VAMANI

The Experience You Need and Quality You Deserve

Environmental, Social and Governance (ESG) Report 2023

About the Report

Vamani Overseas Pvt Ltd. [1] is a leading Indian apparel manufacturer and exporter of readymade garments, we are deeply committed to promote sustainable development in all aspects of our operations. We are delighted to present our first Sustainability Report showcasing our ESG performance over the Calendar Year (CY) 2023. Through this report, we share the company's sustainability performance, which is evaluated based on our vision, mission, goals, and key interventions across Environmental, Social, and Governance (ESG) areas in collaboration with our stakeholders.

This report highlights our sustainability policies, initiatives, and programs, and reflects on our progress against identified material topics. With clear and ambitious goals, Vamani strives to fullfil its responsibilities towards both the environment and its 10,000+ employees. The report provides a comprehensive overview of our quantitative and qualitative performance across ESG parameters.

A copy of this report is also available for download on our website:
https: //vamanioverseas.com

---

[1] *Vamani Overseas Pvt Ltd. and all its units are commonly referred as Vamani in this report.*

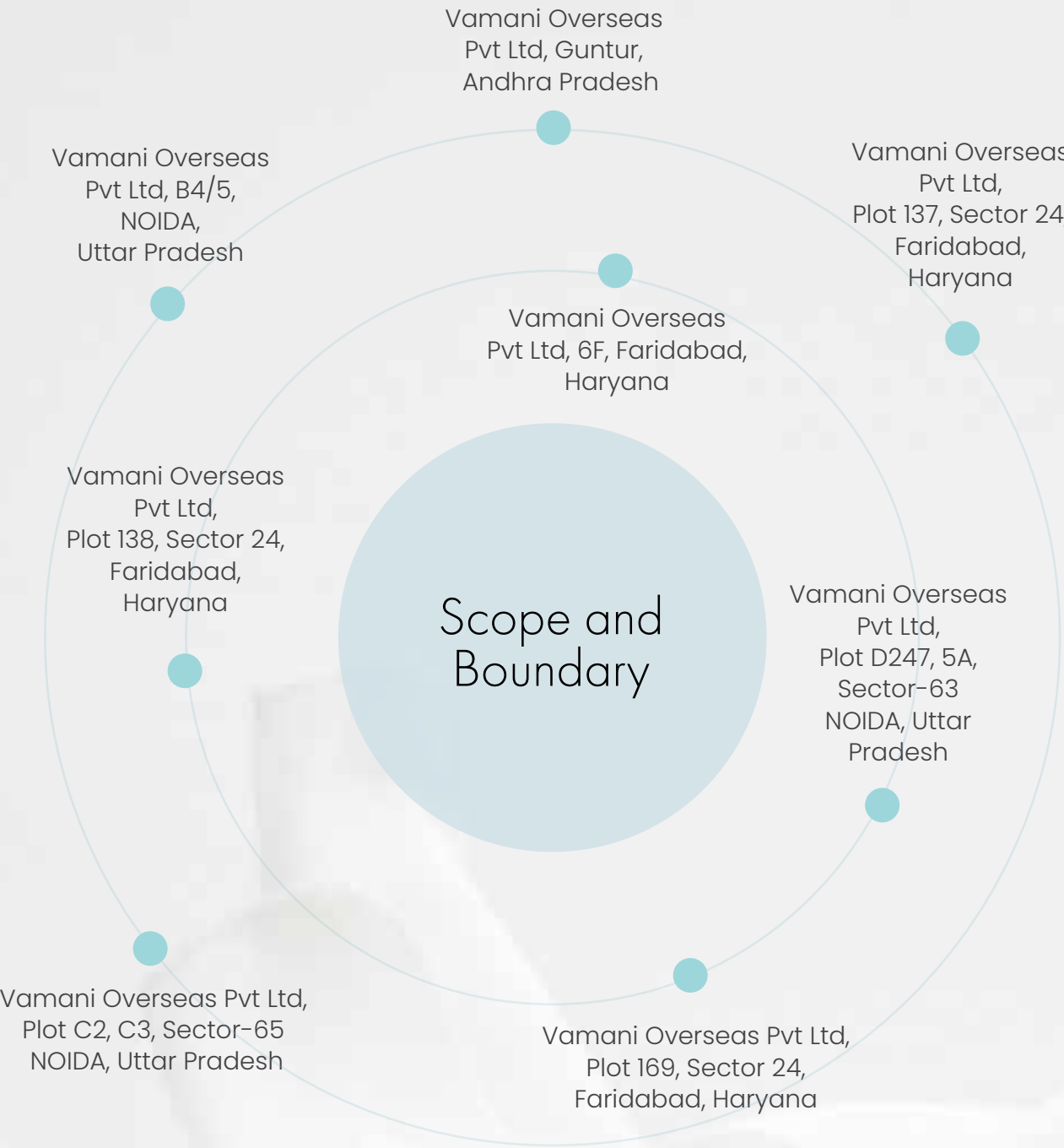**Point of contact for feedback and queries:**
We would love your feedback on this report.

Name: Sameer Sharma
Designation: VP Sustainability
Address: Plot number 137, Sector 24, Faridabad, Haryana (121005)

Website: *https://vamanioverseas.com*
Contact number : +91 98103 61638

Scope and Boundary

We have reported the sustainability performance of our eight operational sites located across India, including our manufacturing facilities, R&D and head office.

Vamani Overseas
Pvt Ltd, Guntur,
Andhra Pradesh

Vamani Overseas
Pvt Ltd, B4/5,
NOIDA,
Uttar Pradesh

Vamani Overseas
Pvt Ltd,
Plot 137, Sector 24,
Faridabad,
Haryana

Vamani Overseas
Pvt Ltd, 6F, Faridabad,
Haryana

Vamani Overseas
Pvt Ltd,
Plot 138, Sector 24,
Faridabad,
Haryana

Scope and
Boundary

Vamani Overseas
Pvt Ltd,
Plot D247, 5A,
Sector-63
NOIDA, Uttar
Pradesh

Vamani Overseas Pvt Ltd,
Plot C2, C3, Sector-65
NOIDA, Uttar Pradesh

Vamani Overseas Pvt Ltd,
Plot 169, Sector 24,
Faridabad, Haryana

In this report, mention of 'Vamani' refers to all above listed operations within this boundary unless stated otherwise.

The information, initiatives, and metrics disclosed in this report are for CY 2023 i.e., Jan 1, 2023, to Dec 31, 2023.

Reporting Framework

This report has been prepared in accordance with the 2021 Global Reporting Initiative (GRI) Standards, ensuring a thorough and standardized approach to sustainability reporting. This report focuses on material topics identified through a comprehensive stakeholder engagement process, which forms the foundation of our ESG Materiality Matrix. Material disclosures are presented in line with the GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, and material specific GRI 3: Material Topics 2021 requirements.

Leadership Message
Message from Director

To all stakeholders,

The name Vamani is an envisioned testimony to leadership in the apparel industry. This while being extremely conscious to environmental sustainability. We have dedicatedly integrated sustainability practices into all facets of business, ensuring that growth is aligned with our commitment. At Vamani, sustainability is more than just a responsibility, it is our identity and driver of our operations. We firmly believe that the well-being of our company is linked to the well-being of communities around us.

Focused on our mission to be a globally recognised export company, prioritizing quality, service and value while ensuring environmental safeguards and promoting health and welfare of people. With a decade of developing garments that reflect this commitment, we blend our passion for product development with sustainability. Vamani is not just a company; it's a family that takes care of both urban and rural natural environments, driven by a vison to create a better society. Our values and actions are the foundations of our future. We remain committed to producing garments sustainably and we look forward to continuing this journey with your support.

Our journey, and this is so reflected in the previous year as well exemplifies that our commitment to sustainable growth has grown stronger. This is our first formal report on Environmental, Social and Governance (ESG) principles covering our core operations. While addressing challenges as we progressed we have made significant strides positioning ourselves for a sustainable future. One of the key challenges we faced was sensitizing the entire organization to the importance of not only focusing on profit but also on people and the planet. We have also dedicated substantial time and effort to prioritize material topics for our ESG strategy, bringing all internal stakeholders together to create a focused, public-facing report.

Our sustainability journey is guided by three key pillars: customer and brand satisfaction, employee welfare, and organizational agility. We pride ourselves on providing our customers with the highest quality products, delivered on time while meeting regulatory standards. At the same time, we ensure our employees' well-being by having a tech-based grievance redressal system and dedicated officers at each manufacturing unit, fostering an environment of care and support.

To sustain this momentum, we've established a strong sustainability team. Their role is to study, implement, and integrate best practices across our organization to ensure that sustainability remains a key part of our operational expenditure. We currently invest approximately 6.40% of our annual expenses (around INR 23.9 Cr) into sustainability-related activities, including infrastructure, audits, renewable energy, and workforce development programs.

As we aspire to double our business, we are committed to scaling our sustainability efforts across four key areas: water, energy, waste management, and people development. We've initiated several projects, such as recycling treated wastewater back into production, harnessing renewable energy, and recycling fabric and paper waste. Furthermore, our "Vamani's Learning and Development Initiatives" provide training programs covering health, safety, and financial literacy, among other areas. Vamani's Board of Directors plays a central role in steering these initiatives, with each director contributing their domain expertise.

Our sustainability goals are reducing GHG emissions, transitioning to renewable energy, and empowering women in our workforce are central to our future vision. Our supplier on-boarding program includes rigorous assessments to ensure compliance with environmental regulations and sustainability standards. However, achieving our sustainability goals comes with challenges, particularly the need for a platform that facilitates collaboration among stakeholders for shared financial responsibilities. Vamani is committed to creating a future where sustainability is embedded in every facet of our operations, and we believe this will ultimately lead to long-term value for all our stakeholders.

Yours,
Mitesh Bhatia
Managing Director
Vamani Overseas Pvt Ltd.

Table of Contents

ESG Highlights 2023

ESG Performance 2023

5.1%
Renewable Energy

100%
ZDHC Compliant

Grievance Portal Launched

3:2
Male to Female ratio

81 %
Procurement Budget Spent on Local Suppliers

(0)
Recordable Injuries

(0)
Whistle Blower Cases

| 3 GOOD HEALTH AND WELL-BEING | 4 QUALITY EDUCATION | 5 GENDER EQUALITY | 6 CLEAN WATER AND SANITATION | 7 AFFORDABLE AND CLEAN ENERGY | 8 DECENT WORK AND ECONOMIC GROWTH |
| 11 SUSTAINABLE CITIES AND COMMUNITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | | |

Certifications

Global Organic Textile Standard **(GOTS)**

Better Cotton Initiative **(BCI)**

Zero Discharge of Hazardous Chemicals **(ZDHC)**

Organic Content Standard 100 **(OCS 100)**

ISO 9001:14001 for Environment Management System

European Flax

Global Recycled Standard **(GRS)**

Business Social Compliance Initiative

Recycled Claim Standard

Higg Index Certification for the Environment **(FEM)** and Social **(FLSM)** Responsibility

Sedex Members Ethical Trade Audit

"C" for Climate Change [2023]

About Vamani

Our Profile

Based in the National Capital Region (NCR) India, Vamani Overseas Private Limited is a leading manufacturer of soft woven apparel. Since its establishment in 2008, Vamani has been recognized for its competitive pricing, reliable delivery and strong design capabilities while driving sustainability through its processes and products. With over 10,000 employees and 6,000 sewing machines across its 8 factories, Vamani has a monthly production capacity of 1.4 million units. Supported by a team of 50 designers, we create over 1,500 designs annually to meet the evolving demands of the global markets.

We have expanded from a single manufacturing unit in 2008 to a robust organisation with 8 such units in 2023. To this end we established ourselves as a trusted partner, delivering a range of products through innovation and our continued commitment to our clients.

