



VIJAYA[®]
DIAGNOSTIC
CENTRE

August 13, 2025

To
Corporate Relation Department,
BSE Limited
Security Code: **543350**

To
Listing Department,
National Stock Exchange of India Limited
Symbol: **VIJAYA**

Dear Sir/Madam,

Sub: Vijaya Diagnostic Centre Limited (“Company”) – Business Responsibility and Sustainability Report for the FY 2024-25

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report (**BRSR**) of the Company for the financial year 2024-25, which forms part of the Annual Report for the financial year 2024-25.

The BRSR is also uploaded on the Company’s website and can be accessed at: <https://www.vijayadiagnostic.com/investors/annual-reports>

Kindly take the above information on your record.

Thanking you.

Yours sincerely,
For **Vijaya Diagnostic Centre Limited**

Hansraj Singh
Company Secretary & Compliance Officer
M. No. F11438

Encl.: As above

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

1) Details of the listed entity

S. No.	Particulars	Response
1.	Corporate identity Number (CIN) of the Entity	L85195TG2002PLC039075
2.	Name of the Entity	Vijaya Diagnostic Centre Limited
3.	Year of incorporation	2002
4.	Registered & Corporate office address	6-3-883/F, Ground Floor, FPA Building, Near Topaz Building, Punjagutta, Hyderabad 500082, Telangana.
5.	E-mail	ir@vijayadiagnostic.in
6.	Telephone	040 – 2342 0411/12
7.	Website	www.vijayadiagnostic.com
8.	Financial year for which reporting is being done	FY 2024-25
9.	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited (NSE) and 2. BSE Limited (BSE)
10.	Paid-up Capital	₹10,26,36,278
11.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Hansraj Singh Rajput Company Secretary & Compliance Officer Telephone No. 040 – 2342 0411 Email Id: ir@vijayadiagnostic.in
12.	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
13.	Name of assurance provider	Not Applicable
14.	Type of assurance obtained	Not Applicable

2) Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Other Human Health Activities	Activities of Independent Diagnostics/ Pathological Laboratories	100

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Comprehensive diagnostic services, spanning pathological investigations, basic and high-end radiology/imaging services including, nuclear medicine.	869	100

3) Operations

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

Location	Number of plants	Number of Offices/Labs	Total
National	Not applicable as the Company provides	151	151
International	Diagnostic Services in the area of Radiology and Pathology.	Nil	Nil

18. Markets served by the entity:

a) Number of locations:

Locations	Number
National (No. of States)	Six (6) Telangana, Andhra Pradesh, Maharashtra, Karnataka, West Bengal, and NCR.
International (No. of Countries)	As of now, the Company doesn't serve in any other Country apart from India.

b) Contribution of exports:

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

Nil

c) Type of Customers:

[A brief on types of customers](#)

The Company provides diagnostic services to customers including individuals, hospitals, corporate clients, and other healthcare providers.

4) Employees

19. Details at the end of the year of Financial year:

a) Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	2218	1335	60%	883	40%
2.	Other than Permanent (E)	635	247	39%	388	61%
3.	Total employees (D + E)	2853	1582	55%	1271	45%
Workers						
4.	Permanent (F)	--	--	--	--	--
5.	Other than Permanent (G)	--	--	--	--	--
6.	Total workers (F + G)	--	--	--	--	--

b) Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1.	Permanent (D)	1	1	100%	--	--
2.	Other than Permanent (E)	--	--	--	--	--
3.	Total employees (D + E)	1	1	100%	--	--

b) Differently abled Employees and workers: (Contd.)

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Workers						
4.	Permanent (F)	--	--	--	--	--
5.	Other than Permanent (G)	--	--	--	--	--
6.	Total workers (F + G)	--	--	--	--	--

20. Participation/Inclusion/Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	3	37.50%
Key Management Personnel*	5	1	20.00%

*Includes: Managing Director & CEO, Whole-time Directors, Company Secretary, and Chief Financial Officer.

21. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	29.55%	31.47%	30.51%	27.98%	33.01%	29.98%	34.56%	23.67%	30.87%
Permanent Workers	--	--	--	--	--	--	--	--	--

5) Holding, Subsidiary and Associate Companies (including Joint Ventures)

22. Names of holding/subsidiary/associate companies/joint ventures:

Sl. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by the listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Medinova Diagnostic Services Limited	Subsidiary	62.14%	No
2.	P H Diagnostic Centre Private Limited	Subsidiary	100.00%	No
3.	Medinova Millennium MRI Services LLP	Step Down Subsidiary	62.14%	No
4.	VDC Diagnostic (Karnataka) LLP	Subsidiary	100.00%	No

6) Corporate Social Responsibility (CSR) Details

23.

Sl. No.	Requirement	Response
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
2.	Turnover (in ₹ Million)	6,271.37
3.	Net worth (in ₹ Million)	7,835.26

7) Transparency and Disclosures Compliances

2.4. 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) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year		FY 2023-24 Previous Financial Year		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	Yes https://images.vijayadiagnostic.com/investor/corporategovernance/WHISTLE-BLOWER-POLICY.pdf	There were no complaints/grievances received from any specific community				
Investors (other than shareholders)	Yes https://www.vijayadiagnostic.com/investors/contact-details	There were no complaints received.				
Shareholders	Yes https://www.vijayadiagnostic.com/investors/contact-details	0	0	0	0	NA
Employees and workers	Yes https://images.vijayadiagnostic.com/investor/corporategovernance/WHISTLE-BLOWER-POLICY.pdf	182	0	0	0	NA
Customers	Yes The Company has a dedicated helpline number (040- 2100 0000/040-6910 0100) and email id info@vijayadiagnostic.com which address and resolves all customer Grievances. In addition, the Company responds to customer concerns that it receives through its official social media handles.	6,462	135	3,366	166	The unresolved complaints as on March 31, 2025, have been subsequently resolved. The unresolved complaints as on March 31, 2024, have been subsequently resolved.
Value Chain Partners	Yes https://www.vijayadiagnostic.com/investors/contact-details	There were no complaints/grievances received from the value chain partners of the Company.				
Other (please specify)	--	--	--	--	--	--

