

BEYOND BOUNDARIES



Vardhman

Vardhman

Delivering Excellence. Since 1965.



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Editor's Note



Growth and success come from the ability to challenge our limits, explore new possibilities, and think beyond what we've always done. This quarter's theme, "Beyond Boundaries," is about embracing that mind-set—one that drives us to step outside the familiar, push through personal and professional limits, and discover new pathways to innovation and progress. Boundaries, while they provide structure, can often stifle creativity and restrict growth when left unexamined. By moving beyond these constraints, we unlock the potential for extraordinary change and achievement.

Beyond Boundaries is an invitation that calls on us to break through the limitations that hold us back from reaching new heights. It's about rethinking the boundaries we accept and challenging ourselves to embrace new perspectives, take risks, and venture into unknown territory. This theme resonates across multiple dimensions of life - personal, professional and organizational, reminding us that the most significant breakthroughs often happen when we dare to go beyond what we've always done.

Personal growth begins with the recognition that many of the greatest barriers we face are self-imposed. Whether they come in the form of fear of failure, reluctance to change, or the comfort of routine, these boundaries limit our potential. They are the invisible lines that define what we think we can or cannot achieve. Beyond Boundaries challenges us to examine these personal limits and encourages us to push beyond them, unlocking new opportunities for self-discovery and growth.

Just as personal growth requires pushing past individual limits, professional success often demands challenging the boundaries that define how we work. In the modern workplace, innovation and progress come from thinking differently, questioning established processes, and daring to explore new ways of achieving goals. Beyond Boundaries encourages organizations and teams to look beyond traditional methods and consider how they can push the boundaries of creativity, collaboration, and productivity.

At the organizational level, boundaries often manifest in the form of rigid structures, outdated processes, or entrenched cultural norms that resist change. These boundaries, while designed to provide order, can also stifle innovation and hinder progress if left unchecked. As industries evolve at an unprecedented pace, organizations must continually assess their boundaries and ask how they can adapt to meet new challenges.

The theme of Beyond Boundaries invites us to foster a culture of experimentation, innovation, and continuous learning. It encourages teams to take risks, experiment with new ideas, and embrace creative problem-solving. This might involve adopting new technologies, rethinking workflows, or fostering interdisciplinary collaboration to solve complex problems. By doing so, organizations position themselves at the forefront of innovation and ensure they remain competitive in an ever-changing landscape.

As you navigate this issue, we encourage you to reflect on the boundaries in your own life—those that have been set by others, and those that you've created for yourself. Consider how you might challenge those limits, whether in your personal life, your career, or within your organization. How can you take one step further? How can you push past the fear, the doubt, or the complacency that may be holding you back?

The journey beyond boundaries doesn't require grand, sweeping gestures, often, it begins with small, deliberate actions. By embracing a mind-set of continuous improvement and daring to venture into uncharted territory, you can unlock new levels of creativity, excellence, and achievement.

Beyond Boundaries invites each of us to be curious, courageous, and committed to the process of growth. It's about asking what's possible and being willing to take the steps, whether big or small that will get us there. We hope that the stories and insights within this issue inspire you to push beyond the limits you've set for yourself, and to explore the new horizons that await on the other side.

Vivarta Atre
Corp. Comm.



Chairman's Message

Growth and progress depend on the ability to challenge limits, rethink strategies, and explore new possibilities. This quarter's theme, "Beyond Boundaries," captures this idea by encouraging us to move past traditional constraints and unlock new potential for innovation and success. Boundaries, whether they are structural, operational, or strategic, have long been considered necessary for efficiency and control. However, these boundaries can become barriers that stifle creativity and hinder growth. The need to push beyond them has never been more pressing.

This concept of transcending boundaries is not merely about breaking rules or challenging norms for the sake of disruption. It is a strategic imperative that demands a shift in mindset—one that embraces adaptability, creativity, and continuous improvement.

At Vardhman, we recognize that achieving sustained excellence requires a forward-thinking approach, one that is not confined by past practices or traditional structures. Beyond Boundaries is a guiding philosophy that we actively cultivate within our organization. It shapes how we approach challenges, how we engage with new opportunities, and how we foster a culture of continuous improvement across every level of the company.

When it comes to personal growth, breaking boundaries is about rethinking the limits we impose on ourselves. It's easy to get comfortable with routines that have served us well in the past, but meaningful progress happens when we venture beyond these familiar territories. More often than not, the biggest obstacles to success stem from within—whether through self-doubt, a fear of failure, or an unwillingness to change. These invisible boundaries limit our ability to see and seize new opportunities. Personal growth, then, requires a deliberate decision to confront these internal obstacles and push beyond them.

We actively support and encourage personal growth through initiatives like leadership development programs, continuous training, and opportunities for cross-functional collaboration. By fostering an environment where individuals can safely explore their potential, we create a place that continually challenges personal limits and recognizes innovation.

Too often, industries and organizations become entrenched in familiar ways of thinking. This leads to stagnation, as teams and individuals stick to what they know, rather than exploring what might be possible. On a broader scale, pushing professional boundaries means expanding beyond traditional roles and expectations in the workplace.

This involves questioning these conventional norms and being open to new ideas, even if they challenge deeply-held assumptions. To remain competitive and responsive, it is essential to encourage innovation at all levels. Innovation

doesn't just happen in a vacuum—it requires collaboration, open communication, and a willingness to step outside predefined roles.

Innovation flourishes when individuals and teams are encouraged to work across different functions, share insights, and approach problems from various angles. For leaders, this means creating an environment where experimentation is supported, where individuals feel empowered to try new approaches without the fear of failure.

Expanding our capabilities often requires embracing emerging technologies and adopting innovative methodologies. While efficiency is essential, it must go hand-in-hand with a commitment to innovation. The structures that shape workflows and resource management need to be flexible, allowing us to respond to new challenges and seize emerging opportunities effectively.

Adaptability and agility are also essential in today's interconnected economy. No organization can afford to operate within rigid boundaries that limit its ability to respond to global challenges or opportunities. By breaking these operational boundaries—whether geographic, market-based, or organizational—Vardhman remains positioned to seize opportunities in new regions, explore diverse markets, and build strategic partnerships across borders.

The essence of Breaking Boundaries is about challenging the limitations that define our work and exploring the potential that lies beyond them. It is a philosophy that not only drives personal and professional growth but also shapes the future of industries and organizations. By moving beyond what is known and comfortable, we open the door to innovation, creativity, and long-term success.

As we move forward, it is crucial that we remain committed to challenging our boundaries. Progress requires both vision and action, and breaking boundaries is not a one-time effort; it is an ongoing process of learning, adaptation, and strategic thinking. The opportunities that lie ahead are vast, and by embracing the unknown, we will discover new possibilities for growth and excellence.

In a world that's always changing, our dedication to breaking boundaries keeps us resilient, competitive, and ready for whatever comes next. This journey requires bravery and determination, but the rewards extend to each one of us. Let's embrace this spirit of exploration and adaptability as we face challenges and seize the opportunities that await us. Together, we can forge a path toward a brighter, more innovative future.

S P Oswal
Chairman & Managing Director



Vice – Chairman's Message

As we stand at the crossroads of opportunity and challenge, the philosophy of Breaking Boundaries takes on new significance. It is not just about pushing limits; it's about reimagining what is possible and redefining the very framework of our aspirations. Each of us has the power to innovate and inspire change, both within ourselves and in the broader context of our organization.

In an age where the only constant is change, our ability to challenge the status quo and redefine our potential becomes paramount. This concept isn't merely about exceeding expectations; it is about reimagining what is possible and creating pathways to unprecedented success.

At the heart of breaking boundaries is a commitment to innovation. It compels us to seek out new ideas and approaches that can elevate our organization and our industry. Innovation thrives in environments where diverse perspectives are welcomed and valued. As we cultivate this culture of inclusivity, we empower every individual to contribute their unique insights and experiences, enriching our collective vision.

Moreover, breaking boundaries is not just about external innovations; it is equally about internal transformation. . By challenging ourselves to think differently, we can discover new ways of collaborating and problem-solving, which ultimately enhances our organizational effectiveness.