Our Journey of Growth and Innovation
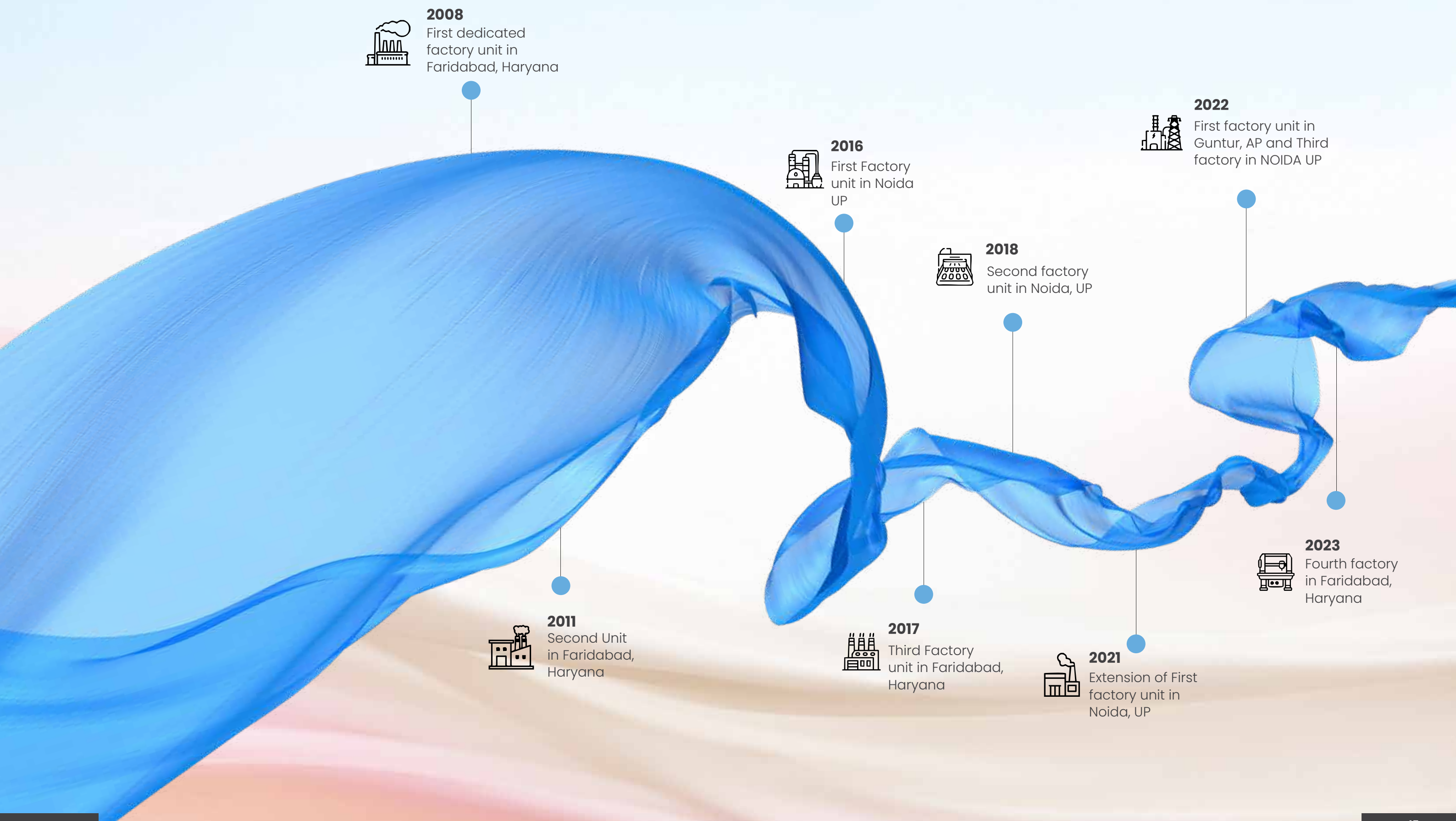
2008
First dedicated factory unit in Faridabad, Haryana

2016
First Factory unit in Noida UP

2022
First factory unit in Guntur, AP and Third factory in NOIDA UP

2018
Second factory unit in Noida, UP

2023
Fourth factory in Faridabad, Haryana

2011
Second Unit in Faridabad, Haryana

2017
Third Factory unit in Faridabad, Haryana

2021
Extension of First factory unit in Noida, UP

Vamani Overseas Pvt Ltd   Vamani Overseas Pvt Ltd

Awards & Recognitions

Certificate of Recognition from Target:

Honoured by Target for successfully facilitating and completing the Responsible Sourcing Advisory Program at the factory site of Vamani, demonstrating commitment to responsible and ethical sourcing practices (Oct 2022 – Sept 2023)

Textile Waste Management Certificate:

Awarded in recognition of effective segregation of textile cutting waste, digital record-keeping of waste inventory and logistics, and ensuring traceability and tracking of textile waste. Highlighted Vamani's commitment to circularity and sustainability in the textile industry.

Membership Associations

We are proud members of association:

AEPC (Apparel Export Promotion Council)

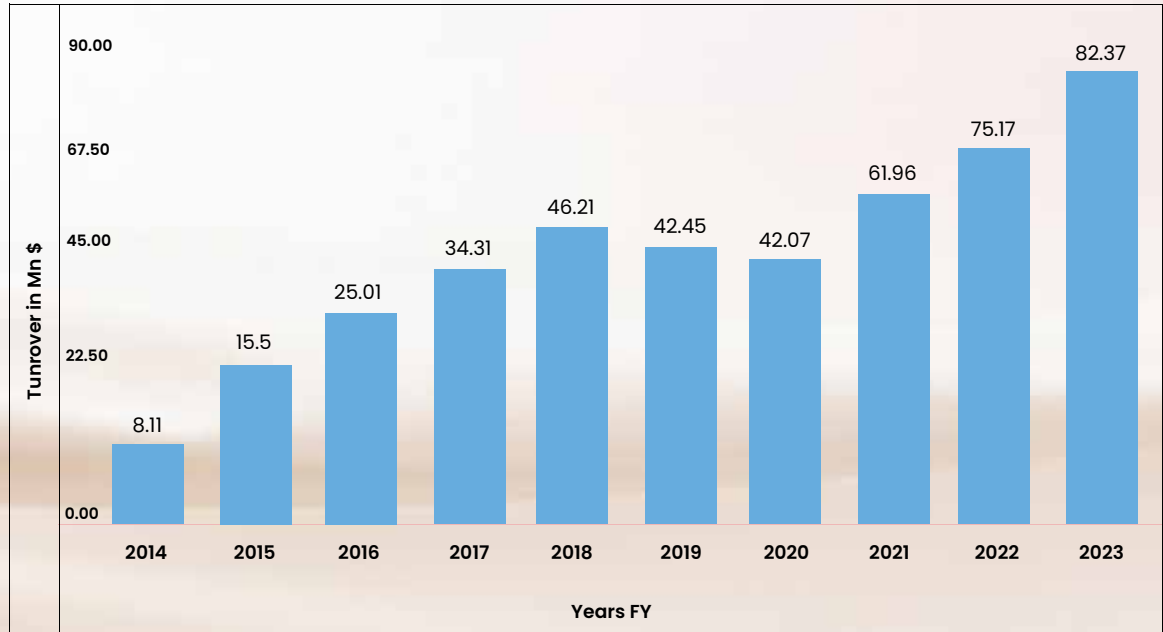FIA (Faridabad Industries Association)

HEMS (Haryana Environmental Management Society)

Vamani participates in industry events and is a member of trade and industry associations. These forums allow us to stay aligned with the best practices, contribute to our growth, and ensure sustainable business operations.

At Vamani, as a member of HEMS, we are committed to promoting and adopting environmentally responsible practices in our operations. Fostering sustainability, environmental conservation, and awareness across industries in Haryana. Being a member of AEPC, we engage with the textile and apparel industry. It supports and promotes the interests of apparel exporters, offering valuable insights into market trends, policy changes, and trade opportunities. As part of the FIA, we are connected with a network of leading industries in the Faridabad region. This membership strengthens our ties with regional industries, promoting mutual growth and fostering a conducive business environment.

Growth in terms of Revenue:

Vamani has successfully achieved steady upward trajectory economic growth. The company has experienced consistent growth in turnover over the years. In 2023, Vamani achieved its highest turnover, reaching 82.37 million USD.

Years FY	Turnover in Mn $
2014	8.11
2015	15.5
2016	25.01
2017	34.31
2018	46.21
2019	42.45
2020	42.07
2021	61.96
2022	75.17
2023	82.37

Sustainability and Us

Governance is a fundamental pillar of Vamani's ESG framework, and the company has implemented a robust governance structure to oversee the execution of ESG initiatives and shape its strategic roadmap. This framework is designed to support Vamani in achieving its objectives while enhancing risk management practices. The corporate governance structure is focused on maximizing shareholder's values, fostering long-term benefits for all stakeholders, and driving business growth in a socially responsible and environmentally sustainable manner.

Vision

We are a globally recognized export company that prioritizes sustainability, quality, and service, delivering exceptional value to meet the needs of our customers, employees, and stakeholder.

Mission

Vamani's mission is to deliver products of exceptional quality and value. We are committed to fostering a peaceful, enjoyable, and inclusive work environment that promotes employee's well-being and growth. Additionally, we strive to contribute to the development of society while advancing the company's business success.

Values

We take pride in our values of honesty and respect, which shape our customer-centric, innovative, and passionate approach. These values empower and support our team, fostering collaboration while upholding ethics and integrity, making us a globally responsible organization.

- Commitment: We honour our promises and deliver on what we commit.
- Reputation: We protect and build trust in every relationship.
- Growth Orientation: We have the courage to set and achieve ambitious goals.
- Continuous Improvement: We are dedicated to ongoing personal and professional development.
- Responsibility: We take ownership of our actions and their outcomes.
- Collaboration: We appreciate and embrace differences in people, working together to create synergy.

Products

We specialize in the production of soft, woven, knit garments for women, men, and children and home furnishing articles. Our focus is on delivering innovative and trend-driven designs, with a significant portion of our bulk orders derived from in-house creations. We offer customized collections along with expertise in fashion, graphic, and embroidery design, as well as 3D design services. Additionally, we prioritize fabric development and provide regular trend updates to our clients.

Business Focus

We focus on being a design-based, fashion-reactive supplier, continually innovating new products. Our strong design and product development team ensures we stay aligned with international market trends. We prioritize quick response deliveries to enhance client satisfaction. Our reliability as a preferred supplier for major global brands such as ZARA a brand of Inditex, LEVI's, Mango, Inditex, Kiabi, Target, C&A, and H&M is integral to our operations. We also emphasize compliance with international fashion standards and maintain a diverse product range, including handwork, embroidery, and fashion basics.

Business Goals

- Continuously innovate and provide new, trend-driven products to meet international market demands.
- Maintain quick delivery times and be responsive to client needs.
- Ensure compliance with the codes of conduct for major fashion groups.
- Strengthen relationships with global brands by being a reliable and trusted supplier.
- Expand capacity and maintain production efficiency to deliver over 1.4 million garments per month.

Governance Structure

Our governance structure includes Board of Directors and Chief Executive Officer (CEO). The Board Chair holds a position of significant authority within the Board of Directors, providing crucial oversight and strategic direction for the organization. This role encompasses the establishment of the company's vision, mission, and operational strategies, all supported by an effective performance monitoring and evaluation system that operates independently from management. At Vamani, sustainability is integrated into every aspect of our governance, driving adaptability and growth. Committed to sustainable growth, ethical practices, setting new standards for responsible business while creating a positive impact.

Our Governance structure ensures that our company operates in a sustainable and responsible manner for all our stakeholders. The Board of Directors focusses to uphold strong and excellent corporate governance, overseeing management teams as key representatives of the company's stakeholders.

Committee Structure for Enhanced Governance

To enhance governance, the Board delegates responsibilities to internal committees, Each committee is formed, created to focus on specific issues and oversee related activities. These Board-level committees consist of a balanced mix of CEO and Head of Departments and Managerial employees ensuring diverse expertise that enriches the decision-making process within their respective areas. This approach fosters a thoughtful and effective governance framework that supports the overall mission of the organization.

To further strengthen governance, the ESG Committee and the Internal Complaint Committee play pivotal roles in ensuring responsible environmental, social, and governance practices, while maintaining a transparent, ethical, and safe workplace for all employees. At Vamani, the ESG Committee is entrusted with overseeing the organization's sustainability efforts, ensuring alignment with environmental and social objectives. The committee works towards integrating sustainable practices across operations, enhancing ethical governance, managing risks, and creating long-term value. The Internal Complaint Committee (ICC) addresses workplace grievances related to behaviour, ethics, and compliance. It offers employees a confidential and impartial platform to report issues such as harassment, discrimination, or unethical conduct, ensuring timely resolutions and maintaining a safe, respectful work environment aligned with the organization's commitment to integrity and employee welfare.

