



May 27, 2026

The Secretary Listing Department, BSE Limited, 1 <sup>st</sup> Floor, Phiroze Jeejeebhoy Towers Dalal Street, Mumbai 400001 Scrip Code: 519156	The Manager, Listing Department, The National Stock Exchange of India Ltd Exchange Plaza, C-1, Block G Bandra Kurla Complex Bandra (East), Mumbai 400051 Scrip Symbol: VADILALIND-EQ
---	--

Dear Sir/Madam,

**Sub: Disclosure under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

**Ref: Update on disclosure dated February 21, 2026, on Company's assessment of its compliance with certain statutory provisions**

This is further to the letter dated February 21, 2026, wherein Company had informed the stock exchanges of its review of compliance with certain statutory provisions.

The Board had constituted a dedicated sub-committee comprising the Independent Directors and Key Managerial Personnel (“**Sub-Committee**”) to oversee a comprehensive assessment of whether the Company has paid minimum wages to its workforce in accordance with the Minimum Wages Act, 1948 and the Code on Wages, 2019 (“**Wage Codes**”). The Board, to accelerate and facilitate the ongoing review, commissioned an independent Big 6 accounting firm (“**Independent Firm**”) to conduct an assessment of the Company's compliance in this regard, under the supervision of the Sub-Committee, and to recommend improvements, if any, to further strengthen the Company's compliance with applicable labour laws.

The Independent Firm undertook a detailed assessment of the Company's payment of minimum wages to its contract workmen in accordance with the Wage Codes, across all plant locations of the Company, namely the Bareilly Plant, the Dharampur Plant and the Pundhra Plant, covering a review period from April 2025 to March 2026.

The Independent Firm conducted a detailed review which included, *inter alia*, verifying aggregate monetary values in vendor wage summaries against the amounts claimed in invoices and for peak demand months, reviewing, on-site, 100% of the wage data pertaining to all vendors across all plant locations to (i) verify individual employee-level wages against applicable minimum wage rates; (ii) reconcile net pay figures recorded in wage registers against corresponding bank payment advice; and (iii) cross-verify salary register entries against supporting documentation to ensure accuracy and completeness of records.

Based on its comprehensive assessment across all plant locations, the Independent Firm observed that there was no material non-compliance with the Wage Codes and no wage shortfalls at the individual employee level across any of the Company's plant locations.

The Company also conducted a review of its of minimum wage compliance for direct (on-roll) employees and found no non-compliance with the Wage Codes.

The Board has taken note of the suggestions and recommendations of the Independent Firm and has directed the implementation of enhanced operational best practices including digitalisation of

**VADILAL INDUSTRIES LIMITED**

Reg. Office : Vadilal House, 53, Shrimali Society, Nr. Navrangpura Railway Crossing, Navrangpura, Ahmedabad - 380009.

Ph. No.: 079-26564019-24. Email id : info@vadilalgroup.com

Website : www.vadilalicecreams.com / www.vadilalgroup.com CIN No. : L91110GJ1982PLC005169



wage registers and related records, and installing biometric systems across all plant locations, to ensure ongoing compliances with applicable labour laws.

Kindly take the above said information on record.

Yours faithfully,

For **Vadilal Industries Limited**

Rashmi Bhatt  
Company Secretary

**VADILAL INDUSTRIES LIMITED**

Reg. Office : Vadilal House, 53, Shrimali Society, Nr. Navrangpura Railway Crossing, Navrangpura, Ahmedabad - 380009.

Ph. No.: 079-26564019-24. Email id : info@vadilalgroup.com

Website : [www.vadilalicecreams.com](http://www.vadilalicecreams.com) / [www.vadilalgroup.com](http://www.vadilalgroup.com) CIN No. : L91110GJ1982PLC005169