In this journey, courage plays a crucial role. It takes courage to step into the unknown and confront uncertainties. Yet, it is through this bravery that we unlock the doors to creativity and exploration. Embracing this mindset of experimentation will propel us forward and foster a resilient spirit within our teams.

As leaders, we have a responsibility to model this behavior. By demonstrating our willingness to break boundaries, we inspire our teams to do the same. This requires open communication and a supportive environment where everyone feels safe to express their ideas and challenge assumptions. When we lead by example, we cultivate a culture that celebrates innovation and fosters collaboration.

Furthermore, the commitment to breaking boundaries extends beyond individual growth; it influences our overall identity. A culture rooted in exploration and adaptability not only attracts top talent but also strengthens our reputation that grows stronger through our commitment to progress and innovation. People are drawn to organizations that remain proactive, agile, and ready to adapt to evolving needs. By fully embracing this

forward-thinking approach, we don't just respond to changes—we set the pace, positioning ourselves as leaders who drive meaningful growth and inspire confidence.

As we navigate the complexities of the modern landscape, let us remain focused on our core values. Integrity, respect, and accountability are the pillars that will support us as we pursue our vision. By upholding these values in our quest to break boundaries, we ensure that our progress is sustainable and meaningful, benefiting not only our organization but also the communities we serve.

In addition, we must recognize that breaking boundaries is an ongoing process. It is not a one-time effort but a continuous commitment to learning and growth. As we face new challenges and opportunities, let us remain agile, ready to adapt our strategies and approaches as needed.

This willingness to evolve will be crucial in maintaining our competitive edge and staying ahead of industry trends.

As we look ahead, let us celebrate the achievements that have come from our commitment to breaking boundaries. Each success is a testament to our collective efforts and a reminder of what we can accomplish when we work together. However, we must not become complacent. Instead, let us use these accomplishments as motivation to push further, exploring new horizons and uncharted territories.

I urge each of you to embrace the spirit of Breaking Boundaries. Let it inspire you to think boldly and act decisively. Together, we have the power to shape the future and redefine the limits of our capabilities. The journey ahead may be filled with challenges, but with courage and collaboration, we will emerge stronger and more innovative.

Let's carry this message into our daily work, encouraging one another to explore, experiment, and embrace the unknown. The possibilities are endless, and our commitment to breaking boundaries will not only enhance our organization but will also create a lasting impact on everyone involved.



Suchita Oswal Jain
Vice-Chairman & Joint Managing Director

Cover Story

Growth and success come from the ability to challenge our limits, explore new possibilities, and think beyond what we've always done. This quarter's theme, "**Beyond Boundaries**," is about embracing that mind-set—one that drives us to step outside the familiar, push through personal and professional limits, and discover new pathways to innovation and progress. Boundaries, while they provide structure, can often stifle creativity and restrict growth when left unexamined. By moving beyond these constraints, we unlock the potential for extraordinary change and achievement.

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In the Spotlight



Feature Articles

The Power of Growth and Innovation



In an era of rapid innovation and evolving challenges, the notion of going "Beyond Boundaries" holds significant relevance. Whether on an individual, team, or organizational level, it encapsulates the drive to transcend limitations, shatter conventions, and redefine possibilities. This mindset is built on the pillars of growth, improvement, and innovation that enable us to rise above expectations and achieve remarkable success.

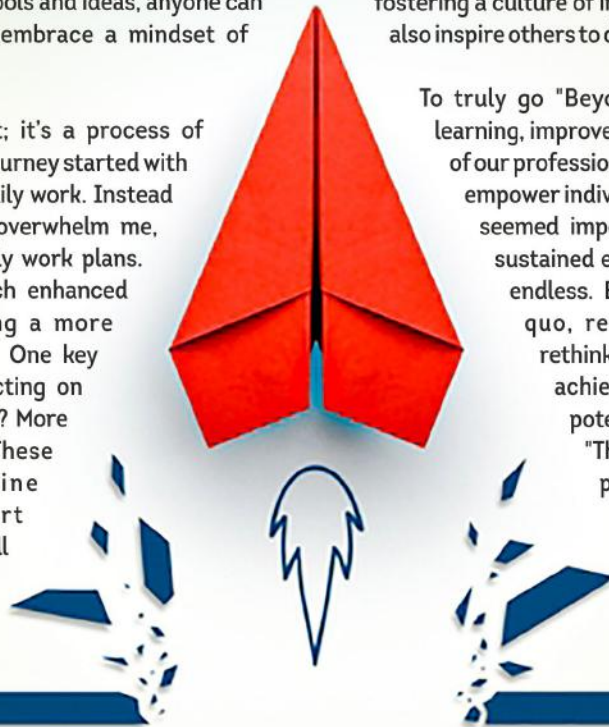
The foundation of growth is learning, and it often stems from the perfect blend of mentorship and self-initiative. Skills like problem-solving, team collaboration, and data-driven decision-making are vital in any role. As someone deeply involved in process enhancement, I've developed expertise in presenting ideas, crafting actionable reports, and tackling challenges—all thanks to the guidance of my organization and mentors. Beyond external guidance, self-learning has played an instrumental role. Tools like advanced Excel, PowerPoint, and AI have been game changers. They've empowered me to optimize workflows, uncover novel solutions, and bring efficiency to previously time-intensive processes. Benjamin Franklin once said, "An investment in knowledge pays the best interest." By remaining curious and eager to explore new tools and ideas, anyone can unlock their true potential and embrace a mindset of continuous improvement.

Improvement is not an endpoint; it's a process of introspection and adaptation. My journey started with recognizing inefficiencies in my daily work. Instead of letting fluctuating workloads overwhelm me, I proactively implemented monthly work plans. This simple yet powerful approach enhanced my time management, creating a more balanced and productive routine. One key takeaway was the value of reflecting on each task. Could it be done faster? More accurately? More efficiently? These questions led me to reimagine inventory management, report generation, and data preparation, all while prioritizing quality and

clarity. Albert Einstein's words resonate deeply: "Strive not to be a success, but rather to be of value." True improvement arises from a commitment to refining skills and embracing every challenge as an opportunity for growth.

Exceeding expectations requires more than effort; it demands ingenuity and action. Through a blend of technical proficiency and creative problem-solving, I've been able to simplify complex processes and elevate outcomes. For example, automating the creation of Budget vs Actual Consumption reports significantly reduced manual work and minimized errors, allowing faster and more accurate insights. Traditional report formats were inflexible and time-consuming, so I introduced customizable templates, streamlining workflows and enabling more insightful data analysis. Physical inventory checks were time-draining and prone to oversight, but a segmented inventory system transformed this process, delivering precise updates in real-time with minimal effort. Ralph Waldo Emerson once said, "Do not follow where the path may lead. Go instead where there is no path and leave a trail." By breaking away from old methods and fostering a culture of innovation, we not only outperform but also inspire others to do the same.

To truly go "Beyond Boundaries," we must embrace learning, improvement, and innovation as integral parts of our professional journeys. Together, these principles empower individuals and teams to achieve what once seemed impossible, driving organizations toward sustained excellence. The pursuit of excellence is endless. By constantly questioning the status quo, reflecting on our experiences, and rethinking how we approach problems, we can achieve breakthroughs that redefine our potential. As Arthur C. Clarke aptly put it, "The only way to discover the limits of the possible is to go beyond them into the impossible." Let us embrace this philosophy, pushing limits together and forging a path toward unbounded success.



Bobby Raj Singh
Maintenance Department
Vardhman Yarns, Satlapur

Unfencing the set Boundaries

अप्राप्यं नाम नेहास्ति धीरस्य व्यवसायिनः

There is nothing unattainable to the one who has courage and who works hard.

Success is often the reward for those who dare to take on challenges. While the road may be difficult, it's rarely as daunting as it seems. Our focus shapes our journey—choosing to see obstacles as stepping stones rather than barriers makes all the difference. There are countless examples of individuals who have inspired us with their determination, motivating us to push harder and stay committed to our goals.

Though we understand the importance of breaking down barriers to achieve success, it's easy to find ourselves relying on excuses rather than stretching our limits. Despite setbacks, deep down, we know that pushing past self-imposed boundaries is essential for growth and achievement.

