



**Vardhman**

Delivering Excellence Since 1965.

# Next Begins Here



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HOUSE JOURNAL  
OF VARDHMAN GROUP



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CONTENT



## EDITOR'S NOTE

Sustainability has moved from the margins to the mainstream of business thinking. It is now a central theme in how we design, decide, and define success. It challenges us not by limiting what we can do, but by stretching how we think. It invites innovation, introspection, and impact—not as extras, but as essentials.

Over the past few years, we have been moving steadily from intention to integration. The idea of sustainability is no longer confined to compliance, reports, or resource metrics. It is present in the language of our teams, the design of our processes, and the decisions we make on the shop floor, in the office, and in the boardroom.

For me, sustainability is about designing for longevity—in products, in relationships, and in purpose. It is about ensuring that what we create today remains valuable, relevant, and responsible tomorrow. This requires a mindset shift: from doing less harm to doing more good. From efficiency alone to empathy and ethics. From thinking quarterly to thinking generationally.

At Vardhman, while the awareness around sustainability is steadily growing, we still have ground to cover in embedding it deeply into the way we work. I would like to see greater intention behind how we manage resources, design processes, and define our success. Sustainability must become second nature—not something we do when convenient, but something we commit to, even when it's challenging. I believe we are capable of more—of having product conversations that begin with circularity, of making choices that reflect ethical sourcing as a non-negotiable, and of leading in a way that prioritises long-term impact over short-term gain.

What gives me hope is that this movement is not being driven top-down alone. It is also rising bottom-up. It is shaped by

engineers rethinking machine design, by HR teams advocating mental well-being as a sustainability issue, by young professionals asking sharper questions about purpose. It is shaped by everyday choices that reflect long-term thinking.

And this is what excites me most—that we are building a culture where sustainability is not spoken in isolation, but embedded into how we define excellence itself. Where innovation is not only about speed or scale, but about sensitivity and substance.

Sustainability also asks us to expand our view of value. It pushes us to think beyond profit margins and productivity scores. It encourages us to look at well-being, at dignity, at the legacy we leave behind in our communities and in the environment.

That is why we are now thinking of our goals in terms of shared value. Where economic growth, environmental responsibility, and human dignity are not separate targets, but interwoven outcomes.

This is not always easy. It takes courage to challenge old systems. It takes humility to learn. And it takes collaboration—across teams, functions, and mindsets. But I believe we are ready. In fact, I believe we have already begun.

There is much more to be done, and many more milestones to reach. But I am proud of the intent, the energy, and the creativity I see across Vardhman. Together, we are shaping an organization that does not only grow—it evolves, it uplifts, and it sustains.

Because sustainability is not a goal we chase at the finish line. It is the way we run the race.

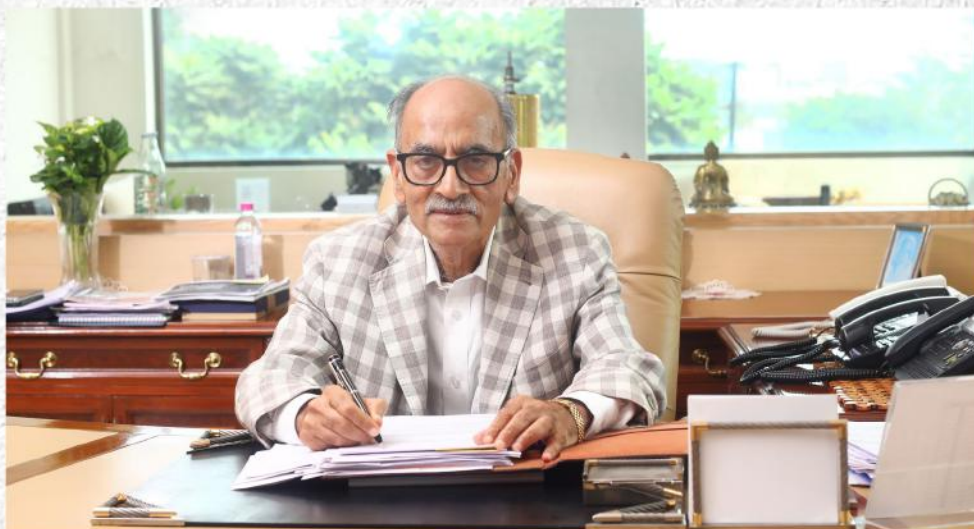


Vivarta Atre  
Corp. Comm.





## Chairman's Message



water, design our processes, or support our people—every choice we make contributes to a larger picture.

As a textile enterprise, our work begins with nature. From cotton fields to finished yarn, our processes are intricately tied to agricultural ecosystems, rural livelihoods, and global supply chains. This deep interconnectedness gives us both a profound responsibility and a powerful opportunity—to minimize our environmental footprint while pioneering sustainable solutions that benefit

There are moments in an organization's journey when we pause, not to rest, but to reflect. To look back at where we began, and more importantly, to look ahead—towards what we are becoming. I believe we are at one such moment today.

Over the past decades, we have witnessed remarkable progress—in scale, technology, quality, and in our ability to adapt to change. But in recent years, something deeper has been taking shape. A shift in awareness, a quiet but powerful call to evolve. Not just for profitability or performance, but for something far more enduring: purpose.

Sustainability, in this context, is not a trend or a target. It is the essence of continuity. It is what connects generations. It is what gives meaning to growth.

When we talk about building a sustainable organization, we are not merely speaking of reducing environmental impact or complying with regulations. These are important, yes—but they are outcomes. The real foundation of sustainability lies in the culture we nurture, the values we uphold, and the responsibility we accept as stewards of something larger than ourselves.

In my view, sustainability begins when we start asking better questions. Not "how much can we grow?" but "how can we grow well?" Not "how fast can we scale?" but "how deeply can we care?" These are not just philosophical questions—they are strategic ones. Because organizations that ask them, and act on them, are the ones that last.

What does this mean for us? It means reimagining leadership not as control, but as stewardship. It means recognizing that our decisions—from the boardroom to the shop floor—ripple outward, affecting not just our teams or our customers, but entire communities, ecosystems, and future generations.

We must understand that sustainability is not just a responsibility for a select few in specialized roles. It is everyone's business. Whether it is the way we optimize energy, manage

not just our business, but the communities and landscapes that surround it.

We must embrace technologies that allow us to do more with less. We must invest in processes that recycle, restore, and respect. But even more importantly, we must foster a mindset that thinks beyond the next quarter—and plans for the next decade.

Sustainable thinking must become second nature. And this begins not with grand plans, but with small, consistent actions. It begins when a team reuses water more efficiently. When an individual turns off a machine that doesn't need to run. These are the "green shoots" of a culture that can grow into something remarkable.

I have always believed that the strength of an organization lies not only in its infrastructure or strategy, but in its character. And character is shaped by what we choose to prioritize. Today, I believe we must prioritize not just what makes us successful, but what makes us significant.

The future is not something we inherit passively. It is something we shape—intentionally, courageously, and together.

Let us therefore look ahead not with fear, but with faith. Faith in our people, in our principles, and in the possibility of progress that is both responsible and resilient.

We are not just preparing for what comes next. We are already part of it. The mindset has shifted. The journey has begun.

And I have no doubt—the best of Vardhman lies not behind us, but ahead.

**S P Oswal**  
Chairman & Managing Director



## Vice – Chairman's Message



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**Suchita Oswal Jain**  
Vice-Chairman & Joint Managing Director



# COVER STORY

Every transformation begins with a question—not just of what we must do, but of who we must become. At Vardhman, that question has sparked clarity: sustainability isn't a task. It's our path forward.

This edition of We magazine, themed "Next Begins Here", marks this pivotal transition. It reflects where we stand—and where we're headed—as we move toward a future shaped by purpose, innovation, and shared responsibility.

The cover tells this story even before the first word is read. At its centre, a glowing portal opens into a landscape where nature and technology coexist. A lone figure steps forward—not as a symbol, but as a reflection of every Vardhman employee walking into the future we are building together. A future where progress doesn't harm the planet but protects it.

The portal is not an end but a beginning—a gateway to the world we aim to create. Flanking the path are solar panels and wind turbines—signs of real, ongoing change. Renewable energy is no longer a vision; it powers our present. Alongside, trees remind us of our green belt efforts and ecological restoration. The message is clear: true growth aligns with nature.

Above, the cosmos serves as a powerful metaphor. Our decisions may begin locally, but their impact is global. Sustainability is no longer optional—it's essential.

Vardhman's shift from a compliance-driven mindset to a purpose-led approach is embodied in initiatives like Project GreenWeave, our partnership with Ernst & Young. Sustainability is now central to how we operate. From reducing water use and optimizing energy to circular design and material innovation, our actions are measurable and rooted in data. This issue highlights not isolated projects, but proof that our values live in our practices.

Every part of our value chain—from cotton to consumer—is being reimaged. Systems are being redesigned to promote circularity, processes are tracked with digital tools, and teams are encouraged to think not just about efficiency, but impact. This transformation also reaches beyond our plants. Through community partnerships, we invest in education, health, and livelihoods. Sustainability, for us, includes people and the planet.