25. 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, and approach to adapt or mitigate the risk along with its financial implications, as per the following format:

S. 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.	Workplace Safety	Risk/ Opportunity	<p>Risk: Inadequate implementation of robust safety measures may lead to workplace incidents, potentially resulting in increased employee absenteeism, operational disruptions, and a rise in the Lost Time Rate (LTR).</p> <p>Opportunity: By placing a strong emphasis on workplace safety, the Company can enhance employee performance and attain greater levels of productivity</p>	<p>The organization has established a comprehensive safety manual that sets forth guidelines applicable across all Company laboratories. Regular health check-ups are carried out, especially for personnel in technical or sample-handling roles, to proactively safeguard their well-being.</p> <ul style="list-style-type: none"> - The organization ensures a safe working environment by equipping staff with essential safety gear, such as eye wash stations, protective gloves, lab coats, safety goggles, fire sprinklers, and fire extinguishers, thereby minimizing risk and enhancing preparedness for any emergencies. - Regular fire drills are organized to reinforce emergency preparedness, ensuring that all employees are confident in evacuation protocols and capable of responding effectively during critical situations. - The organization strictly complies with the Biomedical Waste (BMW) Management Rules as prescribed by the Central Pollution Control Board (CPCB), ensuring responsible and safe disposal of biomedical waste. - The laboratories operate under robust disinfection procedures, ensuring high standards of cleanliness and hygiene are consistently maintained throughout the workspace. 	<p>Negative</p> <p>Incidents leading to Lost Time in the laboratory not only impact productivity but also create operational challenges, often requiring the deployment of overtime resources to sustain project timelines and workflow continuity.</p>

25. Overview of the entity's material responsible business conduct issues: (Contd.)

S. 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)
2.	Occupational hazard affecting health of employees	Risk	Sample collection from infectious disease patients	The Company remains committed to the health and safety of its staff through a range of proactive measures. Vaccinations are conducted periodically in accordance with official guidelines, and comprehensive medical insurance is offered to protect employees against health and financial uncertainties. In the unfortunate event of a staff member's demise while treating patients, the Company provides financial assistance to their family. To minimize exposure risks, staff involved in sample collection are deployed on a rotational basis. Furthermore, all collection outlets operate in strict compliance with safety standards set by the ICMR and MoHFW.	Negative A shortage of skilled manpower may lead to revenue setbacks for the Company and hinder timely recruitment, which can compromise the quality of clinical care and result in elevated hiring costs.
3.	Risk Management	Risk/ Opportunity	<p>Risk: Without a well-established risk management system and effective internal controls, businesses may be exposed to disruptions that can affect multiple facets of their operations.</p> <p>Opportunity: Embedding risk management into the Company's core strategy presents significant opportunities. It not only safeguards against potential disruptions but also strengthens the Company's ability to adapt and respond effectively to a dynamic business environment. This strategic integration enhances organizational resilience and supports long-term, sustainable success.</p>	<p>The Company collaborates closely with key stakeholders throughout the risk management process, promoting transparency and shared responsibility. This engagement ensures that all concerned parties are well-informed about potential risks and contribute actively to the development and implementation of mitigation strategies.</p> <p>Involving stakeholders in the risk management process cultivates a culture of awareness and accountability within the Company, ultimately enhancing the effectiveness and success of its risk mitigation efforts.</p>	Positive By strategically intertwining material topics with robust risk mitigation frameworks, the Company paves the way for transformative and sustainable growth. This forward-looking approach driven by deep insight into emerging risks and untapped opportunities empowers the Company to navigate uncertainty with confidence, seize competitive advantage, and accelerate its journey toward long-term excellence. It's not just about managing risk it's about turning resilience into a catalyst for enduring success.

25. Overview of the entity's material responsible business conduct issues: (Contd.)

S. 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)
4.	Investments in advanced technology and digital marketing	Opportunity	The Company's adoption of digital marketing and technology plays a pivotal role in expanding service offerings and elevating the quality of patient care. This forward-looking approach not only reinforces the Company's market positioning but also enhances accessibility for a broader demographic. By leveraging digital advancements, the Company fosters innovation and delivers customer-centric solutions that align with evolving expectations and its long-term vision.	-	Positive Driven by a strong focus on innovation and technology, the Company continues to strengthen its service offerings and elevate patient experiences. These initiatives enable timely, efficient care while adapting to the changing needs of the community. Through sustained investment in cutting-edge solutions, the Company reaffirms its position as a forward-thinking leader in the healthcare industry.
5.	Waste Management	Risk	Biomedical waste generation is intrinsic to the nature of the Company's healthcare operations.	The Company ensures responsible disposal of biomedical waste through a government-authorized agency. Waste is systematically segregated using color-coded, barcoded bags, and accurately weighed before being handed over to the designated vendor. Comprehensive safety protocols are maintained throughout the entire process, from waste generation to its final transfer, in line with regulatory requirements.	Negative Failure to manage biomedical waste responsibly can result in health hazards and undermine community trust, thereby affecting the Company's social license to operate.
6.	Fire Safety	Risk	Fire-related incidents pose a material risk to laboratory continuity, with the potential to damage essential equipment, compromise valuable samples, and hinder timely test delivery.	Every lab is fortified with a state-of-the-art fire alarm system and equipped with strategically placed fire extinguishers, ensuring rapid response capability. Regular fire safety drills empower employees with the confidence and skills to act decisively. Clearly marked evacuation plans stand as constant reminders of the Company's unwavering commitment to safeguarding its people and preserving operational continuity.	Negative A fire incident can result in serious consequences, including harm to personnel, destruction of high-value laboratory equipment, and irreversible loss of vital samples. Such disruptions not only threaten operational stability but also carry significant financial and reputational implications, making robust fire safety measures a non-negotiable priority.

