



VAIBHAV GLOBAL LIMITED

Ref: VGL/CS/2026/55

Date: 13th July, 2026

National Stock Exchange of India Limited

Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra, Mumbai – 400 051

Symbol: VAIBHAVGBL

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400 001

Scrip Code: 532156

Subject: Environmental, Social and Governance (ESG) Report for the FY 2025-26

Dear Sir / Madam,

Please find enclosed herewith the Environmental, Social and Governance Report of the Company for the FY 2025-26. The same is also available on the website of the Company at www.vaibhavglobal.com.

This is for your information and record.

Yours truly,

For Vaibhav Global Limited

Yashasvi Pareek

Company Secretary & Compliance Officer

M. No.: A39220

Encl: as above



VAIBHAV GLOBAL LIMITED
DELIVERING JOY

Sustaining
Value.

Strengthening
Futures.



Environmental, Social
& Governance Report
2025-26



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Sustaining Value.

Strengthening Futures.

The strength of tomorrow depends on the responsibility we demonstrate today. At VGL, this philosophy underpins our decisions and actions, inspiring us to embed sustainability into our operational DNA and build a resilient, value-driven future.

The year marked significant advancement in our decarbonisation journey as we aligned with the Science Based Targets initiative (SBTi) and drove responsible practices across our value chain by engaging vendors and partners on key sustainability priorities. Our continued focus on water conservation, energy efficiency, waste reduction and recycling, renewable energy adoption, and afforestation initiatives further reinforced our commitment to environmental stewardship.

Our vision of sustainability extends beyond carbon reduction to enriching lives and creating enduring social impact. 12.35 Mn nutritious meals were provided to underprivileged school children through our flagship mid-day meal programme, '**your Purchase Feeds...**', helping nourish healthier futures and stronger communities. Simultaneously, our unwavering focus on innovation, product excellence, and an integrated omni-channel experience enabled us to deliver greater value to customers while strengthening the foundations of long-term growth.

As we move forward, we remain committed to making responsible choices that create lasting value today while building a future that is stronger and sustainable for generations to come – truly Sustaining Value. Strengthening Futures.



From the Managing Director's Desk

I am pleased to present to you the Fifth Annual ESG Report for Vaibhav Global Limited and share details about the progress made on our sustainability agenda during the Financial Year 2025-26.

To give this transition the rigour it deserves, we have committed to the Science Based Targets initiative, ensuring our climate goals are both ambitious and aligned with what the science demands.



Dear Stakeholders,

It is my privilege to share Vaibhav Global Limited's Fifth ESG Report for FY26 and update you on the progress made by the Company in creating a positive, environmental and social impact while ensuring robust governance and sustained organisational growth.

Our theme this year is Sustaining Value. Strengthening Futures. Aligned with it, multiple initiatives were taken reinforcing our commitment to shared and responsible growth – from promoting sustainable sourcing, enhancing resource efficiency, strengthening biodiversity to donating meals to underprivileged children and empowering our people and communities.

Building a More Sustainable Planet

Our journey of transition to net-zero was supported through a slew of measures taken throughout the year. Furthering our climate ambitions, we have aligned with the Science Based Targets initiative (SBTi) and are advancing towards validation of our emission reduction targets. A Supply Chain ESG Engagement Programme was also launched to strengthen supply chain sustainability and further reduce our environmental impact. To conserve water and refill more water than we use, we made best efforts to lower water consumption and promote sustainable water practices across our premises and value chain. Currently, the total Ground Water recharge capacity stands at ~10,000 KL. Additionally, sustained focus was placed on enhancing operational efficiency, improving waste management, increasing the share of renewables, and planting more trees.

Strengthening Communities. Enriching Lives.

Customer-centricity continues to remain our key focus for delivering sustained value to our esteemed customers. By delivering a variety of affordable products tailored to the evolving needs and expectations of our customers and engaging with them through diverse channels and mediums, the year witnessed strong repeat sales and customer retention. Aligned with the 'People over Profit', we delivered 12.35 Mn meals to underprivileged school



Employee-centric policies fostered growth and well-being, retaining Great Place to Work® certification.



children in FY26, under our flagship mid-day meal programme '*your Purchase Feeds...*' Investing in the progress and well-being of our employees, the core contributors of VGL's success, was a crucial part of our people strategy. Employee-centric policies emphasising on adequate training, engagement and opportunities for career progression and holistic well-being helped us retain the Great Place to Work® certification.

Progress & Certifications

I am happy to share that our Company has been awarded a Combined ESG Rating of 74 (Strong) from ICRA, reaffirming our commitment to ESG excellence and responsible growth. Furthermore, Shop LC achieved LEED v4.1 O+M: Existing Green Building recertification, with Building D upgraded to Platinum from Gold, while Building E successfully retained its Gold certification, reflecting VGL's continuous improvement in sustainability performance and adherence to globally recognised standards.

We are honoured to receive the Great Place to Work® certification for yet another year, underscoring our strong people practices and nurturing a workforce that is capable, motivated, and empowered.

Looking Forward

Our ambition is clear: to achieve Net Zero and embed sustainability at the core of how VGL operates. In the year ahead, we will accelerate the actions needed to turn this ambition into measurable progress.

Building on our earlier carbon neutrality commitment, we have now taken a decisive step forward – advancing to a science-based Net Zero target. This marks a shift from neutralising our footprint through offsets to fundamentally reducing emissions across our value chain in line with the latest climate science.

Our long-term commitment:

- ♦ VGL is committed to achieving Net Zero by 2050

Our near-term targets (FY25 base year)

- ♦ Scope 1 & 2 (absolute): A 60% reduction in absolute emissions by 2035
- ♦ Scope 3 (economic intensity): A 70% reduction in emissions per unit of value added by 2035

Regards,

Sunil Agrawal

Managing Director

Corporate Overview

Redefining Global Fashion Through A Diverse, High-Quality Portfolio

A premier global digital fashion retailer, Vaibhav Global Limited is redefining the fashion landscape through a curated, wide-ranging portfolio of fashion jewellery and lifestyle products. Over our journey of almost four decades, we have evolved into a vertically integrated, deep value brand with an unwavering focus on quality, customer delight and a stronger future built through responsible manufacturing and sustainable practices across our value chain.

VGL differentiated business model features low-cost manufacturing and an extensive sourcing network spanning 30+ countries. Together, these drive our ability to offer a compelling portfolio of low-price products at scale, meeting the needs and aspirations of our diverse customer base, while helping us to retain our competitive edge.



Our Value Creation Framework

Purpose

Delivering Joy

Mission

To deliver one Mn meals per day to children in need by FY40 through our flagship mid-day meals programme

'your Purchase feeds...'

Vision

Be the Value Leader in Electronic Retailer of Jewellery and Lifestyle Products



Teamwork



Passion



Honesty



Commitment



Positive Attitude

Scaling our Multi-Channel Network

A strong multi-channel presence across well-integrated platforms reinforces our position as a preferred fashion powerhouse, enabling us to serve 127 Mn households across the United States, United Kingdom, Germany, Canada, Australia and New Zealand.

- ♦ 24x7 Proprietary TV home-shopping channels
- ♦ E-commerce websites
- ♦ Mobile apps
- ♦ Smart TV
- ♦ OTT platforms
- ♦ Social media platforms
- ♦ Third-party marketplaces

