

Business Responsibility & Sustainability Report

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2024-2025
1	Corporate Identity Number (CIN) of the Listed Entity	L34101KA1967PLC001706
2	Name of the Listed Entity	VST TILLERS TRACTORS LIMITED
3	Year of incorporation	18/12/1967
4	Registered office address	Plot No-1, Dyavasandra Indl Layout, Whitefield Road, Mahadevapura Post, Bengaluru-560048
5	Corporate address	Plot No-1, Dyavasandra Indl Layout, Whitefield Road, Mahadevapura Post, Bengaluru-560048
6	E-mail	chinmaya@vsttractors.com
7	Telephone	(+91) 8067141111
8	Website	http://www.vsttractors.com/
9	Financial year for which reporting is being done	1 st April 2024 to 31 st March 2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Ltd
11	Paid-up Capital	8,64,33,580
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Chinmaya Khatua Company Secretary Email: chinmaya@vsttractors.com Tel No. (+91)-080-67141111
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing and Trading	VST Tillers Tractors Limited is engaged in the manufacturing and trading of tractors, power tiller and other agricultural machineries and their spare parts	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Tractor and Spares	28211	34%
2	Power tiller and other Small Farm Machineries and Spares	28212	66%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	23	26
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Note – The Company operates through distributors in these countries.

b. What is the contribution of exports as a percentage of the total turnover of the entity?

10%

c. A brief on types of customers

VST is a prominent player in India's farm mechanization industry and the largest manufacturer of power tillers, as well as a pioneer of 4WD compact tractors in the country. The company has built a strong reputation as a leading brand in agricultural equipment in India. VST has also expanded its presence to more than 40 countries, gaining recognition internationally. It operates a robust distribution network of dealers and distributors, offering tractors, tillers, small farming machinery, automotive lubricants, electric pumps, precision components, and spare parts in both domestic and global markets. In Karnataka, the company directly serves small and marginal farmers.

Locations	Number
National (No. of States)	28
International (No. of Countries)	40

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	576	553	96.01%	23	3.99%
2	Other than Permanent (E)	25	17	68%	8	32%
3	Total employees (D + E)	601	570	94.84%	31	5.16%
WORKERS						
4	Permanent (F)	233	232	99.57%	1	0.43%
5	Other than Permanent (G)	517	490	94.78%	27	5.22%
6	Total workers (F + G)	750	722	96.27%	28	3.73%

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	1	1	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total differently abled employees (D + E)	1	1	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (E)	0	0	0%	0	0%
6	Total differently abled workers (F + G)	0	0	0%	0	0%

21. Participation/Inclusion/Representation of women

Particular	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	7	1	14.28%
Key Management Personnel	4	0	0%

22. Turnover rate for permanent employees and workers

Particular	FY 2024-25			FY 2023-24			FY 2022-23		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	40.41%	20.00%	39.67%	39.73%	35.29%	39.59%	46.69%	51.85%	46.69%
Permanent Workers	1.29%	0.00%	1.29%	0.00%	0.00%	0.00%	0.55%	0.00%	0.55%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1	VST ZETOR PRIVATE LIMITED	Subsidiary	51%	No
2	VST AMERICAS INC.	Subsidiary	100%	No
3	VST FIELDTRAC LLC	Subsidiary	100%	No

VI. CSR Details**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes**

a. Turnover (in ₹)	9,94,54,87,325
b. Net worth (in ₹)	10,03,79,83,000

VII. Transparency and Disclosures Compliances**25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2024-25			FY 2023-24		
		Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	Nil	0	0	Nil
Investors (other than shareholders)	Yes	0	0	Nil	0	0	Nil
Shareholders**	Yes	0	0	Nil	0	0	Nil
Employees and workers	Yes	0	0	Nil	0	0	Nil
Customers	Yes	4119	0	Nil	4463	0	Nil
Value Chain Partners	No	0	0	Nil	0	0	Nil
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

If Yes, then provide web-link for grievance redressal policy

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://www.vsttractors.com
Investors (other than shareholders)	
Shareholders	
Employees and workers	
Customers	
Value Chain Partners	
Other (please specify)	

* The Policies of the Company are placed on the Company's website under investors tab and the same can be accessed through the weblink: <https://www.vsttractors.com/investor/>. Furthermore, the Company has internal policies posted on its intranet.

