentored by the senior employees. Through career pathing, we align opportunities for employees' career growth with our talent priorities. This facilitates the employees in understanding their career direction based on vertical, lateral and cross-functional roles, depending upon their skills, interests and career objectives.

We encouraged our employees to "Work from Home" and provided them technical support during lockdown. We also carried out vaccination drives, home delivery of medicines and oxygen concentrators for the employees. Besides, we also provided online consultation by medical experts to employees during the pandemic. We also took considerable safety precautions at the facilities and continued to operate without notable disruption from the virus outbreak. In addition, we conducted online training and events for employees to look after their mental and social well-being.

For more details of initiatives taken by the Company and its subsidiaries, please refer Management, Discussion and Analysis Report, which forms a part of Annual Report along with our ESG Report which can be accessed from our website (<https://www.vaibhavglobal.com/reports>).

- Please indicate the total number of employees.** – 1389 permanent employees as on 31 March 2022.
- Please indicate the total number of employees hired on temporary / contractual / casual basis** - 833 contractual employees as on 31 March 2022.

3. Please indicate the number of permanent women employees. - The Company provides equal opportunity to all and do not discriminate on the grounds of gender. As on 31 March 2022, there were 165 permanent woman employees.

4. Please indicate the number of permanent employees with disabilities - The Company provides equal opportunity to all and do not discriminate on the grounds of disability. As on 31 March 2022, there were 25 employees who are differently abled.

5. Do you have an employee association that is recognized by management – NIL

6. What percentage of your permanent employees is members of this recognized employee association – NA

7. Please indicate the number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year - The Company has not received any complaint relating to child labour, forced labour, involuntary labour during the financial year 2021-22 and no complaint is pending as on 31 March 2022. The company received 2 complaints during the year on sexual harassment and the same were duly resolved and disposed off and no complaint was pending as on 31 March 2022.

8. What percentage of under mentioned employees were given safety & skill up-gradation training in the last year?

(a) Permanent Employees	92.80%
(b) Permanent Women Employees	93.00%
(a) Casual/Temporary/Contractual Employees	89.90%
(d) Employees with Disabilities	90.00%

PRINCIPLE 4: STAKEHOLDER ENGAGEMENT

1. Has the company mapped its internal and external stakeholders? Yes/No

VGL recognize employees, communities surrounding our operations, business associates, customers, vendors, shareholders/ investors, and regulatory authorities as our key internal and external stakeholders and has mapped all accordingly.

2. Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders. The Company identifies communities specially children, medical treatment deprived people as disadvantaged, vulnerable & marginalized and serve them through its CSR activities.

3. Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders. If so, provide details thereof. VGL enhances sustainable CSR impacts with a focus on education, healthcare and poverty elimination. Through its flagship programme "Your Purchase Feeds..." where a

meal is provided for every piece sold at the retail channels, the Company has provided over 63 million meals in the US, the UK, Germany, and India since program inception. The company's mission is to provide 1 million meals per day by FY31. This initiative is locally registered through charity partners like Akshaya Patra in India, No Kid Hungry in the US and Magic Breakfast in the UK etc.

Apart from statutory requirements under CSR, the Company has taken many other initiatives for the vulnerable like distribution of Oxygen Concentrators, BiPAP, Ventilators & establishment of Oxygen plant (Generator) to hospitals etc. For more details of initiatives taken by the Company and its subsidiaries, please refer ESG Report of the Company which can be accessed at <https://www.vaibhavglobal.com/reports>.

PRINCIPLE 5: HUMAN RIGHTS

1. Does the policy of the company on human rights cover only the company or extend to the Group/Joint Ventures/Suppliers/Contractors/ NGOs/Others?

At VGL, 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 of VGL 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 customers and other business partners on these matters.

2. How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?

The Company has not received any complaint in respect of violation of human rights in the FY 2021-22.

PRINCIPLE 6: ENVIRONMENT PROTECTION

1. Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/Suppliers/ Contractors / NGOs/others.

