



Annual Sustainability Report 2024-25

VIS NETWORKS PVT. LTD.



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About this Report

Reporting Framework and Content

GRI 2-1, 2-3

The VIS Networks Sustainability Report highlights our annual performance in the area of sustainability for the financial year 2024-25. The report is prepared in reference to the Global Reporting Initiative (GRI) Standards and is available in English and can be accessed at <https://visnet.in/about>.

Basic Information on the Presentation

GRI 2-4

This VIS Networks Sustainability Report (hereinafter: "we", "VIS", "the company", "the Group") serves as an accountability report to our stakeholders, emphasizing our commitment to sustainable business practices. The report is released alongside our financial statements, corporate governance reports, and other important disclosures. We do not duplicate content from other reports; instead, references are provided to ensure a thorough understanding of our sustainability initiatives.

To ensure the report remains current, we have included all relevant information available up to 31 March 2025. As part of our ongoing efforts, we aim to enhance our internal and external sustainability reporting by expanding the scope and depth of disclosed information in the future.

Constant Development of our Sustainability Reporting

GRI 2-22

VIS Networks intends to report on sustainability performance annually. As regulatory frameworks evolve, we are committed to refine our reporting processes to align with best practices and stakeholder expectations.

The selection of performance indicators in this report is based on relevant standards and guidelines, including the GRI Standards and the UN Sustainable Development Goals (SDGs). Engaging with our key stakeholders is integral to our sustainability approach, and we have considered their interests and expectations in shaping the content of this report. In 2023, we conducted our first materiality assessment, following the principle of double materiality, to better understand our sustainability priorities and in continuation we have prepared sustainability report for FY 2024-25.

This report primarily covers the operations and activities of our Bengaluru, India location. Any matters that pertain to other locations or subsidiaries are explicitly stated within the report.

Facts and Figures

Unless otherwise indicated, the measures and initiatives presented in this report are ongoing. Minor discrepancies may arise due to rounding or percentage calculations. We are committed to enhancing data quality and have expanded our data collection scope, including emissions reporting, in accordance with the Greenhouse Gas Protocol.

Thresholds for Adjustments

Adjustments to financial indicators are aligned with the annual financial statements. Adjustments to ESG (Environmental, Social, Governance) data are made at our discretion and clearly indicated where applicable.



Letter from our CEO

GRI 2-22

Dear Stakeholders,

At VIS Networks, we firmly believe that sustainable development is not merely a corporate responsibility but a pivotal driver of long-term value creation for our organization, our stakeholders, and the communities in which we operate. This commitment is deeply rooted in our core values and strategic vision, influencing every facet of our business operations and decision-making processes.

Sustainable development lies at the heart of our mission to harmonize economic growth with environmental stewardship and social responsibility. We recognize that global challenges such as climate change, resource depletion, social inequality, and economic disparity represent both risks to be mitigated and opportunities to be seized. These challenges demand collective and decisive action.

By embedding sustainability into our business strategy, we aim to generate positive, measurable impacts across the economic, social, and environmental dimensions while ensuring our continued success in an evolving global landscape.

Our approach to sustainability is driven by the conviction that businesses play an indispensable role in advancing global sustainability objectives. To this end, we are committed to aligning our operations with internationally recognized frameworks, including the United Nations Sustainable Development Goals (SDGs).

This statement is a reflection of our unwavering dedication to sustainability and underscores our belief that responsible business practices and long-term value creation go hand in hand. Together, we strive to build a resilient and sustainable future for all.

Yours Faithfully,
Mr. Umashankar Bantwal
Chief Executive Officer
VIS Networks Pvt. Ltd.





About VIS Networks

GRI 2-1, 201-1

VIS Networks, founded in 2011 in Bangalore (India), is a major provider in a variety of business verticals.

Since its start, VIS has grown into a family of 500+ highly skilled and experienced technical professionals who serve a diverse global clientele, including Fortune 100 and Fortune 500 corporations.

With offices in more than ten major Indian cities and a global presence in the United Kingdom, United States, United Arab Emirates, Oman, Singapore, the Philippines, Malaysia, and Australia. We also serve Africa, China, and Europe through our Associate Partners.