The lone figure on the cover reminds us: real change begins with individuals. At Vardhman, that change is happening across our teams. Employees are driving ideas to save energy, eliminate waste, and promote safety and well-being. From TPM awards to HR-led wellness programmes, our people are leading the way—not waiting for change but creating it. This is not policy. It's ownership. It's momentum.

The digital lines forming the portal represent the technologies empowering our transformation. Smart meters, AI, IoT, and automation are embedded into our systems, making our operations more transparent and sustainable. These tools help us scale responsibly. They reduce waste, enhance traceability, and optimize performance—all while staying aligned with our environmental goals.

But tools alone don't drive change—people do. Our teams adapt, learn, and evolve. Agility and openness are at the heart of our progress.

The starry sky isn't just a design element—it's a reminder. Climate change, water scarcity, and inequality affect us all. We may act

locally, but we think globally. Every drop of water saved, every unit of clean energy used, every bit of waste reduced—matters. Sustainability is not a department. It's a lens we use for every decision.

The portal on the cover is symbolic—but our next step is very real. Challenges will arise. But we're not starting from scratch. Our roots run deep in ethics, excellence, and a mindset to grow responsibly. This edition captures our evolution—not a departure from the past, but a natural progression for an organization that has always valued doing the right thing.

Today, our vision is not linear. It is circular, inclusive, and urgent. As we move ahead, we're building stronger partnerships—with suppliers, communities, and employees who share our vision. We'll keep investing in green technology, learning, and innovations that benefit both business and the planet.

"Next Begins Here" isn't just a theme. It's an invitation. It asks leaders to drive growth responsibly. It challenges teams to improve what exists. It inspires individuals to bring awareness into daily choices.

The future isn't waiting. It's already here—and being shaped by those who show up with purpose. Vardhman's next chapter won't be written by policy alone. It will be co-authored by all of us—through action, through innovation, and through intent.

The cover is a doorway. The theme is a promise.

And the future?

It begins here. With us. With you.





## Where Change Begins



Somewhere in a quiet village, a farmer switches to drip irrigation to save water.

Somewhere in a buzzing factory, an engineer finds a way to reuse steam and cut energy use.

Somewhere in an office, a leader says, "Let's do what's right, not just what's easy."

This is how sustainable thinking works. It doesn't come with fanfare. It begins quietly—in small choices, daily actions, thoughtful decisions.

It's not a checklist. It's a way of thinking. A way of living. A value that stays.

In the textile world, sustainability isn't new. But the way we see it is evolving.

It's no longer just about saving costs or ticking compliance boxes.

It's about protecting the future—without compromising the present.

When we reduce water in dyeing, we don't just lower expenses—we respect a scarce resource.

When we invest in solar power, we give back to nature.

When we treat effluents responsibly, we're preserving clean rivers for tomorrow.

Every process, every spool of thread now carries a quiet question: Can this be done better, with less harm?

Leadership today goes beyond targets—it's rooted in purpose.

The best leaders ask:

How will this decision impact people?

Is it sustainable in the long run?

Are we doing this for business—or also for society?

Words matter. But actions build belief.

Shifting to reusable packaging, setting up rainwater harvesting, encouraging carpooling—these may seem small, but they shape a culture.

Culture is built in these quiet decisions.

People today want more than just a salary—they want purpose.

They want to feel proud saying:

My company doesn't waste water.

My factory uses green energy.

My leaders care about people and the planet.

This pride attracts talent. And keeps them inspired.

Because when people care—they give their best.

Sustainability is not just good for the planet—it's good for business.

The mindset is shifting. Children now learn to separate waste.

Farmers explore sustainable cotton.

Consumers ask: How was this made?

Awareness brings action.

No country or company owns the earth. We all share it—and the responsibility to care for it.

Climate change and inequality aren't someone else's problems. They're all of ours. And waiting for someone else to act means waiting forever.

That's why we say: Next Begins Here. It begins with us. With me. With you.

Many ask: Where do we begin?

The answer is simple: In the mind.

Because once the mindset is right, action follows naturally.

Sustainability isn't a role—it's a belief. A value. When you carry that belief, you find ways to bring it into your work and life.

You don't need a title to create change.

You don't need a big plan to begin.

Look around. Ask: What can I do today that's better for people, for nature, for the future?

Do that. Start there.

Because Next begins here— In your heart, in your hands, and in your head.

And if all of us take one small step—we can go very far.

**Aakash Thakur**

Vice President & Head Corporate Human Resources  
Corporate Office, Ludhiana





# IN THE SPOTLIGHT



## ADDING A CREATIVE SPIN ON LIFE

Meet Suchita Oswal Jain who is sowing the seeds of change and weaving an empire.

**S**uchita Oswal Jain, the vice chairman and joint managing director of Vardhman Textiles Ltd—one of India's largest vertically integrated textile manufacturers—is a strategic, visionary and innovative leader. She joined the textile business in her 20s, as a few other women in leadership roles were rare in the business world. Suchita has continued the legacy of her father, Padma Bhusan SP Oswal, and has taken the company to remarkable heights. Under her leadership, Vardhman has become a symbol of excellence in every aspect of its operations.

Vardhman Textiles Ltd consistently exceeds customer expectations, serving both national and international clients, and achieved a turnover of approximately \$1.32bn in the financial year 2023-24. It remains India's largest manufacturer of cotton yarn, with a spindle count of 1.24m, producing 750 metric tonnes of partially and also with annual fabric processing capacity of 185 million metres and over 2 million premium quality shirts annually. The company exports to major global brands, such as GAP, PVH, Target, Walmart, Uniqlo, Columbia Sportswear, and Amazon.

When Suchita joined the company, Vardhman was primarily a yarn producer. Thanks to her visionary leadership, the company established its two fabric manufacturing units in 1992. Under her guidance, Vardhman has expanded its product portfolio to include digital printing, high-end period clothing, and women's bottom fabric. The group has also recently announced major expansion and modernisation projects in its yarn, fabric, IT and green power sectors, amounting to approximately ₹2,500cr. Looking ahead, the company plans to welcome 1900 fresh graduates as well.

Her expansion is not at the cost of Suchita's vision-based—sustainability, corporate social responsibility (CSR), and digitalisation are some key areas. Suchita's commitment to societal well-being has earned Vardhman several awards. These include the India CSR Award 2023 for her flagship initiative, Project Shakti, which promotes menstrual hygiene awareness among adolescent girls.

Recognition of women's empowerment and gender equality, Suchita's actions speak louder than her words. The Vardhman Group employs over 22 per cent women, and in 2016, Suchita introduced the GAP 'Be F.A.C.E.

**PROMOTION**  
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Personal Advancement & Career Enhancement programme, which has benefited 2,000 women today. Suchita's contributions have earned her numerous accolades. She is a board member of the International Textile Manufacturers Federation (ITMF) as well as a member of various committees and institutes including the Confederation of Indian Industry (CII) and the Federation of Indian Chambers of Commerce and Industry (FICCI). Suchita has been featured in Business Today's list of 'The Most Powerful Women in Business and Business Week's list of 'Most Influential Women'.

In 2023, she was named 'CSR Person of the Year' at the India CSR Awards. Under her leadership, Vardhman Textiles Ltd was ranked 112th in Fortune 500 India's Largest Companies and was listed as India's 'Most Valuable Company' in 2023. Suchita's journey—from inheriting a family legacy to becoming a pioneering leader in the textile industry—is a testament to her dedication, vision, and commitment to excellence. She continues to inspire and lead by example in the business and textile world, serving as a role model for many.



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WOMEN IN BUSINESS 2024



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**SUCHITA OSWAL JAIN**  
Vice Chairman & Joint MD,  
Vardhman Textiles



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**JAYANTI KHAN CHAUHAN**  
Vice Chairperson,  
Bikari International



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**SHRADDHA SURI NARWAH**  
CMD, Subros



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**SMRITI JINDAL**  
MD, Jindal  
SAW Ltd



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**MEGHNA AGARWAL**  
Co-founder,  
IndiQube



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**RITU GANGRADE ARORA**  
CEO & COO, Allianz Investment  
Management, Asia-Pacific

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## A Journey Within the Workplace

When Ravi walked through the gates of his new office for the first time, he felt like a small gear in a very large machine. Fresh out of college, clutching a worn-out file and an ironed shirt borrowed from his cousin, he wasn't sure where he fit in. The company was well-established, the work fast paced, and the people sharp. He felt miles behind.

The first few weeks were tough. He made mistakes, asked too many questions, and stayed late just to understand how things worked. But what stood out was his curiosity – not just about tasks, but about purpose.

One day, during a team meeting, Ravi raised his hand and asked, "Do we track how much paper we use? Or how many plastic bottles we go through in a month?"

The room went silent. Some smiled politely. A few looked confused.

But his manager noticed something different: a mind not just thinking about profits, but about impact.

### The Shift Begins

Over the next few months, Ravi began initiating small but meaningful changes. He suggested digital documentation to reduce printing, introduced the idea of recycling bins on each floor, and started "Green Fridays" – one hour every Friday where the team would learn or do something sustainability-focused.