The nature of the business of the Company has limited impact on environment. However, the Company endeavors to protect and make efforts to restore the environment. EHS policy covers the Company only. However, the Company encourages its vendors/supplier for uses of renewable energy resources and to also work for environment improvement.

2. Does the company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc? Y/N. If yes, please give hyperlink for webpage etc.

We, at VGL, are committed to inclusive growth and have taken several environment conservation initiatives related to renewable sources of energy, rainwater harvesting, waste management, tree plantation, and the like. Towards renewable source of energy, we started our journey with 100 KW rooftop solar project in 2014 and

reached to 3.23 MW in 2021. With this, the Company is now addressing 100% power requirements of its Jaipur manufacturing facilities through renewable energy.

In FY22, we procured rotary burnout furnaces and laser marking/cutting machines with advanced inbuilt technology to reduce carbon emission. Installed rainwater harvesting structures, enabling ~61 lacs litres of water harvesting across all units of VGL India. Set up of ETP/STP plant at the premises to ensure maximum recycling and reuse of water in the process. We recycle 48 KL per day, equivalent to ~17,500 KL annually. Our mission is to conserve water through rainwater harvesting to replenish depleting groundwater table and to provide clean drinking water. An area in one of our manufacturing units has been converted into an underground tank with a capacity to hold 100 KL water.

Our manufacturing unit at the Special Economic Zone in Jaipur, Rajasthan, is a LEED Platinum certified building. Our SEZ unit in Jaipur has been conferred 'Excellence Award' in 'IGBC Performance Challenge 2021 for Green Built Environment' under 'Factory Category' by Indian Green Building Council (IGBC).

3. Does the company identify and assess potential environmental risks? Y/N

Yes, the company identifies and assess the potential environmental risks regularly.

4. Does the company have any project related to Clean Development Mechanism? If so, provide details thereof. Also, if yes, whether any environmental compliance report is filed?

No, we have not registered any project related to Clean Development Mechanism. However, the Company has set up target to become carbon neutral in Scope 1 & 2 emissions by 2031. VGL has consciously incorporated sustainability aspects in its core policies and practices and these targets are milestones set to fulfil the purpose of 'Delivering Joy'. VGL also aims to achieve Carbon Neutrality in Scope 3 emissions in future and is evaluating possibilities towards the same.

5. Has the company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc.

The Company has taken other initiatives towards waste management, water management, reduction of carbon emissions etc. during the year. For more details on the environmental sustainability initiatives taken by the Company and its subsidiaries, please refer ESG Report for further details which can be accessed from the link '<https://www.vaibhavglobal.com/reports>'.

6. Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?

Yes, the emissions/waste generated by the company within the permissible limits given by CPCB/SPCB.

7. Number of show cause/ legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year. – Nil

PRINCIPLE 7: COMPANY ADVOCACY

1. Is your company a member of any trade and chamber or association? If yes, Name only those major ones that your business deals with:

The company is member of following trade associations:

- (a) Gem & Jewellery Export Promotion Council
- (b) Federation of Indian Export organization
- (c) Export Promotion Council for EOUs and SEZs
- (d) Export Promotion council for Handicrafts
- (e) Export Promotion Council of Apparel

2. Have you advocated/lobbied through above associations for the advancement or improvement of public good? If yes specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others)

The Company participates in the discussions, meetings and seminar organized by the various associations and actively put forth its viewpoint on various policy matters and inclusive development policies.

PRINCIPLE 8: INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

1. Does the company have specified programmes/initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof.

We seek to create an inclusive and engaging workplace where every employee has an opportunity to learn, grow and belong. Most importantly, the safety and well-being of our people has always been a priority and continued to be a focus as we managed through the COVID-19 pandemic. We also care deeply about our customers and the communities in which we live and work and encourage our employees to take an active role in supporting local causes.