** The Company has a dedicated team exclusively responsible for monitoring and addressing shareholder complaints in a timely manner, ensuring prompt resolution to the satisfaction of the complainant without delay. Any complaints received from shareholders in a quarter, along with the corresponding actions taken, are presented before the Board and stakeholder relationship committee established under Regulation 20 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and Section 178 of the Companies Act, 2013 before the Board.

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	GHG and Climate Change	R	VST heavily depends on non-renewable fuel and energy, contributing to GHG emissions. Climate change poses risks, such as reduced agricultural productivity, extreme weather costs, changing market demands, and regulatory changes. Physical risks like floods, droughts, and heatwaves could disrupt operations, while dependence on non-renewable energy might damage the company's reputation.	VST focuses on energy efficiency and renewable energy. Initiatives include energy audits, LED lights, power factor panels, and solar power at plants. The company also reduces emissions by adopting green technologies and has planted 71 trees in Mysore, 471 trees in Malur and 1038 trees in Hosur.	Negative
2	Waste Management	R	VST generates non-hazardous waste (e.g., metal scrap, packaging, and coating waste). Improper handling can harm ecosystems, cause non-compliance issues, and damage reputation.	VST has implemented waste management programs to ensure compliance and improve recycling. Future efforts will focus on reducing waste generation and increasing material reuse.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Water Management	R	Water scarcity due to droughts, extreme weather, and rising demand impacts VST operations, particularly in water-scarce regions. Hazardous wastewater also requires treatment.	VST optimizes water use, employs touch sensors, and reuses water. Rainwater is collected, and the company maintains zero-discharge facilities. Wastewater is treated and recycled for use in gardening, with sludge used as fertilizer.	Negative
4	Reducing Life Cycle Emissions	O	Agriculture contributes significantly to GHG emissions, making it crucial to focus on mitigation. VST can reduce life cycle emissions by improving fuel efficiency and adopting renewable energy solutions.	NA	Positive
5	Sustainable Supply Chain	R	Effective sourcing and managing ESG risks within the supply chain are vital for VST. Failure can result in legal penalties, reputational harm, and supply chain disruptions, which can affect long-term sustainability.	VST has implemented a Supplier Risk Management and Mitigation (SRMM) process, developed supplier capacity, and is creating a supplier code of conduct with ESG parameters.	Negative
6	Human Rights Management	R	Non-standard human rights practices (e.g., forced labor, unsafe conditions) could harm employees and tarnish the company's reputation. Fair wages and proper benefits are essential to avoid social unrest.	VST ensures compliance with human rights laws through its sustainability policies and Code of Business Conduct, promoting employee integrity and mitigating human rights risks.	Negative
7	Occupational Health & Safety	R	VST's operations expose workers to health and safety risks due to heavy loads and precision tasks. Failure to mitigate these risks could reduce efficiency and increase compliance burdens.	VST provides PPE guidelines, health services (eye check-ups and blood tests), and promotes safety standards to reduce health and safety risks for employees and workers.	Negative
8	Employee Satisfaction & Wellbeing	O	Employee well-being is key to achieving organizational goals. Offering wellness programs, mentorship, and flexible work arrangements can reduce turnover and improve employee engagement.	NA	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Product Quality and Safety	R	Faulty products could lead to accidents, legal issues, reputational damage, and loss of consumer trust. These risks also affect third-party brands in white-label manufacturing.	VST adheres to strict product safety regulations during design and development to minimize risks and ensure high-quality products.	Negative
10	Product Stewardship & Innovation	O	Innovation in sustainable product design can lead to more efficient, safer, and environmentally friendly products, improving customer satisfaction and competitiveness.	NA	Positive
11	Customer Satisfaction	R	Developing solutions that address farmer challenges can enhance customer satisfaction and sales growth. Expanding operations and strengthening the dealership network helps meet demand.	VST is involved in eco-friendly product research and development, ensuring customer satisfaction through innovation.	Negative
12	Community Engagement	O	Investments in farmer-focused initiatives and philanthropic efforts can positively impact communities and foster sustainable farming practices.	NA	Positive
13	Diversity, Equity, & Inclusion	O	Diversity and inclusion promote innovation, creativity, and a positive work culture, extending the company's reach in talent acquisition.	NA	Positive
14	Business Ethics and Compliance	R	Failure to comply with ethical standards and laws, such as bribery and corruption, can result in regulatory fines, legal repercussions, and reputational damage. This impacts trust and customer confidence.	VST maintains high ethical standards, encourages reporting concerns, and ensures consistent adherence to laws through a robust corporate governance framework.	Negative
15	Corporate Governance	O	Strong corporate governance practices ensure fairness, compliance, and integrity, fostering investor confidence and long-term shareholder value.	NA	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes
	b Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes
	c Web Link of the Policies, if available	https://www.vsttractors.com/investor/disclosure/?tab=v								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	No	No	No	No	No	No	No	No
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ISO 9001:2015	ISO 45001:2018	-	-	ISO 14001:2015	-	-	ISO 9001:2015
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are committed to upholding high ethical standards, promoting transparency, and fostering responsibility across all our activities, in accordance with our established policies. We are actively involved in multiple initiatives and plan to conduct detailed studies to establish clear, measurable objectives. Our commitment to providing health and safety benefits to our employees and workers is unwavering. We firmly oppose all forms of discrimination and ensure that all our interactions are in accordance with our Code of Conduct. Furthermore, we are committed to directing our CSR funds towards societal development while keeping a strong focus on our customers.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-