25. Overview of the entity's material responsible business conduct issues: (Contd.)

S. 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)
7.	Environment & sustainability	Opportunity	As a conscientious entity, the Company views its commitment to Environment and Sustainability not merely as a responsibility, but as an opportunity to build meaningful and lasting connections with the community. Through a range of impactful initiatives, the Company actively addresses environmental and social challenges while promoting sustainable practices that contribute to inclusive growth and long-term societal well-being.	-	<p>Positive</p> <p>Electric mobility has been integrated into operations using electric two-wheelers and three-wheeler. A 40-kW rooftop solar power system was also installed at the Madhapur facility in Hyderabad, covering approximately 400 square meters. This grid-tied system is expected to generate around 22.5 MWh of electricity annually, with a total projected output of 450 MWh over its 25-year lifecycle. Beyond financial benefits, it contributes to a significant reduction in carbon emissions—equivalent to the environmental impact of planting over 2,160 trees.</p>

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.

Sl. 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)					Yes				
	b) Has the policy been approved by the Board? (Yes/No)					Yes				
	c) Web Link of the Policies, if available									https://www.vijayadiagnostic.com/investors/governance-policies
2.	Whether the entity has translated the policy into procedures. (Yes/No)					Yes				
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)					No				
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>NABL: Seventeen (17) Centres/Labs are accredited by National Accreditation Board for Testing and Calibration Laboratories (NABL).</p> <p>NABH: Ten (10) Centres/Labs are accredited by National Accreditation Board for Hospitals & Healthcare Providers (NABH). ISO 9001:2015 for Quality Management</p> <p>The Company has established a structured framework to ensure adherence to environmental, social, and governance (ESG) standards. It follows quality healthcare protocols as per the guidelines issued by the National Accreditation Board for Hospitals & Healthcare Providers (NABH), with an emphasis on patient safety and care quality. Environmental and social risk management is guided by the standards set forth by the International Finance Corporation (IFC). The Company also aligns with the National Voluntary Guidelines (NVGs) issued by the Ministry of Corporate Affairs, Government of India, which promote transparency and accountability in corporate governance. Compliance with Section 135 of the Companies Act, 2013, and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, ensures disclosure and reporting across key business functions, including governance and sustainability. Collectively, these frameworks support the Company's alignment with recognized regulatory and operational standards.</p>								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company operates in accordance with the 9 principles of the National Voluntary Guidelines on Social, Environmental, and Economic Responsibilities of Business, prescribed by the Ministry of Corporate Affairs, Government of India.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	The Company remains vigilant in monitoring its adherence to the specified principle(s) and takes appropriate measures whenever necessary.								

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES (Contd.)

Sl. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9															
Governance, leadership and oversight																									
7.	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)	<p>Given the nature of the industry in which the Company operates, the ESG paradigm holds heightened significance. The Company continues to lead with a range of proactive initiatives aimed at achieving sustainable growth while remaining fully accountable to its surrounding environment and stakeholders.</p> <p>Sustainability lies at the core of the Company's growth strategy, guiding every initiative with a conscious commitment to nurturing its human capital, fostering social value, and ensuring responsible resource consumption. Over the years, the Company has steadily strengthened its alignment with ESG best practices, making significant and measurable progress across multiple dimensions.</p> <p>Dedicated core teams have been entrusted with embedding sustainability across key corporate functions. Their efforts encompass a range of impactful initiatives, including the proper disposal and treatment of bio-medical waste, replacement of plastic bags with biodegradable alternatives, implementation of water-saving reducers, adoption of e-billing to reduce paper consumption, installation of solar panels, and rainwater harvesting, among others.</p> <p>The Company remains deeply conscious of its moral responsibilities as a corporate citizen and is committed to upholding the highest standards of ethical conduct. As a recognized leader in the branded diagnostics space, it has established a longstanding culture of transparency in governance and continually reviews its practices to drive a positive impact on society and its stakeholders.</p> <p>At Vijaya Diagnostic Centre Limited, our enduring commitment to delivering affordable and accessible diagnostic services is rooted in our ethos of quality and accuracy. As we continue to enhance our best-in-class offerings, we remain equally focused on advancing our ESG performance by aligning with global best practices.</p>																							
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). If yes, provide details	<p>The Corporate Social Responsibility (CSR) Committee of the Board is responsible for taking decisions on sustainability related issues. The constitution as on March 31, 2025, of the CSR Committee is as follows:</p> <table border="1"> <thead> <tr> <th>Name of the Member (S)</th> <th>Position on the Committee</th> <th>Designation within the Organisation</th> </tr> </thead> <tbody> <tr> <td>Mr. Shekhar Prasad Singh</td> <td>Member & Chairman</td> <td>Independent Director</td> </tr> <tr> <td>Dr. D. Nageshwar Reddy</td> <td>Member</td> <td>Independent Director</td> </tr> <tr> <td>Mr. K. Sunil Chandra</td> <td>Member</td> <td>Executive Director</td> </tr> <tr> <td>Mrs. S. Geeta Reddy</td> <td>Member</td> <td>Non-Executive Director</td> </tr> </tbody> </table>									Name of the Member (S)	Position on the Committee	Designation within the Organisation	Mr. Shekhar Prasad Singh	Member & Chairman	Independent Director	Dr. D. Nageshwar Reddy	Member	Independent Director	Mr. K. Sunil Chandra	Member	Executive Director	Mrs. S. Geeta Reddy	Member	Non-Executive Director
Name of the Member (S)	Position on the Committee	Designation within the Organisation																							
Mr. Shekhar Prasad Singh	Member & Chairman	Independent Director																							
Dr. D. Nageshwar Reddy	Member	Independent Director																							
Mr. K. Sunil Chandra	Member	Executive Director																							
Mrs. S. Geeta Reddy	Member	Non-Executive 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									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Company ensures that all its policies are formally approved by the Board, its committees, or the Senior Management, as applicable. These policies undergo regular reviews to maintain relevance and compliance, considering regulatory updates, business needs, and the review cycles specified within each policy. Revisions are made proactively to reflect necessary changes in a timely manner.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company has established robust procedures to ensure compliance with all applicable regulations, which are periodically reviewed by the Board of Directors to maintain oversight and accountability.																	