Solidifying Our Footprints Across Leading Retail Platforms



United States

Shop LC



Germany

Shop LC



United Kingdom

Shop TJC | Ideal World



VGL

Impact and Scale

\$ 28.8 Mn

Free cashflow generated

\$ 415.6
Mn

Global revenue

30+
Countries

Global sourcing network

23.5%

Return on capital
employed

\$ 31.27
Mn

Net cash positive

37.57 %

Dividend payout

3,333

Employees globally

56,000

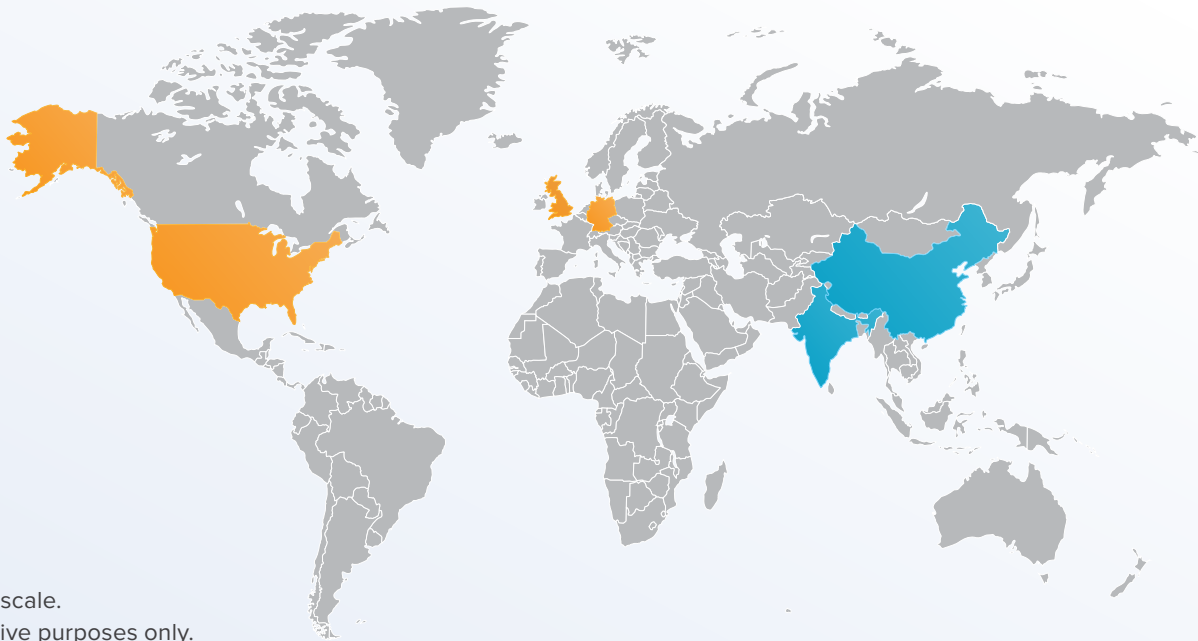
Children supported through
“*your Purchase Feeds...*”
mid-day meals programme
every school day

Green
building

initiatives ‘LEED Gold and
LEED Platinum’ certified
premises in US and India
respectively



Strengthened by an Extensive Global Presence



Manufacturing Countries



India



China

Retail markets and geographies we operate in



USA



UK



Germany



Austria

- Retail markets
- Manufacturing countries
- Sourcing

Powered By A Resilient Global Sourcing Network

- | | |
|-----------------|--------------------|
| 1. India | 16. UK |
| 2. China | 17. Mozambique |
| 3. Thailand | 18. Germany |
| 4. Indonesia | 19. Italy |
| 5. Tanzania | 20. Turkey |
| 6. Russia | 21. Poland |
| 7. Morocco | 22. Singapore |
| 8. Myanmar | 23. UAE |
| 9. Madagascar | 24. Japan |
| 10. Bolivia | 25. Bangladesh |
| 11. Kenya | 26. Philippines |
| 12. South Korea | 27. Czech Republic |
| 13. Vietnam | 28. Taiwan |
| 14. Brazil | 29. Australia |
| 15. Sri Lanka | 30. US |

Sustainable ESG Approach: Towards a Stronger Future

Creating sustainable value and building a future that is more resilient underscores our ESG approach. We achieve this through a well-established ESG framework, combined with robust processes that drive sustainability across the value chain and help us to consistently monitor and measure the impact.

A Robust ESG Framework

We prioritise environmental conservation, empowering our people and communities, and maintaining strong corporate governance. A robust ESG framework drives responsible business practices and sustainability initiatives throughout the organisation. By embedding environmental, social and governance factors at every stage of our operations, the framework empowers us to preserve Earth's natural ecosystem, create a positive social impact, and uphold accountability, transparency, safety, and integrity across the workplace, resulting in steady progress towards our ESG goals while delivering sustained stakeholder value.

Measuring Our Impact

Recognising our inherent reliance on natural resources, our commitment to sustainable business practices goes beyond their adoption and implementation to also measuring their progress and impact throughout the value chain. A structured method tracks advancement on our ESG goals across processes and functions, enabling sustained value creation while fostering a safe and inclusive workplace, stronger communities and a more resilient planet.

Sustained Value Delivery at Strategic Touchpoints

Stronger futures demand responsible action today. Sustainable practices are therefore not just limited to VGL's operations but also embedded across the value chain. We continue to sensitise our employees, suppliers and communities, along with establishing solid systems and frameworks.

Environmental Management Systems (EMS)

principles are implemented across the product and business lifecycle, supporting us in our mission of continuously improving ESG performance.

ISO 9001:2015 certified Quality Management System

helps us to consistently ensure quality across design, development, manufacturing and sale of gemstones, fashion jewellery, and lifestyle products.

Making a Difference Across the Value Chain

Design

Innovation and affordability are at the heart of our product design strategy besides our dedication to use sustainable materials and incorporate customer feedback and insights.

Sourcing

Our suppliers follow a Supplier Code of Conduct which encourages them to meet VGLs ESG benchmarks and aligns them with our commitment to responsible sourcing of metals. An online ESG platform furthers our ESG goals through real-time tracking of sustainability data from key suppliers.

Crafting

Responsible crafting of jewellery is ensured by deploying world-class technology like CADD for every piece curated at VGL. A consistent increase in use of renewable energy for product manufacturing also supports climate action and fosters a safe and healthy work environment.

Marketing & Sales

Prioritising the privacy and data security of our employees and customers is integral to our marketing and sales strategy, in line with our ESG agenda. Moreover, every product sold by VGL contributes directly to the social cause of donating a meal to an underprivileged child, under the aegis of '**your Purchase Feeds...**', our flagship midday meals programme. A total of 112.4 million meals have been donated to children from marginalised communities as on March 31, 2026, highlighting our commitment to social empowerment.

Growing Retail Footprints

As we expand, we are also scaling our fleet of free-of-cost electric vehicles for employees as a sustainable mode for commuting. A shift from traditional to digital, along with focus on sustainable packaging, are also contributing significantly to environmental sustainability.



ESG Performance

At a Glance (FY26)

Formally committed to the Science Based Targets initiative (SBTi), with ongoing efforts to secure validation of emission reduction targets and align the Company's decarbonisation strategy with global climate goals.

Implementation of GHG accounting platform is enabling monthly tracking of carbon emissions.

Environmental Stewardship



3.68 MW
Solar Power capacity

Solar energy of
24.6 Mn kWh
generated till date
19,876 tonnes
of carbon emissions

SEZ Unit at Jaipur is the only manufacturing unit in Rajasthan with LEED Platinum certification by USGBC

16th building in the country to receive 'Net Zero Energy Building' certification from IGBC

37,000
Total Saplings planted till date through Miyawaki Forestation and other regular plantation drives in industrial zones, and Govt. schools

700 Tonnes
Carbon to be sequestered per annum in future with development of 2 Miyawaki Forests

Installed a
215 kWh battery energy storage system to reduce the usage of diesel generators

3,850 Kg
Electric Waste and
2,000 Kg
Plastic Waste disposed till date through government approved recyclers

100%
Renewable Energy usage in 02 units in India

02 Premises in India & US and **01** Premise each in UK & Germany meeting 100% of energy requirements through renewable energy

- ◆ Today, our Electric Vehicle strength is **159** Two-Wheelers and **04** Electric cars
- ◆ **70 Tonnes** Carbon Emissions expected to be avoided with deployment of Electric Vehicles
- ◆ Effluent Treatment Plant set up for water recycling
- ◆ **10,000 KL** Water harvesting capacity

1,000 KL
Total installed capacity (03 rainwater storage tanks)

Social Impact



56,000 Meals

Donated under
'*your Purchase Feeds...*'
every school day

112.4 Mn

Meals provided till date
(since programme's inception)

101 Micro

Enterprises created
across the Group
Implementing all
7 principles of
Humanocracy across
the organisation

52,966 Hours

of Training
Completed

23%

Women Employees

197 HiPo

(High Potential)
eligible employees

12.35 Mn

Meals distributed in FY26

Robust Governance Standards



Certified as Great Place
to Work® in India, US, UK,
China and Germany (i.e.,
across the Globe)

Conferred with the IGJA award
for being the Highest Exporter
of cut and polished coloured
gemstones from India by
The Gem & Jewellery Export
Promotion Council (GJEPC)

Conferred with 'Excellence in
Sustainability / Climate Action
Award' by the Indo-American
Chamber of Commerce (IACC)
during '20th Indo American
Corporate Excellence' conclave

37.57% Dividend Payout in
FY26: Delivering meaningful
return to shareholders by paying
regular dividends

Received Certificate of
Recognition for CSR Excellence
from the Institute of Company
Secretaries of India

Assigned a 'Combined ESG
Rating 74 (Strong)' from ICRA
ESG Ratings Limited

Delivering Extraordinary Value through Strategic ESG Roadmap

Focussed on our strategic priorities and centred around our core values, our transformative ESG roadmap charts the course to a brighter future and a more sustainable ecosystem. Three strategic pillars – Product, People and Planet, guide every decision we make and deeply influence the policies and processes implemented across the value chain.



Our Sustainability Vision

The VGL Group has formally committed to the Science Based Targets initiative (SBTi), aligning its decarbonisation strategy with global climate goals.



Core Pillars of Sustainability at VGL

Product

Driven by the purpose to 'Delivering Joy' through our products, we believe that the more joy there is in the world, the better the world is for all of us.

