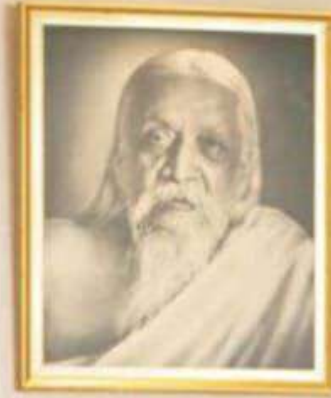


**EMPLOYERS
OF THE
FUTURE**



A house-hold name for over half-a-century, Vardhman Textiles, established in 1965, started with 6000 spindles. The company grew exponentially to become \$ 1.1 billion strong and one of the largest integrated textile manufacturers in India.



SPINNING TO SUCCESS!

SUCHITA OSWAL JAIN, Vice-Chairman and Joint Managing Director, along with her father **Mr S.P. OSWAL**, Chairman and Managing Director, Vardhman Textiles Ltd. >>

Suchita Oswal Jain, Vice Chairman and Joint Managing Director, Vardhman Textiles, is bringing laurels to the organization along with her father Mr S.P. Oswal, who is Chairman and Managing Director, as the third generation is pro-actively taking the organization to new heights.

VISION OF ACHIEVERS

A Fortune 500 company ranked at 176th position (December 2022 edition), the world-class Vardhman Textiles, is one of the largest manufacturers of yarns in India with 1.19 million spindle count, besides having one of the largest fabric processing capacity of 180 million metres. It is an outstanding example of vision, passion and technology coming together for creative excellence. Over 24 state-of-art units of the Group, across five states, manufacture Yarns, Fabrics, Garments, Acrylic Fiber, Sewing Threads and Special & Alloy Steels manned by over 30,000 employees, out of which 35 percent comprise of women workers.

Guided by the mantra – 'More Developments, Accurate Developments,' the Group consistently and concertedly works towards enhancing performance – incrementally and through trailblazing innovations with key focus on developing new products. Committed to excellence and adopting a customer-centric approach, the textile market leader stands on the strong foundation of endearing relationships with all its stakeholders. The organization is known for its non-negotiable value system and ethical business dealings, the bedrock of its incredible success story.

PRAGMATIC IN GROWTH

The philosophy of 'Proactive than Reactive' has kept the organization in good stead, which enables it to anticipate and assess any situation, besides encouraging innovation and entrepreneurship in a constantly changing market environment. It has kept Vardhman ahead of the curve ensuring sustained growth of the company. Fostering a culture of developing skills and encouraging talent, the attrition rate is very low, which speaks volumes about employee loyalty, many being associated since the beginning of their careers when the company was fledging. Vardhman Training and Development Centre is specifically dedicated towards developing relevant training and development programmes, and with strong focus on aspects such as career and growth plan,

merit-based performance evaluation.

A strong believer that leadership promotes development of people through trust, transparency and empowerment, Ms Suchita Jain, observes, "Growth is inclusive and so should be leadership, the real essence of which lies in building an environment that promotes development of people through trust, transparency and empowerment. In practice, I involve employees as well as customers to create mutual opportunities. My emphasis is on creating ample opportunities for women, who are at the core of the group's vision. This includes continuous training sessions so women can take up leadership positions and bigger responsibilities."

PRO-EMPLOYEE IN SPIRIT

"CSR is ingrained in our aspirations and is the very definition of development. With an emphasis on Education, Sustainable livelihood, Healthcare & Sanitation, the organisation's aim is to empower the communities that host us," informs Ms Suchita Jain, who leads with

FOSTERING WOMEN POWER

Where the organization is led by a woman, sensitivity towards the other half of the population is of paramount importance. Vardhman is uncompromising when it comes to the safety and security of women, which is of prime importance to the organisation and a strong commitment. The human resources department have standing instructions that women are provided all facilities for their safety. The organisation has also been making conscious efforts to increase recruitment of women across all levels of workforce, which is a laudable step where women constitute a large work force.

The responsible organization has also introduced Six Sigma successfully and in a structured way for eliciting better response and outcomes. The country's largest vertically integrated textile manufacturer not only offers its clients unmatched agility and flexibility, but also consistency, reliability, traceability and sustainability due to the complete in-house control over each stage of production. Ms Suchita Jain, says, "Sustainability has always been one

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- SUCHITA OSWAL JAIN, Vice-Chairman and Joint Managing Director, Vardhman Textiles Ltd.

her compassion and vision of a better world of opportunities where people are empowered to lead life with dignity.

Building culture is inherent in the value system of the employee-friendly organisation, through initiatives such as 'Respect for All', 'Lead by Example' etc., besides various engagements such as 'Sur Sangam', 'Recall to Reconnect'. A sound body and mind forms the basis of a productive organization, for which Vardhman has various teams allocated on critical issues like Health & Safety. Training sessions with qualified experts are organised from time-to-time and a dedicated Health Monitoring System has been developed for the well-being of all employees.

of our key drivers and with the world moving to greener and more sustainable fabrics, we have been making a conscious effort for last couple of years to be more sustainable through sustainable technology, processes, and products."

Vardhman continues to be focused on its vision of empowering employees and communities, even as it spins yarn for creating affordable fashion wear for creating a symbiotic relationship of quality offerings and winning unflinching patronage of its customers, swelling in numbers each day.