11. Independent assessment/evaluation of the working of its policies by an external agency:

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Evaluation is an ongoing process, with all policies and procedures undergoing periodic internal audits and reviews to ensure their effectiveness and alignment with evolving requirements.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”.

While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable

Essential Indicators

1. 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	2	The Board of Directors and Committee members were apprised on SEBI Regulations, IT Risk Governance including Data Privacy and Cyber Security, and Corporate Social Responsibility.	100%
Key Managerial Personnel	2	The KMPs were apprised on SEBI Regulations, IT Risk Governance including Data Privacy and Cyber Security, and Corporate Social Responsibility.	100%
Employees other than BOD and KMPs	6	The training and awareness programmes for employees are broadly being conducted in the following areas: a. Health and Safety b. Skill Upgradation c. POSH d. Data Security e. Human Rights f. Code of Conduct	98%
Workers			Not Applicable

2. 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:

(Note: the Company shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the Company’s website):

MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement			Nil		
Compounding fee					

NON-MONETARY				
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment		Nil		

3. 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
	Nil

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

The Company places strong emphasis on conducting its business in a transparent, ethical, and legally compliant manner. It adheres strictly to all applicable laws, treaties, and regulations that prohibit bribery and corruption. The Whistleblower Policy and Code of Conduct, which outline the Company's stance on ethics, bribery, and anti-corruption, are applicable to the Vijaya Group, its subsidiaries, and associated entities. These policies are accessible on the Company's official website at: <https://images.vijyadiagnostic.com/investor/corporategovernance/CODE-OF-CONDUCT-BOD.pdf>

The Company complies with all applicable statutory obligations and fully supports the law of the land. It has internal policies and procedures in place for ensuring compliance in letter and spirit.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	--	Nil	--
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	--	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.

Not applicable, as there were no such cases of corruption and conflict of interest.

8. Number of days of accounts payables [(Accounts payable*365)/Cost of goods/services procured]:

	FY 2024-25	FY 2023-24
Number of days of accounts payable	29	25

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:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	59.50%	57.73%
	b. Number of trading houses where purchases are made from	47	17
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	92.73%	95.55%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	--	--
	b. Number of dealers/distributors to whom sales are made	--	--
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	--	--
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0.05%	0.07%
	b. Sales (Sales to related parties/Total Sales)	0.33%	0.30%
	c. Loans & advances* (Loans & advances given to related parties/Total loans & advances)	--	--
	d. Investments* (Investments in related parties/Total Investments made)	--	--

*Does not include loans & advances given to and investments made in subsidiary Company(ies).

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

Essential Indicators

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:

Segment	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	--	--	The Company incurred no expenditure on Research and Development during the period under review.
Capex	65.67%	68.13%	The Company's major capex investment is towards buying of the advanced radiology and/or laboratory equipment, which emits lesser radiation & co2 and reduces the exposure of patient to the radiation while undergoing medical diagnostic procedures.

2. Sustainable sourcing:

- (a) Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- (b) If yes, what percentage of inputs were sourced sustainably?

The Company is committed to sustainable sourcing and strives to extend its social and environmental standards across its supply chain by regularly communicating its expectations to vendors. Additionally, the Company promotes localization by prioritizing engagement with local vendors wherever feasible.

The Company is committed to engaging with environmentally responsible vendors, with the objective of minimizing adverse impacts on the community, environment, and natural resources, while ensuring the health and safety of the public are protected.

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) (b) E-waste (c) Hazardous waste and (d) other waste.

As a provider of diagnostic services, the reuse and recycling of waste are generally not applicable to the nature of the industry. However, as a responsible corporate citizen, the Company has established agreements with authorized vendors for the safe disposal of bio-medical waste generated during sample collection and testing, as well as for RO water recycling.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same:

Extended Producer Responsibility (EPR) is not applicable to the Company, as it does not qualify as a 'Producer' under the Plastic Waste Management Rules, 2016.