7 Governance, leadership and oversight

Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

At VST, we are committed to aligning our operations with the principles of sustainable development through our adherence to the Environmental, Social, and Governance (ESG) framework. Our sustainability strategy is focused on driving positive environmental impact by identifying key ESG parameters and addressing them proactively.

We have made significant strides in water conservation, increasing the use of renewable energy, and effectively managing hazardous waste. As part of our renewable energy initiatives, we have installed solar panels at our Mysore, Malur, and Hosur plants, enabling us to meet a considerable portion of our power requirements from renewable sources. Our water conservation efforts include the recycling and reuse of water within our facilities. Additionally, we have implemented air pollution control measures, such as stack installations, and established a green belt around our Malur plant. In terms of emissions management, we have calculated emissions from our energy consumption, allowing us to track, monitor, and continuously work toward reducing our carbon footprint.

On the governance front, we remain dedicated to maintaining transparent and ethical practices, as evidenced by our recertification in Quality Management (ISO 9001:2015), Environmental Management (ISO 14001:2015), and Occupational Health and Safety (ISO 45001:2018). We firmly believe that strong corporate governance is the cornerstone of a successful organization, and we take pride in our long-standing commitment to these principles.

Our social responsibility initiatives are centred on the well-being of our employees. We are committed to fostering an inclusive culture that encourages diversity and provides ample training and development opportunities. Ensuring the mental and physical health of our employees remains a top priority, and we continue to maintain a safe workplace in compliance with the Factories Act. Our commitment to safety is encapsulated in our "Zero Accident" motto.

The publication of this Business Responsibility and Sustainability Report highlights our comprehensive corporate sustainability strategy, which emphasizes environmental stewardship, social responsibility, and sound governance practices. Our goal is to build a sustainable future for our company, stakeholders, and the communities we serve. We value your continued support and look forward to your active engagement as we refine our sustainability strategy and work towards making a meaningful difference.

8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Board of Directors

9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).

Yes

If Yes please provide details

Mr. V. T. Ravindra, Managing Director

10 Details of Review of NGRBCs by the Company

Subject for Review		Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Committee of the Board								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board								

Subject for Review		Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Annually								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Quarterly								

11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	No	Yes	Yes	No	No	Yes	No	No	Yes
	If yes, provide name of the agency.	NA	TUV NORD	TUV NORD	NA	NA	TUV NORD	NA	NA	TUV NORD

12 If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	Yes	NA	NA	Yes	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

Essential Indicators

- Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	10	Nature of Industry, Business model, roles, rights, responsibilities, regulatory updates	100%
Key Managerial Personnel	4	Governance, Compliance, Business Related	100%
Employees other than BOD and KMPs	122	Functional/Technical Training Compliance & Policy Awareness HR & Systems Orientation Soft Skills & Communication Productivity & Digital Tools	100%
Workers	17	Health and Wellness Awareness, Employee Benefits and Welfare, Workplace Discipline and Compliance, HR Policies and Statutory Awareness, Health and Safety trainings	100%

- Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	1	BSE & NSE	5000	Delay of filing of RPT	No
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

Non-Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	NA	NA	NA		NA
Punishment	NA	NA	NA		NA

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No)

Yes

If Yes, provide details in brief

The company has established protocols to tackle anti-corruption and anti-bribery issues. We are fully committed to maintaining the highest moral and ethical standards, firmly rejecting any form of bribery or corruption.