People

Human capital is our biggest strength and asset, reflected aptly in our efforts to implement the principles of Humanocracy. With 'People' as one of our core pillars, we are dedicated to enriching the lives of our employees and value chain partners and supporting the communities.

Planet

Our unwavering commitment to achieve carbon neutrality drives various initiatives to combat climate change and preserve our planet.



The Strategy for a Better Tomorrow

Our sustainability strategy deeply aligns with this year's theme 'Sustaining Value. Strengthening Futures'— powering responsible and fast-paced progress on building a **future that is resilient, safe and inclusive; where everyone feels empowered; and where nature and Earth's diverse ecosystems thrive.**

Key Components

- ♦ The sustainability strategy corresponds with our ESG principles and key priorities
- ♦ Strategic priorities and actions align with the UN Sustainable Development Goals
- ♦ Key materials issues are identified through consistent stakeholder engagement and strategies are formulated to respond to them effectively

Core Pillars

- ♦ Product ♦ People ♦ Planet

Tracking Progress

- ♦ Every ESG target is closely monitored to promptly measure and report progress
- ♦ Periodic review of material topics enable changes, if required, in alignment with the dynamic business landscape



The Roadmap to Sustainable Value Creation

Sourcing Responsibly

Responsible sourcing of products is crucial to achieve desirable progress in our sustainability vision. Recognising this, we engage frequently with our key suppliers, building awareness and sensitising them to embrace responsible sourcing practices. Regular training are also held to embed sustainability into their business philosophy and to encourage them to further endorse these practices to their vendors and partners.

Reducing our Carbon Footprints through Sustainable Commute

In a milestone achievement, 159 two-wheelers & 4 electric cars have been deployed by VGL for employee transportation and commute, reducing our dependence on traditional energy sources and accelerating environmental conservation.

LEED's and Net Zero Energy Certified

- ♦ LEED Gold certification: 1 building in US
- ♦ LEED Platinum certification: SEZ unit in India & 1 Building in US
- ♦ One building upgraded from Gold to platinum during the year

Mid-term Sustainability Targets

- ♦ Enabling suppliers to achieve net zero status through guidance & support
- ♦ Obtaining Green Building certification for all buildings and facilities by FY27*
- ♦ Ensuring all manufacturing facilities run on 100% renewable energy by FY27**

*The timeline for Green Building certification across all buildings and facilities has been revised to FY27, as one facility currently under construction can be certified only upon completion.

**Additional solar capacity commissioned during the year strengthens our pathway to 100% renewable energy across manufacturing facilities, with the target revised to FY27 in line with this expansion.

Strengthening Stakeholder Relationships and Trust

“Alone we can do so little;
together we can do so much.”
– Helen Keller

We work together with our stakeholders to identify key material topics and devise best-in-class strategies to enhance business resilience, accelerate progress on our ESG goals and drive long-term success. Regular engagement through strategic communication platforms helps us to better understand their needs and expectations, align our efforts in accordance, and maximise value creation.

Stakeholder Group	How We Engage	Areas Of Interest	Our Response
Customers	- Customer surveys and feedback - Call centres	- Product and service quality - On-time deliveries - Safeguarding privacy - Accurate product information - Transparency	- Enhance product quality and safety management system, offer benefits such as easy pay, loyalty programmes - Provide product information on country specific websites - Leverage technology through GEEK+ robotics warehouse automation towards improving shipments to customers in both US and UK
Shareholders and investors	- Annual General Meeting - Quarterly Board meetings - Investor meetings and conferences - Investor and Analysts Day - Investor helpdesk	- Economic performance - Risk management - Disclosure of information - Sustainability issues	- Stable generation of profits - Consistent wealth creation - Prompt dissemination of information on Company's website and other platforms as required under applicable laws
Employees and workers	- Workers Management Committee - Grievance redressal mechanism - Employee satisfaction surveys	- Workplace health and safety - Diversity and inclusion - Employee stability and benefits - Labour relations	- Management mentoring and coaching - Work environment management - Creative work culture - Training and development programme - Career pathing and HiPo (High Potential) programme
Suppliers	- Supplier meetings - E-mails - ESG Platform (for selective vendors)	- Fair trade - Labour and human rights protection - Training on ESG aspects	- Promoting fair trade and shared growth - Timely payment
Communities	- Dialogues with local NGOs - Research done by employees	- Local recruitment - Contribution to UN SDGs through various initiatives - Environmental protection - Financial contribution and volunteer work - Social responsibility for local communities and environment - Prompt and transparent disclosure of information	- Vocal for local sourcing - Environment and biodiversity protection initiatives at worksites - CSR activities - Engaging external agencies to consult on various ESG aspects
Government	- Laws and regulations - Policies and guidelines	- Fair trade, health and safety - Compliance	- Adherence to applicable laws - Implement strict internal corporate policies - Deploy external auditors and consultants - Zero tolerance towards non-compliance and delays

Environmental Sustainability

Sustaining Nature. Transforming Futures.

As environmental stewards, we are committed to preserving Earth's natural resources and nurturing our ecosystem. By integrating sustainable practices into our operations and implementing focussed initiatives across our offices and facilities, we are transforming the future and creating a better world for generations to come.



(Metric ton)

Metric	FY25 Baseline	FY26	Reduction %
Scope 1 — Direct	274.07	191.48	(30)%
Scope 2 — Energy	1,091.00	1,029.00	(6)%
Scope 1+2 Combined*	1,365	1,220.48	(10.6)%

*This year, our GHG inventory covers the entire Group. Additionally, we have adopted the market-based approach for calculating Scope 2 emissions, in line with the GHG Protocol Scope 2 Guidance. To ensure like-for-like comparability, the previous year's figures have been restated on the same basis.

Key Focus Areas



Environment
Conservation



Fostering
Biodiversity



Water
Management



Waste
Management

Our Goal

- VGL commits to Net Zero by 2050
- Absolute Target (Scope 1 & 2): For the near-term, VGL commits to a 60% absolute emission reduction by 2035 from an FY25 base year
- Economic Intensity Target (Scope 3): VGL commits to reduce Scope 3 emissions by 70% per unit value added by 2035 from an FY25 base year

Monitoring Our Impact

UN SDGs impacted	Strategic Pillar impacted	Stakeholders impacted
Clean Water and Sanitation		
Affordable and Clean Energy		
Industry Innovation and Infrastructure		
Climate Action		
Life on Land		



Product



People



Planet



Customers



Shareholders
& Investors



Employees



Suppliers



Communities



Government

Safeguarding Our Environment

At VGL, protecting and preserving the environment does not just contribute to business resilience or long-term value creation; it is a responsibility fundamental to our existence. Rigorous efforts to sequester carbon and minimise our net footprints are therefore made across the value chain. Other than enhancing biodiversity, reducing waste and optimising water consumption, our initiatives focus on expanding the share of solar within our energy mix, increasing overall energy efficiency, encouraging eco-friendly packaging, and promoting sustainable commute.