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health Insurance*		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	1335	401	30%	0	0	NA	NA	1335	100%	0	0
Female	883	552	63%	0	0	883	100%	NA	NA	0	0
Total	2218	953	43%	0	0	883	40%	1335	60%	0	0
Other than Permanent employees**											
Male	247	135	55%	0	0	NA	NA	0	0	0	0
Female	388	273	70%	0	0	388	100%	NA	NA	0	0
Total	635	408	64%	0	0	388	61%	0	0	0	0

*includes benefits given under ESIC.

**includes trainees who are given benefits as per the Company's policy.

b) Details of measures for the well-being of workers:

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male											
Female											
Total											
Other than Permanent workers											
Male											
Female											
Total											

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

Particulars	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.23%	0.24%

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	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%	NA	Y	100%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI	43%	NA	Y	48%	NA	Y
Others – Please specify	NA	NA	NA	NA	NA	NA

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

The Company is committed to building an accessible and inclusive workplace that values the skills and talents of individuals with disabilities. Over the year, we have identified suitable roles to onboard more differently abled team members through inclusive hiring practices. We continue to make steady progress toward increasing their participation across the organization.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy:

The Company is firmly committed to a policy of non-discrimination and maintains a zero-tolerance approach toward any behaviour that violates its ethical standards or Code of Conduct. These principles are clearly articulated in the Business Responsibility Policy, underscoring the Company's dedication to fostering a culture of fairness, respect, and accountability. The policy is available at: <https://images.vijayadiagnostic.com/investor/corporategovernance/Business-Responsibility-Policy.pdf>

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	100.00%	100.00%		
Female	98.45%	97.85%	Not Applicable	
Total	99.22%	98.92%		

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:

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	<p>The Company fosters a culture that encourages employees to openly raise and discuss concerns with their Superiors, Business Leaders, or Human Resource (HR) Managers. Multiple communication channels have been established to facilitate dialogue, engagement, and clarification of issues. Employees are encouraged to share feedback or lodge complaints either directly with their respective HR managers or by registering them on grievance@vijayadiagnostic.in</p> <p>For grievances pertaining to sexual harassment, employees may also write to Poshcommittee@vijayadiagnostic.in</p> <p>Any matters falling under the scope of the Whistle Blower Policy or requiring Senior Management escalation are addressed in accordance with the provisions of the Whistle Blower Policy. This policy empowers employees to report concerns related to illegal or unethical practices without fear of retaliation. Such concerns can be communicated by writing to whistleblower@vijayadiagnostic.in</p>
Other than Permanent Employees	

The Company has an established grievance redressal mechanism to address a wide range of employee concerns arising in the workplace. These may include issues related to wage payments, working conditions, medical facilities, recovery of dues, leave, transfers, promotions, or any other matters pertaining to employees' terms of employment and working environment.

Employees need to report to all/any grievance in the prescribed format to the grievance redressal committee at the email id: grievance@vijayadiagnostic.in for the grievance redressal process to get activated.

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	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)	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	2218	0	0%	2053	0	0%
Male	1335	0	0%	1215	0	0%
Female	883	0	0%	838	0	0%
Total Permanent Workers	Not Applicable					
Male						
Female						

8. Details of training given to employees and workers:

Benefits	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and Safety Measures		On Skill Upgradations		Total (D)	On Health and safety measures		On Skill Upgradations	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1335	1335	100%	1335	100%	1471	1471	100%	1471	100%
Female	883	883	100%	883	100%	1227	1227	100%	1227	100%
Total	2218	2218	100%	2218	100%	2698	2698	100%	2698	100%
Workers										
Male										
Female	Not Applicable									
Total										

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1335	1063	79.63%	1471	1215	82.60%
Female	883	651	48.76%	1227	838	68.30%
Total	2218	1714*	77.28%	2698	2053*	76.09%
Workers						
Male						
Female	Not Applicable					
Total						

*excludes other than permanent employees.

10. Health and safety management system:

Sl. No.	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?	Yes, the safety manual covers guidelines which are applicable to all units/centres.
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>Appropriate policies and guidelines have been established to address various types of workplace hazards, along with corresponding risk assessment and mitigation measures.</p> <ul style="list-style-type: none"> All work-related hazards are identified in accordance with recommended guidelines. Risk assessment procedures for these hazards are incorporated into the Company's Safety Manual. Regular audits are conducted by the Quality Department to ensure ongoing compliance with safety protocols.

10. Health and safety management system: (Contd.)

Sl. No.	Particulars	Response
c)	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/No)	<ul style="list-style-type: none"> The Laboratory Safety Program outlines specific procedures to be followed by personnel in the event of any adverse safety incident. A dedicated Safety Incident Reporting Tool has been developed to document and track each incident or occurrence across work units.
d)	Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)	<ul style="list-style-type: none"> Mediclaime coverage is provided to all employees not covered under the Employees' State Insurance (ESI) Act. Employees falling under the ambit of the ESI Act are entitled to all applicable medical benefits as per ESIC provisions. In addition, all employees are eligible for discounted diagnostic investigations as part of the Company's healthcare benefits.

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

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

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

The Company has established comprehensive safety guidelines covering various aspects of workplace safety, including personal protection, safety equipment, emergency procedures, fire safety, chemical hygiene, electrical safety, waste disposal, and the proper use of laboratory equipment.