At first, it felt like no one noticed. But slowly, others joined in. The HR department featured his ideas in the internal newsletter. The company cafeteria swapped plastic cutlery for biodegradable ones. What started as small steps became part of a bigger culture shift.

### Growing Into Leadership

Three years in, Ravi wasn't just an employee anymore – he was now leading a team.



His approach was different. He didn't just assign tasks; he asked people how they were doing, how they wanted to grow, what impact their work created. He encouraged sustainable thinking not only in environment, but in workload, mental health, and long-term vision.

One of his colleagues once said, "Ravi doesn't just lead the team – he makes you feel like what you do matters."

And that's where it all came full circle.

### Next Begins Here – At Work, With Purpose

Ravi didn't join the organization with grand strategies or a title. He started with questions. With small actions. With the belief that sustainability isn't a project – it's a mindset.

In a world chasing "what's next," he chose to ask: "What's worth continuing?"

And in doing so, he reshaped not just his own journey, but the journey of the people and the organization around him.

### Mukul Sheoran

Unit HR & IR department  
Arihant Spinning Mills, Malerkotla





## The future begins with us



### The Shift from Policy to Practice

Sustainability today is less about checklists and more about choices. Across Vardhman, individuals and teams are redefining what it means to be future-ready—not by waiting for change, but by driving it.

Whether it's a designer opting for resource-efficient materials, a manager improving energy efficiency on the shop floor, or a team championing zero-waste practices—these everyday actions are laying the foundation for long-term impact. Innovation, in this context, isn't always about big, flashy breakthroughs. Sometimes, it's a quiet decision made with care, curiosity, and a sense of responsibility.

### Rethinking Leadership

Leadership at Vardhman is evolving too. It's no longer just about managing operations— it's about nurturing values. The most impactful leaders today are those who lead by example, who listen deeply, act transparently, and bring sustainability into every decision they make.

This new kind of leadership doesn't just measure success in numbers—it measures it in purpose, people, and the planet. And it's happening here, across our teams—where accountability and empathy walk hand in hand.

### Innovation with Intention

As one of India's most respected textile manufacturers, Vardhman is uniquely positioned to drive innovation that is both sustainable and scalable. From water-saving dyeing techniques to energy-efficient processes, we are constantly investing in smarter ways of working.

But what sets us apart is not just what we do—it's how we think. Sustainable innovation begins with a mindset: a belief that every thread can carry a story of care, every process can leave a lighter footprint, and every product can be made with respect—for nature, for people, and for the future.

### The Power of Everyday Choices

True sustainability begins at an individual level. When employees carry reusable bottles, when meetings are run with less paper, when teams brainstorm ways to reduce waste—it all adds up. These mindful habits become culture. And culture is where real, lasting change takes root. At department level, we aim to encourage paper-less transactions, reduce documents in couriers, and with the implementation of Project Tejas more use of paper will be reduced.

We've seen this across Vardhman: sustainability champions who go the extra mile to share knowledge, small teams turning pilot projects into company-wide shifts, and everyday heroes whose actions ripple far beyond their immediate roles.

### Together, We Weave the Future

"Next begins here" is not just the theme of this edition—it's a reflection of who we are and where we're going. At Vardhman, we understand that the future isn't something we inherit—it's something we co-create. Every decision, every innovation, every act of leadership contributes to a larger vision: a future that is not only more sustainable but more human, more thoughtful, and more resilient.

And, the future begins with us.



Tania Dhiman  
MIS & Costing  
Auro Weaving Mills, Baddi



## Sustainable Thinking: Reshaping the Way We Work, Lead, and Live



Sustainable thinking is the mindset of making choices today that create a better tomorrow. It's about integrating environmental care, economic efficiency, and social responsibility into everyday actions—both big and small.

Whether it's reducing waste, conserving energy, or making ethical decisions, sustainable thinking fosters a culture of accountability and long-term value. It's not just about doing less harm—it's about doing more good.

At Vardhman Special Steels, this mindset is more than a philosophy—it's embedded in our way of working. Across departments, including the Steel Melting Shop (SMS), we are adopting smarter practices and innovations that support greener, leaner, and more resilient operations.

*"Sustainability is the path to prosperity for humanity and businesses alike."*

– Ban Ki-moon

### Why Sustainable Thinking Matters

#### Environmental Responsibility

Reducing emissions, recycling resources, and optimizing energy usage ensure a healthier planet for future generations.

#### Operational Efficiency

Sustainable practices often lead to lower waste, smarter resource use, and long-term cost savings.

#### Responsible Leadership

At Vardhman, our leaders are committed to long-term impact—not just short-term gains. They foster a culture of ethics, transparency, and shared responsibility.

#### Resilient Living

Sustainable thinking promotes well-being by encouraging mindful choices—in both our work and our lives.

### Sustainable Thinking in Action at Vardhman

#### Innovation in SMS

From energy-efficient furnaces and heat recovery systems to scrap optimization, we are reimagining steelmaking to reduce our environmental impact.

#### Mindful Daily Habits

Employees across locations are making small changes—segregating waste, reducing paper use, and conserving energy.

#### Leadership-Driven Engagement

Department heads are leading the way with training sessions and team-based initiatives that promote sustainable planning and efficient resource use.

#### Collaborative Efforts

Cross-functional teams are coming together to reduce carbon footprints, improve material yields, and drive continuous improvement.

### Final Thoughts : Lead with Purpose. Live with Responsibility

Sustainable thinking isn't a one-off campaign—it's a commitment to building a future we can all be proud of. At Vardhman, we are not just shaping steel; we're shaping a sustainable legacy.

Together, let's continue to innovate boldly, collaborate meaningfully, and act responsibly.

*"Your actions today shape the world of tomorrow. What sustainable choice will you make today?"*

Vinay Pratap Singh

SMS

Vardhman Special Steels Ltd.





## धरती की सिसकियों में गूंजता “भविष्य”



एक समय की बात नहीं... यह आज की बात है। जब धरती की छाती पर फैले जंगलों की हरी चादर, भूरे धब्बों में बदल रही थी। जब नदियाँ बहने के बजाय सूखी दरारों में सिसकने लगी थीं। और जब हवा, जो कभी जीवन देती थी, अब साँसों से लड़ाई करने लगी थी।

धरती मौन थी - पर उसकी सिसकियाँ गूँज रही थीं।

वो गाँव जहाँ कभी लोग सुबह खेतों की ओर जाते समय सूरज को नमस्कार करते थे, अब वहाँ सूरज भी धुएँ की धुंध में खोया रहता। बच्चे अब मिट्टी से खेलने की बजाय मोबाइल स्क्रीन पर हरियाली ढूँढ़ते थे। और बुजुर्ग? वे चुपचाप पेड़ के नीचे बैठकर उन दिनों को याद करते, जब हर क्रतु में प्रकृति का कोई गीत होता था।

अब जीवन कोई त्योहार नहीं रहा - वो रोज़ की रोज़ा बन गई थी - अब जीवन सिर्फ़ एक सतत संघर्ष बन गया है, जहाँ हर दिन कोई चीज़ खो रही है, हर दिन त्याग है, तपस्या है - लेकिन किसी पवित्र उद्देश्य के लिए नहीं, बल्कि सिर्फ़ ज़िंदा रहने के लिए। “जहाँ हर दिन एक बाग़ उजड़ता है, ताकि शहर के किसी फ्लैट की बालकनी का एक गमला हरा रह सके।”

फिर एक दिन, उस गाँव में “भविष्य” नाम का एक लड़का खड़ा हुआ।

वो साधारण नहीं था - उसके सवाल असाधारण थे।

वो गाँव के बड़े-बुजुर्गों से पूछता - “जब आप कहते थे धरती माँ है, तो आपने उसे ज़ख्मी क्यों किया?”

वो शिक्षकों से पूछता - “अगर विकास का मतलब विनाश है, तो हम क्या पढ़ रहे हैं?”

वो नेताओं से पूछता - “क्या नीतियों में पश्चाताप की कोई जगह नहीं होती?” और सबसे ज़्यादा - वो खुद से पूछता - “क्या मैं सिर्फ़ आँकड़ों में दर्ज एक पीढ़ी बनकर रह जाऊँगा, या बदलाव की शुरुआत?”

उसकी माँ हर रात प्रार्थना करती थी - कि उसका बेटा सिर्फ़ जीवित न रहे - बल्कि जी सके। वे धूप में आम के नीचे खेल सके, ना कि धुएँ की छाँव में।

“भविष्य” ने ठाना - वो गाँव से एक नया आंदोलन शुरू करेगा। ना कोई भाषण, ना कोई विरोध मार्चज सिर्फ़ छोटे - छोटे बदलाव:

उसने गाँव के बच्चों के साथ मिलकर सूखे कुओं की सफाई शुरू की। बंजर खेतों में देसी बीज बोने का अभियान चलाया। मोबाइल की स्क्रीन से बाहर निकलकर सबने मिलकर एक स्कूल गार्डन बनाया।

धीरे-धीरे... जैसे धरती ने भी राहत की साँस ली।

पेड़ फिर से छोटे-छोटे पत्तों के साथ मुस्कराए। नदी ने फिर से बहना सीखा। हवा ने अपना स्पर्श नरम किया - और सूरज? वो बिना शर्म के, फिर से उस गाँव की छतों पर उतरने लगा। धरती अब भी सिसकती है, पर अब उसमें उम्मीद की आवाज़ भी घुल गई है। क्योंकि कोई तो है - जो सिर्फ़ जिएगा नहीं, बदलाव लाएगा।

“भविष्य” जानता है, कि यह लड़ाई आसान नहीं है - धरती की सिसकियों में गूँजता “भविष्य” पर अगर हर कोई अपने हिस्से की धरती को बचा ले, तो एक दिन वह भी आएगा...