We have strategic collaborations with industry leaders and innovative organizations all over the world, providing our customers with a complete portfolio of end-to-end, performance-driven, and highly reliable solutions.

At VIS Networks, our extensive global footprint allows us to deliver top-tier solutions to clients across multiple regions. With our headquarters in India, we have established a strong presence in key markets worldwide, ensuring seamless service delivery and support.

With offices and partnerships in these strategic locations, we are committed to providing innovative, reliable, and performance-driven solutions to our clients, including Fortune 100 and Fortune 500 companies.

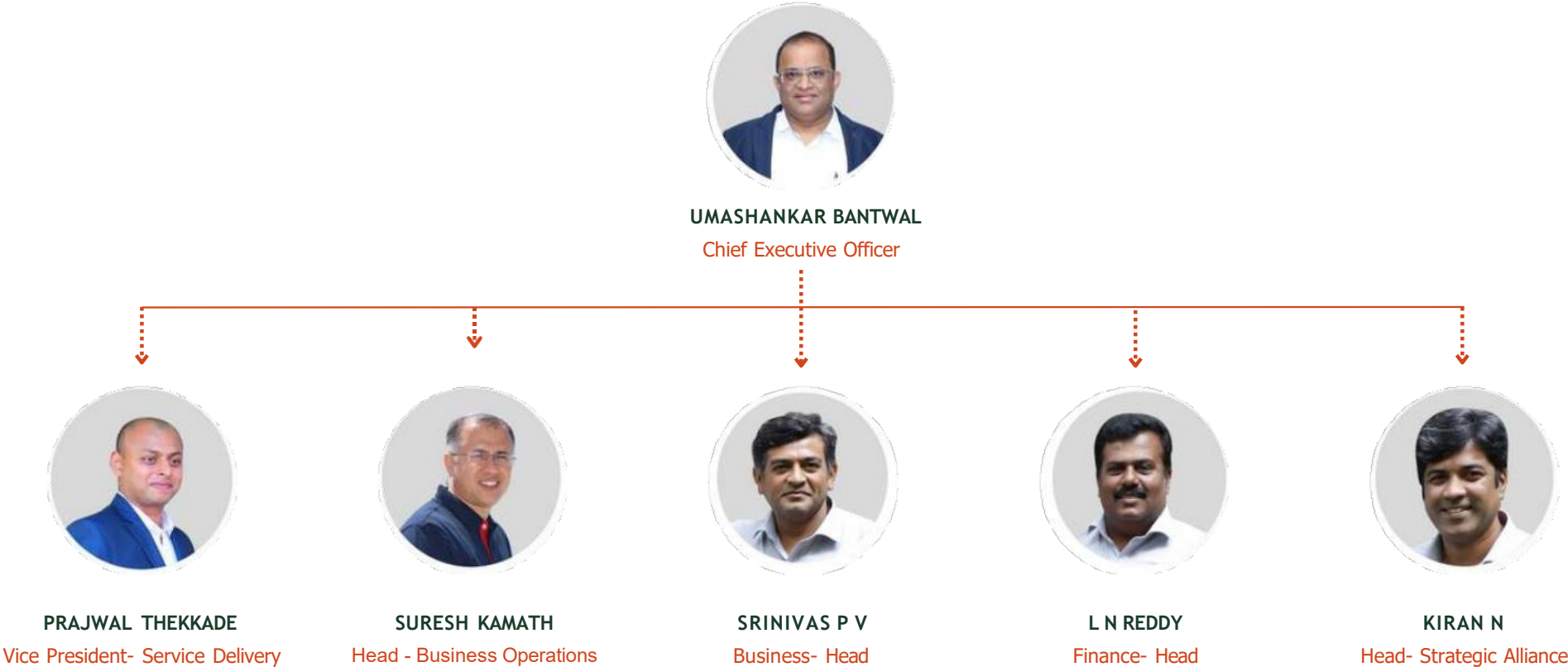
Our global reach ensures that no matter where you are, VIS Networks is well-equipped to support your business growth and operational excellence.