Board of Directors

Baldev Raj Bhatia
Director
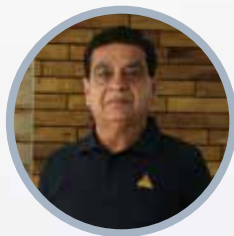
Raj Kumar Bhatia
Director

Vipen Bhatia
Director

Mukesh Kumar Bhatia
Director

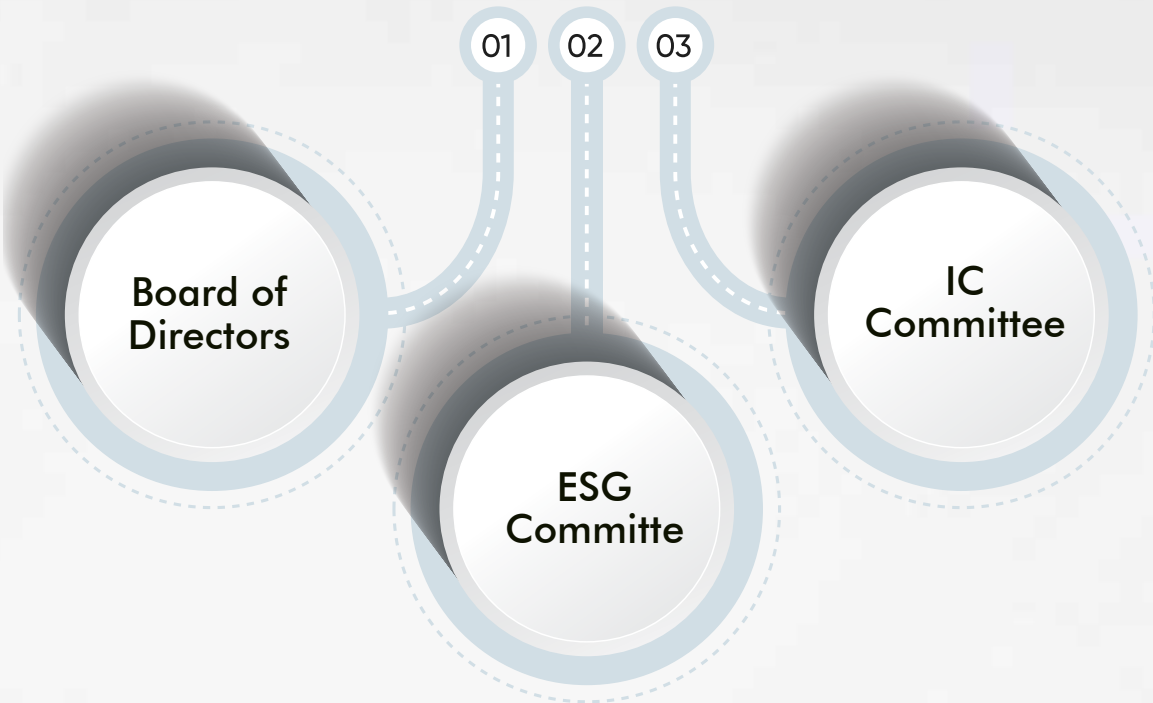**Mitesh Bhatia**
Director

Chief Executive

Sushil Kumar Singh
Chief Executive Officer (CEO)

Details of different Committees' Members:

Environmental, Social and Governance (ESG) Committee		
Name of Members	**Designation**	**Gender**
Sushil Singh	Chief Executive Officer (CEO)	Male
Sameer Sharma	Vice-President (VP) Sustainability	Male
Rajeev Ranjan	Vice- President (VP) Finance	Male
Megha Saraff	General Manager Marketing	Female
Praveen Kalia	Senior Sustainability Manager	Male
Internal Complaint (IC) Committee		
Name of Members	**Designation**	**Gender**
Megha Saraff	Chairperson	Female
Udita Rani	Vice- Chairperson	Female
Sushil Singh	Member	Male
Sameer Sharma	Member	Male
Bhawana Sharma	Member	Female

Governance Structure

01 02 03

Board of Directors

ESG Committe

IC Committee

ESG Policies @ Vamani

Policies	Objective
Governance Policies	
Code of Conduct	Provides guidelines for the organization, from Board of Directors to employees on basic values and code of conduct. This policy plays an essential role in fostering a workplace that is free from harassment and discrimination, promoting mutual respect among co-workers.
Anti-Harassment & Abuse Prevention Policy & Procedure	Anti-harassment & Abuse Prevention Policy states about Zero tolerance of any harassment and abuse of any form and sets standards and expectations for behaviour. The policy explains the types of behaviour that are harassing and send the clear message, seriously and are just not tolerated at Vamani.
Anti Discrimination Policy	This policy sets standards on non-discrimination at workplace and set forth procedures for not engaging in any type of discrimination in action or behaviour knowingly or unknowingly.
Complaint Handling Process Flow Chart	Provides a clear guideline on complaint handling flow at Vamani and brings transparency in the system. This guideline also clearly demarcates the roles and responsibilities of committees and members involved in complaints handling process.
Communication Policy	Identify the various channels of communication within the organization and their intended purpose and the roles and responsibilities of staff in accessing and using them.
Ethical Business Policy & Procedure	Sets out our ethical business practices. It applies to all employees, in relation to our dealings with our people, agents, clients, suppliers, subcontractors, competitors, government officials, the public and investors in all our operating countries.
Grievance Redressal Policy	Establishes for grievance handling and set forth procedures for redressing grievances put forth by employee's time to time.
Whistle Blower Policy	Policy has been formulated to enable all employees to raise concern against any malpractice such as immoral and unethical conduct, fraud, corruption, potential infractions of the Code of Conduct of the Company, breaches of copyright or patent and alike. This policy also outlines the reporting procedure and investigation mechanism to be followed in case an employee blows the whistle for any wrongdoing in the Company.

Policies	Objective
Anti Bribery & Anti-Corruption Policy	This policy gives direction to conduct all our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealing and relationships, wherever we operate, and to implement and enforce effective systems to counter bribery.
Information Technology Security Policy & Procedures	To protect the confidentiality, integrity, and availability of the company's data and information systems. The policy aims to safeguard sensitive information from unauthorized access, disclosure, alteration, and destruction. By implementing robust security measures, conducting regular risk assessments, and promoting awareness among employees, Vamani ensures the protection of both company and client data. The policy supports compliance with legal and regulatory requirements, while fostering a culture of security to prevent potential threats and vulnerabilities.
Social Policies	
Policy on Human Trafficking & Modern Slavery	Establishes Vamani's commitment in maintaining highest standards to prevent modern slavery and human trafficking in its operations and supply chain. It states zero tolerance towards slavery and human trafficking and expect our supply chain to comply accordingly.
Child Labour and Young Worker Policy	Sets out guidelines for identification and prevention of child labour and our worker's hiring in the organization and shows commitment towards meeting regulatory norms.
Child Labour Remedial Policy	Provides guidelines for the remediation as per ILO guidelines, if child labor identified due to any falsification of document.
Forced/Bonded / Prison Labour Policy	Ensures fostering a healthy, socially responsible, and welfare-oriented work environment. We strictly adhere to all labour and safety laws to protect our workforce. The company has a zero-tolerance policy towards contract, forced, bonded, or prison labour in any form. We also reject any form of violence or exploitation against employees. This includes, but is not limited to, human trafficking, illegal labour practices, slavery, debt bondage, and the violation of human rights. Our commitment is to ensure a safe, respectful, and lawful workplace for all.
Health & Safety Policy	Ensures the well-being and protection of all employees, contractors, and visitors by providing a safe and healthy work environment. The company is committed to identifying and managing potential hazards, preventing accidents, and complying with all relevant health and safety regulations. Through continuous training, awareness programs, and regular safety audits, Vamani aims to minimize risks, promote a culture of safety, and ensure that employees can perform their duties in a secure environment free from harm or injury.

Policies	Objective
Safety Code & Regulations	Establish and enforce comprehensive safety standards that protect employees, contractors, and visitors from workplace hazards. The company is committed to adhering to all relevant local, national, and international safety code & regulations, ensuring compliance with industry best practices. By maintaining a proactive approach to risk management, providing ongoing safety training, and regularly reviewing safety protocols, Vamani aims to foster a culture of safety, minimize accidents, and ensure a secure working environment for all.
Recruitment & Hiring Policy	To ensure a transparent, efficient, and fair hiring process that attracts qualified candidates while maintaining compliance with legal and organizational standards. The policy aims to assess job requirements accurately, verify candidates' credentials thoroughly, and prioritize both internal and external sourcing based on the company's needs. It also emphasizes the importance of collaboration between HR and departmental heads to ensure the best fit for every role, supporting the overall growth and success of the organization.
Wages & Benefits Policy	Defines and ensures that employees are paid appropriate compensation for work done and all applicable benefits are also provided as per law.
Training & development policy	The policy outlines the purpose and guidelines for employee training and development, focusing on building skills essential for company growth and profitability. It emphasizes continuous learning to develop a skilled workforce capable of meeting the company's performance goals. It shows our commitment to ensuring that all personnel receive the training and experience needed to competently carry out their roles. Additionally, the company encourages employees to take advantage of learning opportunities to enhance their personal potential and job satisfaction.
Working hour Policy	The purpose of this policy is to regulate the working hours at the company. It provides a formal system for employee to mark their attendance.
Environmental Policies	
Environmental Policy	Indicates Vamani's dedication towards preventing pollution and complying with all environmental laws to maintain a safe and clean environment. Vamani has adopted sustainable practices that focus on the renewal and preservation of natural resources also aims to achieve these goals by educating employees and stakeholders, as well as continuously improving our techniques and processes through research. This policy is clearly communicated to all employees and will be presented when necessary.

Risk Management

Effective risk management is an integral component of our commitment to quality, sustainability, and long-term business success. Our approach to risk management follows a systematic and proactive process that includes risk identification, risk assessment, and risk mitigation. This ensures that we can effectively navigate potential threats across all stages of our operations, from raw material procurement to final product delivery.

To manage risks effectively, we assess potential threats across three key timeframes:

- **Short-Term Risks:** These risks are assessed regularly, with an emphasis on immediate concerns such as raw material supply chain disruptions or operational bottlenecks that could affect production timelines.

- **Medium-Term Risks:** These assessments focus on factors that may develop over the next 6-12 months, such as shifts in market demand, supplier performance, or the impact of evolving industry regulations.

- **Long-Term Risks:** These are strategic risks that could affect the company over a period of years or more, such as changes in political or economic landscapes, long-term shifts in consumer preferences, or technological advancements that may disrupt the industry.

Risk Management Process

Our risk management process is built around a systematic approach that focuses on identifying, assessing, and mitigating risks at every stage of our operations.

1. **Risk Identification:** Risk identification is a continuous and proactive process at Vamani. It is embedded in all aspects of our operations, ensuring that potential risks are recognized early and addressed effectively. We identify risks in key areas such as: Raw Material Purchase, Product Design, Product Development, Production Process, Supplier Assessment etc.

   To ensure comprehensive risk identification, we are proactive in monitoring external factors like market trends, regulatory changes, and political developments that may influence the apparel industry. Our team regularly conducts market studies and keeps a close watch on global events to understand emerging risks.

2. **Risk Assessment:** Once risks are identified, we assess their likelihood and severity to determine the overall impact on the business. This is done using the formula:

   Relative Risk: L x S
   - **Likelihood (L):** The probability of the risk occurring, rated on a scale from 1 to 5 (1 = very unlikely, 5 = very likely).
   - **Severity (S):** The potential impact of the risk, rated on a scale from 1 to 5 (1 = negligible, 5 = very high).

   Based on this, risks are categorized as follows:
   - **Low Risk (1-6):** Risks that are unlikely to cause significant harm and can be managed with routine controls.
   - **Medium Risk (8-12):** Risks that have moderate potential impact, requiring more proactive monitoring and possible mitigation actions.
   - **High Risk (15-25):** Risks that pose a serious threat to operations and require immediate action or strategic planning to address.

3. **Risk Mitigation Measures:** Once risks are assessed, appropriate mitigation measures are implemented to either reduce the likelihood of the risk or minimize its impact.

Stakeholder Engagement

Vamani's stakeholders are integral to its business model, driving long-term sustainability, goal setting, and strategic growth. Stakeholder engagement is crucial for maintaining transparent communication between Vamani and both our internal and external stakeholders. By engaging in regular conversations, we ensure that we stay aligned with their expectations, which allows us to foster sustainability, set meaningful goals, mitigate risks and develop effective strategies. This ongoing dialogue is key to driving our success and adaptability.

We prioritize our stakeholders based on their relevance and influence on our business. By maintaining organized and consistent communication, we nurture strong relationships, enabling us to adjust our business model to meet their needs. This approach ensures that we continue to create value for both our stakeholders and the organization.

Strategic Approach to Stakeholder Engagement:

Stakeholder	Stakeholder type	Medium of Communication	Frequency of Communication	Key Expectations
Employees	Internal	• Employee engagement surveys • Performance appraisal reviews • Training programs • Intranet portal, in-house newsletters • Rewards & recognition Program • Employee well-being programs • HR interactions	Continuous	• Fair wage • Career growth • Work-life balance • Job security • Safety at workplace • Fair governance

Stakeholder	Stakeholder type	Medium of Communication	Frequency of Communication	Key Expectations
Customers	External	• Visits and Audits • Emails, phone calls • Business meet/Expos • Websites • Annual Report • Social media	Continuous	• On-time delivery • Quality product • Competitive pricing • Post-sales support • Sustainable product
Suppliers	External	• E-mails and meetings • Contract negotiations • Supplier evaluations • Seminars and conferences	Continuous	• Timely payment • Continuous order • Ethical business
Regulatory Bodies	External	• Email • Reporting to regulatory and statutory agencies in compliance with regulatory requirements • Regulatory audits inspections • Press Releases • Good Governance	Need-based	• Meeting compliance requirement • Zero harm to environment • Fair governance.
Local Communities	External	• CSR Initiatives • Websites and social media • Direct meeting	Need-based	• Local employment • Green Environment • Infrastructure development • Livelihood support • Women empowerment

Materiality Assessment

We have conducted Materiality Assessment to identify the economic, environmental, social, and governance (ESG) issues those are most relevant to our business and stakeholders. Our Materiality Assessment was done for CY 2023, to assess the critical sustainability risks and opportunities based on their significance to our stakeholders and their potential impact on our business. This analysis informs our sustainability priorities, helping us adjust our goals and performance indicators to align with the latest sustainability issues and stakeholder expectations.