The remarkable advancements we witness today were once unimaginable. Innovations and progress across fields—driven by the resilience and perseverance of scientists, engineers, defense personnel, leaders, and countless others—stand as testaments to the power of persistence. Their courage and dedication have reshaped our world, proving that anything is possible with the right mindset and unwavering determination.

The Power of Choice and Determination

Our destiny is shaped by choice, not chance.

Consider this: "Hate" has four letters, just like "love." "Enemies" and "friends" both have seven. "Lying" has five letters, as does "truth." "Failure" has seven, and so does "success." "Cry" and "joy" each have three. "Negativity" and "positivity" both have ten. These words serve as a reminder that life is about choices—every moment, we have the option to focus on the positive or succumb to the negative.



For those who aim high, the sky is the limit. What truly matters is breaking through the barriers that confine us, pushing past our self-imposed limitations. The difference between "large" and "extra-large" lies in that extra bit of effort, that drive to meet goals with focus and precision. We're surrounded by examples of people who have given their all to succeed, proving that those who persevere, achieve.

Lord Krishna, in the Bhagavad Gita, teaches that anything is possible when we make the firm decision to act. This principle transforms our homeland into a "karma bhoomi"—a land of action—where we reap what we sow, neither more nor less. In the end, our choices and actions carve the path we walk.

The more we give in to the urge to avoid risk, the more restricted our lives become. True growth lies in facing our fears directly. There's a wealth of evidence that shows the most effective way to overcome anxiety is by confronting it, one step at a time. Each small act of courage weakens the grip of fear, while each avoidance only strengthens it. When we let fear dictate our actions, we essentially train our brains to believe the fear is justified, deepening our anxieties and reinforcing neural pathways that keep us locked in place. Over time, these pathways can become as firmly established as a busy four-lane highway.

Success, too, comes with its own challenges, requiring sustained effort to manage and uphold. Facing risks and stepping into the unknown molds a stronger, more courageous character, like cement reinforced with gypsum.

Going beyond our perceived limits means having the determination to step out of our comfort zones and dismantle self-imposed restrictions. Sometimes, these barriers are invisible—like a fear of failure or heights—while other times they are very real, such as physical limitations. Yet, the key is always the same: to stretch beyond what we believe we can achieve. True growth lies not in avoiding discomfort, but in facing it with an open mind and a willingness to grow.

Bhawna Kapil
HR
Auro Textiles, Baddi

Forging Yourself : The Journey of Personal Growth



Henry David Thoreau once said, "You cannot dream yourself into a character. You must hammer and forge yourself one." This powerful insight captures the essence of personal growth—a deliberate, ongoing process that requires effort, awareness, and resilience. It's not about passively wishing for change but actively shaping who you are through meaningful actions.

Personal growth touches every aspect of our lives, from emotional well-being and mental strength to fostering resilience and nurturing our core values. It allows us to unlock our potential, pursue our goals with clarity, and lead a more enriched and purposeful life. Albert Einstein highlighted this importance when he said, "The most valuable thing in life is the development of the personality and its creative power." Indeed, self-development serves as the foundation for fulfillment and creativity, empowering us to live with intention and purpose.

Personal growth begins with self-awareness. Understanding your strengths, weaknesses, and aspirations allows you to make informed decisions that align with your true self. Growth fosters increased confidence, equipping you to navigate life's complexities with poise. Beyond that, it cultivates a sense of life satisfaction, offering fulfillment and a deeper connection to your purpose.

The greatest investment you will ever make is the investment in yourself. And like any worthwhile endeavor, it requires strategy, focus, and dedication.

Here are some practical steps to begin this transformative journey:

Set Clear Goals : Start by writing SMART goals—specific, measurable, achievable, relevant, and time-bound. Goals provide direction and purpose, helping you stay focused.

Build New Skills : Explore hobbies, learn strategies, or develop expertise that align with your aspirations. Each skill you acquire becomes a tool for future success.

Develop Emotional Intelligence : Understanding and managing your emotions, empathizing with others, and improving communication are critical to personal and professional growth.

Take Action : Growth happens outside your comfort zone. Take small steps to implement your plans, even when it feels challenging.

Cultivate Resilience : Life will test you, but maintaining a positive attitude and avoiding negative thought patterns will help you overcome obstacles.

Improve Communication : Active listening, body language, and clear expression are essential skills that strengthen relationships and open doors to new opportunities.

Practice Spirituality : Whether through mindfulness, meditation, or exploring deeper philosophical questions, investing in your inner self can provide clarity and peace.

The journey of personal growth is deeply rewarding, not because of the destination but because of the transformation you experience along the way. Each step forward—no matter how small—shapes you into a stronger, more fulfilled version of yourself.

Where should you begin? Start with one actionable step. Perhaps it's setting a manageable goal, dedicating time to learn a new skill, or reflecting on your day to recognize areas for improvement. Progress may be slow at times, but every small effort compounds into significant change.

Embrace the process and trust in your capacity to grow. Celebrate your milestones, learn from setbacks, and keep moving forward. Personal growth isn't a race; it's a journey of self-discovery and transformation. Hammer and forge yourself into the character you aspire to be, and live a life rich with purpose, creativity, and fulfillment.

Anuradha Gupta
SMS Department
Vardhman Special Steels Ltd.



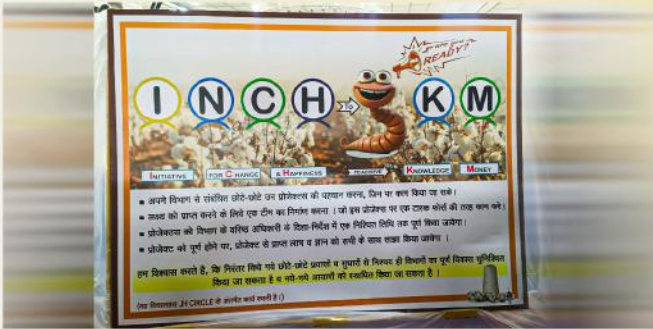
Business Buzz



Inauguration of New Comber E-86 Rieter by JMD Neeraj Jain Sir at VMT Spinning Mills, Baddi



Monthly Inspection round by HODs at Auro Textiles (Yarn Dyeing), Baddi



Inch To KM Concept Launching ceremony held in Vardhman Fabrics, Budhni (spinning Division)



TPM Consultant Visit at Vardhman Fabrics, Budhni

Read to Lead

The Four Agreements by Don Miguel Ruiz

The Four Agreements by Don Miguel Ruiz is a spiritual guide that offers a framework for personal transformation and freedom. Based on ancient Toltec wisdom, the book presents four principles, or "agreements," that help individuals break free from limiting beliefs and self-imposed boundaries:

Be Impeccable with Your Word : Speak with integrity, using your words to create truth and positivity rather than harm.

Don't Take Anything Personally : Realize that others' actions and words are a reflection of their own experiences, not a judgment of you.

Don't Make Assumptions : Avoid misunderstandings by seeking clarity and communicating openly.

Always Do Your Best : Put forth your best effort in everything, but without striving for perfection.

By adopting these agreements, Ruiz encourages readers to let go of fear, self-doubt, and societal conditioning, leading to a life of greater peace, authenticity, and personal growth.



Events & Activities

Independence Day



Anant Spinning Mills, Mandideep



Arihant Spinning Mills, Malerkotla



Arisht Spinning Mills, Baddi



Auro Spinning Mills, Baddi



Auro Textiles (Processing Division), Baddi



Auro Textiles (Dyeing Division), Baddi





Corp Office, Ludhiana



Vardhman Acrylics Ltd., Jhagadia



Vardhman Yarns, Satlapur



VMT, Baddi



VSGM, Ludhiana



VSS, Ludhiana



Janmashtami



Auro Spinning Mills, Baddi



Auro Textiles (Printing Division), Baddi



Auro Textiles (Processing Division), Baddi



Vardhman Fabrics, Budhni



Vardhman Yarns, Satlapur



VMT, Baddi



VSGM, Ludhiana



VSS, Ludhiana



Teej



Anant Spinning Mills, Mandideep



Arihant Spinning Mills, Malerkotla



Arisht Spinning Mills, Baddi



Auro textiles (Yarn Dyeing), Baddi



Auro Textiles (Processing Division), Baddi



Vardhman Fabrics, Budhni



VSGM, Ludhiana



VSS, Ludhiana

Vishwakarma Pooja



Anant Spinning Mills, Mandideep



Auro Spinning Mills, Baddi



Vardhman Acrylics Ltd., Jhagadia



Vardhman Yarns, Satlapur



VMT, Baddi



VSS, Ludhiana

Rakshabandhan



Vardhman Fabrics, Budhni

Habits Shape Your Future : A Path to Personal Growth



You cannot change your future, but you can change your habits, and surely your habits will change your future." This timeless wisdom underscores the transformative power of small, intentional actions. By adopting habits that challenge and nurture us, we pave the way for a more fulfilling and purposeful life.