Our Leadership

GRI 2-9





VIS Offerings GRI2-6

Collab & CX Management

Contact Centre Application
Call Back Application
CRM Connectors
Agent Desktop Applications
UI/UX Development
CSAT Survey
Business Process Application
Custom Reporting Tool- AXIS
UX/CX centric Product Development
Mobile App Development for UX/CX

Network & Security

Transformative Enterprise Networking
Gen 6 and Beyond Wifi
SD WAN and SASE
Zero Trust with Next Gen Security
Zero Touch Remote Infra Management
Cloud Ready Data Center

Audio Video Integration

Boardroom and Training rooms
Large Venues and Auditoriums
Digital Work Spaces
Hybrid Workspaces
AV over IP
Huddle Spaces
Sound Systems
Personal Conferencing
AV Systems Control and Networking NOC,
Command and Control Centers

Managed Services

300+ Onsite Deployment of Engineers
Intermediate Inventory Model
Annual Flexible Maintenance
Proactive Control and Monitoring
Extensive Facility and Management
Services Remote Management

AI & Automation

User Management Automation for UC
HRMS Automation
Workflow Automation
Process Automation
Compliance Automation
Contact Center Process Automation
Easy Monitoring and Automation

A conceptual image representing sustainability and materiality. A person in a dark suit and light blue shirt is holding a transparent globe in their hands. Inside the globe is a lush green tree. Surrounding the globe are several circular icons connected by lines, representing various environmental and social themes: a recycling symbol, a compass, a water drop, a leaf, a solar panel, and wind turbines. The background is a dark blue gradient with a network of white lines and dots, suggesting a global or digital network. The word "Materiality" is written in large white letters at the bottom left.

Materiality



Materiality Assessment GRI 3-1

At VIS Networks, we recognize that identifying and prioritizing material issues is critical to aligning our business strategy with the evolving needs of our stakeholders and the dynamic global environment. Materiality, the principle of defining the social, environmental, and governance issues that matter most, guides our efforts to address the most impactful challenges and opportunities that affect our organization and those we serve.

Our approach to materiality is rooted in impact materiality, focusing on the potential effects of our business on people and the environment. Through a structured materiality assessment process, we systematically identify, evaluate, and prioritize the environmental, social, and governance (ESG) issues that are significant to our operations, stakeholders, and value chain. This ensures our strategic decisions are informed, impactful, and aligned with our commitment to sustainability.

Our materiality assessment is built on robust stakeholder engagement. We actively engage with internal stakeholders, including employees, investors, and board members, as well as external stakeholders, such as customers, suppliers, regulators, and civil society organizations. By understanding their concerns, expectations, and aspirations, we ensure our material issues reflect a balanced perspective, driving inclusive growth and fostering resilience.

The materiality assessment process at VIS Networks comprises three key steps:

- Contextual Understanding: We analyze our business model, operations, relationships, and value chain to establish a foundation for identifying material topics.
- Topic Identification: We conduct peer analyses, benchmark industry best practices, and assess the environmental, social, and governance risks and opportunities relevant to our operations.
- Materiality Evaluation: We evaluate the identified topics based on their impact on our business and significance to stakeholders.