Our materiality approach is comprehensively based on best standards, including those established by the Global Reporting Initiative (GRI), ensuring that our ESG strategy remains robust and adaptable to the evolving sustainability challenges.

At Vamani, to shape a focused and strategic approach to our sustainability journey, we have conducted our first materiality assessment. By engaging key stakeholders[2] and aligning our efforts with leading ESG frameworks, peer reviews, and market trends, we have identified the most critical factors that drive long-term value and sustainability. This comprehensive assessment ensures that our operations remain resilient and adaptable, enabling us to address evolving challenges while staying committed to sustainable growth and responsible business practices.

Steps to identify Material issues:

Understanding organisation Context
We conducted a comprehensive analysis of our values, strategic growth plans, risks and controls, policies and procedures. Additionally, we gathered internal feedback to assess our current performance across various sustainability parameters, ensuring a clear understanding of our strengths and areas for improvement.

Identifying Potential and Actual impacts
At first we listed the key business activities and analyzed their positive and negative effects on both the business and its stakeholders. This analysis was informed by stakeholder interviews, along with additional data and information gathered from various sources. We also incorporated internal risk reviews to ensure a comprehensive assessment. As a result, 26 potential material topics were identified, highlighting the most critical areas for Vamani's sustainability strategy.

[2] Stakeholders engaged in materiality assessments are Vamani Employees, Customers and Suppliers.

Prioritizing the significant material issue
A threshold was set to prioritize material topics for reporting, focusing on those classified as high importance due to their significant impacts, on both the business and the stakeholders. Based on this criteria, 14 material topics were selected for Vamani (indicated within the box matrix). These topics were then reviewed and approved by senior management.

Assessing the significance of Impact
The 26 identified potential material issues were evaluated based on their impact intensity, considering revenue, reputation, business continuity, and operational efficiency. A stakeholder survey with 196 responses helped inform the rankings, which were categorized on a scale from no relevance (≤1) to very high importance (5). This process enabled us to prioritize the most critical material topics for Vamani.

Materiality Matrix
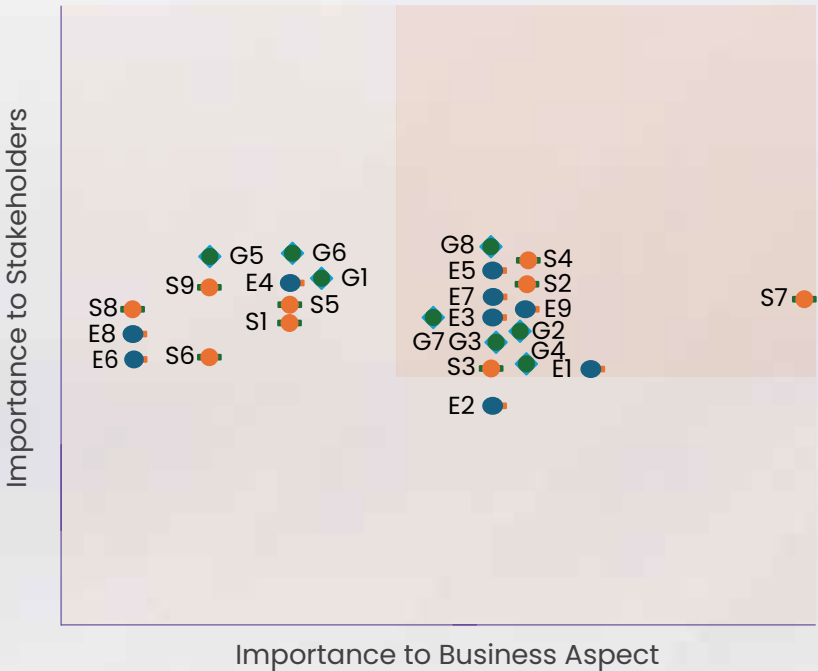
	ENVIRONMENTAL		SOCIAL		GOVERNANCE
E1	Climate Change	S1	Labour Practices	G1	Good governance
E2	Circular Economy	S2	Occupational Health & Safety	G2	Ethical Business
E3	Energy Management	S3	Diversity, Equity & inclusion	G3	Innovation and technology
E4	Compliance Management	S4	Training and Development	G4	Risk Management
E5	Water Management	S5	Human Rights	G5	Data Security
E6	Biodiversity and Ecosystem	S6	Consumption behavior	G6	Customer Relation
E7	Chemicals Management	S7	Supply Chain Management	G7	Traceability
E8	Regenerative Resources	S8	Community Development	G8	Quality Control
E9	Pollution	S9	Women Empowerment		

Vamani Goals and Targets

MATERIAL TOPIC

Climate Change and Energy Management

RELEVANT SDGs

GOALS AND TARGETS	DEADLINE	APPROACH
25% absolute reduction in emissions (scope 1 and 2) by 2030 compared with 2023.	2030	• Implementing tools for effective monitoring of GHG on regular basis.
Achieve 80% of electricity from renewable sources across all manufacturing operations by 2030 compared with 2023.	2030	• Improving operational efficiency.
Net zero greenhouse gas emissions across our enterprise (scopes 1 and 2) by 2050 compared with 2023.	2050	• Investing in renewable energy,
Net zero greenhouse gas emissions across our enterprise (scopes 3) by 2060.	2060	• Engaging with suppliers and customers on GHG actions.

MATERIAL TOPIC

Water Management

RELEVANT SDGs

GOALS AND TARGETS	DEADLINE	APPROACH
20% Reduction in water intensity[3] of freshwater consumption by 2030 compared with 2023[4]	2030	• Reusing treated water for industrial processes.
		• Reducing water usage with efficient technologies and monitoring.

MATERIAL TOPIC

Chemical Management

RELEVANT SDGs

GOALS AND TARGETS	DEADLINE	APPROACH
40% chemicals used are green chemistry certified by 2030 from baseline year 2023.	2030	• Identifying most hazardous chemicals within the organization and effective monitoring on purchasing practice.
Training to our 100% employees on chemical management.	Ongoing	• Regular audits and training programs.
Establish a hazardous materials management system to handle and dispose of chemicals safely, aiming for 100% compliance by 2026/2030.		• Promote environment friendly disposal methods.

MATERIAL TOPIC

Pollution

RELEVANT SDGs

GOALS AND TARGETS	DEADLINE	APPROACH
Reduce total plastic footprint by 30% by 2028 compared with 2022.	2028	• Ensures compliance with environmental regulations to ensure sustainable operations.
Recycle 80% of pre-consumer apparel waste at factories by 2030 compared with 2023.	2030	• Initiatives to minimize both hazardous and non-hazardous waste by waste volumes through advanced technologies.
100% of paper waste are recycled by 2030 compared with 2023.	2030	
Zero waste to landfill by 2030 compared with 2023.	2030	• Zero waste to landfill certification.

[3] Water intensity is computed based on the total freshwater consumption in kilolitres per metric tonnes of products produced

[4] This target aims to reduce the dependency of water on third party sources by implementing sustainable practices such as recycling, rainwater harvesting, and launching water stewardship program.

MATERIAL TOPIC

Occupational Health and Safety

RELEVANT SDGs

GOALS AND TARGETS	DEADLINE	APPROACH
100% Health and Safety training covering all employees.	Ongoing	• Promoting culture of Incident reporting.
50% of units by 2030 will be LABS certified compared with 2023.	2023	• Regular internal and external audits.
80% of our facilities ISO 45001 certified (with the capacity of more than 100 person) by 2027 compared with 2023.	2027	• Taking initiative in phased manner for certifications.
100% of our facilities ISO 45001 certified (with the capacity of more than 100 person) by 2030 compared with 2023.	2030	
Zero workplace injuries	Ongoing	
Zero workplace fatality[5]	Ongoing	

MATERIAL TOPIC

Diversity and Inclusion

RELEVANT SDGs

GOALS AND TARGETS	DEADLINE	APPROACH
Annual increase in 50% of supervisors in our tier 1 production supply chain that are female by 2030 compared with 2023.	2030	• Ongoing trainings and initiatives to promote equity.
Annual increase of 20% of female in management level by 2030 compared with 2023.	2030	• Policies implementation to promote diversity and inclusion.
1% Inclusion of specially abled employees by 2030 compared with 2023.	2030	• Support to women mentorship.

[5] This target aims to indicate that work-related fatalities refer to the death of an employee or contracted personnel due to incidents such as exposure to hazardous chemicals, fires, machinery-related accidents, falls, or structural failures within the workplace.

MATERIAL TOPIC

Training and Development

RELEVANT SDGs

GOALS AND TARGETS	DEADLINE	APPROACH
10% increase in average number of training days from preceding year[6]	Ongoing	• Initiate regular workshops and development programs.
Minimum 1 training day (8 hrs) per annum for all employees.	Ongoing	• Effective monitoring of training hours.
		• Implementation of tools for monitoring of training hours.

MATERIAL TOPIC

Supply Chain Management

RELEVANT SDGs

GOALS AND TARGETS	DEADLINE	APPROACH
80% of our key suppliers will sign the supplier COE by 2026.	2026	• Initiate supplier capacity building programmes to ensure supplier are aligned with key requirement.
Suppliers' build-up programmes will be conducted with coverage of 30% of identified suppliers to prioritize ESG within their management by 2028 compared with 2023.	2028	• Periodical monitoring and assessment of suppliers.
25% of our key raw material suppliers will be assessed for ESG criteria by 2030 using baseline year 2023.	2030	
100% sustainable key raw material	Ongoing	

[6] This includes training for all employees covering permanent employees and workers. This also includes the awareness session for all on annual basis.

MATERIAL TOPIC

Ethics Business

RELEVANT SDGs

GOALS AND TARGETS	DEADLINE	APPROACH
100% mandatory training on the code of conduct and business ethics to all employees by 2030 compared with 2023.	2030	• Regular awareness session on code of conduct and monitoring of training records.
100% resolution of grievances.	Ongoing	

MATERIAL TOPIC

Risk Management

GOALS AND TARGETS	DEADLINE	APPROACH
Conducting risk assessments for 100% of identified risks annually.	Ongoing	• Regular risk assessments and implementation of 100% mitigation strategies
One unit will be certified as per ISO 31000 by 2028.	2028	• Initiative for certifications.
100% of employees trained in risk management practices by 2030.	2030	• Integration of risk assessment into the training need identification matrix.
10% of key suppliers will be onboarded through risk management practices by 2030 compared with 2023.	2030	• Suppliers Risk assessment

MATERIAL TOPIC

Traceability

GOALS AND TARGETS	DEADLINE	APPROACH
Achieve 100% traceability of key raw materials by 2028 compared with 2023.	2028	• Effective monitoring of traceability status of key raw materials.
Ensure 100% of high-risk suppliers undergo thorough traceability assessments within the next 02 years.	Ongoing	

Embracing Nature: Our Environmental Actions

At Vamani we are committed bringing a sustainable future by maintaining a green environment. We showcase our commitment by embracing nature through our environmental actions by reducing carbon emissions, conserving water, and promoting biodiversity. Our initiatives focus on minimizing waste, utilizing renewable resources, and ensuring that our operations contribute positively to the planet. By integrating sustainability into every aspect of our business, we aim to create long-term value for both our community and the environment.

We have maintained ISO 14001 certification at one of our manufacturing units and also our operational sites undergo several other environmental audits periodically.

Material Topics

Climate Change

Energy Management

Chemical Management

Water Management

Pollution[7]

Focused SDGs

6 CLEAN WATER AND SANITATION

13 CLIMATE ACTION

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

7 AFFORDABLE AND CLEAN ENERGY

14 LIFE BELOW WATER

---

[7] Under the Pollution- Material topic, we have declared our actions on air pollution and waste management.

Climate Action and Energy Stewardship

Targets

- 25% absolute reduction: GHG emissions (Scopes 1 and 2) from a 2023 base year by 2030.
- 80% of renewable electricity for operations by 2030 from base year 2023.
- Net zero GHG emissions: Scope 1 and 2 by 2050.
- Net zero GHG emissions across our enterprise including Scope 3 by 2060.

Key Highlights

- 320 KW Solar Plant installed at the Noida facility.
- Hydro Energy Certificates (IRECs purchased to cover 50% of energy consumption.
- 20 KW Rooftop Solar Power Plants installed across three different facilities.
- Transitioned to 100% LED tube lights across operations.
- 100% PNG retrofitting of generators.
- 100% PNG-fired boilers.
- Briquettes (Biomass) fired steam boiler installed in Guntur Plant.
- Return steam condensate reused back as boiler feed water.
- Gas fired tumbler installed in washing sections.

We are committed to addressing the global challenge of climate change to minimize our environmental impact through effective energy management and emissions reduction strategies. As part of our commitment to sustainability, we adhere to the GHG Protocol and Reporting Standard to accurately calculate our GHG emissions and have aligned our targets with the reduction of scope 1, 2 and 3[8] emissions.