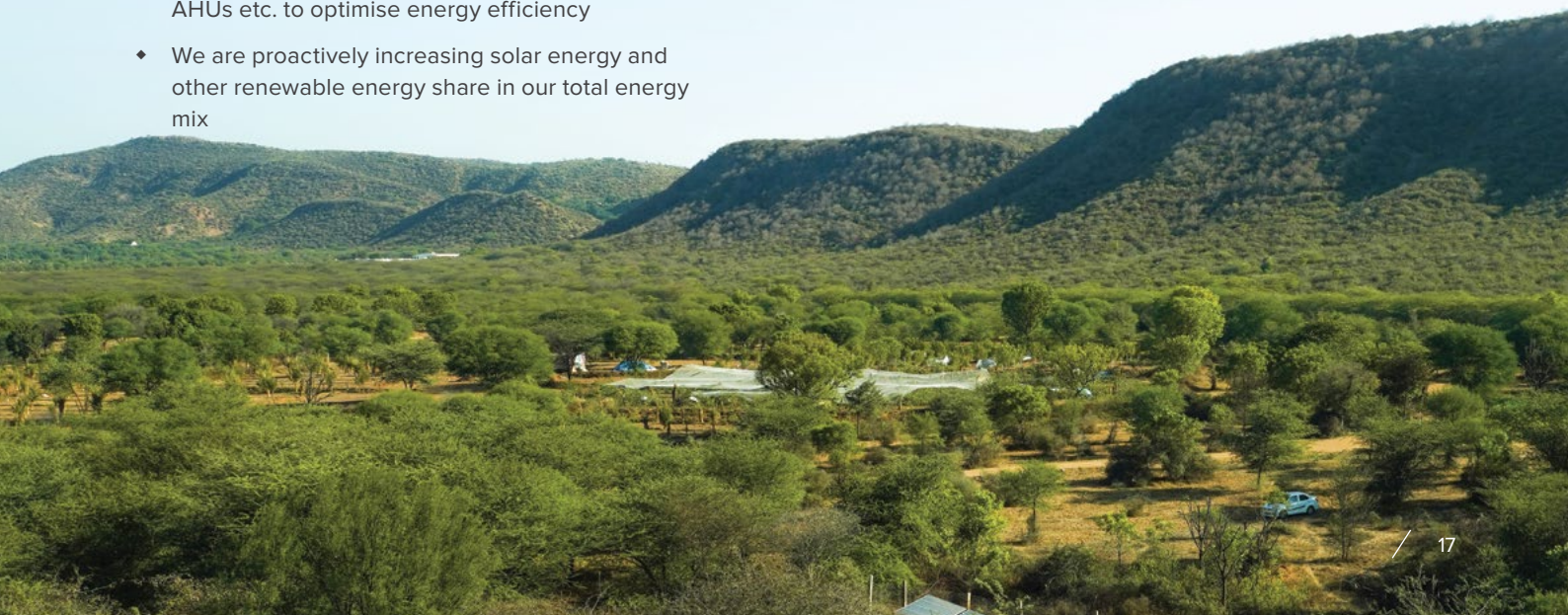
FY26: Progress at a Glance

- ♦ 81.6% renewable energy share in total energy consumption (1,67,59,865 MJ of 2,05,31,143 MJ)
- ♦ 24.6 Mn kWh of cumulative solar generation till date from 3.68 MW aggregate capacity across Jaipur, Bikaner and SEZ facilities
- ♦ 10.6% reduction in Group Scope 1+2 emissions – 1,220.48 tCO₂e vs 1,365.00 tCO₂e in FY25 (market- based)
- ♦ Committed to SBTi – carbon reduction strategy aligned with the 1.5°C pathway under the Paris Agreement
- ♦ 11.6% reduction in water withdrawal – 22,060 KL vs 24,961 KL in FY25
- ♦ 29% reduction in total waste generated – 1.75 MT vs 2.48 MT, 100% disposed through government-authorised recyclers
- ♦ ~700 tCO₂ annual sequestration potential from two Miyawaki forests (28,000 saplings across 2 acres)

Towards Net Zero

At the core of our ESG agenda is a relentless dedication to offset our carbon emissions and achieve net zero. Multiple initiatives have been implemented towards this across our premises, warehouses and offices. Continuous process enhancements, employee awareness sessions and sensitisation drives across the value chain are also supporting us in this mission.

- ♦ Traditional energy sources have been replaced with new-age, energy-efficient equipment including the use of LED fitting, Occupancy Sensors, VFDs on AHUs etc. to optimise energy efficiency
- ♦ We are proactively increasing solar energy and other renewable energy share in our total energy mix
- ♦ By leveraging the Miyawaki method of plantation, we are creating dense, self-sustaining micro-forests that serve as effective carbon sinks
- ♦ To make employee commuting more sustainable, we are continually investing in electric vehicles as a preferred mode of transportation



Transitioning to Energy-Efficient Operations

Lowering our energy intensity, reducing energy consumption and transitioning to alternative energy sources are a few vital steps in our sustainability journey. Over the years, our facilities have steadily advanced their alignment with sustainability standards through installation of LED fittings, Occupancy Sensors, VFDs on AHUs, and secondary chilled water pumps. Automation of HVAC systems has further lowered our energy consumption while reducing the GHG emissions.

We are continuously investing in generating and utilising more solar energy as a basis for eco-friendly operations. Additional focus is being placed on improving our energy performance through process enhancements and adoption of eco-friendly practices. Efficient waste management practices and sustained efforts to reduce, reuse and recycle water are also playing an instrumental role in improving our operational efficiency.

Strengthening Our Renewable Energy Mix

Solar is one of the most effective levers for decarbonisation in the power sector, significantly reducing our dependence on fossil fuels and enhancing energy security. Cognisant of this, we are consciously enhancing our solar capacity.

- ♦ VGL's manufacturing facilities in Jaipur, Rajasthan are fully powered by thoughtfully installed rooftop solar solutions
- ♦ Our solar power plant in Bikaner, Rajasthan is being utilised for captive power generation
- ♦ Installation of high-efficiency mono-PERC rooftop panels on multiple buildings in FY25 increased our total solar capacity to 3.68 MW

Eco-friendly Transportation for Employees

A notable achievement in our sustainability agenda is creating provision for eco-friendly transportation for our employees through e-vehicles. Besides offering ease of commute, it is also enabling us to reduce our environmental impact.

Green Building Certifications

We are dedicated to embedding resource-efficient practices at every stage of a building's lifecycle and creating lasting impact through lower resource consumption and greater energy efficiency. Aligned with our sustainability commitment and vision to go beyond conventional building standards, VGL was awarded with LEED's Platinum, LEED's Gold and other Green Building Certifications.

- ♦ LEED Gold certification: 1 building in US
- ♦ LEED Platinum certification: SEZ unit in India & 1 Building in US
- ♦ ICRA rating 74 Strong

Rethinking Packaging for a Sustainable Impact

At VGL, we have embraced smarter packaging choices to minimise our impact on the environment and also promote the same amongst our vendors through a collaborative approach. Clear guidelines on sustainable materials and packaging methods have been established and implemented across the value chain, and regular audits are conducted to ensure vendor compliance with our sustainability benchmarks. Moreover, vendors are empowered with comprehensive training programmes and resources, enabling a seamless transition to sustainable packaging. As an organisation that advocates the principles of circular economy, these efforts serve pivotal in reducing emissions and meeting the evolving customer and regulatory expectations, fuelling our long-term growth.



24.6 Mn kWh

Lifetime Solar Generation Capacity

Equivalent to

19,876 tonnes

of carbon emissions till March 31, 2026

Biodiversity Commitment: Building a Climate-Resilient Future

All life on Earth – plant, animal and human, is largely dependent on biodiversity. Protecting and restoring the rich variety of flora and fauna is essential for balancing natural processes such as climate regulation, pollination, soil fertility, water purification etc. besides ensuring food security and supporting the lives and livelihoods of millions. As environmental stewards, biodiversity initiatives form an integral part of our sustainability strategy, enabling us to promote overall well-being and build a climate-resilient future.



Miyawaki Way of Restoring Biodiversity

The Miyawaki method of plantation is a unique technique for ecological restoration and afforestation popular for its extraordinary outcomes in enhancing biodiversity, accelerating carbon sequestration and building climate resilience.

Over the years, VGL has utilised this method to restore biodiversity through the dense plantation of diverse native species which grow faster than conventional plantations into self-sustaining micro forests. Besides attracting a variety of birds, insects and animals and enriching the ecosystem, the dense vegetation helps absorb more carbon dioxide, supports heat mitigation, improves soil structure and water retention, and prevents soil erosion- all contributing to our key ESG goals and expediting our path to Net Zero.

Till date we planted

37,000 Saplings

Miyawaki Forests: The Better Way to Biodiversity

30 times denser

Grow 10 times faster

Enjoy 95% chance of survival

100 times more diverse



Advancing Water Stewardship

Water is fundamental to life. Managing it responsibly is non-negotiable for our ecosystems and communities to thrive and drive long-term socio-economic growth. Prudent water management practices at VGL help us to preserve this precious resource and achieve water positivity.

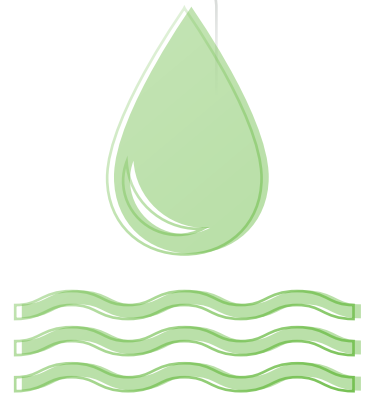


We achieve this through:

Building water awareness and efficiency throughout the value chain

Measuring the impact

Stakeholder Engagement



Why Preserve Water?

Globally, water scarcity is increasing each year, with poorer communities being hit the hardest. Managing this finite resource demands urgent action and a collaborative and inclusive approach. VGL, as a responsible water steward, is contributing towards this grave challenge and also encouraging its stakeholders to adopt sustainable water practices.

1 in 4 people globally lack access to safely managed drinking water

Almost two-thirds of the world's population experience severe water scarcity for at least one month each year

Over two billion people live in countries where water supply is inadequate

By 2040, roughly 1 in 4 children worldwide will be living in areas of extremely high water stress

A Water-Positive Approach

A water-positive approach at Vaibhav Global inspires us to refill more water than we use. Wide-ranging initiatives, from rainwater harvesting to rainwater storing, water recycling and reuse, and lowering water consumption, were taken throughout the year across our sites and premises to achieve water neutrality. A sustainable water management framework that complies with global best standards has also been adopted, promoting sustainable water practices at every step of our operations.