जब नीतियाँ आँसू नहीं, आशा का बजट बनाएंगी। जब कोई माँ अपने बच्चे को यह कह सकेगी - “जा बेटा, मिट्टी में खेलज वो अब फिर से ज़िंदा है।”

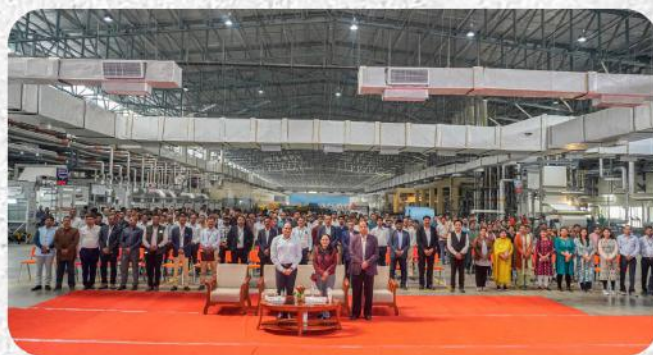
**Ravinder Kumar Saha**  
Learning and Development  
Anant Spinning Mills, Mandideep







Chairman Sir's Visit at Vardhman Fabrics, Budhni



Vice- Chairman & JMD Madam Suchita Jain's Visit at Vardhman Fabrics, Budhni



Vice Chairman & JMD Madam Suchita Jain's visit at Vardhman Yarns, Satlapur



New Ring Frame KTTM Machine inauguration in Arisht Spinning Mills, Baddi by JMD Neeraj Jain Sir



JMD Mr. Neeraj Jain sir's visit at Arisht Spinning Mills, Baddi



Visit of JMD Neeraj Jain Sir in VMT, Baddi



IMJS Sidhu Sir conducting an interactive session with the employees at Vardhman Spinning Mills, Baddi



## Sustainability Is How We Shape What Comes Next



At Vardhman, we believe that the future begins with the choices we make today. And one of the most important choices we've made is to put sustainability at the heart of how we work, lead, and live.

This year, we achieved a major milestone on our sustainability journey. Our ESG (Environmental, Social, and Governance) score in the Dow Jones Sustainability Index (DJSI) rose from 20 to 72 in just one year—making us one of the top performers & Second highest scorer among Indian textile companies. This is a proud moment for us and shows that our efforts are being recognized on a global stage.

### The GreenWeave Programme - Building a Sustainable Foundation

This progress is the result of our structured sustainability programme called GreenWeave. It was launched to bring all our ESG efforts under one umbrella and to make sure every department, every process, and every person contributes to our sustainability goals.

With support from Ernst & Young (EY), we've created a strong governance structure and clear goals to track progress. For the first time, we released detailed reports like our ESG Data Book, Climate Risk Report, and Materiality Report—showing the world our work, our impact, and our commitment to transparency.

### Environment First - Energy, Water, and Waste

We are doing more than ever to protect the environment:

We are significantly increasing our use of solar and green energy, aiming to raise our renewable energy mix from 5% to ~49% by 2026. ~

- Our major unit have plan to switched to biomass instead of coal.
- Under the Manufacturer Climate Action Program (MCAP), we have pledged to reduce our greenhouse gas (GHG) emissions by 42% by 2030, aligning ourselves with science-based targets for a low-carbon future.

- Our Zero Liquid Discharge (ZLD) plants at multiple units ensure that no untreated water leaves our factories.

- Nine Sewage Treatment Plants (STPs) across our units treat and reuse domestic wastewater, saving fresh water for future generations.

- We are using more sustainable cotton—like organic, BCI, Fairtrade, and recycled cotton. Today, 31% of our cotton is sustainably sourced. Our Renova unit at Baddi is turning cotton waste into new yarn, showing how waste can become value.

### People and Communities Matter

Sustainability isn't only about the environment. It's also about our people and communities. We are making our workplaces safer through training and better safety systems. We continue to support villages around us through education, health care (like Project Nandni), and skill development programmes under CSR.

### Stronger Governance, Smarter Decisions

We've also made changes in how we manage ESG at the top:

A new ESG Committee at the Board level now reviews our sustainability performance.

Policies like our Human Rights Policy, Sustainable Procurement Policy, and Anti-Bribery Policy help ensure we always do the right thing, the right way.

### What's Next? We Keep Moving Forward

We've compared our performance with other leading textile companies and in many areas, we're leading the way. Whether it's using more clean energy, managing wastewater, or using sustainable materials—Vardhman is setting new standards.

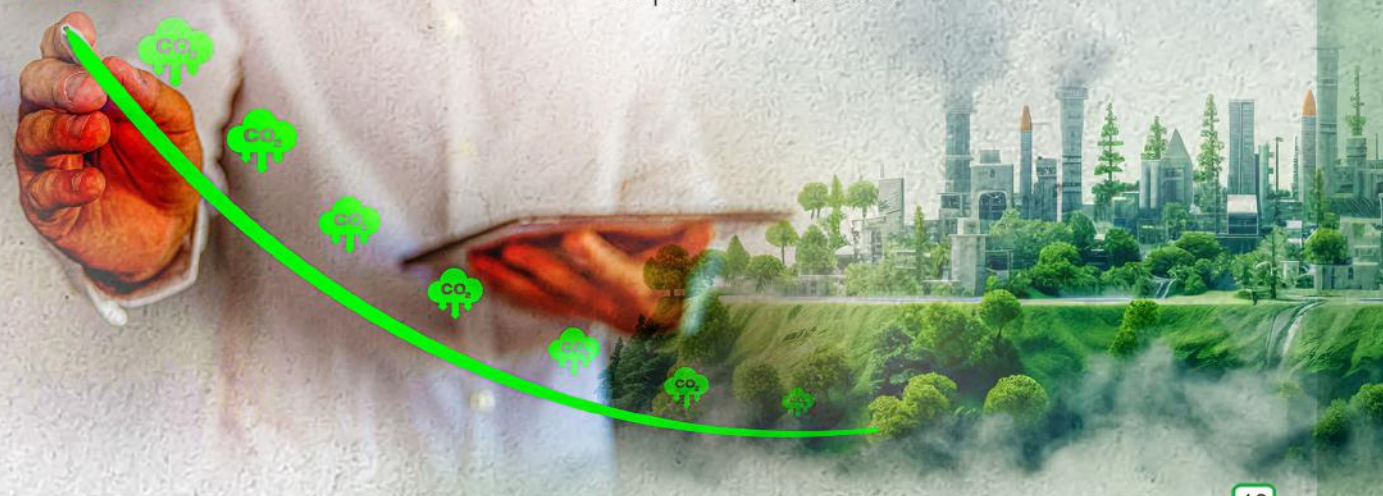
But this is just the beginning. The world is changing fast, and we're ready to grow with it—responsibly, ethically, and with care for the planet and people.

Because at Vardhman, "Next" is not a destination. It's a journey. And it begins with us.

**Nitin Tyagi**

Corporate- Environment & Sustainability,  
Corporate Office, Ludhiana

2030





# EVENTS AND ACTIVITIES

## New Year Celebrations



Arihant Spinning Mills, Malerkotla



Arisht Spinning Mills, Baddi



Auro Dyeing, Baddi



Auro Spinning Mills, Baddi



Auro Textiles (Processing Division), Baddi



Auro Textiles, (Printing Division), Baddi



Auro Weaving Mills, Baddi



Vardhman Apparels, Ludhiana





Vardhman Fabrics, Budhni



Vardhman Spinning Mills, Baddi



Vardman Special Steels, Ludhiana



VMT, Baddi



VSGM, Ludhiana





## Lohri



Anant Spinning Mills, Mandideep



Arihant Spinning Mills, Malerkotla



Arisht Spinning Mills, Baddi



Auro Textiles (Processing Division), Baddi



Auro Textiles (Fabric Divion), Baddi



Auro Textiles, (Printing Division), Baddi



Vardhman Spinning Mills, Baddi



Vardhman Yarns, Satlapur





VMT, Baddi



VSGM, Ludhiana



VSS, Ludhiana

### Basant Panchmi



Anant Spinning Mills, Madideep



VSGM, Ludhiana

### Makar Sankranti



Anant Spinning Mills, Mandideep



Arisht Spinning Mills, Baddi



## Republic Day



Anant Spinning Mills, Mandideep



Vardhman Apparels, Ludhiana



Vardhman Fabrics, Budhni



VMT, Baddi



Auro Spinning Mills, Baddi



VSGM, Ludhiana



## Women's Day



Anant Spinning Mills, Mandideep



Arihant Spinning Mills, Malerkotla



Auro Dyeing, Baddi



Auro Spinning Mills, Baddi



Auro Textiles (Processing Division), Baddi



Auro Textiles (Fabric Division), Baddi



Auro Textiles, (Printing Division) Baddi



Auro Weaving Mills, Baddi





Vardhman Fabrics, Budhni



Vardhman Yarns, Satlapur



VSS, Ludhiana

Holi



Arihant Spinning Mills, Malerkotla



Auro Textiles (Fabric Division), Baddi



Auro Textiles (Processing Division), Baddi



Auro Textiles, (Printing Division), Baddi





Auro Weaving Mills, Baddi



Vardhman Apparels, Ludhiana



Vardhman Spinning Mills, Baddi



Vardhman Yarns, Satlapur



VSGM, Ludhiana



VSS, Ludhiana





## Living Sustainably: 10 Powerful Ways to Protect Our Planet



As the climate crisis intensifies and biodiversity continues to decline, the call for collective action has never been more urgent. While individual choices may seem small, together they spark cultural and political momentum—nudging policies, shaping behaviors, and redefining what it means to live responsibly on this planet.