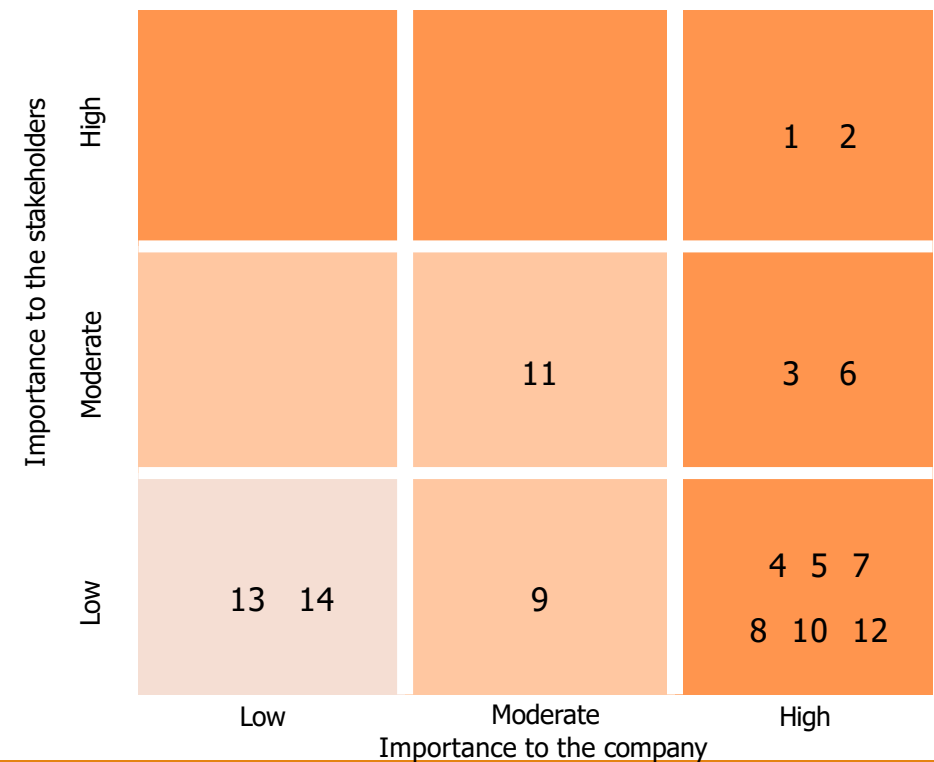
Materiality Matrix

To visualize the importance of these topics, we have developed a materiality matrix that maps their significance to internal and external stakeholders. This tool informs our strategic focus, ensuring we address the most pressing issues effectively and transparently.

By prioritizing material topics, VIS Networks is committed to driving positive environmental, social, and economic outcomes while ensuring business resilience and stakeholder trust. Our materiality approach underscores our belief that sustainable success comes from connecting company goals with societal needs, enabling us to thrive in an ever-changing world.

Material Topics GRI 3-2

- 1. Technology
- 2. Cyber security
- 3. Process Compliance
- 4. Procurement Management
- 5. Key Employee Retention
- 6. Employee Competency
- 7. Employee Wellbeing
- 8. Economic Performance
- 9. Governance
- 10. Customer Satisfaction & Relationships
- 11. New Market Development
- 12. Competition
- 13. Human Rights
- 14. Climate Change





Mapping of Material Topics with GRI Standards

Material Topics

GRI Standard



☐ Technology

GRI 203: Indirect Economic Impacts
☐ GRI 302: Energy
☐ GRI 305: Emissions
☐ GRI 306: Waste

☐ Cyber Security

☐ GRI 418: Customer Privacy

☐ Process Compliance

GRI 2-27
☐ GRI 205: Anti- corruption
☐ GRI 206: Anti- competitive Behavior

☐ Procurement Management

GRI 204: Procurement Practices
☐ GRI 308: Supplier Environment Assessment
☐ GRI 408: Child Labour
☐ GRI 414: Supplier Social Assessment

☐ Key Employee Retention

☐ GRI 401: Employment

☐ Employee Competency

☐ GRI 404: Training & Education

☐ Employee Wellbeing

☐ GRI 403: Occupational Health & Safety

Material Topics

GRI Standard



☐ Economic Performance

☐ GRI 201: Economic Performance

☐ Governance

☐ GRI 205: Anti- corruption
☐ GRI 206: Anti- competitive Behavior

☐ Customer Satisfaction & Relationships

☐ GRI 418: Customer Privacy

☐ New Market Development

☐ GRI 202: Market Presence

☐ Competition

☐ GRI 206: Anti-competitive Behavior

☐ Human Rights

GRI 401: Employment
☐ GRI 403: Occupational Health & Safety
☐ GRI 404: Training & Education
☐ GRI 418: Customer Privacy

☐ Climate Change

GRI 302: Energy
☐ GRI 303: Water & Effluents
☐ GRI 305: Emissions
☐ GRI 306: Waste



Governance



Corporate Governance GRI 2-5, 2-12, 2-14, 2-23

Strong corporate governance is the foundation of transparency, ethical business conduct, and long-term value creation at VIS Networks. Our governance framework ensures accountability, integrity, and compliance, reinforcing our commitment to sustainable business practices. As a Private Limited company headquartered in Bangalore, VIS Networks operates in multiple countries, including Singapore, the Philippines, the USA, the UK, Australia, Dubai, and Oman. Our sustainability reporting primarily focuses on our operations in India.