---

[8] During CY 2023 for Scope 3 emissions- We have considered these categories in Scope 3 emissions: Cat 1- Purchased Goods and Services, Cat 2- Capital goods, Cat-4- Upstream Transportation and Distribution, Cat 5- Waste Generated, Cat 6- Business travel, Cat 7- Employee commute, Cat 9- Downstream Transportation and Distribution are reported in the report.

We are increasing our efforts to enhance energy efficiency across our operations and are actively transitioning to renewable energy. By enhancing energy efficiency and adopting renewable energy solutions, we aim to significantly lower our carbon footprint and contribute to global climate action. Our energy management approach includes optimizing energy use and investment in advanced technologies. Through these efforts, Vamani is driving measurable progress in reducing our environmental impact while positioning ourselves as a leader in sustainable business practices. This reflects a strong commitment to climate change mitigation, aligned with industry standards and forward-looking goals.

In 2023, we made significant strides toward our sustainability goals by purchasing a total of 1,366 MWh (megawatt-hours) of renewable energy for our manufacturing facilities in the form of IREC (International Renewable Energy Certificate). This energy was sourced through EKI Energy Services Ltd., the energy generation source is Hydro-power. By investing in IRECs, we are supporting the global transition to clean energy

Energy Consumption

Energy consumption within the organization for CY 2023 (in GJ)

Fuel type	Consumption in (GJ)
Diesel	1012
Agri-residues/Biomass briquettes	2
PNG	14805
Solar Energy	963
Electricity purchased from the grid	18800
Total energy consumption	**35,582**

In CY 2023, fuel consumption comprised diesel, agri-residues/biomass briquettes, PNG, solar energy and electricity sourced from the grid. All these energy sources were utilized entirely within the organization, with no energy being sold or consumed outside of Vamani operations.

During CY 2023, Vamani consumed a total of 35581 GJ of energy. The largest portion of this energy consumption was attributed to electricity purchased from grid which accounted for 52.84% of the total energy used. This was followed by PNG, accounted from 41.61% and energy from renewable source i.e. solar energy, which made up 2.71% of the total energy consumption. Diesel contributed 2.85% of the total energy consumption. Agri-residues/biomass briquettes were used in smaller quantities, contributing less than 1% to the total energy mix. As part of our ongoing commitment to sustainability and efficiency, Vamani has set CY 2023 as the base year for future energy consumption comparisons, enabling us to monitor our progress and set informed targets for energy management.

Energy consumption by fuel type

Agri-residue/Biomass briquettes 0.01%

Diesel 2.84%

Electricity purchased from the Grid 52.84%

PNG 41.60%

Solar Energy 2.71%
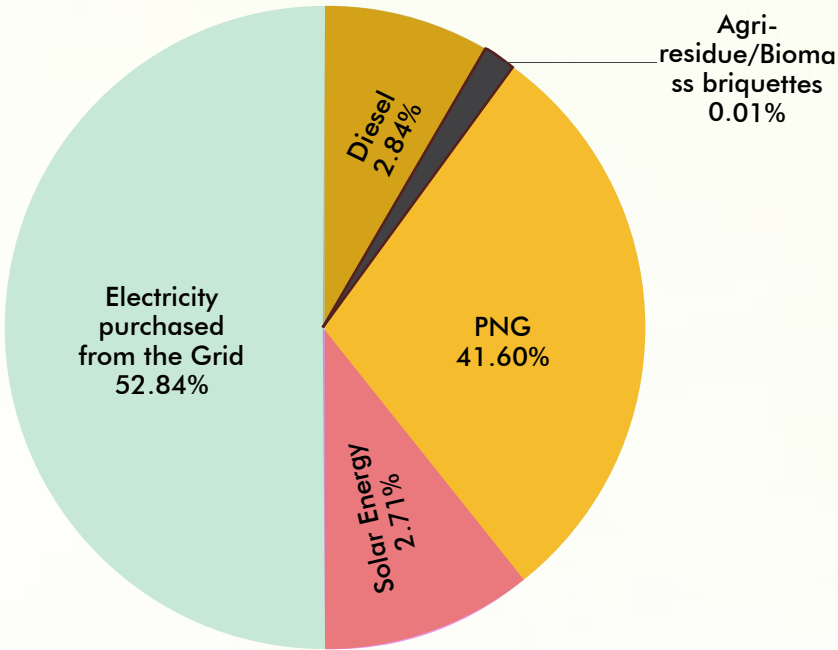
Energy Intensity

At Vamani, energy intensity is defined as the total gigajoules (GJ) of energy consumed, including both renewable and non-renewable sources, per metric ton (MT) of product produced during the reporting period CY 2023. As this is the first year Vamani is disclosing its energy intensity, CY 2023 serves as the baseline for tracking and comparison in subsequent reports.

Total Energy Consumption (GJ): 35581 GJ
Total Production (MT): 2342 MT
Energy Intensity (GJ per MT): 15

GHG Emissions

Scope	Definition	Our impact
1	Direct emissions	All the Vamani sites have created direct and indirect emissions through the activities under their control. This method consumes both Scope 1 emissions (direct emissions from on-site fuel combustion in stationary and mobile sources) and location-based Scope 2 emissions (indirect emissions from electricity consumption). Together, scope 1 and 2 emissions account for approximately 37% of our emissions footprint.
2	Indirect emissions	
3	Indirect emissions	Our upstream and downstream value chain activities cover manufacturing, product distribution, business travel, employee commute, purchased goods and services, capital goods, waste generation in operations and other indirect sources. These types of indirect emissions account for around 63% of our total GHG emissions. Specifically, upstream and downstream transportation and distribution accounts for 83%, Capital goods that we purchase account for less than 1%, employee commute and business travel accounts for approximately 10%, purchased goods and services accounts for approximately 6%, and waste generation in operations accounts for less than 1% of our scope 3 emissions.

Vamani quantifies its greenhouse gas (GHG) emissions by following the operational control approach. This method covers Scope 1, 2 & 3 emissions (direct and indirect emissions). Vamani has set CY 2023 as the base year for GHG emissions reporting.

GHG emissions are reported in terms of tonnes of carbon dioxide equivalent (CO_2e), considering the global warming potential (GWP) of gases such as methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs) using factors from the Intergovernmental Panel on Climate Change's (IPCC) Fifth Assessment Report and guidelines from the U.S. Environmental Protection Agency. Any relevant biogenic CO_2 emissions are primarily attributed to the use of biomass fuels such as agricultural residues.

GHG emissions for CY 2023 (in tonnes CO_2e)

GHG Emission for CY 2023	
Scope 1 (Direct Emissions)	2138
Scope 2 (Indirect Emissions from electricity consumption)	4799
Scope 3 (Other indirect emissions)	25720
Total (Scope 1+ Scope 2+ Scope 3) emissions	32657

In CY 2023, Vamani emitted a total of 32657 tonnes of CO2e. For Vamani, the majority of emissions came from Scope 3, which contributed approximately 79% of total GHG emissions. Scope 2 emissions were the second largest source, accounting for 15% of total emissions and Scope 1 emissions accounting for 7% of total GHG emissions.

These figures highlight Vamani's commitment to monitoring its emissions across Scope 1, 2, and 3 as part of its wider sustainability initiatives, with CY 2023 established as the baseline for future performance comparisons.

Pie chart:
- SCOPE 1 (DIRECT EMISSIONS) 6.54%
- SCOPE 2 (INDIRECT EMISSIONS FROM ELECTRICITY CONSUMPTION) 14.70%
- SCOPE 3(OTHER INDIRECT EMMISION) 78.76%
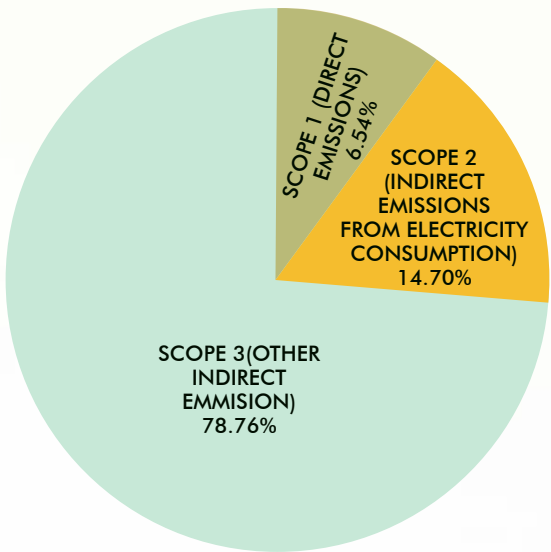
GHG Emissions Intensity

Vamani's GHG emissions intensities are in tonnes of CO2e (includes CO_2, CH_4, N_2O and HFCs from Scope 1, 2 and 3) per tonne of products sold. This metric is calculated per tonne of product sold. By including Scope 3 emissions, which account for indirect emissions from the value chain such as transportation, waste generation, employee commute, business travel, capital goods and purchased goods and services, Vamani demonstrates a holistic approach to managing its carbon footprint. This method of tracking not only helps to benchmark current performance but also supports the development of targeted initiatives to reduce emissions intensity over time. By improving operational efficiencies, investing in renewable energy, and engaging with suppliers and customers on sustainability, Vamani aims to lower its GHG emissions intensities, contributing to global climate goals.

GHG Emissions Intensity for CY 2023 (Tonnes of CO_2e/MT)

GHG emission intensity for CY 2023	
Scope 1 and 2 Emissions (T CO_2e)	6937
Scope 3 Emissions (T CO_2e)	25720
Production Amount (metric tonnes)	2342
Scope 1 and 2 Emissions Intensity (T CO_2e/MT)	3
Scope 3 Emissions Intensity (T CO_2e/MT)	11

Chemical Management

🎯 Targets

- 40% chemicals: Green chemistry certified by 2030 from baseline year 2023.
- 100% training to employees on chemical management.
- Establish a hazardous materials management system to handle and dispose of chemicals safely, aiming for 100% compliance by 2030.

Key Highlights

- 100% ZDHC chemical compliant
- Zero discharge of hazardous chemicals

As a responsible member of the textile industry, Vamani recognizes the critical importance of safe and effective chemical management. Our chemical management system is designed to ensure compliance, safety, and operational efficiency at all stages. The key activities include raw material charging, product handling, hazardous waste handling, disposal, safe storage, and transportation.

We are committed to adhering to stringent national and international safety standards for the handling, transportation, and storage of chemicals. Regular drills and training sessions are conducted to protect both our employees and the surrounding communities. Our hazardous chemicals management system monitors every phase from procurement to disposal aiming to minimize risks while ensuring full compliance with all relevant regulations. Chemical hazardous waste is treated and disposed of responsibly, with measures in place to mitigate environmental impacts.

We are aligned with our sustainability objectives such as usage of 100% ZDHC compliant Chemical Restricted Substances List (ZDHC MRSL) is an important part of chemical management that will lead to zero discharge of hazardous chemicals.

Our chemical management practices undergo regular inspections and certifications by competent bodies to ensure compliance with both national and international safety and environmental standards.

Water Management

🎯 Targets

• 20% Reduction in intensity of freshwater consumption by 2030 using baseline year 2023.

✨ Key Highlights

• 27% water recycled and reused.

We have prioritized efficient and responsible water management across all our operations. In the year 2023, water was utilized for steam generation in boilers, equipment cleaning, garment washing and domestic needs such as drinking, sanitation, air coolers and horticulture. We have adopted a systematic approach to reduce water footprint by integrating water-saving technologies, process optimizations, and reuse/recycling systems.

Key initiatives contributing to this reduction include:

• Recycling of treated wastewater back to washing processes and boiler
• RO Reject water being used in washrooms for flushing
• Reusing steam condensate back as boiler feed water
• Installing water efficient washing machines
• STP installed for treatment of domestic wastewater

To ensure that recycled water meets both internal standards and regulatory requirements, Vamani monitors water quality parameters on a regular basis. The following effluent parameters are tracked: pH, Chemical Oxygen Demand (COD), Biological Oxygen Demand (BOD), Oil and Grease, and Total Dissolved and Suspended Solids and other ZDHC Test parameters. These checks guarantee that the water discharged or recycled is of the highest quality, supporting the company's goal of maintaining ecological balance and sustainability in all its processes.

Water Stress Assessment and Management at Vamani

We take proactive steps to assess and manage water stress at our operational facilities. All water consumed across our manufacturing sites is sourced from regions classified as water stressed regions emphasize the importance of efficient water management and responsible water usage. Though, we source groundwater and freshwater from third-party suppliers, ensuring compliance with regulations and minimizing environmental impact. Water consumption is closely monitored through metering systems to track usage and ensure accountability.

In response to the water stress in these regions, Vamani is focused on reducing its dependence on external freshwater sources by maximizing the use of recycled water. In 2023, reuse & recycled water accounted for 27% of the company's total water withdrawal. This approach has contributed to a reduction in absolute water consumption by 13% compared to 2022.