One way to ignite personal growth is by exploring new interests. Engaging in activities you've never tried, such as painting, hiking, or learning an instrument, can open doors to untapped passions. Taking classes in unfamiliar subjects not only broadens your knowledge but also inspires creativity and sparks curiosity, setting the stage for discovery.

Growth often requires stepping outside your comfort zone. Confronting fears—whether it's speaking in public or meeting new people—can be daunting but rewarding. Setting small, incremental goals helps build confidence and equips you to tackle challenges head-on. Each step forward strengthens your resilience and expands your sense of what's possible.

Resilience itself is a vital component of personal development. Challenges are inevitable, but how we respond to them defines our growth. Viewing setbacks as opportunities to learn fosters a positive mindset. Practicing self-compassion during difficult times allows us to recover with renewed strength and determination.

Mindfulness can further enhance your journey. Staying present through practices like meditation fosters focus and awareness. Reflecting on your thoughts and experiences, perhaps through journaling, helps you recognize patterns and track your

progress, deepening your understanding of yourself.

Feedback is another critical tool for growth. Constructive input from trusted friends, mentors, or colleagues provides invaluable insights into areas for improvement. Being open to this feedback and willing to adapt your actions demonstrates a commitment to continuous self-improvement.

Connections with others play a pivotal role in personal growth. Building a diverse network exposes you to fresh perspectives and ideas. Joining communities, clubs, or groups can offer not only inspiration but also a sense of belonging and support on your journey.

Setting clear goals aligned with your values is essential. Understanding what truly matters to you ensures your efforts are purposeful. Celebrating milestones, no matter how small, reinforces positive habits and keeps you motivated to continue pushing forward.

Ultimately, personal growth is about creating habits that challenge, inspire, and transform us. By embracing new experiences, stepping beyond your limits, and remaining open to feedback and change, you unlock the potential to shape a future full of possibility. Each small step counts, building a path toward a life of fulfillment, resilience, and achievement.

Jyoti

Arihant Spinning Mills, Malerkotla



Reader's Digest

Where Limits End Possibilities Begin



Imagine a moment when you faced a challenge that seemed insurmountable. Perhaps it was a daunting project at work, a personal goal that felt just out of reach, or an idea that required stepping into the unknown. In these moments, the real growth begins. Moving beyond boundaries isn't about grand leaps but about small, deliberate steps that stretch your potential and redefine what you thought was possible.

The concept of "Beyond Boundaries" isn't just about pushing limits—it's about embracing the courage to challenge the familiar. Whether it's personal development, professional innovation, or organizational transformation, stepping out of comfort zones often leads to the most rewarding outcomes. By daring to think differently, act boldly, and work together, we can achieve extraordinary results that transcend expectations.

Personal growth, for instance, starts with self-reflection. Understanding who you are—your strengths, weaknesses, and aspirations—lays the foundation for meaningful change. Setting ambitious yet achievable goals helps you break out of routine and discover new capabilities. Seeking feedback from trusted peers or mentors can provide fresh perspectives, while embracing failure as a steppingstone transforms setbacks into valuable lessons.

A growth mindset—a belief in the power of effort and learning—empowers you to face challenges with resilience. It's not about overnight transformation but about consistent progress, where each small step forward builds confidence and unlocks new opportunities.

The power of breaking boundaries becomes even greater in a team setting. Collaboration across diverse skills and perspectives often sparks innovation that no individual could achieve alone. Teams that embrace cross-functional projects or agile practices find

themselves better equipped to adapt to change and solve complex problems creatively.

Creating a space where ideas can flourish starts with trust. When team members feel safe to express bold thoughts without fear of judgment, they are more likely to innovate and take risks. Encouraging continuous learning through workshops, peer discussions, or professional development opportunities further strengthens a team's ability to tackle challenges head-on.

On a broader scale, organizations thrive when they embrace the mindset of breaking boundaries. Interdepartmental collaborations foster a sense of unity and purpose, while innovation sessions dedicated to brainstorming often lead to groundbreaking ideas. Shifting performance metrics to prioritize creativity and teamwork over traditional benchmarks encourages a culture of adaptability and growth.

Celebrating incremental successes within teams helps build momentum, motivating individuals to keep striving for excellence. When organizations value exploration and experimentation, they create an environment where pushing boundaries becomes second nature.

Moving "Beyond Boundaries" is not a one-time effort but a lifelong commitment to growth, innovation, and collaboration. It's about daring to imagine what lies beyond and taking purposeful steps to get there. The journey may not always be easy, but it's in those moments of effort, uncertainty, and determination that true transformation happens.

As we step forward, individually and collectively, let's embrace the process of challenging limits, discovering potential, and creating a future that's brighter and bolder than we ever imagined.



Hema Thakur
IR Department
VMT

8 Things to Do Before 8 AM to Break Boundaries



In the corporate world, setting personal boundaries is often mistaken for staying in one's comfort zone. However, beginning the day with purpose unlocks the potential to exceed expectations and break through personal and professional limits. Success at work isn't about working harder but adopting smarter habits. Here are eight morning practices rooted in Indian traditions and lifestyles to help you unlock your potential.

Wake Up Early for a Head Start

Waking up at Brahma Muhurta—the early hours before dawn—provides time for reflection and planning. Rising at 5:30 AM allows you to meditate, exercise, or set daily goals, much like Indian leaders such as Ratan Tata and Sundar Pichai, who credit early rising with their success.

Hydrate to Energize

Starting the day with warm water, a common Ayurvedic practice, flushes toxins and boosts focus. Adding lemon and honey can further enhance energy and mental clarity, preparing you for workplace challenges.

Exercise for Resilience

A short workout, such as yoga or Surya Namaskar, strengthens both body and mind. Physical activity calms the mind and builds resilience, helping professionals tackle obstacles with greater focus and energy.

Eat a Balanced Breakfast

A nutritious breakfast fuels success. Traditional Indian meals like idli or poha with nuts provide the right balance of nutrients to sustain energy throughout the day, empowering you to exceed your goals.

Plan Your Day

A well-structured plan ensures productivity. Take time before 8 AM to prioritize tasks, break down projects, and organize your schedule. This clarity makes it easier to manage and exceed expectations.

Practice Mindfulness

Meditation or deep breathing for just five minutes each morning reduces stress and improves focus. Rooted in Indian traditions like Vipassana, mindfulness fosters mental clarity, essential for professional growth.

Set Intentions

Starting the day with a mantra or intention, such as "I will embrace creativity," keeps you aligned with your goals. This small practice can guide decisions and behavior, helping you excel despite challenges.

Limit Technology

Avoid checking emails or social media first thing in the morning. Instead, focus on personal growth and clarity, equipping yourself to tackle the day with confidence.

These simple, consistent habits can transform your mornings and help you surpass expectations, paving the way for personal and professional success.



Sunil Modgill
Audit
Corp. Office, Ludhiana

Beyond the Fabric : Addressing Textile Plastic Waste and Zero Waste Landfills



The textile industry, is increasingly facing scrutiny due to its significant environmental impact. One of the most pressing concerns is the widespread use of plastic materials in textile production and the subsequent challenges in managing textile plastic waste. To mitigate this issue and promote sustainable practices, a shift towards zero waste landfills and innovative waste management solutions is imperative.

The Textile Plastic Problem

Plastic materials, such as polyester, nylon, and acrylic, are commonly used in textile production due to their durability, affordability, and performance properties. However, the widespread use of these materials has led to a growing accumulation of textile plastic waste in landfills and oceans. This waste poses a significant threat to ecosystems, contributes to pollution, and contributes to climate change.