Our governance structure is led by a dedicated management team that serves as the highest decision-making body. The management team oversees strategic planning, risk management, and sustainability performance, ensuring alignment with global best practices. The governance structure also includes key committees, such as the Grievance Committee and the POSH Committee, which uphold workplace ethics, employee rights, and compliance with labor laws. Our leaders actively engage with employees, customers, suppliers, investors, regulatory bodies, and communities to integrate stakeholder concerns into our governance strategies.

To ensure ethical business conduct, we have strict policies on non-discrimination, anti-corruption, and workplace ethics, reinforced through regular training and awareness programs. We maintain a formal grievance resolution policy, providing employees with multiple reporting channels to address workplace concerns confidentially and fairly. Additionally, our conflict-of-interest policy ensures that governance decisions remain unbiased and aligned with organizational integrity.

VIS Networks operates with a commitment to regulatory compliance and responsible business conduct. While we currently do not seek external assurance, our management team conducts internal reviews and due diligence processes to identify and mitigate economic, environmental, and social impacts. Sustainability considerations are embedded into our corporate strategy, with governance bodies evaluating the long-term social and environmental consequences of business decisions.

We emphasize fair and ethical employment practices, ensuring human rights, fair labor policies, and non-discriminatory hiring across all locations. Our management team regularly reviews sustainability performance, engages in policy refinement, and ensures compliance with international human rights standards. Employee well-being remains a priority, with initiatives such as comprehensive health insurance for all full-time employees, collective bargaining agreements, and fair compensation structures.

To uphold transparency, we track and report governance performance, including compliance status, grievance resolution metrics, and employee engagement data. While remuneration details remain confidential due to policy restrictions, we ensure that executive compensation aligns with industry standards and business performance.

At VIS Networks, corporate governance is more than a regulatory requirement—it is a commitment to responsible leadership, ethical business conduct, and long-term stakeholder value. Through strong leadership, structured policies, and continuous improvement, we strive to maintain the highest standards of corporate integrity and sustainability.



Ethical Business Conduct and Integrity

GRI 2-23, 2-27, 205-1, 206-1

At VIS Networks, ethical business conduct and integrity are the cornerstones of our corporate values. We are committed to upholding the highest ethical standards through a robust Code of Conduct, ensuring that all employees, business partners, and stakeholders operate with transparency, fairness, and accountability. Our governance policies are designed to prevent unethical practices, safeguard stakeholder interests, and promote a culture of trust and responsibility across all levels of the organization.

As part of our commitment to ethical business practices, VIS Networks enforces strict anti-corruption and anti-bribery policies, maintaining a zero tolerance approach toward bribery, fraud, and any form of unethical behavior. Employees and business partners are expected to adhere to compliance regulations and integrity-driven decision-making, ensuring that all business transactions are conducted lawfully and ethically. Regular training and awareness programs are conducted to reinforce ethical principles and compliance requirements, equipping employees with the knowledge to identify and prevent misconduct.

To maintain corporate integrity, all employees are required to disclose any potential conflicts of interest that may compromise their impartiality or professional responsibilities. This policy ensures that decision-making processes remain objective and free from personal bias, safeguarding the company’s credibility and stakeholder trust. Additionally, VIS Networks actively prevents anti-competitive behavior and unfair trade practices, ensuring that all market engagements align with industry regulations and fair business conduct.

Table: Non-Compliance Details

Category	Number
Total no. of significant instances of non-compliance	0
Instances for which fine was incurred	0
Instances for which non-monetary sanctions were incurred	0



Risk Management and Compliance GRI 418-1

At VIS Networks, proactive risk management and regulatory compliance are integral to our commitment to business integrity, operational resilience, and stakeholder trust. We continuously monitor evolving legal, financial, and cybersecurity requirements to ensure that our operations adhere to the highest standards of transparency, accountability, and regulatory compliance. Our structured approach enables us to mitigate potential risks while reinforcing our commitment to ethical governance and responsible business practices.

As part of our regulatory compliance framework, we strictly adhere to national and international regulations, including labor laws, data protection standards, financial reporting requirements, and industry-specific policies. Our compliance team ensures that all business activities align with legal mandates and best practices, reducing the risk of non-compliance and fostering a culture of responsibility and due diligence.