Water Withdrawal in CY 2023 (in Kilolitres)

Water source	CY2023
Ground water	71704
Third-party water	10334
Total water Withdrawal (Areas with water stress)	82038

Water Consumption in CY 2023 (in Kilolitres)

Water consumed[9]	CY 2023
Water Consumed/ Used (Areas with Water Stress)	4155
Total (Water Recycled/Reused)	22028

[9] Total water consumption is being calculated by using formula; Total water consumed= Total water withdrawal-total water discharged.

Effluent treatment and discharge

We follow the Zero Discharge of Hazardous Chemicals (ZDHC) Wastewater guidelines to monitor and manage effluent effectively. To enhance self-sufficiency in water management, we have installed waste water treatment plants at all our locations. The cumulative capacities[10] of our Effluent Treatment Plants (ETP) is 176 KL and 180 KLD for Sewage Treatment Plants (STP). The treated water discharged from our facilities meet the State Pollution Control Board (SPCB) standards / ZDHC guidelines.

Our Effluent Treatment Plant (ETP) plays a pivotal role, helping us to mitigate the environmental impact of wastewater and comply with regulatory guidelines. To ensure the effectiveness of our effluent treatment process, continuous monitoring of wastewater parameters such as pH, hardness, and total dissolved solids (TDS) and other ZDHC Parameters is carried out by third-party laboratory. These key parameters are regularly monitored to maintain treated waste water quality, and the results have consistently been within the permissible limits, ensuring environmental safety and regulatory compliance.

All wastewater treated in our ETP is safe for reuse, recycling in processes like washing or irrigation, or for discharge. Our continuous monitoring and robust corrective actions have led to consistently meeting or exceeding the required standards.

Water Discharge in CY 2023 (in Kilolitres)

Water Discharge Quantity for CY 2023	
Domestic (STP) Wastewater Discharge	26901
ETP Wastewater Discharge	13782
Total Wastewater Discharge	40683

[10] *The Cumulative capacity is sub-total of ETP and STP capacity of all 8 units.*

Pollution

Targets

• Recycle 80% of pre-consumer apparel waste at factories by 2030 from baseline 2023.
• Plastic footprint reduction by 30% by 2028 from a baseline year 2023.
• 100% of paper waste recycled by 2030 from baseline 2023.
• Zero waste to landfill by 2030.

Key Highlights

• 100% Hazardous wastes are disposed safely.

Air Quality

To ensure compliance with the Central Pollution Control Board (CPCB) norms, chimney stack emissions from boilers and generators, work zone areas are being monitored by third-party agency in every three months. We have adopted cleaner technologies in our manufacturing processes, including the installation of dust collection systems and scrubber units to capture pollutants before they are released into the atmosphere. We are committed to minimizing the impact of air emissions on the environment and local communities.

Waste Management

Our operations generate various types of waste including Hazardous and Non-Hazardous waste. Hazardous waste includes ETP sludge, Empty chemical cans, Contaminated fabrics/material, fluorescent lights/bulbs, Waste Oil and Grease, Empty containers, Electronics wastes, Ink cartridges and other wastes. Non-hazardous waste includes cutting fabrics, Plastics-polybags, Food waste, Paper, Waste Cartons, and Metal waste. As a responsible member of textile industry, we implement effective waste management practices aimed at minimizing waste generation and promoting recycling.

We have established standardized practices for source segregation across our facilities to ensure proper waste handling and disposal. Multiple waste collection points have been set up throughout the site to facilitate efficient segregation of waste at the source. As part of our waste reduction strategy, we continually seek ways to minimize the generation of waste through process optimization and resource efficiency initiatives. Our goal is to reduce waste at its source and maximize recycling and reuse opportunities wherever possible. Our waste management practices are fully compliant with applicable laws and regulations. We ensure that ETP sludge is disposed for landfilling with statutory guidelines, and we work closely with certified waste disposal agencies for the safe handling and treatment of hazardous materials. Additionally, all non-hazardous waste is recycled through authorized third-party recyclers.

Waste Generated, Diverted and Disposed in CY 2023 (in metric tonnes)

Waste Generation for CY 2023	
Hazardous Waste	
Waste Generated	4.47
Non-hazardous Waste	
Waste Generated	478.81
Total Waste Generated	**483.26**

Hazardous Waste Generated in CY 2023 (in metric tonnes)

Hazardous Waste Generation for CY 2023	
ETP Sludge	1.31
Empty Chemical Cans	0.94
Contaminated Fabrics / Material	0.09
Fluorescent Lights & Bulbs	0.06
Sharp Tools	0.38
Batteries	0.31
Waste Oil and Grease	0.29
Empty Containers	0.01
Electronic Wastes	1.00
Other Wastes	0.07
Ink Cartridges	0.01
Total Hazardous Waste Generated	4.47

Non-hazardous Waste Generated in CY 2023 (in metric tonnes)

Non-Hazardous Waste Generation in CY 2023	
Cutting Fabrics	421.36
Plastics - Polybags	3.45
Food Waste	2.70
Paper	2.80
Waste Cartons	48.34
Metal Waste	0.16
Total Non-hazardous Waste Generated	478.81

People at Vamani

Vamani, our employees are pivotal pillars to drive our sustainability objectives. Recognizing our employees' consistent efforts in achieving industry leadership, long-term profitability and operational efficiency, we prioritize their growth and development. Our commitment extends beyond mere employment; we invest in nurturing their potential, fostering a culture of continuous learning and personal development.

Material Topics

Occupational Health and Safety

Diversity Equity and Inclusion

Training and Development

Supply Chain Management

Focused SDGs

Workforce[11] Categorization

Our employees are categorized as permanent workforce into management and non-management staff roles, providing full-time employment to them.

Workforce category	Total No.[12]
Permanent employees[13]	1719
Permanent workmen[14]	9455
Third-party contractual staff	290

Occupational Health and Safety

Targets

• 100% Health and Safety training covering all employees on ongoing basis.
• 50% of units by 2030 will be LABS certified.
• 80% of our facilities ISO 45001 certified (with the capacity of more than 100 person) by 2027.
• 100% of our facilities ISO 45001 certified (with the capacity of more than 100 person) by 2030.
• Zero workplace injuries.
• Zero fatality.

Key Highlights

• 100% workforce is trained in health and safety
• Zero Fatality
• Zero workplace injury

Occupational Health and Safety Management System aims to create a safe and healthy work environment, raising employee awareness about their health, and encouraging them to adopt healthy behaviours in their personal lives and at the workplace. With this commitment we have implemented an Occupational Health and Safety Management System (OHSMS[15]) that not only meets legal requirements but also adopts a proactive approach to identifying and managing risks within our workplace. We are committed to ensure the safety of all our employees, workers, visitors, and stakeholders.

[11] The workforce defined the on-roll Vamani Employees and Workmen.

[12] Total no. (permanent employee+ permanent workmen contractual staffs) is calculated based on the no. of active members during CY 2023.

[13] Permanent Employees are on-roll staffs at the position of Executive and above.

[14] Permanent Workmen are on-roll staffs below Executive level.

[15] Our Occupational health and Safety management system are based on ISO 45001 standards Voluntarily.

Our safety management system is built on the PDCA (Plan-Do-Check-Act) method, ensuring a continuous cycle of improvement. We have established comprehensive safety codes and regulations covering various areas, including electrical safety, emergency preparedness, building safety, process safety, and equipment safety. These guidelines are part of our social policy manual and are accessible to all employees, reinforcing our commitment to a safe working environment.

Hazard Identification and Risk Assessments

Regular risk assessments are a key component of our Occupational Health and Safety Management System. By identifying and mitigating potential hazards, we prioritize employee safety and adopt a proactive approach to risk management. We conduct activity-based risk assessments for all operations across our sites, applying a hierarchy of controls to manage risks effectively. This approach emphasizes elimination, substitution, engineering controls, administrative controls, and personal protective equipment (PPE). Additionally, we monitor residual risks after implementing control measures to ensure ongoing safety. Our hazard identification and risk assessment processes are periodically reviewed to maintain their effectiveness and relevance. Whenever we introduce a new activity or process, we conduct a thorough risk assessment to ensure compliance with our internal safety standards.

Employees are encouraged to report any safety concerns immediately to their supervisors or through established reporting channels. We prioritize worker safety and ensure that there are no negative repercussions for those who exercise this right. To support this, we provide training to ensure all workers understand the procedures to follow in such situations.

Our organization employs a systematic approach to investigate work-related incidents. This process includes gathering data, analysing the incidents, and determining corrective actions based on the hierarchy of controls. We focus on identifying and eliminating the root causes of incidents while implementing improvements to our OHS system. Findings from each investigation are documented and reviewed to ensure necessary changes are made, preventing future occurrences and enhancing overall workplace safety.

Our health services to our employees:

We provide comprehensive health services to our employees and workers whose work or workplace is under our control. First aid boxes are readily available at each site, regularly stocked with essential medical supplies, and easily accessible to all employees in designated areas known to everyone. Each location has a first aid medical room and a full-time competent first aider trained (nurse), to handle emergency situations. Additionally, a doctor from our partnered hospital visits the site once in a week to provide necessary medical treatment to our workers.

Employee State Insurance (ESI) facilities are available to all the eligible employees, ensuring access to necessary medical care and hospital services for more serious health concerns. Additionally, our organization has an agreement with a nearby hospital to facilitate timely and quality treatment during emergencies, with established protocols for referrals to nearby hospitals or clinics.

An ambulance is also available on-site, equipped with an oxygen cylinder, stretcher, and first aid supplies. A dedicated ambulance driver ensures immediate transportation in case of emergencies. The ambulance is maintained in a state of readiness for rapid response, and our trained emergency response team coordinates with ambulance services to provide timely care and transport for individuals requiring urgent medical attention.

Worker's Participation:

At all our sites, we have established joint management-worker health and safety committees. A formal procedure is in place for electing committee members, and we encourage all employees and workers to participate in the election process. Vamani is committed to ensuring that these elections are conducted fairly and without bias.

We have established multiple worker committees, including the Works Committee, Canteen Committee, Health & Safety committee, Grievance Handling Committee. These committees meet regularly to discuss safety concerns, review policies, and promote a culture of safety. To facilitate communication, we have strategically placed suggestion boxes where employees are encouraged to share their ideas and feedback. We strive to create an obstacle-free, comfortable, healthy, and efficient work environment. Our welfare officer or a human resources executive is responsible for reviewing these suggestions, and we ensure corrective actions are taken based on the feedback received. Additionally, our organization maintains an open-door policy, allowing workers to freely express their safety concerns and suggestions to management.

Safety Gallery

Medical check-up campaign

World health day celebration

Fire Drill at Guntur

Training of physical wellbeing

We recognize the critical importance of safety training in fostering awareness and compliance. We conduct regular training programs for all with the focus areas of:

• Chemical Safety, which encompasses Chemical Management, Storage, Handling, Disposal, Spill Handling and MSDS (Material Safety Data Sheet) Training.
• How to use Fire Hydrant, Fire Extinguisher, Fire Alarm, Fire Evacuation and Mock Drills, and general Fire Safety procedures etc.
• Electrical Safety covers the LOTO (Lock Out Tag Out) mechanism, general electrical safety rules, emergency response etc.
• Wastewater Management – Handling, Treatment, Disposal – Recycle and Reuse for ETP operators, and Hazardous Waste Sludge Handling.
• Health and Safety Practices, including Personal Protective Equipment (PPE) usage, Workplace Safety Precautions and Rules for employees in various departments.

We ensure that our security personnel receive focused and targeted training and participate in regular Health & Safety Committee meetings to discuss ongoing safety concerns. Each year, we prepare a training calendar outlining scheduled sessions and implement mechanisms to evaluate the effectiveness of our programs through feedback surveys and assessments. The insights gathered are utilized to continually enhance our training initiatives, ensuring they meet the evolving needs of our workforce.

Diversity Equity and Inclusion

🎯 Targets

• Annual increase in 50% of supervisors in our tier 1 production supply chain that are female by 2030.
• Annual increase of 20% of female in management level by 2030.
• 1% Inclusion of especially abled employees by 2030.

🌟 Key Highlights

• 3:2 Male female ratio

We promote diversity and Inclusion within our workforces. Also, we provide equal opportunity to all our employees, we are proud to state that we have 3:2 male and female ratio among are workforce (inclusive of permanent employee and permanent workers).