To reduce water consumption further and ensure water circularity, the following initiatives were implemented during the year:

Key Achievements

- ◆ Commissioned a Sewage Treatment Plant (STP) at the E-69 corporate building for grey water recycling, reducing freshwater dependence
- ◆ Initiated two additional rainwater harvesting structures near the manufacturing facility to improve groundwater recharge and local water-table levels – currently under implementation
- ◆ Installed low-flow taps and aerators across facilities to reduce point-of-use freshwater consumption
- ◆ Treated water reuse for landscaping/gardening, cooling tower make-up, and toilet flushing, strengthening water circularity

Sources: <https://www.unicef.org/wash/water-scarcity>
<https://www.who.int/news/item/26-08-2025-1-in-4-people-globally-still-lack-access-to-safe-drinking-water---who--unicef>

Managing Waste Responsibly

Responsible waste management is a crucial element of our sustainability approach and reinforces our commitment to the principles of circular economy. By embracing the 4Rs policy on waste management, we go beyond reducing and recycling waste across our facilities, treating it as a valuable resource and reintegrating it into production cycles to create significant environmental, economic, and strategic value.



4Rs Policy On Waste Management

Reduce

Reuse

Recycle

Reclaim

Why Manage Waste Responsibly?

Municipal solid waste generation is predicted to grow from 2.1 billion tonnes in 2023 to 3.8 billion tonnes by 2050. Other than its tangible effects, the hidden outcomes of poor waste disposal and management practices include pollution, poor health and climate change. Unless managed responsibly, it will severely pollute and contaminate the ecosystem and exponentially increase GHG emissions, creating far-reaching sustainability challenges across environmental, social and economic dimensions.

VGL's Approach to Waste Management

Concerted efforts are made at VGL to minimise waste generation across all its facilities and throughout the supply chain, in an endeavour to conserve natural resources, lower carbon footprints and reduce waste to landfill. Solid and other wastes generated within our facilities is processed and managed as per global waste management benchmarks. Through the 4R approach to sustainability, we are inspiring stakeholders to make conscious and more responsible consumption choices, extend product life and transform waste into useful products, thus minimising waste and conserving natural resources.



Key Achievements

- ♦ Reduced total waste generation by ~29% YoY – from 2.48 MT in FY25 to 1.75 MT in FY26 through 4R-driven efficiency across facilities.
- ♦ Cut e-waste by ~72% – down from 0.86 MT to 0.24 MT, with all e-waste routed to government-approved recyclers.
- ♦ Lowered hazardous waste by ~8% – from 1.20 MT to 1.1 MT, safely managed via authorised handlers.
- ♦ Held plastic waste flat at 0.41 MT (from 0.42 MT), managed through registered EPR recyclers.
- ♦ Disposed 3,850 Kg of e-waste and 2,000 Kg of plastic waste (cumulative, till date) entirely through government-approved recyclers.

Social Sustainability

Sustaining Communities. Shaping Futures.

Sustainable growth must transcend the limits of business success to include the growth and well-being of people and communities we work and operate in. As firm believers in this philosophy, we plan and implement multiple initiatives aimed at the progress, empowerment and holistic well-being of our employees, customers and communities at large.

Making A Difference, One Meal At A Time



United States

5.6 Mn

meals distributed to school children for sales made in US during FY26



United Kingdom

4.2 Mn

meals distributed to school children for sales made in UK during FY26



Germany

1.5 Mn

meals distributed to school children for sales made in Germany and Austria during FY26

Key Stakeholders



Customers



Employees



Communities



Monitoring Our Impact

UN SDGs impacted	Strategic Pillar impacted	Stakeholders impacted
 2 ZERO HUNGER		
 3 GOOD HEALTH AND WELL-BEING		
 6 CLEAN WATER AND SANITATION		
 8 DECENT WORK AND ECONOMIC GROWTH		  



Product



People



Planet



Customers

Shareholders
& Investors

Employees



Suppliers



Communities



Government

Customers at the Core

Customers are at the heart of everything we do, well-evident in our purpose of ‘Delivering Joy’. Rooted in this, we offer our diverse clientele easy access to high-quality products at market-leading prices through multiple channels.

Our ability to offer a diverse array of products, aligned with the latest trends, consumer insights and market expectations, stems from a vertically integrated supply chain. Collaboration with over 30 countries across the globe for sourcing our products enables scale and cost competitiveness, helping us retain our reputation as a deep value brand. Moreover, our sourcing partners, with robust in-house manufacturing facilities, embed the principles of sustainability, much like VGL does across its operations, from design to distribution.

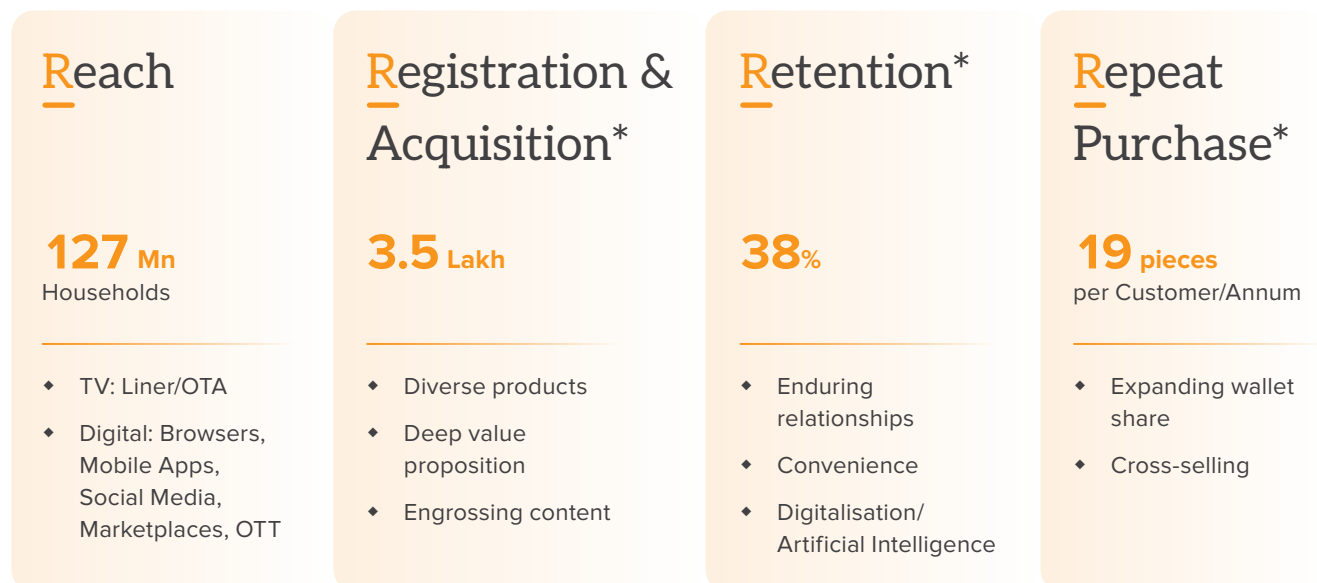


Unlocking Value for Our Customers

- Omni-channel experience enabling easy access
- Exceptional customer service and support
- Budget Pay offerings and \$1 Auctions
- Personal Shoppers Service through a dedicated call centre team

Customer Engagement Strategy: Leveraging the 4Rs

A well-planned engagement strategy, supported by effective digital tools and regular interaction, is pivotal in establishing long-term relationships with our customers, eventually translating into repeat sales and customer retention – key drivers of VGLs credibility and sustainable growth.



Communities

At VGL, 'People Over Profit' continues to remain our guiding philosophy, inspiring us to work towards the upliftment of lesser privileged people surrounding us. Embracing it as a strategic imperative for long term sustainability and as part of our ESG efforts, various initiatives are taken to empower the marginalised communities and uplift their living standards.

We encourage our employees to contribute to meaningful social causes through various volunteering opportunities. During the year, employees volunteered their time, skills and efforts, reflecting our shared commitment to inclusion and sustainable growth.



Social Impact Initiatives

- ♦ 'your Purchase Feeds...', flagship mid-day meal programme
- ♦ Preference for local hiring and procurement
- ♦ Providing unutilised solar energy to the local Discoms





Meals For Brighter Tomorrows

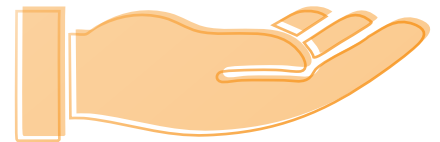
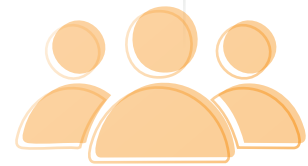
'your Purchase Feeds...'

VGL's flagship programme, '***your Purchase Feeds...***', aims to nourish young children by donating one healthy meal for one underprivileged child for every purchase made from the Company. 56,000 meals are currently being fed to underprivileged children with a total of 112.4 Mn meals served since the inception of the programme.