VIS Networks places a strong emphasis on financial transparency, maintaining accurate financial records, conducting regular audits, and ensuring accountability in all financial transactions. By implementing stringent internal controls and reporting mechanisms, we uphold corporate governance standards and ensure audit readiness in line with regulatory and investor expectations. In an increasingly digital world, data privacy and cybersecurity remain a top priority. We have implemented robust data protection measures to safeguard customer, employee, and business information from cyber threats. Our cybersecurity policies include data encryption, secure access controls, and regular security assessments, ensuring compliance with global data protection regulations. Employees undergo regular cybersecurity training, enabling them to recognize and prevent potential security risks.

Through continuous monitoring, risk assessments, and regulatory updates, VIS Networks ensures that compliance remains a core pillar of our corporate governance framework.

Table: Customer Privacy and Data Security Overview

Category	Total Cases
Substantiated complaints concerning customer privacy	0
Complaints received from external parties and substantiated	0
Complaints received from regulatory bodies	0
Identified leaks, thefts, or losses of customer data	0
Substantiated complaints about customer privacy violations	0



Stakeholder Engagement and Transparency GRI 2-29

Engaging stakeholders and maintaining transparency are fundamental to fostering trust, collaboration, and sustainable business growth. Meaningful interactions with employees, customers, suppliers, investors, and regulatory bodies ensure that business operations align with stakeholder expectations and evolving industry standards. Through structured consultations, transparent reporting, and responsible supply chain management, feedback is actively integrated into decision-making and corporate sustainability initiatives.

Regular stakeholder consultations are conducted to gather insights, address concerns, and refine business strategies. Engagement channels include employee forums, customer feedback sessions, supplier assessments, investor meetings, and regulatory discussions, fostering a two-way dialogue that enhances corporate responsiveness and accountability.

Transparency is upheld through comprehensive sustainability reporting, providing clear disclosures on Environmental, Social, and Governance (ESG) performance. By maintaining open and accessible communication, stakeholders are informed about progress in climate action, ethical employment practices, corporate governance, and social impact initiatives.

A Supplier Code of Conduct reinforces ethical sourcing, sustainability, and regulatory compliance across the value chain. Suppliers are expected to adhere to fair labor practices, environmental responsibility, and integrity driven business conduct, ensuring alignment with responsible procurement and sustainability goals.

By prioritizing stakeholder engagement, transparent reporting, and ethical business practices, governance structures remain robust, adaptable, and aligned with long-term sustainability objectives.

Purpose and Approach to Stakeholder Engagement

Effective stakeholder engagement is essential for building trust, transparency, and long-term value creation. The objective is to foster meaningful relationships, address key concerns, and integrate stakeholder insights into business strategies and sustainability initiatives. Engagement efforts go beyond routine communication, emphasizing collaboration, responsiveness, and accountability to ensure that business operations align with stakeholder expectations.

Objectives of Stakeholder Engagement

- **Understanding Stakeholder Expectations:** Regular engagement provides valuable insights into stakeholder priorities, particularly in areas of sustainability, ethical business conduct, and corporate social responsibility. By actively listening to concerns, the organization ensures that decision-making reflects the interests of employees, customers, suppliers, investors, and regulatory bodies.
- **Transparency and Accountability:** Clear, timely, and accurate disclosures on sustainability performance and corporate governance strengthen stakeholder confidence. Regular reporting on environmental, social, and governance (ESG) initiatives ensures openness and credibility in business operations.



Social



Social Responsibility

At VIS Networks, we believe that our success is deeply interconnected with the well-being of our employees, stakeholders, and the communities we operate in. As a responsible corporate entity, we are committed to fostering an inclusive, ethical, and equitable workplace while ensuring that our business operations contribute positively to society.

Our social responsibility framework is built on key pillars that include employee well-being, diversity and inclusion, human rights, workplace ethics, and community engagement. Through structured policies, continuous learning, and a strong commitment to fair labor practices, we ensure that VIS Networks remains a people-centric organization that values its workforce and upholds the highest ethical standards.

By actively engaging with our stakeholders, promoting fair labor practices, and investing in community development, we aim to create a positive and lasting impact. Our social sustainability initiatives not only support our employees' growth and well-being but also drive meaningful change in the broader community.