If Yes, Provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place

<https://www.vstractors.com/investor/disclosure/?tab=v-pills-disclosure9-tab>

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

Particular	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Case Details	FY 2024-25		FY 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

No such issue related to corruption and conflict of interest has taken place in FY 2024-25.

8. Number of days of accounts payables in the following format:

Particular	FY 2024-25	FY 2023-24
Number of days of accounts payables	53	55

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	87.99%	93.11%
	b. Number of dealers / distributors to whom sales are made	1423	1,234
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	21.54%	21.86%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.43%	2.65%
	b. Sales (Sales to related parties / Total Sales)	2.27%	0.14%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d. Investments	1.84%	2.00%

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

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

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

Sr. No.	Particular	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
1	R&D	Nil	Nil	NA
2	Capex	5.7%	1.14%	Stage V Engine, EV project, 30HP and weeder development

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

No

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

NA

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

(a)	Plastics (including packaging)	The Company currently does not engage in the reclamation of products or its materials, such as plastic or other hazardous and non-hazardous waste. However, it actively undertakes initiatives aimed at reducing waste generation, encouraging reuse, and supporting recycling practices.
(b)	E-waste	
(c)	Hazardous waste	
(d)	other waste	

4. a Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No)

Yes

- b If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

No

- c If not, provide steps taken to address the same

NA

Note – The Company's EPR submission process is at the initial stage.

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

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	553	553	100%	553	100%	NA	NA	553	100%	0	0%
Female	23	23	100%	23	100%	23	100%	NA	NA	0	0%
Total	576	576	100%	576	100%	23	100%	553	100%	0	0%
Other than permanent employees											
Male	17	0	0%	0	0%	NA	NA	0	0%	0	0%
Female	8	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	25	0	0%	0	0%	0	0%	0	0%	0	0%

Note - All the eligible contractual employees are covered under ESI

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	232	232	100%	232	100%	NA	NA	232	100%	0	0%
Female	1	1	100%	1	100%	1	100%	NA	NA	0	0%
Total	233	233	100%	233	100%	1	100%	232	100%	0	0%
Other than permanent workers											
Male	490	0	0%	0	0%	NA	NA	0	0%	0	0%
Female	27	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	517	0	0%	0	0%	0	0%	0	0%	0	0%

Note - All the eligible contractual workers are covered under ESI.

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

	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the company	0.080%	0.069%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes
Others – please specify Group Mediclaim Cover (For Non-ESI)	100%	100%	Yes	100%	100%	Yes

Note – All eligible employees and workers are covered under ESI benefits.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

If not, whether any steps are being taken by the entity in this regard.

Our office is designed to be accessible to individuals with disabilities. We are committed to continuously improving our infrastructure to eliminate accessibility barriers.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

If so, provide a web-link to the policy.

Our Code of Conduct for Directors and Senior Management emphasizes our dedication to offering equal employment opportunities and preventing any form of illegal discrimination or harassment, including derogatory remarks based on race or ethnicity and unwanted sexual advances.

The Code can be accessed at <https://www.vsttractors.com/investor/disclosure/?tab=v-pills-disclosure9-tab> Additionally, our Recruitment Policy ensures non-discrimination and is accessible to internal stakeholders via the intranet.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	76.47%	100%	80%
Female	0%	0%	0%	0%
Total	100%	76.47%	100%	80%

Note – No female employee or worker has availed maternity leave.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	VST promotes a culture of transparent communication and encourages employees and affiliates to promptly report any ethical concerns or instances of non-compliance with the Code of Conduct. The Company ensures a thorough investigation of all complaints and follows established Company policies for disciplinary actions against violators. Employees are advised to report operational and performance issues to their supervisor or reporting manager. For concerns related to organizational matters, performance appraisals, or issues involving a supervisor or reporting manager, employees should reach out to the Human Resources Manager. Complaints under the whistleblower policy can be raised with the support of counselors. The Internal Complaints Committee oversees and reports on complaints under the POSH guidelines. Additionally, Canteen Committee and Union meetings are convened as necessary to address and resolve concerns.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C.)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees	553	0	0%	528	0	0%
Male	23	0	0%	511	0	0%
Female	576	0	0%	17	0	0%
Total Permanent Workers	233	150	64.66%	227	151	66.52%
Male	232	149	64.50%	226	150	66.37%
Female	1	1	100%	1	1	100%

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (C/D)
Employees										
Male	552	552	100%	552	100%	528	528	100%	528	100%
Female	23	23	100%	23	100%	25	25	100%	25	100%
Total	575	575	100%	575	100%	553	553	100%	553	100%
Workers										
Male	232	232	100%	232	100%	604	604	100%	604	100%
Female	1	1	100%	1	100%	13	13	100%	13	100%
Total	233	233	100%	233	100%	617	617	100%	617	100%

Note – All permanent employees and permanent workers have been provided with training on Health and Safety Measures and Skill Upgradation.