- Personal protective equipment (PPE) such as lab coats, gloves, eye wash stations, and safety goggles are provided to staff.
- Fire sprinklers and extinguishers are installed across all workplaces, and periodic fire drills are conducted under the supervision of designated safety officers.
- Disinfection protocols are rigorously followed in laboratory areas to maintain hygiene and safety.
- Ergonomically designed laboratory furniture is provided to enhance comfort and reduce strain during operations.
- Regular health check-ups are conducted, and immunizations are provided for all employees in technical and sample-handling roles.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	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	-	0	0	--
Health & Safety	0	0	-	0	0	--

14. Assessments for the year:

Sl. No.	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	The Company places strong emphasis on maintaining high standards of health and safety across all its operations through a structured audit and training framework:
Working Conditions	<ol style="list-style-type: none"> Periodic internal audits of health and safety practices are conducted by the Quality team to ensure compliance and continuous improvement. Prior to commissioning any new laboratories, the Project and Lab Operations teams conduct comprehensive safety audits of the facilities. Regular safety training sessions are also organized for staff. Fire drills are conducted at regular intervals to ensure employees are well-informed about safety protocols and response actions in case of emergencies or non-compliance. External audits by accrediting bodies such as NABL, NABH, and ISO are conducted annually to assess the effectiveness of health and safety policies, as well as overall working conditions.

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:

- The Laboratory Safety Manual serves as a comprehensive reference document for addressing all safety-related matters.
- In the event of a safety incident, clearly defined corrective protocols are in place and diligently followed.
- All staff undergo periodic safety training to reinforce awareness and preparedness.
- A standardized Risk Management Guide has been developed and implemented across all laboratories to proactively identify, assess, and mitigate potential risks.

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

Essential Indicators

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

The Company's approach to responsible and sustainable business practices is rooted in regular engagement with both internal and external stakeholders. This engagement enables the Company to assess its performance based on the value delivered to stakeholders and to identify and prioritize key sustainability issues according to their relevance to the business and stakeholder expectations.

Such stakeholder engagement not only aids in identifying potential opportunities but also plays a critical role in assessing emerging risks that may escalate in significance over time.

The Company's process for identifying key stakeholders is guided by the following factors:

- Alignment with its Mission, Vision, and Policy statements.
- Involvement of key decision-makers across the organization.
- Assessment of individual stakeholders based on their level of influence and impact on the decision-making process.

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 (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails, Meetings	Monthly/Weekly	Regular Company updates/Training Needs
Customers	No	SMS, Newspaper, Pamphlets, Website/ Helpline Desk	Annual/Half Yearly/ Quarterly/Monthly	Promotion Schemes/ New Tests etc
Investors & Shareholders	No	Newspapers/Website/ Meetings/Business & Investor Meets	Annual/Half Yearly/ Quarterly	Financial Results/ other Corporate Announcements/ Strategic Investment
Govt./Regulatory Authorities	No	Emails/Community Meetings	Quarterly/Half Yearly	Representations/ Perspective on change in regulations/ upcoming laws
Communities	No	Community Meetings	Annual/Half Yearly/ Quarterly	Developmental/ Educational needs as part of the Company's CSR obligation/ Environment & Sustainability Review
Vendors	No	Digital Meetings/In person meetings	Quarterly with Strategic vendors & with other vendors once in a year/need basis	Regular business updates, Performance feedback, Updation about change in regulation pertaining to supplies/services

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	2218	2218	100%	2053	2053	100%
Other than permanent	635	635	100%	645	645	100%
Total Employees	2853	2853	100%	2698	2698	100%
Workers						
Permanent						
Other than permanent						
Total Workers						

2. Details of minimum wages paid to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	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	2218	510	23%	1535	75%	2053	518	25%	1535	75%
Male	1335	267	20%	948	78%	1215	267	22%	948	78%
Female	883	251	28%	587	70%	838	251	30%	587	70%
Other than Permanent	The Company engages trainees and consultants who are governed by their respective contracts									
Male	--	--	--	--	--	--	--	--	--	--
Female	--	--	--	--	--	--	--	--	--	--
Workers										
Permanent	Not Applicable									
Male										
Female										
Other than Permanent										
Male										
Female										

3. Details of remuneration/salary/wages:

a) Median/wages:

Remuneration* FY 2024-25	Male		Female	
	Number	Median *remuneration/ salary/wages of respective category (in ₹)	Number	Median *remuneration/ salary/wages of respective category (in ₹)
Board of Directors (BoD)	5	12,00,000	3	12,00,000
Key Managerial Personnel**	4	92,59,500	1	2,75,00,000
Employees (other than BoD and KMP)	1,335	3,59,400	883	2,54,400
Workers	--	--	--	--

*Remuneration means and includes the Cost to the Company (CTC).

**Includes Managing Director & CEO, Whole-time Directors, Chief Financial Officer and Company Secretary.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	30.00	31.10

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/No):

Yes, The Company is committed to upholding honesty, fairness, and transparency, consistently striving to maintain the highest standards of ethical conduct. It actively promotes professionalism and ethical behaviour across all levels of the organisation and has implemented robust measures to foster and sustain this culture. To ensure a safe and ethical workplace for all, the management promptly investigates and addresses any concerns in line with the Company's established policies.