Sustainability isn't just a trend; it's a mindset—one that values thoughtful consumption, environmental stewardship, and long-term well-being over short-term convenience. Every action we take contributes to a broader movement, and when multiplied by millions, it becomes a force for transformative change.

Here are 10 practical and impactful ways to reduce your environmental footprint and help protect the natural world for future generations.

### 1. Think Twice Before Shopping

Every product carries an environmental cost—from extraction of raw materials to packaging waste. Before you buy, ask: Do I really need this? Choose secondhand, opt for low-impact materials, and support brands that prioritize sustainability. Less consumption means less pressure on the planet's resources.

### 2. Ditch Plastic, Embrace Reuse

Plastic is choking our oceans, harming marine life and persisting for centuries. Start small: carry reusable bags, bottles, and straws. Choose unpackaged goods and avoid single-use plastics wherever possible. Every piece of plastic avoided is a win for wildlife.

### 3. Take Extinction Off Your Plate

Meat and dairy production are among the leading causes of greenhouse gas emissions, water depletion, and habitat loss. Shifting towards a plant-based diet—even partially—can make a significant difference. Plan your meals, reduce food waste, and support local, ethical food sources.

### 4. Simplify the Celebrations

Festivals, birthdays, and weddings often leave behind mountains of waste. Instead, make your celebrations sustainable—use reusable décor, homemade gifts, and plant-based meals. Embrace simplicity and focus on meaningful experiences over material excess.

### 5. Choose Organic and Go Native

Pesticides and chemical fertilizers harm more than just pests—they contaminate soil, air, water, and jeopardize ecosystems. Choose organic produce and grow native, pollinator-friendly plants at home. This not only reduces your chemical footprint but helps restore vital habitats.

### 6. Be Water Wise

Water scarcity is real—and growing. Fix leaks, shorten showers, and choose water-efficient appliances. Landscaping with native, drought-tolerant plants (xeriscaping) saves water and supports biodiversity. Reducing meat consumption also dramatically lowers your water usage.

### 7. Drive Less, Drive Green

Transportation emissions fuel climate change. Walk, cycle, carpool, or take public transport when possible. Maintain your vehicle for optimal efficiency, and consider switching to an electric vehicle. Advocacy counts too—urge local leaders to invest in sustainable mobility.

### 8. Green Your Home

Improve your home's energy efficiency with better insulation, energy-saving windows, and smart thermostats. Switch to LED lighting, explore solar options, and opt for renewable energy providers where available. Many states offer incentives—take advantage of them to green your space affordably.

### 9. Boycott Products that Harm Wildlife

Avoid products linked to deforestation, water exploitation, or endangered species trade. Read labels, support ethical businesses, and say no to unsustainable seafood or exotic animal-based items. Your choices as a consumer carry power—use it to protect the voiceless.

### 10. Support Reproductive Rights and Education

This may seem indirect, but it's one of the most profound ways to ensure a sustainable future. With over 8 billion people on the planet, supporting access to family planning, reproductive healthcare, and gender equity helps reduce pressure on natural resources and allows both people and wildlife to thrive.

Sustainability begins with awareness but only flourishes with action. It's not about doing everything perfectly—it's about making better choices, more often, and inspiring others to do the same. We can all be changemakers in our own lives. Because when we act together, we don't just reduce our impact—we shape the future.

**Vijay Kumar More**

Manufacturing Excellence  
Arihant Spinning Mills, Malerkotla





## Sustainable Development Goals and Corporate Social Responsibility



In a world facing rising inequality, environmental crises, and global uncertainty, businesses are no longer just economic players—they are key drivers of sustainable development. With their scale, resources, and influence, corporations have a critical role in advancing the UN Sustainable Development Goals (SDGs).

The link between Corporate Social Responsibility (CSR) and the SDGs is both natural and necessary. CSR, when guided by the Triple Bottom Line—People, Planet, and Profit—becomes a strategic tool for shaping a more inclusive and sustainable future.

### Why CSR Needs the SDGs

CSR focuses on ethical behavior, environmental care, stakeholder engagement, and community development. But aligning it with the SDGs provides a global framework, helping companies prioritize impact, measure progress, and build credibility.

The SDGs are not just a to-do list—they reflect the most urgent challenges of our time: poverty, inequality, climate change, and more. When businesses integrate these goals into their operations, they go beyond charity. They become active partners in solving global problems.

According to the UNGSII SCR500 report, 95% of the world's top 500 corporations reported aligning their CSR spending with SDGs by 2021—a rise from 85% in 2019. However, not all goals are equally addressed.

Climate action (SDG 13) and responsible consumption (SDG 12) have seen strong corporate focus.

No poverty (SDG 1) and life below water (SDG 14) remain underrepresented.

Post-COVID, SDG 8 (Decent Work and Economic Growth) has gained visibility, reflecting the global push for economic recovery.

Industries like tech, banking, pharma, and food are leading the way. Yet regional gaps exist—Europe and Africa show more visible contributions compared to Asia-Pacific and the Americas, possibly due to differences in SDG reporting culture.

### Why This Matters

The COVID-19 pandemic disrupted progress on many SDGs, but it also made one thing clear: sustainable, resilient businesses are better prepared for crises. Aligning CSR with SDGs is no longer optional—it's essential for long-term survival and relevance.

By linking social responsibility to global goals, businesses benefit in multiple ways:

- Stronger reputation and stakeholder trust
- Better risk management
- Opportunities for innovation and market growth
- Access to ESG-conscious investors

### A Shared Roadmap

The SDGs offer a common language for sustainability—making CSR efforts more structured, visible, and impactful. They allow businesses to work toward shared outcomes while meeting their own strategic objectives.

In short, CSR driven by the SDGs is not just about doing good—it's about doing well, responsibly.

Venus Bali

Product Designer

Vardhman Apparels, Ludhiana





## How Sustainable Thinking is Reshaping the Way We Work, Lead, and Live

At Vardhman, we believe the future is something we create together. Sustainability goes beyond environmental practices; it's about how we think, work, and evolve as a team. In the VBF Spinning Electrical department, this philosophy drives innovation, improvements, and responsible decisions for long-term benefits.

### Sustainability Through Innovation :

We embrace sustainability through continuous improvement.

- Recently, we have done 3 innovations for the enhancement in the Savio Link Coner Machine:

- Brake Valve Adapter Improvement: A redesign that reduces failures, enhances safety, and ensures consistent product quality.

- Cap PCB Stability Enhancement: Strengthening the PCB mounting minimizes faults, improves durability, and reduces maintenance.

Suction Arm Motor Cable Protection: Enhanced shielding prevents damage, increasing safety, reducing downtime, and improving efficiency.

Under Guidance of Mr. Rahul Joshi Sir, we've also taken significant steps toward power savings and budget optimization, reinforcing our commitment to sustainable operations. Through detailed analysis, efficient planning, and strategic execution. We've also identified opportunities to reduce energy consumption and control operational costs without compromising performance. These efforts not only contribute to our job responsibility but also strengthen our department's long-term productivity and financial resilience.

### Everyday Sustainability :

Beyond technical upgrades, we actively promote sustainability through conscious, everyday actions. Whether it's reducing unnecessary power consumption, optimizing natural and artificial lighting, or responsibly handling and disposing of electronic components, our team is committed to making thoughtful choices. These small but consistent efforts create a ripple effect—one that fosters a more mindful, efficient, and environmentally friendly workplace. Sustainability isn't just a policy; it's a daily practice we take pride in.

### Leading With Responsibility :

Our approach to leadership is rooted in accountability and innovation. We cultivate sustainable thinking by encouraging open dialogue, recognizing creative solutions, and promoting a strong sense of ownership across all levels. Employees are not just problem-solvers—they're decision-makers who help shape a safer, more efficient, and forward-thinking work environment. By aligning leadership with responsibility, we empower our team to drive long-term progress with confidence and care.