Community Engagement and Corporate Social Responsibility (CSR)

At VIS Networks, we recognize that our responsibility extends beyond business operations to actively contributing to the well-being of the communities we serve. Through our Corporate Social Responsibility (CSR) initiatives, we focus on education, community development, and social empowerment, ensuring that our contributions create meaningful and lasting impact.

As part of our commitment to inclusive growth and social equity, VIS Networks has undertaken several key initiatives aimed at supporting underprivileged students, improving educational infrastructure, and enabling access to essential resources. These initiatives reflect our core values of empowerment, inclusivity, and sustainable development, aligning with our mission to drive positive change.



Our Key CSR Initiatives in FY 2024-25

1. Ajeya Trust – Preserving India's Traditional Knowledge System

CSR Contribution: 1.5 Lakhs

VIS Networks contributed 1.50 lakhs to Ajeya Trust in support of its 15-day Gurukula educational program, an initiative dedicated to preserving and promoting India's ancient Gurukula system of education.

For more than 30 years, Ajeya Trust has been providing free education and residential hostel facilities to girl students from economically disadvantaged backgrounds. The institution integrates traditional Indian wisdom with holistic education, nurturing students academically, physically, culturally, and spiritually.

The curriculum includes:

- Vedic Education
- Yoga and Meditation
- Krishi (Sustainable Agriculture)
- Kalakaushala (Traditional Arts and Crafts)
- Vijnana (Science and Knowledge)

The trust currently educates 159 students under the guidance of 16 dedicated teachers, creating an environment where traditional values coexist with modern learning practices.

VIS Networks is proud to support this unique educational model that empowers young girls through knowledge, discipline, and cultural preservation while ensuring equal access to quality education regardless of economic background.

Our Key CSR Initiatives in FY 2024-25



Veda



Kalakaushala



Krishi



Yoga



Vijynana



Our Key CSR Initiatives in FY 2024-25

2. Sri Mangala Education Trust – Building Stronger Educational Infrastructure

CSR Contribution: 10 Lakhs

Education remains one of the strongest pillars of sustainable social development. To strengthen educational infrastructure, VIS Networks donated 10.00 lakhs to Sri Mangala Education Trust towards the construction of its upcoming school building in Kanakapura.

The new educational facility is designed to provide students with a safe, modern, and inclusive learning environment. Once completed, the institution will serve children from surrounding rural communities by offering improved classrooms, educational resources, and enhanced learning opportunities.

By supporting this project, VIS Networks aims to contribute towards expanding access to quality education, reducing educational inequality, and creating a stronger foundation for future generations.

3. Maha Rishi Vidyashrama Seva Trust – Supporting Education Through Safe Accommodation

CSR Contribution: 9.8 Lakhs

VIS Networks contributed 9.80 lakhs to Maha Rishi Vidyashrama Seva Trust to strengthen hostel facilities for underprivileged girl children pursuing their education.

Many students from rural and economically weaker families face challenges in accessing quality education due to the lack of safe accommodation. The trust addresses this need by providing secure residential facilities, nutritious meals, academic support, and a nurturing environment that enables girls to continue their education with confidence.

Through this contribution, VIS Networks reinforces its commitment to women's empowerment by helping create opportunities that encourage educational continuity, personal development, and long-term social upliftment.



Our Key CSR Initiatives in FY 2024-25

4. Javaner Perara Trust – Enhancing Emergency Healthcare Services

CSR Contribution: 8.3 Lakhs

Healthcare accessibility is a critical component of community well-being. VIS Networks contributed 8.30 lakhs towards the purchase of a new ambulance for Javaner Perara Trust, enabling the organization to expand its emergency medical transportation services.

The ambulance will provide free emergency assistance to individuals requiring immediate medical attention, particularly those from underserved communities who may otherwise face challenges in accessing timely healthcare.

This initiative supports faster emergency response, improved patient transportation, and enhanced healthcare outreach, ultimately contributing to better health outcomes for vulnerable populations.

5. Rotary Bangalore Vijayanagar – Serving Communities Through Collective Action

CSR Contribution: 6 Lakhs

VIS Networks donated 6.00 lakhs to the Rotary Bangalore Vijayanagar Chapter to support a wide range of community development and social welfare initiatives across Bengaluru.