9. Details of performance and career development reviews of employees and worker:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	552	552	100%	528	511	96.78%
Female	23	23	100%	25	17	68%
Total	575	575	100%	553	528	95.48%
Workers						
Male	232	232	100%	604	226	37.42%
Female	1	1	100%	13	1	7.69%
Total	233	233	100%	617	227	36.79%

Note – All permanent employees and permanent workers receive a performance and career development review.

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)

Yes

If Yes, the Coverage such systems?

As an ISO-certified company, VST Tillers Tractors prioritizes employee health and safety. To maintain a risk-free work environment, we have implemented comprehensive checks. At all our facilities, we focus on eliminating hazards and minimizing occupational health and safety (OH&S) risks by continuously identifying potential hazards, assessing risks, and applying effective operational controls. We are also in the process of obtaining IMS certification for the VST Tiller and Tractor Group.

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

To ensure safety, routine activities are closely monitored through Job Safety Analysis, Hazard Identification & Risk Assessment (HIRA), Standard Operating Procedures (SOPs), and Operational Control Procedures (OCPs) for managing the generation, collection, and disposal of hazardous and e-waste. Safety training is provided to personnel across all facilities to enhance their skills. Additionally, in alignment with ISO 45001, processes and SOPs are regularly updated to mitigate risks and maintain a safe workplace.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)

Yes

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

Yes

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

VST is certified with ISO 45001 and ISO 14001. The company has implemented EHS policies, rules, and regulations that apply to all employees and workers. Several processes are in place to eliminate workplace risks, including internal and external safety audits, as well as safety training to enhance employee competence. An induction program is provided to every new joiner.

As a responsible organization, VST ensures that all processes are designed to protect the environment, prevent pollution, and provide a safe and healthy working environment for all personnel.

Periodic Evaluation – We ensure compliance with all relevant legal requirements related to EHS by tracking changes and conducting regular evaluations.

Adoption of Latest Technology – The company uses cutting-edge technology to reduce or recycle waste generated from products.

Continual Improvement – EHS performance is continuously monitored. Opportunities for improvement are identified through consultations and arrangements, and measurable objectives are established.

Elimination of Hazards – OHS risks and hazards are mitigated by implementing operational controls at the workplace.

Prevention of Hazards – Through raising awareness of EHS issues among personnel and applying appropriate control measures, we prevent the risk of pollution, injury, and ill-health.

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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessment for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health & safety practices and working conditions.

No safety-related incidents have occurred. However, unsafe conditions were identified during the assessment, and appropriate actions have been taken to mitigate and eliminate the associated risks.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N)	Yes
(B) Workers (Y/N)	Yes

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The company recognizes the significance of stakeholder engagement and has implemented practices to identify and map all relevant internal and external stakeholders. Systems and procedures are in place to effectively identify, prioritize, and address stakeholder needs and concerns across all plant locations and operational areas. Stakeholder engagement is facilitated through the adoption of the Theory of Constraints (TOC), integrated with other software to ensure clear communication and visibility across the supply chain. Additionally, tools and portals such as Supplier Relationship Management (SRM), Product Lifecycle Management (PLM), Warehouse Management System (WMS), and Travel Management System have been developed to improve transparency and enhance operational efficiency.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders / Investors	No	<ul style="list-style-type: none"> • General Body Meetings • Interaction with Investors • Annual Report • Press Release • Company's website 	<ul style="list-style-type: none"> • AGMs • Quarterly Investor meets 	<ul style="list-style-type: none"> • Discussion on financial & nonfinancial performance • market value of shares • Effective & robust corporate governance
Employees	No	<ul style="list-style-type: none"> • Email • Intranet • Training and Safety Programmes • Feedback sessions 	Regular	<ul style="list-style-type: none"> • Meeting on a regular basis and the employee town hall • Training & Development Performance review • Grievance redressal mechanism
Customers	No	<ul style="list-style-type: none"> • Customer Satisfaction Survey • Web Portals • E-Catalogue/ Manual • In person engagement 	Throughout the year	<ul style="list-style-type: none"> • All means of communication throughout the year with our customers on: <ul style="list-style-type: none"> • Updates on products • Customer Satisfaction • Customer complaints • Extending product & services
Dealers	No	<ul style="list-style-type: none"> • Website • Email 	Regular	<ul style="list-style-type: none"> • Updates on products • Service Quality, Sustainability • Creating Customer Delight
Suppliers	No	<ul style="list-style-type: none"> • Website • Email 	Regular	<ul style="list-style-type: none"> • Supply Chain Management • Materials Sourcing and Material Efficiency