### Next Begins Here :

Every small modification, every mindful habit, and every act of responsible leadership contributes to the bigger picture of a resilient, future-ready workplace. At Vardhman, especially in the Spinning Electrical department, we recognize that true sustainability is built from the ground up. The next chapter of innovation and environmental stewardship begins here—with a shared commitment to grow, improve, and lead responsibly.

Sustainability is not a destination—it's an ongoing journey. At Vardhman, we are proud to walk that path every day, guided by purpose, powered by people, and driven by innovation. Together, we are creating a workplace that not only meets today's needs but sets the standard for tomorrow's progress. The future is not something we wait for—it's something we build, one sustainable step at a time.

Deepak Mallick  
Electrical Spinning  
VFB





## What Does Sustainable Thinking Mean?



Sustainable thinking is more than a buzzword—it's a way of life. It's about making thoughtful, responsible choices that help people, protect the planet, and shape a better future. It's about how we work, how we lead, how we live, and how we treat time—not just as a resource, but as a gift.

It's not only about the environment. It's about creating better outcomes for everyone by thinking ahead, being mindful today, and recognizing that every small action counts. Whether you're leading a team, managing your day, or simply going about your routine—sustainable thinking can be woven into it all.

*"What we do today can make the world better tomorrow."*

### So why does it matter?

Because sustainable thinking leads to better ways of working. When we use only what we need and reduce waste—whether it's energy, paper, or our own time—we become more efficient, productive, and focused. It also helps foster a culture of thoughtful leadership. Leaders who think sustainably care not just about quick wins, but about long-term impact, fairness, and people's well-being.

This mindset also contributes to healthier lives. Using time wisely, setting boundaries, and making space for rest helps reduce stress and brings greater balance into our days. Above all, sustainable thinking creates positive change—not just for ourselves, but for future generations.

*"Real progress means taking care of what really matters."*

The good news? It's not complicated. Here are a few simple ways to start thinking—and living—more sustainably:

**Work with purpose :** Focus on what truly matters, not just what keeps you busy.

**Lead with kindness :** Treat people fairly, be respectful, and lead by example.

**Avoid waste :** Be mindful of what you use—materials, energy, and time.

**Protect your time :** Don't glorify overwork. Make room for rest, family, and things that recharge you.

**Choose eco-friendly habits :** Use less paper, save electricity, and avoid single-use items.

**Keep learning :** Stay open to new ideas and better ways of doing things.

These are not grand gestures. They're small, everyday actions—and they add up.

Each choice we make, each habit we shift, is a step toward a more thoughtful and sustainable world. Whether at work, at home, or in our communities, we all have the power to influence the future through the decisions we make today.

*"You can start today. What's one small change you'll make?"*

**Manpreet Singh**  
Research & Development  
Vardhman Special Steels Ltd., Ludhiana







Vice Chairman & JMD Suchita Jain Madam Inaugurating the cricket tournament at Vardhman Fabrics, Budhni



Cricket Tournament held at VMT, Budhni



Indoor Games for Staff employees at ReNova, Baddi



Khel Utsav organized at Vardhman Fabrics, Budhni



One minute activities held at Auro Textiles (Printing Division), Baddi





Recreational Activities held at VMT, Baddi



Sports Activities and Prize Distribution held at VSS, Ludhiana



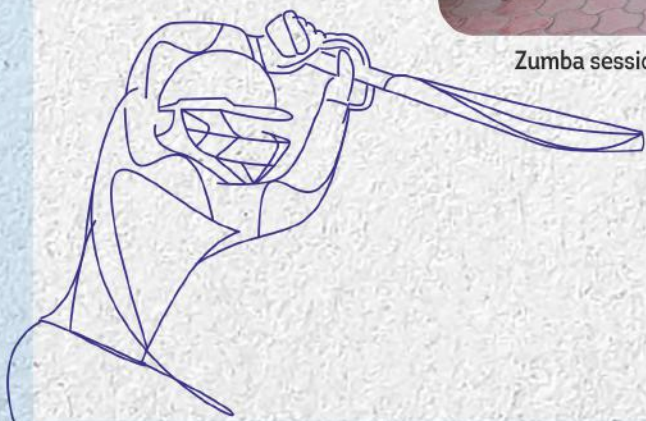
Tug of War Activity held at Auro Textiles (Processing Division), Baddi



VSM Champions League 2025 held at Vardhman Spinning Mills, Baddi



Zumba session held at Vardhman Fabrics, Budhni





# ENVIRONMENT, HEALTH & SAFETY

## Environment



An exposure visit was conducted by the family of Mr. Goto San (President of Aichi Steel) from Aichi Steel & VSSL employees

## Health



Cancer Awareness Session at Auro Weaving Mills, Baddi



Dental Camp organized on the occasion of Oral Health day at Vardhman Spinning Mills, Baddi



Health Check - Up Camp organized at Vardhman Yarns, Satlapur



Health Check - Up Camp organized at Vardhman Yarns, Satlapur



Health Check-up Camp organized at Auro Textiles (Processing Division), Baddi



Health Session held at VMT, Baddi



## Safety



Fire Safety Training for workers held at Arihant Spinning mills, Malerkotla



National Safety Month Celebration at Anant Spinning Mills, Mandideep



National Safety Week Celebration at Vardhman Yarns, Satlapur



Oath taking Ceremony at Auro textiles, (Printing Division), Baddi on occasion of Safety week



Safety Training Held at VSS, Ludhiana in lieu of National Safety Week



Safety Training Session conducted at Vardhman Fabrics, Budhni as part of National Safety Week celebrations



Safety Week Celebration at Auro Spinning Mills, Baddi



Safety week Celebration in Vardhman Spinning Mills, Baddi



## What's Next?- Is it me or you all feel same?

If someone asked our parents how they used to eat when they were our age, the answer would probably be simple food, home-cooked meals, no fancy gadgets, and a lot of seasonal fruits and veggies. Fast forward to today – our plates, our habits, and even our kitchens have changed a lot. And honestly, it makes me wonder: what's next? Where are we headed when it comes to health and food?

### The Way We Used to Eat (And What We've Lost)

There was a time when people ate whatever was available in the local market. Our grandparents didn't count calories – they just ate dal, roti, sabzi, fruits in season, and some sweets made at home. Food was fresh. Leftovers weren't stored for days. People sat together for meals, ate slowly, and without screens.

Food wasn't a trend. It was just... food. Simple. Nourishing.

### The Way We Eat Now

Now? It's a different world. Microwave-ready meals, Zomato orders, packaged snacks, energy drinks, protein bars – we have it all. Our fridge is always full, but somehow, we still say "there's nothing to eat." We reheat more than we cook. We're experts at late-night noodles and air-fried everything. And don't even get me started on scrolling while eating.

Ovens, toasters, blenders, and microwaves have taken over the role of moms and grandmoms. Not saying these are bad – they make life easier, no doubt – but sometimes it feels like we've replaced nutrition with speed and convenience. And not just this we have added appliances that have changed our food culture big time.

They're super helpful, no doubt. But the question is – are we depending too much on them? Just because we can store and heat food doesn't mean it's always good for our health.

If we don't check ourselves, the future might look like this:

More processed food, more health issues at a younger age, more dependency on pills and protein powders instead of natural food. Scary, right?

But it doesn't have to be that way.

### Why Staying Rooted Matters

It's super important to stay connected with our roots. Our traditional food wasn't just tasty – it was smart. Things like turmeric milk, soaked almonds, seasonal fruits, ghee – they all had a reason. The food our families grew up on actually worked with the body, not against it.

Going back to basics doesn't mean giving up all modern things. It just means choosing real over fake. Homemade over instant. Balanced over extreme.

### So... What's Next?

That's up to us. We can either keep going on autopilot, or start being a little more mindful. We can combine the best of both worlds – tech and tradition – to build better habits.

Let's not wait for a health scare to realize the value of food. Let's be the generation that knows how to blend modern life with old-school wisdom.

After all, what's next could either be a health crisis – or a health revolution. And we get to choose.

**Sharuti Jain**

Unit Commercial & Accounts  
Arihant Spinning Mills, Malerkotla





## Next Begins Here



Every ending carries within it the seed of a new beginning. Whether it's the setting sun, the final page of a chapter, or even the close of a life well-lived—something new is always waiting. Like a shell breaking open to reveal new life, every conclusion holds quiet promise.

What comes next isn't just a continuation—it's a blank canvas, ready for bold strokes.

"Next begins here" is more than a phrase. It's a mindset. A moment of quiet courage. A call to action.

So often, we wait.

For the perfect time.

For clarity.

For things to feel right.

We tell ourselves: "Once this passes, I'll begin," or "When I'm ready, I'll take that step."

But the truth is—life doesn't wait.

The next phase begins the moment you choose to move.

That first step—uncertain, small, or even scary—is what sparks transformation.

New beginnings aren't about grand plans. They're about moments of intention. Pauses before leaps. The soft pull of possibility whispering, "Try."

And in those moments, a little inspiration goes a long way:

"The beginning is always today." – *Mary Shelley*

"Tomorrow is a new day with no mistakes in it yet." – *L.M. Montgomery*

"Never feel guilty for starting again." – *Rupi Kaur*

"You always have the chance to start again." – *Emily Acker*

"You are never too old to start over." – *Karon Waddell*

So if you're standing at a turning point—pause.