People

VGLs sustainable growth is powered by its skilled and committed workforce whose hard work and performance is the bedrock of our ability to innovate, procure and offer high-quality products at market-leading prices. As key pillars of our success, they form a fundamental element of our ESG strategy – their steadfast progress and holistic welfare being our key priority.

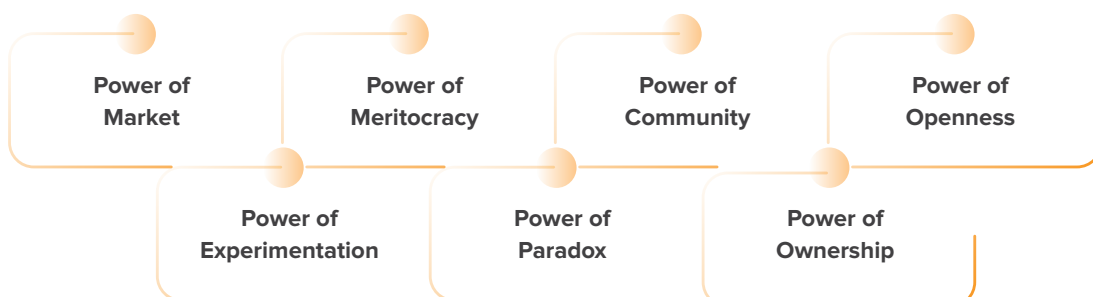
A wide range of initiatives and employee-centric policies are directed towards sustainable growth of our people and to promote their physical, emotional and mental well-being. From ensuring relevant opportunities for training, development and career progression to providing a host of employee benefits, a proactive approach at Vaibhav Global facilitates both work-life balance and high-performance. Recognising the invaluable contribution made by each of our employees, we foster a workplace where everyone feels safe, valued, and motivated, with special focus on women empowerment, in alignment with our ESG goals.



Building A Human-Centric Organisation

As humanocracy advocates, we put people, not bureaucracy, at the centre of VGL. By embracing its seven principles, we are nurturing an organisation free of rigid hierarchies and excessive control, and paving the path to a stronger, more empowered, high-performing workforce.

Humanocracy's 7 Principles



Learning, Growth & Career Progression

We strive to build a workplace where employees feel inspired to deliver their best performance, motivated to advance in their careers, and empowered to choose a career path that best fits their skills and aspirations. Ample growth opportunities, along with strong engagement and mentorship, enables us to achieve this objective.

Mentorship Policy

A well-established Mentorship Policy benefits our younger employees by enabling them to seek advice and learn from the immense skills and expertise of our senior employees.

Career Pathing

Under this initiative, details about available career progression opportunities – vertical, lateral and cross-functional, are shared with employees. A well-informed opportunity landscape, complemented by guidance from senior employees, positions eligible employees to create a desirable roadmap for career progression and growth.



Training & Development

Employees Training on Safety Issues

52,966

Total training hours

3,279

Total Employees

16

Hours/Employee

Process Innovation Scheme

At the core of every successful organisation lies its relentless pursuit to innovate and improve. A similar approach, enabled by VGL's Process Innovation Scheme, underscores our perpetual growth. By inviting our employees to share unique ideas on technology improvement and integration across our business processes, the scheme enables us to keep up with the evolving trends and customer expectations. Moreover, every idea is recognised and financially rewarded, motivating our people to unlock their creative genius, push boundaries, and rise to their full potential.

Driving Positive Outcomes: Delivering Joy



Improved
manufacturing
processes



Reduced
lead time



Elevated
customer
experiences

35

Process ideas
received

3

Process ideas
implemented

HiPo: Strengthening Our Talent & Leadership Pipeline

The HiPo Programme supports our ambition of creating a strong talent pipeline and driving sustainable growth by identifying high potential talent capable of taking larger responsibilities and leadership roles in the future.

Once identified, the high-potential candidates are provided with an extensive range of opportunities and benefits, keeping them motivated and enabling them to perform their best. Some of them include an opportunity for fast-track career growth and progression, increased accountability suited to their professional desires, mentorship from senior executives, ESOPs, and widespread recognition on global platforms via VGL's internal communication portals.

Identifying HiPos: Key Parameters



197 HiPo

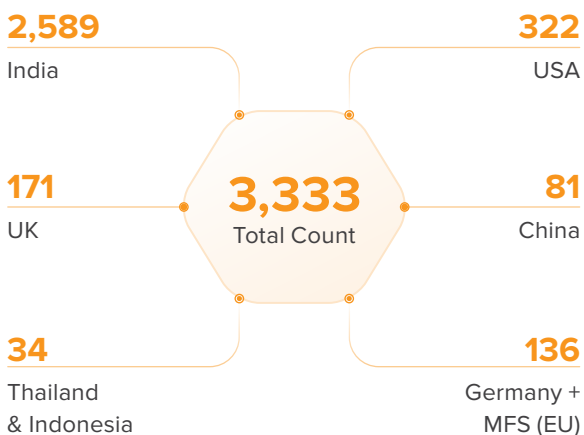
HiPo's were identified across locations in FY26



Diversity & Inclusion

Diversity and inclusion are embedded in our organisational DNA, reflected by our dynamic workforce comprising people from different backgrounds, genders, cultures, castes, and geographies. By bringing together different perspectives, expertise, ideas and experiences, these people enrich our talent pool and enhance our capabilities to innovate, achieve operational efficiency, embrace new trends and technologies, and leverage emerging opportunities for a resilient, more sustainable future.

VGL's Demographic Profile



Diversity and inclusivity at all levels within the Company is driven through:

- ♦ A people-centric culture where everyone is respected, valued and given equal opportunities, irrespective of their differences, motivating them to work together towards a shared purpose
- ♦ Zero tolerance for any discrimination based on gender, religion, caste or class, implemented through a robust Diversity, Equity and Inclusion (DE&I) Policy
- ♦ Compliance with clear inclusivity standards, enforced through our Leadership Development Programme
- ♦ Regular monitoring and measurement of our DE&I progress to assess and address gaps and performance

Women Empowerment

We focus on empowering our female workforce by providing them thorough opportunities for training and development and career progression and creating an environment of safety, respect and inclusion. Besides being central to our work culture, these initiatives play a crucial role in supporting balanced decision-making, innovation and sustained progress – both at Company and community level.



At VGL, six focus areas have been identified and emphasised on to enable this:

- ♦ Adequate policies in place towards women empowerment
- ♦ Promoting a fair parental-leave policy
- ♦ Creating new roles
- ♦ Preventing harassment of any kind
- ♦ Equal payout to all the employees as per their respective pay-scales
- ♦ Diversifying leadership by promoting women to management positions

01

Maternity leaves

02

Flexible arrangements for working mothers

03

Flexible working hours for returning mothers with separation anxiety

04

Lactation room for nursing mothers

05

Crèche facility available for all employees and their children

06

Statutory rights to maternity, adoption leave and maternity pay

Employee Benefit Programmes

FACILITIES

- ♦ Transport
- ♦ Parking
- ♦ Ambulance
- ♦ No Smoking Zone

RECOGNITION

- ♦ Performance-driven organisation
- ♦ Recognising best talent
- ♦ Social Award
- ♦ Long Service Award

EMPLOYEES AND FAMILIES

- ♦ Crèche facility
- ♦ Children's scholarship

HEALTH AND SAFETY

- ♦ Safe and healthy environment
- ♦ Health check-up
- ♦ Blood bank
- ♦ Yoga classes
- ♦ First-aid training and health check-up
- ♦ Fire extinguisher service
- ♦ Evacuation drill
- ♦ Water potability test

LEARNING

- ♦ Learning management system
- ♦ Scholarship for children of employees
- ♦ Training centre