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Local Community	No	<ul style="list-style-type: none"> • CSR Initiatives • Public disclosure of company information • Local Employment • Website 	Periodic/ Need-based	<ul style="list-style-type: none"> • Creation of job opportunities • Relationship development • CSR Initiatives
Regulators/ Government	No	<ul style="list-style-type: none"> • Regulatory compliance CSR initiatives • Representation through trade bodies 	Regular	<ul style="list-style-type: none"> • Obtaining permissions/licenses/clarifications/waivers/business development • Regulatory & Legal requirements • Technology & Innovation • Capacity expansion

PRINCIPLE 5 Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format

Benefits	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	576	576	100%	528	528	100%
Other than permanent	25	25	100%	25	25	100%
Total Employees	601	601	100%	553	553	100%
Workers						
Permanent	233	233	100%	227	227	100%
Other than permanent	517	517	100%	390	390	100%
Total Workers	750	750	100%	617	617	100%

2. Details of minimum wages paid to employees and workers

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	553	0	0%	553	100%	511	0	0%	511	100%
Female	23	0	0%	23	100%	17	0	0%	17	100%
Total	576	0	0%	576	100%	528	0	0%	528	100%
Other than Permanent										
Male	17	0	0%	17	100%	17	12	70.59%	5	29.41%
Female	8	0	0%	8	100%	8	5	62.5%	3	37.5%
Total	25	0	0%	25	100%	25	17	68.00%	8	32%
Workers										
Permanent										
Male	232	0	0%	232	100%	226	0	0%	226	100%
Female	1	0	0%	1	100%	1	0	0%	1	100%
Total	233	0	0%	233	100%	227	0	0%	227	100%
Other than Permanent										
Male	490	422	86.12%	68	13.88%	378	236	62.43%	142	37.57%
Female	27	24	88.89%	3	11.11%	12	8	66.67%	4	33.33%
Total	517	446	86.27%	71	13.73%	390	244	62.56%	146	37.44%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	1	1,07,30,000	0	0
Key Managerial Personnel	4	47,76,996	0	0
Employees other than BOD and KMP	543	6,26,442	22	4,74,576
Workers	232	4,39,920	1	6,30,456

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	2.15%	1.97%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

We have an internal grievance committee and POSH committee which addresses such human right issues

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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour / Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The company has set up an Internal Complaints Committee (ICC) to address issues of sexual harassment. The committee includes both internal and external members with relevant expertise. Clear criteria have been established to handle sexual harassment cases. The company's Code of Conduct supports a productive, positive, and safe work environment, ensuring freedom from harassment and discrimination for all employees. VST upholds a strict stance against any form of discrimination, and all reported incidents are thoroughly investigated.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)

No

10. Assessments for the year:

Name of the Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NA

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

No such risk or concern arose from the assessment.

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

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

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

Parameter	FY 2024-25 (in Giga Joules)	FY 2023-24 (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	7209.14	3,615.24
Total fuel consumption (B)	0	0
Energy consumption through other sources (C.)	0	0
Total energy consumed from renewable sources (A+B+C)	7209.14	3,615.24
From non-renewable sources		
Total electricity consumption (D)	8226.80	9,925.39
Total fuel consumption (E)	25,639.50	28,373.81
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	33,866.30	38,299.20
Total energy consumed (A+B+C+D+E+F)	41,075.44	41,914.44
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.00000413	0.00000433
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.00008533	0.00008755
Energy intensity in terms of physical output [Total energy consumed (in GJ) / Total production in Nos.]	0.96457449	1.00110920

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

If yes, name of the external agency.