Take a breath.

Look around and within.

Feel the quiet strength stirring inside you.

**That's the pulse of possibility.**

Now take the step.

Because the future doesn't wait.

And neither should you.

**Next begins here.**

# FUTURE



Mukesh Vaths  
HR & ADMN Department  
Anant Spinning Mills

## READ TO LEAD

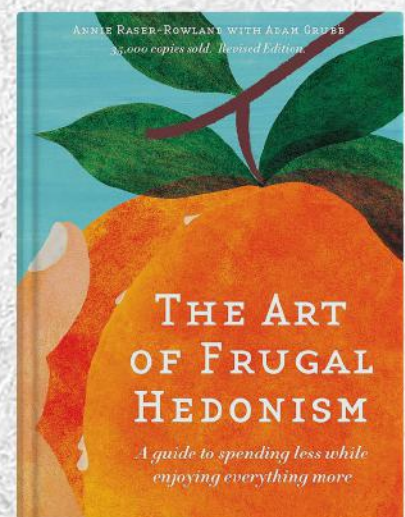
**The Art of Frugal Hedonism By Annie Raser-Rowland & Adam Grubb**

The Art of Frugal Hedonism is a warm, witty, and insightful guide to living richly without spending excessively—both financially and environmentally. Rather than preaching austerity, the authors invite you to explore the joy, freedom, and creativity that come from consuming less and appreciating more.

The book is made up of 51 bite-sized, often humorous chapters filled with practical ideas, philosophical musings, and lifestyle experiments. These range from learning to find joy in secondhand treasures, to opting out of expensive habits, to embracing DIY, slow food, and unstructured time.

Their central idea is that consumer culture dulls our senses. When we constantly chase convenience, entertainment, or comfort, we miss out on life's deeper pleasures—like growing a tomato, fixing a bike, or simply having time to think.

By stepping away from overconsumption and tuning into our real needs, we not only reduce our environmental footprint but also feel more vital, alive, and free. This is "hedonism" redefined—not about indulgence, but about true enjoyment that doesn't cost the earth.





# BIRTHDAY BASH



Anant Spinning Mills, Mandideep



Auro Spinning Mills, Baddi



Auro Textiles, (Printing Division), Baddi



Auro Textiles, (Processing Division), Baddi



Vardhman Apparels, Ludhiana



Vardhman Fabrics, Budhni





Vardhman Spinning Mills, Baddi



VMT, Baddi



VSS, Ludhiana

H A P P Y  
B I R T H D A Y





## CSR : DOING OUR BIT



Awareness cum training program on Combatting Food Loss & Waste at Central Institute of Post- Harvest Engineering & Technology (CIPHET), Ludhiana



Foundation Laying Ceremony in Govt. Primary School Lohara for the construction of 20 classroom block with washroom facility



Inauguration of the Bone Marrow Transplant (BMT) Ward at Christian Medical College & Hospital, Ludhiana



Inauguration of the constructed Well-furnished Anganwadi Bhawan Talpura, Budhni



Launching Project Nandini in Mandideep & re-launched in Budhni, Madhya Pradesh



Mr. R.K. Rewari, Mata Harpal Kaur (Mother of Punjab's Chief Minister) and Mr. Sandeep Rishu, IAS, DC Sangrur, launch a transformative initiative empowering women with new skills and opportunities



Inauguration of the newly constructed Classroom block with washroom facility at Govt. High School Tilende, District Raisen



Provided an Ambulance to Rehars Sewa Society Ludhiana





Provided Dental chair to the Government Civil Hospital, Malerkotla to enhance dental care facilities for patients



Provided essential Materials to Sankalp Deaf & Dumb School District Hoshangabad



Provided financial contribution to Dayanand Medical College & Hospital (DMCH), Ludhiana for poor patients' fund (PPWF)



Provided two E-tricycle and one Daisy Player for differently-abled individuals at Panjab University, Chandigarh



Under project Nari Shakti at Kapurthala, cheque of Rs 4.92 lac was given by VSS, Ludhiana for setting up of the Pehal centre of stitching and learning



Vardhman Skill Development Centre opened at Payal Village under project Pehal Shakti under CSR



VSSL proudly inaugurates a state-of-the-art E-Classroom at Government School and University College, Benra Dhuri, empowering students with digital learning



Wheel chairs given to Handicapped person at focal point, Ludhiana under Project Swasth Samaj by VSS, Ludhiana



# TRAINING AND DEVELOPMENT



Industrial Safety Training held at VSGM, Ludhiana



Internal TPM 5S Training Program at Anant Spinning Mills, Baddi



Self Defence Training held at Vardhman Fabrics, Budhni



TPM 5S Training held at Arihant Spinning Mills, Malerkotla





## Transforming Personality and developing skills enables in meeting the Sustainable Development Goals

The damage that human activity has caused to the environment is vast—perhaps beyond full repair. Yet, not all hope is lost. With conscious regulation and meaningful action, we can still restore much of what has been lost and protect what remains.

Still, questions persist. Will adopting eco-friendly practices slow technological advancement? Will it hinder development? These doubts continue to surface as we navigate the path toward progress. The truth is—sustainable choices are not a trade-off, but a recalibration. They remind us that growth and responsibility can—and must—coexist.

This is where the Sustainable Development Goals (SDGs) come into play. Introduced as a framework for balancing technical advancement with ecological preservation, the SDGs are not just about protecting the environment. They also offer economic, social, and cultural benefits. While implementing eco-friendly practices is a start, the essence of the SDGs runs deeper. It calls for a shift in our mindset—towards building sustainable habits, character, and values.

Mother Nature knows how to restore balance. Our responsibility is to live in alignment with that truth.

Today, sustainability is no longer a trend—it's becoming the foundation of how organizations operate and how people choose to live. As the urgency of global challenges intensifies, people are moving beyond just talk. They are beginning to act. But for these actions to be lasting and meaningful, they must be rooted in personal transformation.

Let's explore how working on personality development can help individuals become enablers of sustainable change.

### How Personal Growth Supports Global Goals

#### 1. Awareness and Empathy

Information is everywhere, but true awareness is rare. A major barrier to real change is the lack of understanding at the grassroots level. When individuals gain the right knowledge and connect SDGs to their daily lives, action becomes natural.

Empathy plays a powerful role—it allows us to see the world through the lens of those impacted by climate change, poverty, and inequality, and compels us to respond with compassion.

#### 2. Adaptability and Problem-Solving

Sustainability demands innovation. It requires people who are open to new ideas and not afraid of change. Developing critical thinking and adaptability empowers individuals to tackle challenges with creativity and courage.

#### 3. Responsibility and Accountability

No SDG can be achieved without personal responsibility. When individuals take ownership, they become drivers of change. A strong sense of ethics ensures they remain accountable not just to systems, but to society and the environment.

#### 4. Collaboration and Leadership

Sustainable progress thrives on teamwork. Personality development enhances communication, emotional intelligence, and collaboration—skills essential to mobilizing collective action. True leaders don't just direct—they inspire and involve.

#### 5. Linking Personal Actions to Global Impact

When people personalize the SDGs, they understand how everyday actions—like conserving water, reducing waste, or supporting ethical brands—contribute to global outcomes. This connection fuels purpose and long-term commitment.

#### The Journey Begins Within

Sustainability is not just a set of targets or policies—it is a mindset. And every mindset begins with the individual. By focusing on our own personal growth—our awareness, adaptability, empathy, and leadership—we position ourselves to become true agents of transformation.

Because the journey to a sustainable world doesn't start somewhere out there.

It starts with how we think. How we live. And who we choose to become.

**Bhawna Kapil**

Sustainability Department  
Auro Textiles, Baddi





## LET'S MEET

In 1982, a young and determined graduate from Kanpur joined Vardhman as a TGT. Little did anyone know then that this quiet entry would mark the beginning of a decades-long journey filled with learning, innovation, and leadership.

"My early days were intense," he recalls with a smile. "The training was rigorous, but it was the kind of rigor that shaped me. We learned by doing—every single task." As a gold medalist, he earned a unique opportunity to work across all three core technical departments: Production, R&D, and Maintenance. This multi-dimensional exposure became the foundation of his deep understanding of the textile value chain.