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

The Company is unwavering in its commitment to upholding universally recognised human rights principles and standards across all facets of its operations. In alignment with this commitment, the Company has instituted comprehensive and stringent processes to proactively prevent any form of human rights infringement. A robust whistle-blower mechanism is in place, empowering employees to voice concerns or report grievances in a secure and confidential manner. Every reported issue is subject to a thorough and impartial investigation, ensuring timely and appropriate redressal. Through these measures, the Company fosters a culture of accountability, respect, and integrity, reinforcing its position as a responsible and ethical corporate citizen.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	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	1	0	--	0	0	--
Discrimination at workplace	0	0	--	0	0	--
Child Labour	0	0	--	0	0	--
Forced Labour/ Involuntary Labour	0	0	--	0	0	--
Wages	0	0	--	0	0	--
Other human rights related issues	0	0	--	0	0	--

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

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees/workers	0.11%	0
Complaints on POSH upheld	0	0

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

The Company has instituted a comprehensive Code of Conduct, a gender-neutral Prevention of Sexual Harassment (PoSH) Policy, and Business Responsibility and Reporting (BRR) policies to uphold the highest standards of integrity and accountability. These frameworks are designed to encourage and facilitate the transparent reporting of grievances or complaints by employees. In the event of any human rights concern, the Company's management is committed to taking prompt and stringent action, ensuring thorough investigation and resolution in accordance with established policies. These measures reinforce the Company's dedication to maintaining a safe, inclusive, and ethically responsible work environment for all.

All Company policies are designed to ensure that employees who raise concerns or report violations are fully protected from any form of retaliation, discrimination, or threat to their employment. The Company is firmly committed to safeguarding individuals who act in good faith to uphold its ethical standards, ensuring that no adverse action is taken against them for disclosing misconduct or policy breaches. This commitment reinforces a culture of transparency, trust, and accountability across the organisation.

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

Yes, all relevant business agreements and contracts incorporate the requisite clauses to ensure alignment with the Company's ethical, legal, and operational standards.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	No cases were reported during the period under review. The Company has robust systems in place with built-in checks to prevent the hiring of individuals below the age of 14. These systems are designed to trigger alerts, enabling the relevant teams to take immediate corrective action, thereby ensuring strict compliance with child labour laws.
Forced/ involuntary labour	No cases were reported during the period under review. Any such incidents, if reported, are addressed through the Company's established redressal mechanisms, ensuring timely and appropriate resolution in line with internal policies and regulatory requirements.
Sexual harassment	All cases related to POSH are addressed by the designated Internal Committees in accordance with the applicable policies and legal provisions. The outcomes and status of these cases are duly reported to the management. Further, the Annual Report provides disclosures on the number of cases received and their resolution status, ensuring transparency and accountability in the process.
Discrimination at workplace	No case reported for the period. Any such incidence raised shall be addressed by the redressal mechanism.
Wages	No cases were reported during the period under review. Furthermore, compliance with minimum wage requirements is regularly audited by both the Statutory and Internal Auditors to ensure adherence to applicable labour laws and fair wage practices.
Others – please specify	-

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

All the cases of POSH are handled by respective committees and the reports are submitted to the management.

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

Essential Indicators

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D) (In Giga Joules)	56,045	45,288
Total fuel consumption (E) (In Giga Joules)	730	2,395
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F) (In Giga Joules)	56,775	47,683
Total energy consumed (A+B+C+D+E+F) (In Giga Joules)	56,775	47,683
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.00000905	0.0000091
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) (conversion factor @22.88 INR/USD)	0.000207	0.000208

1. Details of total energy consumption (in Joules or multiples) and energy intensity: (Contd.)

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Energy intensity in terms of physical output	--	--
Energy intensity (optional) – the relevant metric may be selected by the entity	--	--

Note: No independent assessment, evaluation, or assurance has been conducted by an external agency during the reporting period.

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? (Y/N) 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:

No.

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	--	--
(ii) Groundwater	--	--
(iii) Third party water	2,630	2,862
(iv) Seawater/desalinated water	--	--
(v) Others	--	--
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,630	2,862
Total volume of water consumption (in kilolitres)*	2,630	2,862
Water intensity per rupee of turnover (Water consumed/turnover)	0.000000419	0.00000057
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) (conversion factor @22.88 INR/USD)	0.00000959	0.0000125
Water intensity in terms of physical output	--	--
Water intensity (optional) - the relevant metric may be selected by the entity	--	--

*Total volume of water withdrawal and water consumption has been assumed the same.

Note: No independent assessment, evaluation, or assurance has been conducted by an external agency during the reporting period.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	--	--
- No treatment	2,630	2,862
- With treatment – please specify level of treatment		
(ii) To Groundwater	--	--
- No treatment		
- With treatment – please specify level of treatment		

4. Provide the following details related to water discharged: (Contd.)

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
(iii) To Seawater	--	--
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties	--	--
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	--	--
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	2,630	2,862

Note: No independent assessment, evaluation, or assurance has been conducted by an external agency during the reporting period.

5. Has the Company implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Nil

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	--	--	--
SOx	--	--	--
Particulate matter (PM)	--	--	--
Persistent organic pollutants (POP)	--	--	--
Volatile organic compounds (VOC)	--	--	--
Hazardous air pollutants (HAP)	--	--	--
Others – please specify	--	--	--

Note: As a service-oriented organization, the Company's primary source of air emissions is the use of diesel generators at its centres and office locations. These generators are routinely maintained and are operated in compliance with applicable regulatory norms, ensuring that emissions remain within the permissible limits.

Note: No independent assessment, evaluation, or assurance has been conducted by an external agency during the reporting period.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

The Company is not into manufacturing and therefore the possibility of releasing GHG emissions into the atmosphere is negligible/not applicable.

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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	---	---
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	---	---

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

The Company is not into manufacturing and therefore the possibility of releasing GHG emissions into the atmosphere is negligible/not applicable. (Contd.)

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric tonnes of CO ₂ equivalent	---	---
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/Revenue from operations adjusted for PPP) (conversion factor @22.88 INR/USD)	Metric tonnes of CO ₂ equivalent	---	---
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent	---	---
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent	---	---

Note: No independent assessment, evaluation, or assurance has been conducted by an external agency during the reporting period.