ENGAGEMENT

- ♦ Sports
- ♦ Outing
- ♦ Stress relieving sessions

PENSION

- ♦ Social security
- ♦ Health insurance

GRIEVANCE REDRESSAL

- ♦ Suggestions
- ♦ Complaints
- ♦ Workers' committee

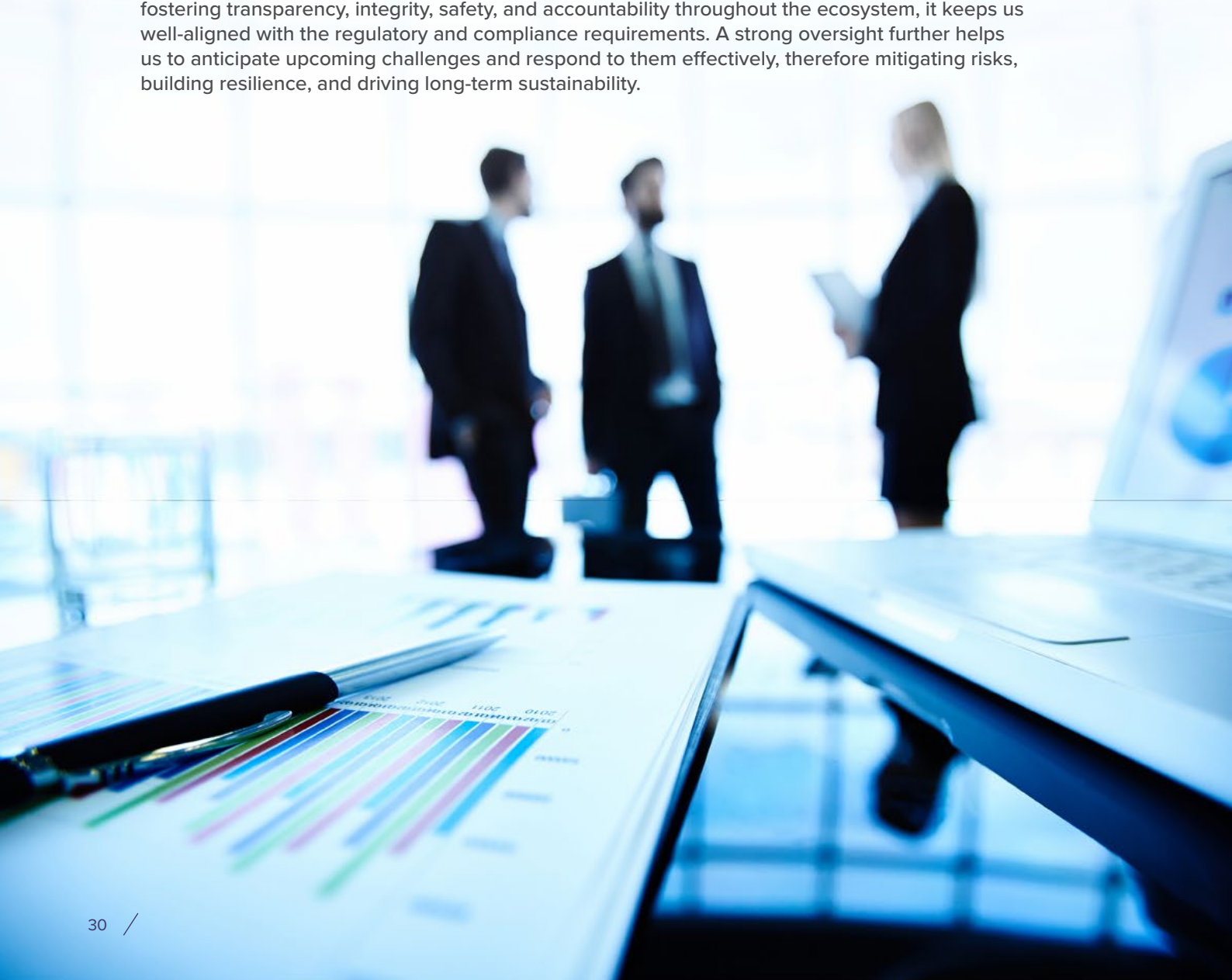


Corporate Governance

Sustaining Value through Strong Governance

Robust governance is the foundation for sustainable value creation and building a future that is resilient and agile. A strong corporate governance policy governs VGL Group, enforced and monitored by a competent, independent, and diverse Board, and reviewed by various independent Board Committees for recommendations and enhancements.

A well-established governance framework, supported by multiple initiatives and responsible business practices, is adopted across every role and level of the organisation. Other than fostering transparency, integrity, safety, and accountability throughout the ecosystem, it keeps us well-aligned with the regulatory and compliance requirements. A strong oversight further helps us to anticipate upcoming challenges and respond to them effectively, therefore mitigating risks, building resilience, and driving long-term sustainability.



Monitoring Our Impact

UN SDGs impacted	Strategic Pillar impacted	Stakeholders impacted
 Good Health and Well-being		  
 Clean Water and Sanitation		  
 Decent Work and Economic Growth		  



Product



People



Planet



Customers

Shareholders
& Investors

Employees



Suppliers



Communities

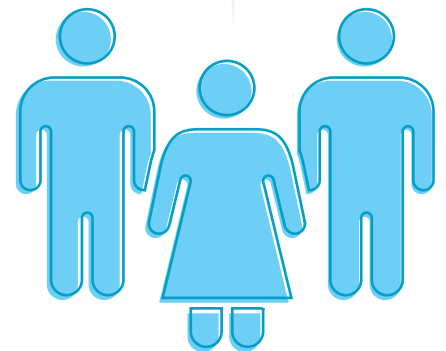


Government

Board Diversity

Vaibhav Global takes pride in its independent and diverse Board, comprising members with deep expertise and strategic insights across various industries. With objective oversight, unbiased decision-making, and effective accountability, they drive more accountability and stronger corporate governance, further enhancing our value proposition.

Governance policies and business practices are continuously monitored and reviewed by the Board and changes, if any, are made to improve oversight and ensure compliance with regulatory and government authorities. The Board also plays a vital role in upholding our integrity and enforcing policies for safe and ethical business conduct.



Maintaining Strategic Oversight

- ◆ Balance score card for Managing Director is presented to the Board on a quarterly basis
- ◆ Performance of the Board, Directors and Board Committees is evaluated annually
- ◆ Compliance report of all laws applicable to the Company is periodically reviewed by the Board
- ◆ Various Functional Committees, comprising relevant experienced and skilled members, have been set up
- ◆ Members of the Board also participate in bi-yearly Management Committee Meetings and Annual Strategy Meeting, other than the regular Board Meetings
- ◆ Committee meetings are held to encourage interactions with key leadership and develop a better understanding of the business

Board Structure

The Board comprises 37.5% Independent Directors and 02 women Directors. The positions of Chairperson and Managing Director are separate in the Company.

Board Composition



37.5%
Independent
Directors



62.5%
Non-Independent
Directors

Board Diversity



75%
Male
Directors



25%
Female
Directors

Board Committees

- Risk Management Committee
- Nomination, Remuneration & Compensation Committee
- Corporate Social Responsibility (CSR) Committee
- Audit Committee
- Stakeholder Relationship Committee



Board of Directors



Mr. Harsh Bahadur
*Chairman, Non-Executive
Non-Independent Director*

Appointment: 26 September 2022
Expertise: Business
Strategy and Leadership



Mr. Sunil Agrawal
*Managing Director,
Executive Director*

Appointment: 8 May 1989
Expertise: Strategy, Leadership,
Finance, and Innovation



Mrs. Sheela Agarwal
*Non-Executive, Non-
Independent Director*

Appointment: 10 November 2008
Expertise: Business Management
and Community Liaison



Mr. Pulak Chandan Prasad
*Non-Executive, Non-
Independent Director*

Appointment: 29 October 2013
Expertise: Strategy, Investments,
Finance and Leadership



Mr. Jason Charles Goldberg
*Non-Executive,
Independent Director*

Appointment: 17 October 2023
Expertise: Strategy, E-commerce and
Retail, Business Development, and
Market Analysis



Mr. Prakash Chandra Parwal
*Non-Executive,
Independent Director*

Appointment: 29 January 2025
Expertise: Taxation, Litigations,
Finance and Accounting, and
Risk Management



Ms. Stephanie Renee Spong
*Non-Executive,
Independent Director*

Appointment: 6 September 2021
Expertise: Strategy,
Operations and Finance



Mr. Sanjeev Agrawal
*Non-Executive, Non-
Independent Director*

Appointment: 29 October 2020
Expertise: Business
Management, Leadership,
Finance and Product Insight

Management Team



Mr. Nitin Panwad
Group CFO



Mr. Vineet Ganeriwala
President, Shop LC (US)



Mr. Ankur Sogani
*Vice President,
Commercial, Shop LC (US)*



Mr. Deepak Mishra
*Managing
Director, Shop TJC (UK)*



Mr. Raghuveer Patnala
*Managing Director,
Shop LC (Germany)*



Mr. Aswini Agarwal
Head of Supply Chain, Asia



Mr. Mohammed Farooq
*Chief Technology
Officer, VGL Group*



Mr. Ashish Dawra
Vice President, Global IT

Risk Management

Managing Risks. Strengthening Resilience.

Climate change is real and so are the risks associated with it. Recognising this, and in alignment with our sustainability goals, we are proactively implementing and monitoring initiatives to reduce its impact and minimise our carbon emissions. A comprehensive risk management framework, guided by the Board, helps us to mitigate and safeguard our business from diverse environmental, social and regulatory risks.

Strong and sustainable business practices adopted by VGL and encouraged across its value chain are enabling it to maintain strategic foresight and efficiently turn risks into business opportunities, strengthening resilience and enhancing stakeholder value.