NA

Note: The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2025, which is 20.66.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Yes/No)

No

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

NA

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	20,335.50	20,932
(iii) Third party water	9,966.48	10,608
(iv) Seawater / desalinated water	0	0

Parameter	FY 2024-25	FY 2023-24
(v) Others – Rainwater	5,175.50	502
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	35,477.48	32,042
Total volume of water consumption (in kilolitres)	32,501	32,042
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.00000327	0.00000331
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.00006752	0.00006693
Water intensity in terms of physical output [Total water consumption (in KL) / Total production in Nos]	0.76322093	0.76531002

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)

No

If yes, name of the external agency.

NA

Note – 22.27% of total water withdrawal is recycled water.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	2,976.48	2718
With treatment – please specify level of treatment	0	0
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	2,976.48	2718

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

NA

Note - Water consumption at office locations of VST gets discharged into community sewage.

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

Yes

If yes, provide details of its coverage and implementation.

At VST Tillers Tractors, Zero Liquid Discharge (ZLD) is implemented in compliance with the Pollution Control Board guidelines of the respective states. All three manufacturing plants have adopted ZLD to ensure that no industrial wastewater is discharged into the environment. Sewage treatment systems are in place, and the water used by employees is recycled for garden use.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Mg/m ³	28.27	45.83
SOx	Mg/m ³	15.7	14.04
Particulate matter (PM)	Mg/m ³	26.73	30.46
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

1. Nawal Analytical Labs India private limited
2. Tejus Enterprises Testing Laboratory
3. National Analytical Laboratories and research center

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2145.92	1,953.49
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,661.36	1,974.05
Total Scope 1 and Scope 2 emissions per rupee of turnover [Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / Revenue from operations (in rupees)]	MTCO ₂ e/Revenue from operations (in rupees)	0.00000038	0.00000041
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / Revenue from operations in rupees adjusted for PPP]	MTCO ₂ e / Revenue from operations (in rupees adjusted for PPP)	0.00000791	0.00000820
Total Scope 1 and Scope 2 emission intensity in terms of physical output [Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / Total production in Nos]	MTCO ₂ e / Total production in Nos	0.08940635	0.09380768

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

NA

Note: Source of emission factors used - EPA's GHG Emission Factors Hub, CEA's CDM - CO₂ Baseline Database User Guide Version 20 has been used for the purpose of GHG Emissions calculations.

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)

Yes

If Yes, then provide details.

VST makes annual investments in energy conservation projects, leading to a reduction in greenhouse gas emissions. All three VST plants feature rooftop solar power systems, which significantly lower energy consumption from non-renewable sources. The company has also deployed electric vehicle (EV) forklifts to further reduce fuel consumption. These initiatives highlight VST's commitment to sustainable practices and environmental responsibility.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	19.13	21.57
E-waste (B)	0	0.22
Bio-medical waste (C)	0	0.02
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0.16
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	68.18	28.95
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	827.00	268.19
Carton box	226.30	102.84
Wood scrap	192.03	108.53
Metal scrap	408.67	56.82
Total (A+B + C + D + E + F + G + H)	914.31	319.11
Waste intensity per rupee of turnover [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.00000009	0.00000003
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.00000190	0.00000067
Waste intensity in terms of physical output [Total waste generated (in MT) / Total production in Nos]	0.02147074	0.00762181
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	FY 2024-25	FY 2023-24
(i) Recycled	5.21	319.09
(ii) Re-used	0	0
(iii) Other recovery operations	871.14	0
Total	876.35	319.09
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	FY 2024-25	FY 2023-24
(i) Incineration	37.96	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0.02
Total	37.96	0.02

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

NA

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

VST is an ISO 14001 certified company. Both hazardous and non-hazardous waste are managed in accordance with the Hazardous Waste Management (HWM) regulations set by the respective State Pollution Control Boards (SPCB). E-manifests are maintained in line with the required norms. The company has reduced the quantity of paint sludge by implementing process improvements.

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
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VST does not have any operations or offices in ecologically sensitive area.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes /No)	Relevant Web link
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Environmental impact assessment has not been carried out for any project in FY 2024-25.

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).

Yes

If not, provide details of all such non-compliances, in the following format:

Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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No such case of non-compliance has taken place.

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.
5

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National/ International)
1	Confederation of Indian Industry (CII)	National
2	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
3	Mysore Chamber of Commerce	State
4	Karnataka Employers Association	State
5	WACIA - Whitefield Area Commerce & Industry Association	State

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

Name of authority	Brief of the case	Corrective action taken
No such adverse order has been received from the regulatory authority on any issue related to anti-competitive conduct.		