Gender distribution of permanent employees:

Permanent Employees category	Male	Female	Total
Senior Management	42	5	47
Middle Management	236	72	308
Junior Management	1162	202	1364

Age wise Gender distribution of permanent employees:

Employee Type	Count for 2023								
	Age <30			Age 30-50			Age>50		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Senior Management	0	0	0	37	4	41	5	1	6
Middle Management	32	23	55	192	45	237	12	4	16
Junior Management	328	121	449	802	79	881	32	2	34

Permanent and contractual Workmen Gender and Age-wise distribution:

Employee Type	As on 31st Dec 2023											
	Age <30			Age 30-50			Age>50			Total		
	Male	Fe-male	Total	Male	Fe-male	Total	Male	Fe-male	Total	Male	Fe-male	Total
Workmen	2500	1173	3673	2618	2979	5597	123	62	185	5241	4214	9455
Fixed Term Contract	0	0	0	0	0	0	0	0	0	0	0	0
Third Party Contract	41	14	55	161	36	197	38	0	0	240	50	290
Others	0	0	0	0	0	0	0	0	0	0	0	0
Total	2541	1187	3728	2779	3015	5794	161	62	185	5481	4264	9745

Diversity of Governance bodies and employees:

Employee Type	Gender wise distribution			Age wise distribution			
	Male	Female	Total	< 30 yrs	30 - 50 yrs	>50 yrs	Total
Executive	158	39	197	6	172	19	197
Non-Executive[16]	240	1282	1522	498	987	37	1522
Total	398	1321	1719	504	1159	56	1719

[16] *Non-executive category includes employees other than executive role.*

Training and Development

🎯 Targets

• 10% increase in average number of training days from preceding year (Ongoing)
• Minimum 1 training day (8 hrs) per annum for all employees (Ongoing)

✨ Key Highlights

• Training plan master sheet which covers 151 training topics.
• Average number of training hours per employees for executive is 0.2 and for non-executive is 0.3.
• Overall total training hours per employees as 0.29.
• 62 supervisors underwent skill development training
• 100% of employee underwent career growth review.

We are committed to ensuring that all personnel receive the training and experience necessary to competently and effectively fulfil their assigned responsibilities. We believe in fostering an environment that encourage employees to seize learning opportunities, unlocking their personal potential and enhancing their job satisfaction. Our goal is to create a culture of continuous learning, where employees are prepared to embrace change, develop new skills, and take ownership of their professional growth.

The List of Trainings

First Aid Awareness Trainings
Environment training
Buyer Code of Conduct Trainings
Technical trainings
Health & Safety Trainings
Quality Policy Training
Policy awareness Trainings (i.e. Quality & Social policies)
Gender equality
Health and Hygiene
Product safety training
Training of Equipment cleaning and maintenance.
Financial Literacy
Sharp tool and needle policy training
Committee Awareness Trainings
Fire Safety Trainings

We prioritize thorough training needs identification to ensure our staff and workers receive the appropriate training for their roles. For staff training, we evaluate training needs based on performance assessment summaries, market demands, and recommendations from department heads. For workers, training needs are identified by regularly compiling data on operational issues and defects, pinpointing prominent problems, and monitoring the production process to determine specific operational training requirements. We develop comprehensive training plans for all our workforce, outlining training subjects and their frequency. Additionally, we offer both internal and external training as needed, and we assess the effectiveness of these training initiatives while maintaining detailed documentation to track progress and outcomes.

Total number of training hours		
Employees Type	Male	Female
Executive	32	8
Non-Executive	385	72

Glimpses of Quality training

Training on water management

Supervisor skill development training

Skill upgradation:

In 2023, we proudly inaugurated our state-of-the-art training centre, which boasts a seating capacity of 50. We have invested over ₹1.5 crore to establish this infrastructure within a spacious 4,800 square feet area. This facility is dedicated to skill upgradation training.

We have conducted supervisor skill training program at our multiple sites. The focus of these training programs is to support the people with potential to learn new skills and get a good career progression. In 2023 62 supervisors underwent this training.

Key Highlights of Skill Development training from 2023

- Supervisors skill training in 2023
- Workplace Stress Management Training
- Women Leadership Training
- Supervisor Behaviour Training
- Soft Skills
- Management Systems

Career Development

We prioritize career development as a cornerstone of our organizational growth and employee satisfaction. We conduct regular appraisals to identify, reward, and encourage employees who demonstrate exceptional performance in their roles. Recognizing that effective career management is essential for personal growth and business continuity, every staff member undergoes comprehensive performance reviews and develops tailored career development plans during the reporting period. These reviews, conducted across all departments, provide critical feedback that is mapped to line managers and communicated to employees.

A key aspect of our performance review process is the integration of key performance indicators (KPIs), which align individual goals with organizational objectives. We explicitly define performance goals that benefit both the company and the individual, promoting a culture of shared success. Additionally, we are dedicated to empowering our female employees by providing specialized training and career development opportunities.

Worker's Success Story at Vamani Overseas: Overcoming Personal Hurdles to Professional Triumph

Story of Karuna Devi: Promoted to Asst. Supervisor

Karuna Devi, a devoted mother of three, embarked on her career journey in 2019 as an Operator. With courage and determination, she embraced this opportunity as a challenge, seeking to grow both personally and professionally. Vamani has been immensely supportive, providing her with the resources and training necessary to enhance her skills and excel in her role. Karuna's journey is a testament to her resilience and commitment, showcasing how dedication can lead to both professional success and personal fulfilment.

Story of Anju: Promoted to Asst. Supervisor

Anju's journey at Vamani has been one of the personal growth and professional success. Before joining the company, Anju struggled with communication apprehensions, nervousness when asked about tasks, behavioural irritability, irregular eating habits, dwindling confidence, and a restricted mind-set.
However, her tenure at Vamani has been transformative.

Here are some highlights of her achievements:

- Holding the responsibility of Assistant Supervisor from Operator.
- Excelling as a proficient coordinator.
- Mastering knowledge of sewing machines.
- Independently managing the entire production line.
- Providing valuable output insights during meetings.
- Inspiring female colleagues to aspire for Assistant Supervisor roles.
- Experiencing improved mental and physical health.
- Expressing thoughts with ease.

Anju's feedback regarding the training and counselling sessions organized by the company reflects her gratitude and the positive impact on her behaviour. She acknowledges the significant positive changes in her conduct, owing to the learnings and insights gained from these initiatives.

Through her journey, Anju exemplifies the potential for personal and professional growth within Vamani. Her story underscores the company's commitment to nurturing both employees' & workers development and fostering a conducive work environment. Anju's success serves as an inspiration to others, demonstrating the transformative power of opportunities and supportive workplaces.

Supply chain management

🎯 Targets

- 25% of our key raw material suppliers will be assessed for ESG criteria by 2030 using baseline year 2023.
- 80% of our key suppliers will sign the supplier COE by 2026
- Suppliers' build-up programmes will be conducted with coverage of 30% of identified suppliers to prioritize ESG within their management by 2028.
- 100% sustainable key raw material

✨ Key Highlights

- Onboarded 104 new suppliers for raw and packaging materials
- 100% of our new suppliers underwent screening based on social criteria
- 21% suppliers were further assessed against environmental criteria, utilizing the HIGG Facility Environmental Module (FEM) as a benchmark.
- Zero suppliers were identified as having significant actual or potential negative environmental and social impacts

We treat our suppliers as our partners, we believe in "Limited but strong supply chain".

Acknowledging the vital role of suppliers in our value chain, Vamani strategically sources a diverse range of raw materials. We define suppliers as individuals or organizations providing essential products or services, including raw materials and various service providers. To align with our sustainability standards, Vamani ensures a thorough onboarding process for all suppliers, involving comprehensive assessments of their practices. We actively encourage our suppliers to sign our Supplier Code of Conduct (CoC), reinforcing our commitment to ethical and sustainable business practices. This foundation allows us to foster strong partnerships that contribute to our overall ESG objectives.

Supplier Engagement

Vamani employs a thorough evaluation process to ensure our suppliers meet the highest standards of quality, ethics, and sustainability. The process begins by gathering essential information about potential suppliers, including their name, address, and ethical practices. An initial meeting is held to discuss collaboration, followed by an on-site audit for suitable candidates. For distant reputable companies, alternative evaluation methods like online assessments, communication and photographic evidence are utilized.

Regular monitoring of existing and new suppliers is done for Human rights due diligence at suppliers' workplace. Additionally, Vamani conducts vendor training programs to engage suppliers in the company's Environmental, Social, and Governance (ESG) journey. These initiatives are integral to promoting sustainability and ethical practices throughout Vamani's supply chain network. Supplier assessment is conducted with the support of the internal QA and purchase team. For customer referred suppliers, suppliers undergo the audit for compliance as per customer's guidelines.

Supplier Diversity

Significant Investments and Services Supported (RM and PM only)	Percentage
Percentage of the procurement budget spent on local suppliers[17]	81.10%
Percentage of the procurement budget spent on non-local suppliers	17.74%

[17] *All Indian suppliers are identified as local supplier.*

Business for Good

At Vamani, we are unwavering in our commitment to maintaining strict compliance with all applicable laws and regulations across the regions where we operate. Our robust governance structure is designed to uphold the highest standards of integrity and ethical conduct, ensuring that our operations are transparent and accountable. We pride ourselves on fostering a strong work culture that respects and preserves all human rights. By prioritizing innovation, technology, and high-quality standards, we drive continuous improvement and sustainable growth.
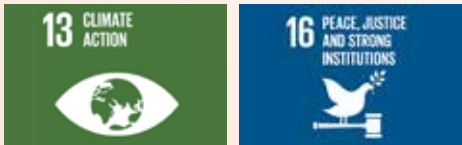
Material Topics

Ethical Business

Traceability

Innovation and Technology

Quality Control

Focused SDGs

13 CLIMATE ACTION

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Ethical Business

Targets

• 100% mandatory training on the code of conduct and business ethics to all employees by 2030.
• 100% resolution of Grievances - Ongoing.

Key Highlights

• Zero incidents of Discrimination (including workplace discrimination or ethics violations)
• Zero human rights violations
• Zero incidents of corruption and bribery
• Zero complaints raised on the grounds of child & forced labour
• 100 % of employees covered by code of conduct and ethics training in the reporting year

Vamani has developed a robust and transparent code of conduct policy to affirm its commitment to conducting business in alignment with highly ethical, professional, and legal standards that reflect industry norms. This policy is essential in fostering a workplace that is free from harassment and discrimination, promoting mutual respect among co-workers.

To achieve these objectives, all employees are expected to adhere to the following principles:
• Commitment to the Policy: Employees are encouraged to embrace the Code of Conduct in both their professional and personal lives.
• Respect for Colleagues: It is imperative to treat all colleagues with respect, courtesy, honesty, and fairness.
• Valuing Diversity: Employees should recognize and appreciate diverse values, beliefs, cultures, and religions within the workplace.

In instances of a breach of Code of Conduct, illegal activities, or violations of company policies; employees are urged to report such behaviours. In 2023 Vamani has launched the Online grievance portal. Our external and internal stakeholder can report and track the status: reported grievance using the link https://vamanioverseas.com/garments/grievance_new.php.

To further support these initiatives, Vamani has implemented several key policies, including:
• **Prevention of Sexual Harassment (POSH):** This policy aims to create a safe environment free from harassment.
• **Whistleblower Protection:** This ensures that employees can report misconduct without fear of retaliation.
• **Workplace Rules & Regulations:** Clear guidelines that govern employee behaviour and expectations.
• **Diversity & Inclusion:** Promoting a workplace culture that values diverse perspectives and backgrounds.
• **Grievance Handling:** Providing a structured approach for addressing employee concerns and conflicts.

These policies collectively foster a culture of transparency and accountability within the organization, reinforcing Vamani's commitment to ethical conduct and professionalism in all its operations.

Vamani is dedicated to ensure implementation of training program on code of conduct and Business Ethics across all its locations. This vital training initiative encompasses all workforce. In addition to this training, we hold an annual awareness session focused on the Whistleblower Policy, which enhances understanding and compliance with this essential aspect of our ethical framework.

Human Rights

Vamani is equally dedicated to upholding human rights within our internal operations. We strive to create a workplace environment that is free from any violations of human rights, establishing strict policies and practices that foster a culture of dignity, respect, and fairness. During the 2023 period, we are pleased to report that no cases of human rights violations occurred within our organization. To reinforce our commitment to human rights, we actively encourage open dialogue and provide resources for employees to voice concerns or seek guidance on these matters. Regular audits and assessments are conducted to ensure compliance with our policies, demonstrating our proactive approach to maintaining an ethical workplace.

Anti-Discrimination

We are upholding a stringent non-discrimination policy, Vamani ensures fairness in employee appointment, compensation, promotion, termination or retrenchment. Vamani does not discriminate with anyone on the basis of caste, religion, gender, national origin, social origin, colour, basis of employment, age, disability, race, marital status, pregnancy, sexual preference / orientation, trade union membership, political affiliations, language, religious beliefs HIV/AIDS status, maternity status, compensation training and promotion, working conditions, marital status, age and nationality/ foreign contract worker status and any other form of discrimination.

Innovation and Technologies

In an era where innovation and technology drive success, Vamani has adopted a focused approach to incorporate cutting-edge solutions into our processes, enhancing both efficiency and productivity. Calendar Year 2023 has been particularly successful for us, marked by a significant investment of over 5 crores in direct costs and approximately 1.5 crores in indirect costs. One of our key initiatives has been the automation of our process lines. We have invested in specialized machinery and developed the infrastructure to enable online mapping of all machines for real-time monitoring. This upgrade allows us to track performance and identify areas for improvement instantly.