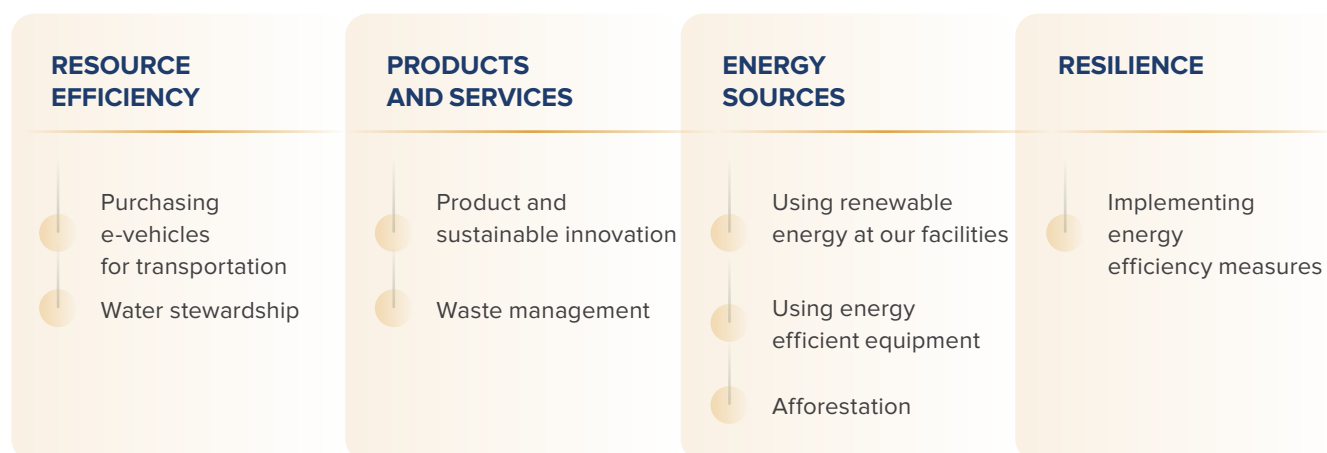
Climate-Related Risks & Opportunities

Climate-related Risks

RISK	DEFINING THE RISK	TYPE OF RISK
Physical	Climate-related events such as floods, cyclones and hurricanes could increase the risk of fire or damages, elevating our physical and operational risks and the cost to insure our buildings	Acute
Physical	Weather-related events such as hurricanes and snowstorms may disrupt our supply chain, i.e., procurement of raw materials and product deliveries to customers, thus increasing our operating costs and/or may reduce customer demands.	Acute
Physical	Increased severity of chronic climate-related events such as water scarcity and droughts can impact our operating locations and disrupt systems, people and processes across our global footprint.	Chronic
Transition	Increasing regulations and evolving public preference may increase our operating costs and/or reduce demands for some products.	Regulatory

Climate-Related Opportunities

Taskforce on Climate-Related Financial Disclosures is an internationally accepted benchmark for climate-related financial disclosures. Based on it, VGL has identified the following climate-related opportunities:



Sustainable Manufacturing

Delivering joy is the core objective behind every jewellery piece crafted at Vaibhav Global. To ensure this, all our products are crafted with great care – care for consumers' expectations and aspirations, care for our supply chain partners, and care for our natural resources and mother Earth. Design excellence, quality, sustainability, and extended product lifecycle are therefore non-negotiable aspects of our manufacturing processes and practices.

Responsible manufacturing practices, aligned with our ESG framework, implemented by VGL include:

- Robust in-house designing capabilities, enabled by designers from premier institutions, drive sustainable, purpose-led product development
- Unsold products are repurposed, redesigned and re-circulated, conserving resources, reducing waste to landfill, and driving sustainability
- Components from trade-in products are fully utilised, supporting the principles of circular economy
- Our products are subject to full-fledged audit, testing, disclosures and hallmarking practices for quality assurance
- Purity and fitness of our jewellery products is guaranteed to customers through provision of hallmark and quality assurance, serving as a crucial step in enhancing customer trust and satisfaction
- Organising auction and online bidding for extraordinary pieces enable them to be affordably priced and provide deep value to customers

Sustainable Sourcing

Sourcing our raw materials and products in a responsible, eco-friendly manner underscores our ability to minimise our carbon footprint and transition to Net Zero. Significant progress has been achieved through a series of processes

and responsible sourcing practices, applicable across our in-house facilities and value chain partners:

- We have in place a vertically integrated business model, allowing end-to-end control across the value chain and ensuring that every stakeholder adopts desired environmental and social standards – from raw materials to finished products
- A well-implemented Supplier Code of Conduct guides our suppliers to embed sustainability throughout their processes, in turn reducing our environmental footprints
- Regular awareness sessions regarding sustainable sourcing are organised for suppliers, enabling consistent advancement in our ESG journey
- Suppliers are required to adhere to acceptable global mining standards. We ensure this by maintaining oversight till the first stage of procurement
- Principles of ethical sourcing and other ESG concepts are explained to vendors through regular sessions and communication platforms
- An integrated online ESG platform stands out as a major enabler in our objective of responsible sourcing:
 - Captures real-time sustainability data for selected major suppliers
 - Gives complete visibility by consolidating key indicators on climate, resource efficiency, labour practices and governance into a single, auditable dashboard
 - Facilitates 24*7 monitoring, enabling improved risk identification and driving targeted improvement programmes with value chain partners, eventually enhancing the outcomes of VGLs upcoming BRSR programmes

Responsible Audits

SMETA Audit

SMETA (Sedex Member Ethical Trade Audit) is regularly conducted by VGL to ensure adherence with social compliance standards and drive transparency across the value chain.

Supplier Audits

These audits help VGL maintain continuous oversight on its suppliers and monitor their adherence to responsible sourcing practices and VGLs Code of Conduct through physical visits and other means.

RJC Certified

Responsible Jewellery Council (RJC) Code of Practices is a global benchmark for responsible and sustainable business practices in the jewellery manufacturing industry. VGL, as an RJC member and RJC certified, adheres to these practices, further strengthening its environmental stewardship and positioning itself among a select group of jewellery manufacturing companies globally.

Suppliers Code of Conduct

Suppliers Code of Conduct is a well-established framework that ensures that our suppliers operate ethically, responsibly and sustainably by adopting practices that meet global labour standards and policies. A RJC certified supplier is deemed to adhere to the Suppliers Code of Conduct.

The Suppliers Code of Conduct:

- ♦ Aligns suppliers to United Nations Guiding Principles on Business and Human Rights
- ♦ Covers labour relationships, employment practices, human rights and ethical business and environmental principles
- ♦ Motivates suppliers to embed ethics in their core values and across their operations, going beyond local laws and regulations
- ♦ Encourages suppliers to define and implement a due diligence process for ethical sourcing
- ♦ Suppliers are also required to encourage their vendors to embed the principles of conduct into their business

Sustainable Marketing

Sustainable sourcing and manufacturing is just a part of the bigger agenda. We are also committed to marketing our products responsibly, ensuring that the customer is well-aware about product details and promoting informed decision-making:

- ♦ Each product is labelled carefully and meets country-specific requirement for labelling
- ♦ Authenticity and test reports are also available for select products, fostering trust and credibility

- ♦ Our multi-channel approach disseminates product information to customers through online platforms, print and live presentations

Customer Privacy & Data Protection

A robust technology infrastructure and strong processes help us to uphold customer integrity and safeguard their data from potential breaches and thefts:

- ♦ We strictly adhere to the GDPR guidelines
- ♦ We protect, use, store, and share data as agreed upon during collection, and also in accordance with the applicable data protection laws
- ♦ Data is used only for legitimate purposes
- ♦ Sensitive and personal customer information is protected by expert staff by using strong masking mechanisms
- ♦ Complaints, if any, are thoroughly investigated and resolved as per applicable data protection legislation

Waste Reduction Policy

A structured waste management policy supports our environmental goals by reducing waste to landfill through minimisation of manufacturing waste and constant evaluation of our waste management system:

- ♦ Waste generated is processed efficiently and converted to manure through AAG machines
- ♦ All Waste is sorted and disposed thoughtfully as per applicable disposal laws and recycling requirements by our trained employees

Grievance Redressal

We value our employees and are dedicated to resolving their grievances, aligned with our commitment for non-tolerance towards violation of our core values. This is enabled through a disciplined grievance redressal mechanism, supported by an effective HR escalation matrix.

VGLs Four key principles of grievance resolution include:

- ♦ Well-drafted policies and grievance mechanism
- ♦ Time-bound resolution
- ♦ Engaging in dialogues while protecting anonymity
- ♦ Focus on resolution

Ethical practices are further ensured through:

- ♦ Implementation of an Anti-Bribery Policy which is embedded into the Suppliers Code of Conduct
- ♦ Whistle Blower Policy that immediately flags ethical violation and ensures fair and timely resolution

Other Codes And Policies

Various other codes and policies help us manage our sustainability and uphold integrity in our day-to-day operations. Please visit <https://www.vaibhavglobal.com/code-policies>



Vaibhav Global Limited

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