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Social Impact Assessment (SIA) has not been conducted for any project in FY 2024-25.

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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Rehabilitation and Resettlement (R&R) has not been undertaken for any of the projects in FY 2024-25.

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

VST has implemented a Grievance Redressal Policy and system to address inquiries or grievances from both internal and external stakeholders. Contact information for the company is also available on the website. The Corporate Social Responsibility (CSR) division has established a community feedback system for its initiatives, enabling individuals or groups to raise concerns as necessary.

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

Particular	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	49.9%	45.90%
Directly from within India	96.2%	97.66%

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

Particular	FY 2024-25	FY 2023-24
Rural	10.79%	10.64%
Semi-urban	0%	0%
Urban	40.78%	41.22%
Metropolitan	48.43%	48.14%

Leadership Indicators

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No.	State	Aspirational District	Amount spent (In INR)
1	Odisha	Koraput	5,00,000

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Giving hope to every person experiencing stress, anxiety and depression with The Live Love Laugh Foundation.	NA	NA
2	Fighting cancer and supporting underprivileged patients across India with The Indian Cancer Society.	NA	NA
3	Empowering people with disabilities to lead full and productive lives with The Association of People with Disability.	NA	NA
4	Championing the cause of the visually challenged in Karnataka with the National Association for the Blind, Karnataka.	NA	NA
5	Protecting endangered species and preserving natural habitats with Wildlife Conservation and Nature Education.	NA	NA
6	Supporting children with congenital heart disease and childhood cancers with The Kuppuswamy Naidu Charity Trust – Healing Tiny Hearts.	NA	NA
7	Promoting education and learning opportunities with Smt. Kamala Bai Education Trust.	NA	NA
8	Enabling clean energy and climate solutions with The Shakti Foundation.	NA	NA
9	Advancing wildlife research, conservation, and education with Centre for Wildlife Studies.	NA	NA
10	Building a skilled workforce through apprenticeships with National Apprenticeship Promotion Scheme (NAPS).	NA	NA

Note - The Company undertakes its CSR initiatives in collaboration with the above-mentioned NGOs and organizations. Given the nature and scope of these projects, which often involve advocacy, capacity building, and community-wide interventions, it is challenging to quantify the exact number of direct beneficiaries impacted during the reporting period.

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner.

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The company has a dedicated service team to handle consumer complaints, with a system in place to promptly collect and address all consumer issues. For product complaints related to tractors after delivery, the process involves reporting the tractor to the dealership, where complaints are logged through a job card.

The complaint attending process at the dealership or RSO starts when the tractor is received from either the RSO or direct billing from the plant. A Pre-Delivery Inspection (PDI) is conducted on the same day, and any shortages or defects found are immediately reported to VST via a PDI job card. Complaints are recorded through a job card, and a Product Concern Intimation Report (PCIR) is generated for the issues raised. Upon approval, the dealer undertakes the necessary work to resolve the complaint.

Complaint Attending Process at HO:

- PDI (Pre-Delivery Inspections): Job card is created.
- QCRS (Quality Concern Review System): Based on the severity of the PCIR (number of complaints reported), QCRS is raised.
- CFT (Cross-Functional Team): A CFT member reviews complaints and escalates them to the ORC.
- CAR (Corrective Action Report): Once a complaint is closed, CAR is released by the QA team.
- ORC (Operations Review Committee): The complaint is tracked in the ORC, and revised actions are taken to ensure closure.
- END: Once CAR is released from the Service Department, a Technical Bulletin is issued, detailing the actions taken.

Additionally, the customer care team is responsive to customer feedback, which plays a crucial role in our continuous improvement process and ensures that we maintain our commitment to providing excellent customer service.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about

Particular	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

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

Particular	FY 2024-25		Remark	FY 2023-24		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	4119	0	Nil	4463	0	Nil

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

Particular	Number	Reason for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)
Yes

If available, provide a web link of the policy

<https://www.vsttractors.com/wp-content/uploads/2024/02/Data-Privacy-Policy-9th-Feb-24-Domestic.pdf>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

No such corrective action has been taken by the Company in FY 2024-25.

7. Provide the following information relating to data breaches

a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0
c. Impact, if any, of the data breaches	

No such instance of data breach has taken place in FY 2024-25.