VGL is engaged in various social initiatives in education, mid-day meals & healthcare services, rural development, slum development etc. The Corporate Social Responsibility (CSR) Policy specified CSR activities/projects/ programmes, which broadly defined as under:

- Eradicating hunger, poverty and malnutrition
- Promoting health care including preventive health care facilities to the society through recognized trust or societies and hospitals
- Promoting education through schools and other organization
- Employment enhancing vocational skills
- Promoting gender equality and empowering women
- Ensuring environmental sustainability, in particular, plantation by school children

- Rural development projects support the community infrastructure for improving sanitation, drainage systems etc.
- Contributing to the funds, agencies, Government/ Non-government authorities, associations, body corporates etc as authorized/specified under the Schedule VII of the Act from time to time.
- Disaster management, including relief, rehabilitation and reconstruction activities.

The Company is committed to enhance the innovation for its products and processes through its employees and their families through web portal for their innovative ideas for the improvement and development of existing product/process and also launching new product/process. Company encourages them by providing incentives/rewards for every selected idea.

The Company has the incubator policy, which provides an opportunity to early-stage start-ups by providing seed capital, world class mentor, resource & infrastructure and legal and financial services, technology and expert opinion. The Company has launched a web portal for the same naming Spark Incubator, which is a platform to connect, collaborate with stakeholders i.e., vendors, customers, employees and also for the general public. During the year, the Company has invested in Encase Packaging Pvt. Ltd. under the incubator policy.

2. Are the programmes/projects undertaken through inhouse team/own foundation/external NGO/government structures/any other organization?

VGL enhances sustainable CSR impacts with a focus on education, healthcare and poverty alleviation through partnership with various organizations/ agencies including Akshay Patra in India, No Kid Hungry in the US and Magic Breakfast in the UK.

3. Have you done any impact assessment of your initiative?

Yes, the Company periodically reviews the impact of its initiatives.

4. What is your company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken.

During the financial year 2021-22, the Company has spent ₹ 171.45 lacs under CSR activities. For details of projects undertaken, please refer Annexure 2 of the Board Report and also refer ESG report for more information, the same can be accessed from the link '<https://www.vaibhavglobal.com/reports>'.

5. Have you taken steps to ensure that this community development initiative is successfully adopted by the community?

Our efforts towards social welfare through various programmes are being successfully adopted by the society. Through our flagship programme "Your Purchase Feeds..." where a meal is provided for every piece sold at the retail channels, the Company has provided over 63

million meals in the US, the UK, Germany, and India since program inception. The Company's mission to provide 1 million meals per day by FY31. In addition to this, the company also regularly do plantation drives in schools and other areas to protect biodiversity. The Board/Committee also reviews these initiatives regularly and provide regular feedbacks.

PRINCIPLE 9: CUSTOMERS VALUE

1. What percentage of customer complaints/consumer cases are pending as on the end of financial year.

The major customers of the Company are its wholly owned foreign subsidiaries. During the year, Company has received grievances majority in the form of rejection of goods from customers. The Company is striving to reduce the same continuously. Company was able to reduce its quality defects this year to 1.01% of its total order. No customer complaints/consumer cases are pending as on the end of financial year.

2. Does the company display product information on the product label, over and above what is mandated as per local laws? Yes/No/N.A. /Remarks (additional information)

The Company display product information on the product label as per the requirement of the law of the Country. However, on specific products, the Company also display information for the convenience of the customers and ensure more reliability of the products like safety measures, authenticity report /test report of the products. The Company is also doing anti tarnish test as per the requirement of the customers.

For lifestyle products, Company displays the product information such as country of origin, care and washing instruction, fiber, brand and size detail etc. Apart from above, other testings like colorfastness check (rub test), moisture test, durabilities, fabric composition, dimensional stability, appearance after wash, color shading, symmetry check etc are being done as per customer specifications.

3. Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years and pending as on end of financial year. If so, provide details thereof. - None

4. Did your company carry out any consumer survey/ consumer satisfaction trends?

The Company carries out customer survey periodically which helps the Company to understand customers' needs and to continuously monitor and improve the customer experience, products and process development. The Company through trend spotting, cater the customers need and provide better value products. The Company's innovation approach for its products and process helps to provide better and enhanced services and products to the customers.