Challenges in Textile Plastic Waste Management

Managing textile plastic waste presents several challenges:

Complexity : Textile waste often contains a mix of materials, making it difficult to recycle effectively.

Contamination : Textile waste may be contaminated with dyes, chemicals, or other substances, further complicating recycling efforts.

Infrastructure : Lack of adequate recycling facilities and infrastructure can hinder the efficient management of textile plastic waste.

Zero Waste Landfills : A Vision for a Plastic-Free Future

The concept of zero waste landfills, which aims to eliminate the disposal of waste in landfills, is gaining traction as a solution to the textile plastic waste crisis. By implementing sustainable waste management practices, textile companies can reduce their reliance on landfills and contribute to a more circular economy.

Key Strategies for Addressing Textile Plastic Waste :

Reduced Plastic Consumption: Textile companies can explore alternative materials that are less plastic-intensive or have higher recycling rates.

Product Design : Designing products with a focus on durability and reusability can reduce the need for frequent replacements and minimize waste.

Recycling and Recovery : Investing in recycling facilities and exploring innovative technologies for recovering valuable materials

from textile plastic waste can help divert waste from landfills.

Circular Economy : Promoting a circular economy where textile products are designed for reuse, repair, and recycling can significantly reduce waste generation.

Consumer Awareness : Educating consumers about the environmental impact of textile plastic waste and encouraging them to make sustainable choices can drive demand for more eco-friendly products.

The Role of Life Cycle Assessment (LCA)

LCA is a valuable tool for assessing the environmental impact of textile products throughout their entire life cycle. By conducting LCAs, companies can identify areas where plastic consumption can be reduced, and sustainable practices can be implemented.

Conclusion

Addressing the textile plastic waste crisis requires a multifaceted approach that involves reducing plastic consumption, promoting recycling and recovery, and adopting a circular economy mindset. By implementing these strategies and working towards zero waste landfills, the textile industry can play a vital role in creating a more sustainable and environmentally friendly future.

Isha Agnihotri
Sustainability and Compliance
Auro Textiles, Baddi



Sports & Recreation



Carrom Tournament held at Arihant Spinning Mills, Malerkotla



Engagement Activities held for employees at Vardhman Fabrics, Budhni



Fun Activity For Female Staff at Anant Spinning Mills, Mandideep



Indoor Games organized for Staff Members at VMT, Baddi



Tug of War game organized at Auro Textiles, (Printing Division), Baddi



Environment, Health & Safety

Environment



Exposure visit to Miyawaki by BSc Students at VSS, Ludhiana

Health



Blood & Sugar Test Under Swasth Raho Mast Raho at Anant Spinning Mills, Mandideep



Cancer Awareness session held at Corp. Office, Ludhiana



Dengue Awareness Rally at Auro Textiles (Printing Division), Baddi



ESI Health Camp in VSGM, Ludhiana



First Aid and Health training at Auro Textiles, Baddi



Slow Cycle Race on World Heart Day at Auro Textiles (Fabric Division), Baddi



Under Swasth Raho Mast Raho campaign Audiometry Test conducted at VMT, Baddi



Zumba Session organized at Vardhman Fabrics, Budhni



Safety



BBS & Machine Safety Awareness Session at Anant Spinning Mills, Mandideep



Fire and Safety Mockdrill organised for workmen at VMT, Baddi



Safety Trainings held at VSS, Ludhiana



Stepping Beyond Boundaries

Opportunities often come unannounced, wrapped in challenges that test our resolve. For years, my life revolved around a predictable routine—work, home, and family. My name is Amita Batta, and while I have been a working professional for many years, life recently presented me with an experience that pushed me far beyond my usual boundaries.

Each day after work, I would go home to be with them, and I had never been away from them for long. That comfort zone had defined my life, but an unexpected opportunity came my way that changed everything.

One day, my manager informed me of a week-long PACE training at VTDC in Ludhiana. He wanted me to attend, learn, and later train our workers. The prospect filled me with mixed emotions. On one hand, I was excited about the opportunity to learn and grow professionally. On the other hand, I felt worried and hesitant—I had never left my children or managed responsibilities away from home. That evening, I shared my concerns with my husband, unsure whether to take this step.

His response surprised me. "You should go and experience this too," he said with unwavering confidence. "We are here to take care of everything." His words, coupled with my children's encouragement and my manager's trust, gave me the strength to say yes to this opportunity. With emotions swirling, I packed my bags, left home, and embarked on a journey that would change me forever.

The experience at VTDC was transformative. I immersed myself in the training, meeting people from different units and exchanging stories of their own challenges and triumphs. Every session brought new insights, whether technical skills, professional knowledge, or simply the confidence to embrace a new environment. For the first time in years, I stepped outside my carefully built routine and realized that growth truly begins outside your comfort zone.

As the training concluded, I was filled with a mix of emotions. Pride in completing the program, gratitude for the learning, and a hint of sadness that it had to end. I returned home not just as a professional equipped with new skills, but as a person more assured of my ability to handle change and embrace opportunities.

Today, as a PACE trainer, I share my story with the women I train, encouraging them to recognize the value of stepping beyond boundaries. I tell them that opportunities often come disguised as challenges and that embracing them can lead to life-changing growth.



This journey taught me that stepping out of your comfort zone is never easy, but it is always rewarding. It reinforced a life lesson that I hold dear: "Problems are part of life, and learning is the art of life." The courage to break free from familiar patterns can unlock potential you never knew existed, paving the way for personal and professional excellence.

Moving beyond boundaries isn't just about taking opportunities—it's about believing in your ability to navigate the unknown. By daring to push limits, we discover new strengths, build resilience, and create experiences that shape us into the best versions of ourselves.

Amita Batta

HR/IR

Arihant Spinning Mills, Malerkotla



Breaking Barriers to Achieve Growth and Excellence

The theme "Beyond Boundaries" inspires us to challenge limitations, transcend traditional norms, and explore new possibilities. Whether on a personal, professional, or organizational level, it is about breaking barriers, fostering innovation, and achieving excellence through collaboration and commitment.

In February 2021, I joined VTxL after more than 15 years in the non-textile industry. Initially, adapting to a new environment was challenging, but with management's support and relentless hard work, I found my footing. By December 2021, my performance had led to an offer for a higher position at another unit. However, family constraints kept me rooted, and I chose to continue contributing in my existing role.

Beyond my primary responsibilities in the accounts department, I extended support to commercial, purchase, HR, and IR teams, solving problems and giving my best effort. Within a year, I was entrusted with the additional charge of the purchase and stores department. Now, three and a half years later, I manage commercial and accounts activities for the yarn business. This journey reaffirmed that hard work and dedication can break boundaries and achieve any goal.

Innovation thrives when processes are refined. In FY 2022-23, during subsidy audits under the TUFs Scheme at the Fabric Units in Baddi, we faced a first-of-its-kind challenge. The government auditors required physical verification of machines alongside document reviews.

To streamline the process, our team photographed each machine, documenting specifications and serial numbers, and created detailed diagrams of their locations. These efforts simplified verification, enabling the auditors to complete their tasks efficiently. The corporate team later recognized our approach as the best in the group, proving that innovation in processes leads to seamless results.

Collaboration was the cornerstone of a project involving the installation of 30 new looms at Mahaveer Spinning Mills (MSM).

When unexpected accommodation issues arose for the contractor's team, inter-departmental cooperation resolved the challenge. By coordinating with the Yarn Business unit and ASM's civil and IR teams, we prepared an alternative hall in time, saving 50,000-60,000 and completing the project without delays.

These stories of growth, innovation, and collaboration illustrate the power of going beyond boundaries. Whether by personal effort, process improvement, or cross-unit teamwork, the possibilities are limitless when we dare to challenge conventions and embrace change.

Navneet Mehta
AVP, C&A, Yarn Business
Auro Spinning Mills, Baddi





The Silent Takeover of Social Media in Our Lives

Technology is designed to simplify life, and the rise of social media has been nothing short of revolutionary. Platforms like Facebook, Instagram, and WhatsApp have bridged distances, allowing us to reconnect with long-lost friends and relatives, share joyful moments, and express opinions on global events. For fleeting moments, these platforms have given us reasons to smile and connect.