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details:

No

9. Provide details related to waste management by the entity:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A) (Plastic Waste is included in the Bio Medical Waste)		
E-waste (B)	1.23	1.36
Bio-medical waste (C)	78.41	106.88
Construction and demolition waste (D)	--	--
Battery waste (E)	--	--
Radioactive waste (F)	--	--
Other Hazardous waste. Please Specify (G)	--	--
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	--	--
Total (A+ B + C + D + E + F + G + H)	79.64	108.24
Waste intensity per rupee of turnover (Waste consumed/turnover)	0.000000013	0.000000021

9. Provide details related to waste management by the entity: (Contd.)

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste consumption/Revenue from operations adjusted for PPP) (conversion factor @22.88 INR/USD)	0.000000291	0.000000472
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
Bio Medical generated by the Company in the course of its operations cannot be recovered through recycling or reusing by the Company		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations – i.e., handing over the waste to authorised service providers for further processing	79.64	108.24
Total	79.64	108.24

Note: No independent assessment, evaluation, or assurance has been conducted by an external agency during the reporting period.

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:

The Company adheres to the Biomedical Waste Management Rules, 2016, issued by the Central Pollution Control Board (CPCB) for the safe disposal of biomedical waste (BMW). PCB-authorized collectors are engaged for the proper segregation, handling, and disposal of such waste. In alignment with the guidelines prescribed by the Ministry of Environment, Forest and Climate Change (MoEF), the Company has also implemented an e-waste management policy, covering all electronic and electrical equipment. E-waste and waste oil are disposed of exclusively through authorised vendors. General waste comprising paper, cardboard boxes, routine plastic waste, tins, and other non-hazardous materials is disposed of on a need basis. Additionally, periodic site visits are conducted by Company officials to verify that all engaged vendors are adhering to applicable compliance requirements.

The Company has implemented robust measures to digitise its processes, significantly reducing reliance on paper-based documentation. Efforts to minimise paper usage across all office locations remain an ongoing initiative, reinforcing our commitment to environmental sustainability and operational efficiencies.

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:

S. 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.
Not applicable, as the Company does not operate in or around any ecologically sensitive areas. Accordingly, there are no environmental approvals or clearances required or applicable during the reporting period.			

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

The Company has not undertaken any EIA project during the 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
Not applicable, as the Company has not undertaken any projects during the current financial year that mandate environmental impact assessments under applicable laws and regulations.					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances:

Based on the nature of its business operations, the Company remains fully compliant with all applicable laws, regulations, and guidelines.

S. No.	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
-				

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

Essential Indicators

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

The Company was a member of one (1) trade and industry chambers/associations during FY2025.

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:

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	Confederation of Indian Industry ('CII')	Nationals

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

Name of authority	Brief of the case	Corrective action taken
The Company has not engaged in any anti-competitive practices and, accordingly, has not received any adverse orders or observations from regulatory authorities in this regard.		

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

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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Not applicable, as the Company did not undertake any projects during the reporting period that required a Social Impact Assessment under applicable laws.

2. Provide information on project(s) for which on-going Rehabilitation and Resettlement (R&R) is being undertaken by your entity:

S. No.	Name of Project for which R&R is on-going	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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Not applicable, as the Company did not undertake any projects during the reporting period that required Rehabilitation and Resettlement (R&R) in accordance with applicable laws.

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

The Company is not engaged in manufacturing activities, and its operations, primarily comprising diagnostic centres, do not have any significant impact on the lives of local communities in the areas where it operates.

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

Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/Small producers	9.72%	10.53%
Sourced directly within India	100.00%	100.00%

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

Location	FY 2024-25	FY 2023-24
Rural	-	-
Semi-urban	0.41%	11.15%
Urban	17.73%	11.12%
Metropolitan	81.86%	77.73%

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

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback:

The Company has established a robust, multi-channel customer support ecosystem seamlessly integrating voice calls, emails, social media, mobile app, and chat interfaces to ensure accessibility and responsiveness at every touchpoint. A high priority is placed on First Call Resolution (FCR), enabling swift and effective responses wherever possible. For cases requiring further action, complaints are systematically logged, tagged, and closely tracked through internal workflows to ensure timely resolution.

In instances where a customer is not fully satisfied, the concern is promptly escalated and collaboratively reviewed with relevant internal stakeholders to ensure a resolution that aligns with both the customer's expectations and the Company's service standards. This proactive and structured approach enables the Company to achieve an average complaint closure time of under 48 hours, reflecting its deep commitment to customer satisfaction and service excellence.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	6,462	135	The unresolved complaints as on March 31, 2025, have been subsequently resolved.	3,366	166	The unresolved complaints as on March 31, 2024, have been subsequently resolved.
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	-	Not Applicable
Forced recalls	-	Not Applicable

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy:

Yes, the Company is committed to respecting the privacy of every individual who shares personal information or data with it. The Company's Privacy Policy outlines the principles and practices followed to ensure data protection and confidentiality. The policy can be accessed through the following link on the Company's official website: <https://www.vijayadiagnostic.com/privacy-policy>

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:

There was no material issues reported during the period under review relating to advertising practices, delivery of essential services, cyber security, or customer data privacy that required corrective action. Furthermore, no penalties were imposed, nor was any action taken by any regulatory authority against the Company in this regard.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches:

None

b. Percentage of data breaches involving personally identifiable information of customers:

Nil

c. Impact, if any, of the data breaches:

Not Applicable