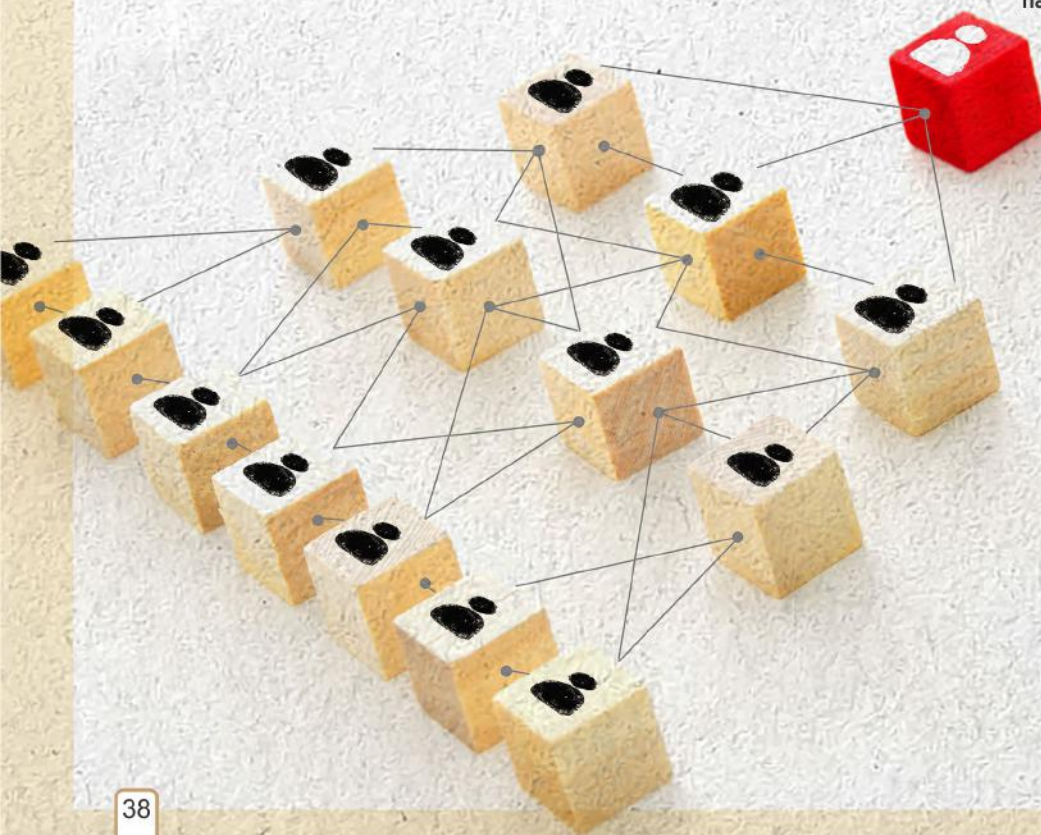
One of the most significant turning points came when he moved from Spinning to the Fabric Division. Known across the industry as one of the finest spinners, this transition was not just a change in domain—it was a test of adaptability and leadership. "It was a big shift—professionally and personally. It challenged everything I knew and gave me a chance to grow in new directions," he says. Leading a processing unit without a fabric background was not easy, but he immersed himself in learning and soon earned the respect of the entire fabric team. Today, no one can say he was ever a non-processing man.



Before this transition, he had already made his mark by spearheading modernization and improvement initiatives across various spinning plants. His proactive and people-centric approach laid a strong foundation for his leadership journey.

As the organization evolved, so did he. He vividly remembers the establishment of Worker Training Centres (MVKs) and the strong emphasis on grassroots-level engagement. "Everyone participated in training with sincerity and dedication. It wasn't just about skill-building—it was about culture-building."

Mr. Saxena's leadership is distinguished by his hands-on approach to problem-solving and his firm belief in teamwork. He is known for simplifying complex processes and creating platforms where cross-functional teams come together to resolve issues collaboratively. "A coherent team can achieve unbelievable targets," he often says, and his leadership style reflects this philosophy. He has always been approachable, trusting his team, and empowering them to give their best.





One of the landmark examples of his leadership came during the RO project, which had a government-mandated completion deadline of 30 June 2021. The COVID-19 pandemic posed serious challenges that threatened both operations and the organization's image. At this critical juncture, Mr. Saxena took charge personally, led the team with unwavering focus, resolved bottlenecks, and provided immense support to ensure timely completion. The Chairman acknowledged the efforts of the entire team, with special appreciation for Mr. Saxena, who was the key driving force behind the success.

His leadership continued to shine in other major expansion projects such as the Auto Dispensing setup in AT-YD, MEE, and the ongoing VPF Plant project. These initiatives showcased his visionary approach and meticulous execution capabilities.

In the Fabric Division, he played a crucial role in the consolidation of key departments like HR, IR, Commercial, Stores, and Engineering. This integration not only fostered synergy among teams but also enhanced organizational effectiveness and alignment. His initiatives even extended to safety—he actively guided improvements in vehicle movement within company premises, ensuring a safer environment for employees.

Outside the factory, he finds joy in simple pleasures—time with family, focusing on health, and the thrill of travel. “Exploring the world in different ways keeps me grounded and curious,” he says.

When asked about a memory he would relive, he doesn't hesitate. “In the mid-80s, I was a shift officer in Spinning. We were implementing the Single Spindle Monitoring System—a

breakthrough in technology. The Chairman personally visited the floor to understand the system in detail. His deep involvement, his curiosity—it left a lasting impression on me. He didn't just lead from the top—he connected with the work at the ground level.”

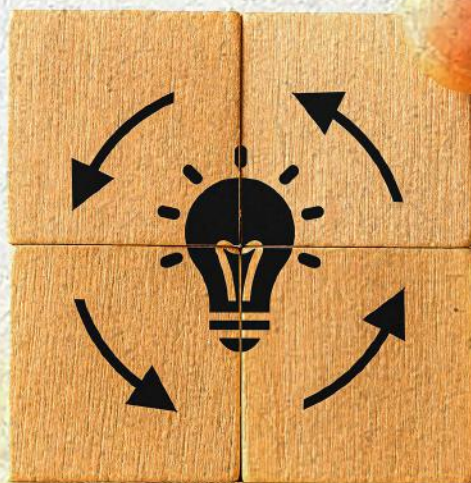
He also fondly recalls a moment from 2003, when a complaint from a Japanese client posed a major challenge. “The Chairman came to the unit, heard us out, reviewed the corrective actions, and expressed his satisfaction. That trust empowered us to rise to the occasion.”

His journey is a testament to how enduring values, continuous learning, and humility can shape not just a career—but a legacy.

When asked to share a message with the younger generation, he offers words that capture his belief in the power of people:

“When you trust your people, stand with them in difficult times, and lead by example—teams don't just follow, they outperform. That's the true strength of leadership.”

**Mr. Mukesh Saxena**  
CGM, Fabric Division, Baddi





# AWARDS & RECOGNITION



Anant Spinning Mills achieved 2<sup>nd</sup> runner up position in External 5S Audit



Arihant Spinning Mills, Malerkotla Maintenance Team-  
Platinum Award Winner- National SMED Competition 2025



Arihant Spinning Mills, Malerkotla Maintenance Team-  
Platinum Award Winner 6<sup>th</sup> CII  
National Maintenance Circle Competition 2025



Arihant Spinning Mills, Malerkotla Maintenance Team-  
QC Award Winners- Zonal Level All women Confident Team Award



VSS, Ludhiana received 'The Punjab Leadership Award 2025'  
in the category of 'Organisation with Sustainable Practices'



# WELCOME ABOARD



**Yashvir Singh**  
Unit Commercial & Accounts  
Arihant Spinning Mills



**Rajeev Tripathi**  
Yarn Dyeing  
Vardhman Spinning & General Mills



**Ankush**  
Unit Administration  
Auro Textiles



**Seigo Sakawa**  
Marketing  
Vardhman Special Steels Ltd



**Krishna Deo Chaurasia**  
Utility & Mechanical Engineering  
Auro Textiles



**Saurabh Kumar**  
Quality Assurance  
Vardhman Apparels



**Dhananjay Parmar**  
Production  
Vardhman Apparels







**Sri Aurobindo**

## *The Destiny of the Individual*

*AN OMNIPRESENT Reality is the truth of all life and existence whether absolute or relative, whether corporeal or incorporeal, whether animate or inanimate, whether intelligent or unintelligent; and in all its infinitely varying and even constantly opposed self-expressions, from the contradictions nearest to our ordinary experience to those remotest antinomies which lose themselves on the verges of the Ineffable, the Reality is one and not a sum or concourse. From that all variations begin, in that all variations consist, to that all variations return. All affirmations are denied only to lead to a wider affirmation of the same Reality. All antinomies confront each other in order to recognise one Truth*

*in their opposed aspects and embrace by the way of conflict their mutual Unity. Brahman is the Alpha and the Omega. Brahman is the One besides whom there is nothing else existent. But this unity is in its nature indefinable. When we seek to envisage it by the mind we are compelled to proceed through an infinite series of conceptions and experiences. And yet in the end we are obliged to negate our largest conceptions, our most comprehensive experiences in order to affirm that the Reality exceeds all definitions. We arrive at the formula of the Indian sages, neti neti, "It is not this, It is not that"; there is no experience by which we can limit It, there is no conception by which It can be defined.*

*An Unknowable which appears to us in many states and attributes of being, in many forms of consciousness, in many activities of energy, this is what Mind can ultimately say about the existence which we ourselves are and which we see in all that is presented to our thought and senses. It is in and through those states, those forms, those activities that we have to approach and know the Unknowable. But if in our haste to arrive at a Unity that our mind can seize and hold, if in our insistence to confine the Infinite in our embrace we identify the Reality with any one definable state of being however pure and eternal, with any particular attribute however general and comprehensive, with any fixed formulation of consciousness however vast in its scope, with any energy or activity however boundless its application, and if we exclude all the rest, then our thoughts sin against Its unknowableness and arrive not at a true unity but at a division of the Indivisible.*