However, this marvel of technology has gradually turned from a pastime to a habit, and for many, from a habit to a full-blown addiction. While we claim to be pressed for time, hours are spent scrolling through feeds, sharing posts, and counting likes. Social media, once a tool for meaningful interaction, has transformed into a stage for idle chatter and, at times, harmful behavior.

Fake identities, account hacks, and the spread of misinformation have become rampant. Viral rumors often travel faster than the truth can catch up, with little regard for authenticity. The issue, however, isn't just about the platforms themselves but also about our own behavior. As older generations, we've grown distant from the younger ones, failing to engage with their lives and celebrate their achievements. In response, they seek validation through virtual likes and comments, substituting meaningful connections with digital interactions.

Households have turned into silent zones, where six people may sit in the same room, each lost in their screens. We prioritize social media debates over genuine conversations with childhood friends, family, and neighbors—the very people who stand by us in our joys and sorrows. Relationships crumble over online arguments fueled by political propaganda and hidden agendas.

Meanwhile, the simple joys of life fade away. The laughter of children playing outdoors, the creative pursuits of women in embroidery or sewing, and the shared moments of connection are slowly being replaced by glowing screens and endless notifications.

If we don't address this growing dependence, this addiction—more insidious than alcohol or cigarettes—threatens to erode the very fabric of our humanity. The moment we stop investing time in the people and activities that bring peace and fulfillment, we begin to lose ourselves. It's time to reflect, reconnect, and reclaim what truly matters before it's too late.

Shoyeb Beg Mirza
CSR Coordinator
(M.P) Anant Spinning Mills



Birthday Bash



Anant Spinning Mills, Mandideep



Arihant Spinning Mills, Malerkotla



Auro Spinning Mills, Baddi



Vardhman Fabrics, Budhni



VMT Spinning Mills, Baddi



VSGM, Ludhiana



VSS, Ludhiana



Mr. Shekhar Chand Sharma, Sr. Vice President of
Arisht Spinning Mills, Baddi

Training & Development



Activities during PACE training at VMT, Baddi



Behavioural Training at Auro Textiles (Printing Division), Baddi



PACE 11th Batch closing at Auro Textiles (Yarn Dyeing), Baddi



P.A.C.E. Inauguration in VSGM, Ludhiana



Pace Inauguration Ceremony of 5th batch in VMT, Baddi



PACE Training held at Arihant Spinning Mills, Malerkotla



PACE training held at Auro Textiles(Processing Division), Baddi



TNI Based Training on 5S and TPM awareness at Vardhman Fabrics, Budhni



TPM Training programme at Vardhman Acrylics, Jhagadia



Training Session on 5S and TPM Awareness at Anant Spinning Mills, Mandideep



Vardhman Knitting Yarn at PAU Youth Festival : Celebrating Creativity, Craftsmanship, and the Future of Handknitting and Crochet



Vardhman, a name synonymous with premium yarns, recently had the privilege of participating in the vibrant three-day PAU Youth Festival, where we celebrated the timeless art of handknitting and crochet. This event was an incredible opportunity for us to connect with a young and passionate audience, eager to explore the endless possibilities of yarn crafting. We proudly displayed a wide variety of Vardhman handknitting and crochet yarns, showcasing their exceptional quality and versatility for both budding and seasoned creators.

At our booth, we brought together a group of talented crochet and knit artists who wowed the audience with their beautiful, handmade creations. The display included a stunning collection of crochet bags, garments, fashion accessories, home décor items, and more, each meticulously crafted using Vardhman's finest knitting yarns. These products not only highlighted the superior quality of our yarn but also demonstrated how creativity and craftsmanship can transform simple threads into works of art.

In addition to the exhibition, we hosted free crochet workshops for festival attendees who were eager to learn the craft. These hands-on sessions were designed to encourage beginners and enthusiasts alike to explore the art of crochet and knitting. Participants were guided through the basics and more advanced techniques, with many leaving the workshops equipped with new skills and a renewed love for the craft. To show our appreciation for their enthusiasm, we rewarded workshop attendees with certificates of participation and special goodies.

Our participation in the PAU Youth Festival was driven by a strong belief in the power of youth to shape the future of crochet and knitting. We recognize that it is the young, creative generation that will bring new ideas and innovative twists to this beautiful craft, carrying it forward in exciting and contemporary ways. At Vardhman, we are committed to providing a platform for both new and experienced knitters, offering the resources, knowledge, and inspiration needed to nurture and grow this craft.

We are proud to support the next generation of creators and artisans, knowing that they will continue to breathe new life into crochet and knitting, with guidance from those who have kept this art form alive for generations. The energy and passion displayed by the youth at the festival reassured us that the future of this craft is in very capable hands, and we look forward to seeing how they will shape its evolution.



Neha Thakur
Acrylic Business Marketing
Corp. Office, Ludhiana



The Bold Me



They say to venture, to break the mold,
But whisper warnings, their judgments bold.
“Log kya kahenge?” they question with fear,
Yet deep in my heart, my dreams are clear.

“Time se ghar aa jana,” they gently implore,
As if chasing my passion is something to ignore.

“They say it’s not fitting, this path that I tread,
But my spirit ignites with each word left unsaid.

“Ye ladki ke kaam nahi hai,” they claim with a frown,
But I’ll carve my own way, I’ll wear my own crown.

“Shareef ghar ki ladkiyan aise nahi karti,”
But their rules can’t define the essence of me.

“Tumhe ye sab ki kya zarurat?” they ask with disdain,
Yet in my pursuit, I embrace joy and pain.

“Padh likh kar kya karna?” they murmur in doubt,
But knowledge is power, a world to explore, no doubt.

Now it’s my time, my moment to rise,
To shatter the limits, to claim my own skies.
No longer confined by their boxes or chains,
I’ll dance in the freedom that true courage gains.

Beyond all the boundaries, I’ll boldly stride,
With passion as compass and hope as my guide.
For I am not small, nor a mere shadow cast,
I’ll forge my own path, and I’ll make it last.

Neha Rani
HR
Arihant Spinning Mills, Malerkotla



CSR: Doing our Bit



Felicitation at Raj Bhawan, Chandigarh by Hon'ble Governor and the Speaker of Vidhan Sabha for our Contribution of 1.5 Cr for the construction of new block at IAS Samkalp Academy in Panchkula



Financial Contribution of 05 Lacs to ICAR- CIPHET for implementing an awareness program on reducing food loss and waste



Financial Contribution of 15 Lacs to Dayanand Medical College & Managing Society, Ludhiana for treatment of poor & needy people



Financial Contribution of 25 Lacs to Arya Senior Secondary School, Ludhiana for the construction of classrooms



Organized 4 Multi-Specialty Health Camp in nearby village of Mandideep





Provided Dual Desk to 5 Government School in Budhni, M.P.



Provided Financial Contribution of 2 Lacs to Punjab Swimming Association to organize swimming Championship at PAU Ludhiana



Provided Projector to 5 Government School In Ludhiana, Punjab



The Inauguration of Newly Installed 03 Modular Toilet at PAU, Ludhiana



Under Project "Nandini" an Awareness programme on Menstrual Hygiene Management (MHM) was conducted in the slum area of Baddi, H.P.





Vardhman Textiles Ltd. has been recognized at the 14th India CSR Leadership Summit 2024 for its outstanding contributions to corporate social responsibility and community development initiatives



VSS, Ludhaina developed new miyawaki forest in Amritsar and Ludhiana under CSR



VSS, Ludhiana contributed Rs 10 lacs to the Punarnajot Eye Bank society for 200 free cataract surgeries under Swasth Samaj CSR initiative



VSS, Ludhiana distributed School bags under its CSR initiative



300 children and adults examined in preventive health camp organised by VSS under Swasth Samaj initiative at Govt Primary Smart School, Sahibana

"GreenWeave" a Sustainable Future : Vardhman's Commitment to ESG Excellence



In an era where sustainability has become the bedrock of responsible business practices, Vardhman Textiles is taking transformative steps to align its operations with global environmental, social, and governance (ESG) standards. Through strategic initiatives and innovative projects, we are on a mission to embed sustainability into every fiber of our business. One of our key programs, GreenWeave, symbolizes this commitment and aims to redefine our approach towards sustainable and ethical textile manufacturing.