To facilitate this technological advancement, we have equipped our checkers with tablets and monitors providing them with easy access to critical information at their fingertips. We recognize that technology is only as good as the people who use it, which is why we have also prioritized skill development for our team. Our dedicated internal skill escort team is committed to supporting our operators in mastering the latest technologies, ensuring they can perform their tasks efficiently and confidently.

Additionally, we have achieved significant process optimization by adopting industrial analysis on our production lines through detailed time studies. By analysing workflows and identifying bottlenecks, we have streamlined our operations, reduced cycle times and enhancing overall productivity. This data-driven approach enables us to make informed decisions that further improve our efficiency. Another major innovation is our in-house developed real-time monitoring dashboard. This powerful tool allows us to track several critical aspects of our operations, including production efficiency, machine maintenance, quality assurance in-line checks, and warehouse management. With this dashboard, we can make data-driven decisions that further enhance our operational effectiveness. We believe that continuous innovation is the key to staying ahead. As we look to the future, our commitment to integrating advanced technologies and fostering a skilled workforce will continue to propel us toward greater achievements.

Traceability: Our Strength

🎯 Targets

• Achieve 100% traceability of key raw materials by 2028.
• Ensure 100% of high-risk suppliers undergo thorough traceability assessments within the next 02 years.

✨ Key Highlights

• 100% BCI cotton
• 35% cotton is GOTs, and OCS certified
• 85% Polyester GRS + RCS certified
• 90% raw material are European Flex certified
• 95% Viscose are Ecovera/Ecoliva certified.

Traceability is one of our core strengths. We believe that maintaining robust traceability throughout our operation, foster transparency and trust with our buyers. Our commitment to traceability is reinforced by our innovative, in-house developed monitoring tool, aptly named "Buyer Traceability." This online portal allows us to monitor 100% of our products in real time, ensuring that every item is accounted for from the moment an order is placed until it is shipped.
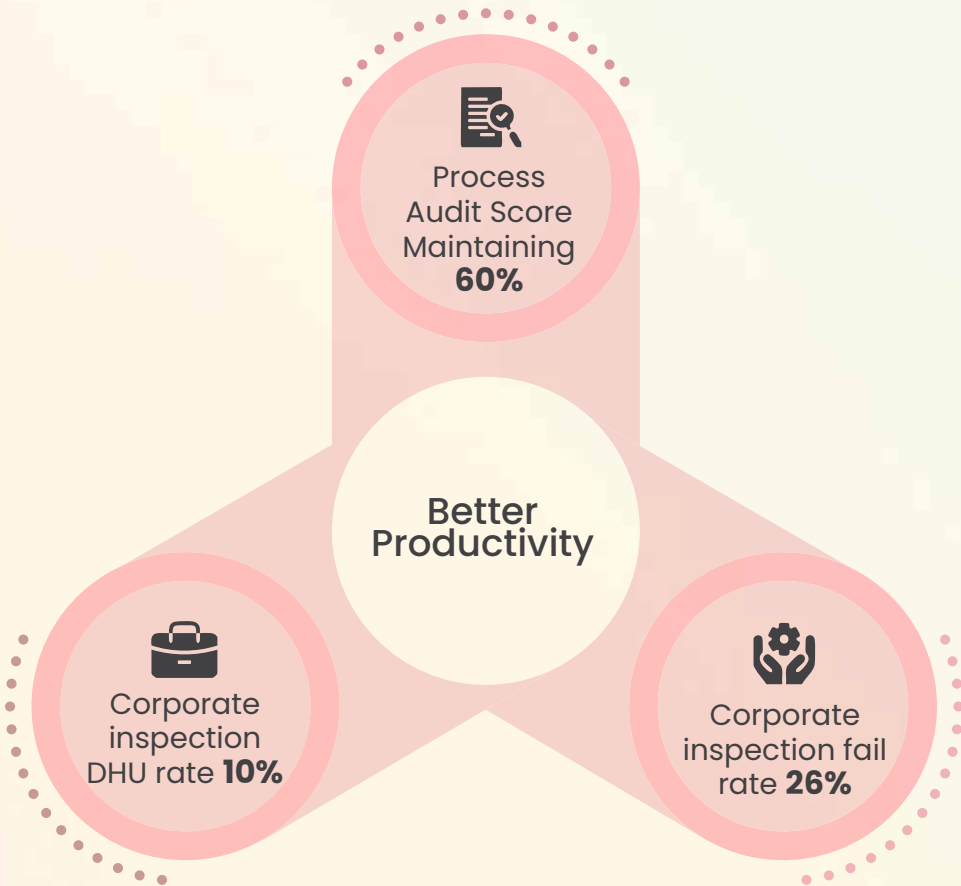
With Buyer Traceability, we maintain meticulous oversight at every step of the process. This enhances our operational efficiency and empowers our buyers by providing them with visibility into their orders. As being planned, Buyer shall soon be able to track their products in real time, ensuring peace of mind and fostering a collaborative relationship based on transparency. Also, we understand that every detail matters. By prioritizing traceability, we are committed to delivering high-quality products and unparalleled service to our customers.

Quality Control

Our quality control mechanisms are a cornerstone of our success. We take pride in the fact that we have we have very strong and robust Quality Management System (QMS[18]). The soul of our QMS is the Plan-Do-Check-Act (PDCA) cycle, which we rigorously adhere to in all our processes. We have implemented a comprehensive inline QA process which involves multiple checks, starting from the verification of raw materials to the on-time delivery of shipments. By embedding quality checks throughout our operations, we ensure that we consistently meet our customers' expectations.

We have real-time monitoring tool which provides the defects during the production and our QC team takes corrective and preventive actions to address the quality issues on time. Our QC team conduct several internal process audits/inspections to bring down the defect rate and maintain high quality and optimized production time. In CY2023, 1500+ internal inspections were conducted with sample size of 134606. We evaluated all the units on the criteria of DHU rate and Inspection fail rate. Basis these criteria, all the units are provided with process audit score.

Process Audit Score Maintaining **60%**

Better Productivity

Corporate inspection DHU rate **10%**

Corporate inspection fail rate **26%**

[18] *We follow voluntarily the ISO9001 standards for our quality control system*

GRI Content Index

GRI STANDARD	DISCLOSURE	Direct Response
GRI 2: General Disclosures 2021	2-1 Organizational details	About the Report and About Vamani
	2-2 Entities included in the organization's sustainability reporting	About the Report
	2-3 Reporting period, frequency and contact point	About the Report
	2-4 Restatements of information	No Restatement (First sustainability report)
	2-5 External assurance	About the Report
	2-6 Activities, value chain and other business relationships	About the Report
	2-7 Employees	People at Vamani
	2-8 Workers who are not employees	People at Vamani
	2-9 Governance structure and composition	Sustainability and Us
	2-10 Nomination and selection of the highest governance body	No data available
	2-11 Chair of the highest governance body	Governance structure
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance structure
	2-13 Delegation of responsibility for managing impacts	Governance structure
	2-14 Role of the highest governance body in sustainability reporting	Governance structure
	2-15 Conflicts of interest	Sustainability and Us
	2-16 Communication of critical concerns	Sustainability and Us
	2-17 Collective knowledge of the highest governance body	Data not available for the reporting period
	2-18 Evaluation of the performance of the highest governance body	Data not available for the reporting period
	2-19 Remuneration policies	Not available for the reporting period

GRI STANDARD	DISCLOSURE	Direct Response
	2-20 Process to determine remuneration	Not available for the reporting period
	2-21 Annual total compensation ratio	Not available for the reporting period
	2-22 Statement on sustainable development strategy	Sustainability and Us
	2-23 Policy commitments	Sustainability and Us
	2-24 Embedding policy commitments	Sustainability and Us
	2-25 Processes to remediate negative impacts	Sustainability and Us
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability and Us
	2-27 Compliance with laws and regulations	Sustainability and Us
	2-28 Membership associations	Membership associations
	2-29 Approach to stakeholder engagement	Stakeholder engagement
	2-30 Collective bargaining agreements	Not Applicable
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality assessment
GRI 201: Economic Performance 2016		Not material topic and not reported
GRI 202: Market Presence 2016		Not material topic and not reported
GRI 203: Indirect Economic Impacts 2016		Not material topic and not reported
GRI 204: Procurement Practices 2016	3-3 Management of material topics	Materiality Assessment
	204-1 Proportion of spending on local suppliers	Supply Chain Management
GRI 205: Anti-corruption 2016	3-3 Management of material topics	Materiality Assessment
	205-1 Operations assessed for risks related to corruption	Ethics Business
	205-2 Communication and training about anti-corruption policies and procedures	Ethics Business

GRI STANDARD	DISCLOSURE	Direct Response
	205-3 Confirmed incidents of corruption and actions taken	Ethics Business
GRI 206: Anti-competitive Behaviour 2016		Not material topic and not reported
GRI 207: Tax 2019		Not material topic and not reported
GRI 301: Materials 2016		Not material topic and not reported
GRI 302: Energy 2016	3-3 Management of material topics	Materiality Assessment
	302-1 Energy consumption within the organization	Energy consumption
	302-2 Energy consumption outside of the organization	Not Applicable
	302-3 Energy intensity	Energy consumption
	302-4 Reduction of energy consumption	Not Applicable (as First Sustainability Report)
	302-5 Reductions in energy requirements of products and services	Not Applicable (as First Sustainability Report)
GRI 303: Water and Effluents 2018	3-3 Management of material topics	Materiality Assessment
	303-1 Interactions with water as a shared resource	Water Management
	303-2 Management of water discharge-related impacts	Water Management
	303-3 Water withdrawal	Water Management
	303-4 Water discharge	Water Management
	303-5 Water consumption	Water Management
GRI 304: Biodiversity 2016		Not Material topic and not reported
GRI 305: Emissions 2016	3-3 Management of material topics	Materiality Assessment
	305-1 Direct (Scope 1) GHG emissions	GHG Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions
	305-3 Other indirect (Scope 3) GHG emissions	GHG Emissions

GRI STANDARD	DISCLOSURE	Direct Response
	305-4 GHG emissions intensity	GHG Emissions
	305-5 Reduction of GHG emissions	Not Applicable (As First Sustainability Report)
	305-6 Emissions of ozone-depleting substances (ODS)	Data not available
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Data not available
GRI 306: Waste 2020	3-3 Management of material topics	Materiality Assessment
	306-1 Waste generation and significant waste-related impacts	Waste Management
	306-2 Management of significant waste-related impacts	Waste Management
	306-3 Waste generated	Waste Management
	306-4 Waste diverted from disposal	Waste Management
	306-5 Waste directed to disposal	Waste Management
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	Materiality Assessment
	308-1 New suppliers that were screened using environmental criteria	Supply Chain Engagement
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Engagement
GRI 401: Employment 2016	3-3 Management of material topics	Materiality Assessment
	401-1 New employee hires and employee turnover	Diversity, Equity and Inclusion
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Diversity, Equity and Inclusion
	401-3 Parental leave	Not reported as not material topic
GRI 402: Labor/ Management Relations 2016		Not Material topic and not reported

GRI STANDARD	DISCLOSURE	Direct Response
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Materiality Assessment
	403-1 Occupational health and safety management system	Occupational health and safety
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety
	403-3 Occupational health services	Occupational health and safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety
	403-5 Worker training on occupational health and safety	Occupational health and safety
	403-6 Promotion of worker health	Occupational health and safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety
	403-9 Work-related injuries	Occupational health and safety
	403-10 Work-related ill health	Occupational health and safety
GRI 404: Training and Education 2016	3-3 Management of material topics	Materiality Assessment
	404-1 Average hours of training per year per employee	Training and Development
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Training and Development

GRI STANDARD	DISCLOSURE	Direct Response
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	Materiality Assessment
	405-1 Diversity of governance bodies and employees	Diversity, Equity and Inclusion
	405-2 Ratio of basic salary and remuneration of women to men	Materiality assessment
GRI 406: Non-discrimination 2016		Not Material topic and not reported
GRI 407: Freedom of Association and Collective Bargaining 2016		Not Material topic and not reported
GRI 408: Child Labor 2016	3-3 Management of material topics	Materiality Assessment
	408-1 Operations and suppliers at significant risk for incidents of child labour	ESG Policies @ Vamani
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of material topics	Materiality Assessment
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	ESG Policies @ Vamani
GRI 410: Security Practices 2016		Not Material topic and not reported
GRI 411: Rights of Indigenous Peoples 2016		Not Material topic and not reported
GRI 413: Local Communities 2016		Not Material topic and not reported
GRI 414: Supplier Social Assessment 2016	3-3 Management of material topics	Materiality Assessment
	414-1 New suppliers that were screened using social criteria	Supply Chain Management
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management
GRI 415: Public Policy 2016		Not Material topic and not reported
GRI 416: Customer Health and Safety 2016		Not Material topic and not reported
GRI 417: Marketing and Labelling 2016		Not Material topic and not reported
GRI 418: Customer Privacy 2016		Not Material topic and not reported

VAMANI

The Experience You Need and Quality You Deserve

VAMANI

vamanioverseas.com | info@vamanioverseas.com | 0129 405 4003

Sector 24, Faridabad, Haryana, India