The GreenWeave initiative is an ambitious sustainability program that demonstrates Vardhman Textiles' holistic strategy for improving ESG performance. To provide a structured and data-driven approach, we have engaged Ernst & Young (E&Y) as our partner. E&Y's expertise in sustainability and ESG performance enhancement is helping us benchmark our practices against industry best standards, identify key areas for improvement, and implement effective solutions. The primary focus of GreenWeave is to integrate sustainability into our core operations, ensuring that every process, product, and decision reflects our dedication to the environment and society.

A critical component of our sustainability strategy is decarbonization. Recognizing the urgent need to mitigate climate change, Vardhman Textiles has set an ambitious Near-term goal of reducing greenhouse gas (GHG) emissions by 46.2% by the year 2030. This target is part of our broader vision to move towards net-zero emissions and demonstrates our commitment to reducing our carbon footprint. To accelerate this journey, we have engaged with the Manufacturer Climate Action Program (MCAP). Through this collaboration, we aim to showcase our efforts and progress in decarbonization, sharing our success stories and strategies with a wider industry audience.

In our quest to transition away from fossil fuels, we are making significant investments in renewable energy. One of our flagship projects under GreenWeave is the installation of solar power plants across all group units, with a target capacity of 70.2 MWp to be achieved by the end of 2025. This shift towards solar energy not only helps us diversify our energy sources but also reduces our dependency on non-renewable energy, leading to substantial reductions in Scope 2 emissions. Furthermore, we are taking bold steps to eliminate the use of fossil fuels in our thermal operations. At our VFB & Auro Textile unit, we are in the process of installing a biofuel boiler, which marks a significant milestone in our decarbonization roadmap. By transitioning to biofuels, we are paving the way for a greener, cleaner energy mix that aligns with our commitment to sustainability.

Beyond energy transition, we are also prioritizing water conservation and circularity, especially in our dyeing processes, which are traditionally resource-intensive. At our Baddi unit, we have initiated several projects aimed at enhancing water

efficiency and reducing waste. One such initiative is the Salt Recovery Project, a cutting-edge approach to reclaiming salt from wastewater. This project not only decreases our reliance on fresh salt, reducing operational costs, but also addresses the environmental concerns associated with salt discharge, thereby minimizing land pollution. This focus on circularity is part of our broader effort to achieve Zero Liquid Discharge (ZLD) in critical operations, ensuring maximum water reuse and minimal wastage.

Sustainability at Vardhman extends beyond environmental projects. We are equally committed to strengthening our social and governance frameworks, recognizing that a comprehensive ESG approach must encompass ethical business practices, community engagement, and strong corporate governance. We have made significant progress in digitalizing our operations, adopting advanced tools and technologies that enhance transparency, efficiency, and accountability across all our processes. In addition, we are in phase of implementation several key policies aimed at creating a robust ESG structure, including our Biodiversity and No Deforestation Policy, Supplier Code of Conduct, Anti-Bribery and Anti-Corruption Policy, and IT & Cyber Security Policy. These policies are designed to uphold the highest standards of corporate governance, protect our natural resources, and ensure ethical conduct throughout our value chain.

At Vardhman, we believe that sustainability is not just a corporate responsibility but a shared journey that involves every stakeholder, from our employees and suppliers to our customers and communities. Through initiatives like GreenWeave and our engagement with MCAP, we are laying a strong foundation for sustainable growth, driven by innovation and guided by a clear vision. We remain committed to advancing our ESG goals, setting new benchmarks in the textile industry, and creating long-term value for our stakeholders.

As we continue on this journey, we invite our team members, partners, and stakeholders to join hands with us in weaving a brighter, more sustainable future. Together, we can make a meaningful impact, reducing our environmental footprint while fostering a culture of sustainability and responsible business practices. We are proud to lead by example and are confident that our collective efforts will help shape a better tomorrow for our industry, our communities, and our planet.

SK Jhamb
Director, CRMD
Vardhman Textiles Ltd.



Unfiltered Gallery



Celebration of IMS certificate (ISO 140012015 & ISO 45001 2018), from certifying agency BVI at Vardhman Acrylics, Jhagadia



Ganesh Utsav organized by Vardhman Fabrics, Budhni



Interdepartment QC at Auro Textiles, Baddi



Retirement Ceremony at VSGM, Ludhiana



Teachers Day Celebration - ASM, Baddi



Welcome Ceremony for Scheme Recruits at Anant Spinning Mills, Mandideep



Welcome Ceremony for Scheme Recruits at Arihant Spinning Mills, Malerkotla



Welcome Ceremony for Scheme Recruits at Vardhman Fabrics, Budhni



Welcome Ceremony for Scheme Recruits at Vardhman Yarns, Satlapur



Teachers Day Celebration - ASM, Baddi

Awards & Recognition



Production Unit 1 of Vardhman Yarns won 1st position (Gold award) in 9th Chapter Convention on Quality Concepts, BCCQC-2024 QCFI Competition State Level 2024 held at Bhopal



Production Unit 2 of Vardhman Yarns won 1st position (Gold Award) in 9th Chapter Convention on Quality Concepts, BCCQC-2024 QCFI Competition State Level 2024



Production Unit 5 of Vardhman Yarns won 2nd position (Silver Award) in 9th Chapter Convention on Quality Concepts, BCCQC-2024 QCFI Competition State Level 2024



Manufacturing Excellence Team of Vardhman Yarns, Satlapur won Par Excellence Award in 1st QCFI Convention on Operational Excellence (COEX-2024) Competition State Level 2024



Security Excellence Team of Vardhman Yarns, Satlapur won Par Excellence Award in 1st QCFI Convention on Operational Excellence (COEX-2024) State Level Competition 2024



Maintenance Team of Vardhman Yarns, Satlapur won Excellence Award in 1st QCFI Convention on Operational Excellence (COEX-2024) State Level Competition 2024



Auro Textiles (Processing Division), Baddi won QC Award at Kangra CCQC





Auro Textiles, (Printing Division) Team bags Gold Award at the 16th Chapter Convention on Quality Concepts (CCQC)



CICU Gold Award Won by HR Department in- HR Best Practices Competition as on 28 August 2024. in VSGM, LDH



Engineering and Maintenance Team of Anant Spinning Mills participated in QCFI MP State Level Kaizen Competition and won Par Excellence and Excellence Award



Silver Award Won by Engineering Department of VSGM, Ludhiana team in CII National Level Poka-Yoke Competition



Quality Circle and OSE Scheme Award Ceremony at Anant Spinning Mills, Mandideep



Vardhman Acrylics Ltd. team Sanklap Q.C. won Gold Category in ACCQC case study competition-2024





Vardhman Acrylics Ltd. team Sanklap Q.C. won Gold Category in ACCQC casestudy competition-2024



Gold Award Won by Electrical & Electronics team of Auro Textiles-Yarn Dyeing Division Baddi in CII National Technol



Vardhman Fabrics, Budhni Teams won 2 Par Excellence Award & 1 Excellence Award in 1st QCFI Kaizen Poka Yoke competition



VSS, Ludhiana Team won Gold Award in 9th National Poka Yoke Competition organised by CICU at Ludhiana



Security Department (Kavach Quality Circle Team) of Anant Spinning Mills participated in QCFI MP State Level Quality Circle Competition and won Gold Award



Maintenance Department (Jagriti Quality Circle Team) of Anant Spinning Mills participated in QCFI MP State Level Quality Circle Competition and won Gold Award



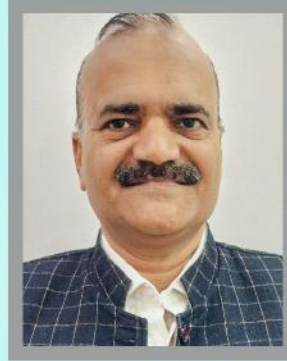
Welcome Aboard



Pradeep Saini
Electrical & Instrumentation Engineering
Auro Textiles, Baddi



Shushanshu Yadav
Electrical & Instrumentation Engineering
Auro Textiles, Baddi



Deepak Sood
Unit Commercial & Accounts
VSGM, Ludhiana



Ashish Kumar
Utility & Mechanical Engineering
Auro Textiles, Baddi



Pradeep Singh
Printing & Yarn Dyed Production
Auro Textiles, Baddi



Raman Dhingra
MMF Marketing
Auro Textiles(TTD), Baddi



Rathod Dilipsinh Jashvantsinh
Human Resources & Administration
Vardhman Acrylics Limited, Jhagadia



Richa Rani
Marketing
Vardhman Apparels, Ludhiana



Krishan Kumar Sharma
Sr. Manager, Research & Development
Vardhman Special Steels Ltd., Ludhiana



Dipayan Chatterjee
Production
Vardhman Apparels, Ludhiana



Rahul Kumar
Unit Administration
Vardhman Fabrics, Budhni

W E L C O M E

Let's Meet

You've had such a dynamic and impactful career with Vardhman. Could you share with us some highlights of your journey and the major changes you've seen at the company over the years?

My career at Vardhman has been an incredibly rewarding and fulfilling experience. I started my journey here with a mindset focused on growth, and Vardhman has continually provided me with the resources and opportunities to learn, grow, and develop. Over the years, I've witnessed significant transformation within the company, particularly with the reduction in manual and transactional tasks, which has been replaced by more efficient and automated IT systems. The company's investment in cutting-edge technology, updated machinery, and advanced systems has not only enhanced productivity but also streamlined our operations. Along with these technical upgrades, there's been a noticeable shift in the company's work culture, with a much greater focus on collaboration, innovation, and employee empowerment. The education levels of both the workmen and staff have risen, thanks to Vardhman's emphasis on continuous development. All of these changes have created a dynamic environment, and being part of this growth has been both fulfilling and inspiring for me.

Vardhman is known for fostering a strong culture of growth and continuous learning. How has this impacted your personal development?

The culture of learning and development at Vardhman has played an enormous role in shaping my career. Vardhman has always placed a high value on upskilling its employees, and I have personally benefited from the company's focus on training, both inside and outside of the organization. The opportunity to complete my management course from ISB Hyderabad /Mohali is something I truly value, as it expanded my perspective and helped me integrate new knowledge into my work. Beyond formal education, Vardhman has supported me in numerous ways, including participation in various exhibitions, Quality Circles, and Total Productive Maintenance (TPM) programs, all of which have been instrumental in my growth. More recently, I had the privilege of visiting Singapore for a learning trip, which allowed me to explore new insights and trends in the industry. Vardhman's comprehensive approach to training—whether technical, behavioral, or human-focused—has continually challenged me to grow and adapt, and has kept me motivated throughout my career. This commitment to development is one of the main reasons I've been able to evolve and take on new responsibilities over the years.



It's great to hear how Vardhman has supported your development. Could you tell us a bit about your family and how they've supported your professional journey?

Absolutely. My family has been my pillar of strength and support throughout my career. I am fortunate to have a loving family that has stood by me at every step of my professional journey. My father, a retired ADM, has always been a source of inspiration for me. He instilled in me the values of discipline, hard work, and perseverance, and his guidance has shaped my professional mindset. My wife has been an incredible supporter, offering unwavering encouragement and understanding as I pursued various opportunities and faced the challenges that come with a demanding career. She's always been there to ensure that I stay focused on my goals while also reminding me of the importance of balancing work and life. My daughter, who has completed her M.Tech from the UK, has made us proud with her achievements, and she continues to inspire me to keep striving for excellence. We are a close-knit family from Prayagraj, UP, and they've been a constant source of motivation, ensuring I remain grounded while pursuing my career aspirations.

It's evident that you have a wonderful support system. How do you manage work-life balance, especially given your demanding career?

Work-life balance is something I deeply believe in, and while my career has been a fulfilling journey, I've always made it a point to carve out time for my personal life. I strive to give equal attention to both, though, admittedly, my family would probably tell you that my dedication to my profession tends to take precedence at times! That said, I cherish my time with my family and ensure that we engage in activities together. Whether it's traveling, enjoying a movie, going on family outings, or simply spending quality time at home, I try to make the most of those moments. One of my favorite things to do is enjoy a plate of dal-chawal, my comfort food, with my loved ones. Balancing these moments of relaxation with my work commitments keeps me energized and focused, and I find that it allows me to perform at my best both personally and professionally.

Your career has spanned various roles and locations. Could you take us through your career journey, the different units you've worked with, and how you've adapted to these changes?

Certainly. My career at Vardhman has been incredibly diverse, and I've had the privilege of working in multiple roles and locations, which has greatly enriched my professional experience. Over the past 28 years, I began my journey with Auro Spinning in 1992 and have since had the privilege of working across various departments and units within the group, leading to my current role at Vardhman Fabrics. Each of these roles brought new challenges and opportunities to learn, and I embraced each move as a way to diversify my skills and broaden my understanding of the company's operations. The exposure to different teams, processes, and locations has been invaluable, and it has allowed me to understand the organization from multiple perspectives. In addition, my four years spent working abroad have provided me with international exposure, which has been a key part of my professional development. Through all the changes and challenges, I've found that staying flexible, being open to learning, and engaging in activities outside of work—like sports, movies, and enjoying my favorite South Indian food—has been my way of staying grounded and managing the ups and downs of my career.

That's an impressive journey! As you reflect on your career, what kind of legacy would you like to leave behind at Vardhman?

I believe that legacy is something others should define, but if I were to hope for anything, it would be to leave behind a culture of cooperation and collaboration. Throughout my career, I've always tried to work in a way that encourages mutual respect and teamwork. I believe that when people collaborate effectively, the whole organization thrives. If I'm remembered for helping foster that kind of environment—one where individuals support each other and grow together—then I would consider that a legacy worth leaving. It's the collective strength of the team that truly makes an impact, and that's the kind of atmosphere I hope to have contributed to during my time here.

A man in a dark suit and glasses is seen from the back, looking out over a city skyline. The image is overlaid with several large, white, upward-pointing arrows, symbolizing growth and progress. The background is a bright, hazy blue sky.

Mr. Harsh Mani Tripathi
EVP, (Unit Head)
Vardhman Fabrics, Budhni



Sri Aurobindo

But into his transcendent being of which his highest universal is the image, they do not at all enter; there in the highest universal which is to us transcendent is only the absolute good of which both our good and evil have in them certain differentiated elements. Neither our good nor our evil are or can of themselves give the absolute good; both have to be transformed, evil into good, good into pure and self-existent good, before they can be taken up into it. This explains the nature of the universe which would otherwise be inexplicable, inconsistent with the being of God, a forcefully inconscient and violently active enigma. God must be beyond limitation by our ideas of good, otherwise the universe such as it is could not exist whether as the partly manifested being of a divine Existence or a thing created or permitted by a divine Will. He cannot, either, be evil, otherwise in man, his highest terrestrial creature or his highest terrestrial manifestation, there could not be this dominant idea of good and this stream of tendency towards righteousness. He cannot be a mixture of good and evil, whether a self-perplexed and struggling or a mysteriously ordered double principle, Ormuzd and Ahriman, or at least he cannot be limited by this duality, for there is much in the universe which is neither good nor evil. Perhaps the greatest part of the totality is either supramoral or inframoral or simply amoral. Good and evil come in with the development of mental consciousness; they exist in their rudimentary elements in the animal and primitive human mind, they develop with the human development. Good and evil are things which arrive in the process of the evolution; there is then the possibility that they will disappear in the process of the evolution. If indeed they are essential to its highest possible point of culmination, then they will remain; or if one of them be essential and the other non-essential, then that one will remain and its opposite will disappear.

Beyond Good and Evil

God is beyond good and evil; man moving Godwards must become of one nature with him. He must transcend good and evil. God is beyond good and evil, not below them, not existing and limited by them, not even above them, but in a more absolute sense excedent and transcendent of the ideas of good and evil. He exceeds them in his universality; they exist in him, but the values of good and evil which we give to things is not their divine or universal value, they are only their practical value created by us in our psychological and dynamic dealings with life. God recognises them and seems to deal with us on the basis of this valuation of life, but only to such an extent as may serve his purpose in Nature. In his universal action he is not limited by them.