The contribution will assist Rotary in implementing projects focused on:

- Community healthcare initiatives
- Educational support programs
- Environmental sustainability
- Public welfare activities
- Disaster relief and humanitarian assistance
- Community development projects

Through its partnership with Rotary, VIS Networks continues to contribute towards building healthier, stronger, and more resilient communities while encouraging collaborative social development.



Our Key CSR Initiatives in FY 2024-25

CSR Impact at a Glance

Organization	CSR Focus Area	Contribution
Ajeya Trust	Traditional education, girls’ education, cultural preservation.	Rs. 1.50 Lakhs
Sri Mangala Education Trust	Educational infrastructure development	Rs. 10.00 Lakhs
Maha Rishi Vidyashrama Seva Trust	Hostel facilities for underprivileged girls	Rs. 9.80 Lakhs
Javaner Perara Trust	Emergency healthcare and ambulance services	Rs. 8.30 Lakhs
Rotary Bangalore Vijaynagar	Community welfare and social development	Rs. 6.00 Lakhs
Total CSR Contribution	Education, Healthcare & Community Development	Rs. 35.60 Lakhs

Our Commitment:

At VIS Networks, Corporate Social Responsibility is more than a statutory obligation—it is an integral part of our organizational values. By investing in education, healthcare, women's empowerment, and community development, we aspire to create lasting social impact and contribute meaningfully to nation-building. We remain committed to supporting initiatives that promote inclusive growth, preserve cultural heritage, strengthen communities, and improve the quality of life for future generations. Through sustained partnerships and responsible business practices, VIS Networks will continue to drive positive change and uphold its commitment to building a better and more equitable society.



Employee Well-being and Workplace Culture

GRI 2-7, 401-1, 405

At VIS Networks, we are committed to creating a workplace that values fairness, transparency, and equal opportunity for all. We uphold a strict non-discrimination policy, ensuring that every individual, regardless of race, caste, gender, religion, nationality, age, disability, or veteran status, has access to employment and career growth opportunities. Our merit-based work culture rewards skills, dedication, and performance, fostering an inclusive hiring and promotion process that encourages diversity across all levels of the organization. By embedding equality and transparency into our recruitment and performance management systems, we provide every employee with a level playing field to succeed and thrive.

Beyond ensuring fairness, we are dedicated to maintaining a respectful and dignified workplace where ethical conduct, human dignity, and mutual respect are at the core of our culture. Our zero-tolerance policy against workplace harassment, discrimination, or bias ensures that all employees feel safe, valued, and supported. We have established clear and accessible grievance mechanisms, allowing employees to voice concerns without fear of retaliation, and a well-defined code of conduct that reinforces ethical behavior and professionalism. Through regular training programs and awareness initiatives, we empower employees with the knowledge of their rights and responsibilities, fostering a positive and accountable work environment.

Our commitment to an inclusive and equitable workplace is an ongoing journey. We continuously review and refine our HR policies to align with global best practices, engage with employees through regular feedback mechanisms, and invest in learning and development programs that enable professional growth and leadership opportunities. At VIS Networks, we are not just building a company—we are cultivating a community of empowered individuals who drive change, innovation, and success. By prioritizing fairness, inclusivity, and integrity, we create a workplace where everyone has the opportunity to excel and make a lasting impact.

Table: Workforce Composition

Employee Category	Permanent Employees	Temporary Employees	Total Employees
By Gender			
Male	163	20	183
Female	34	5	39
By Location			
Head Office	142	3	145
Branch Office	50	15	65
Logistic Office	5	7	12



Employee Well-being and Workplace Culture

GRI 2-7, 401-1

VIS Networks is committed to fostering career growth and professional development through structured performance reviews, skill enhancement programs, and leadership training. Our annual career development reviews provide employees with clear feedback and personalized learning plans, equipping them with technical, leadership, and soft skills to advance within the organization. High potential employees are provided with mentorship and leadership programs, ensuring a strong pipeline for future managerial positions.

To support business growth, we maintain a structured hiring process that attracts top talent aligned with our mission and values. New employees undergo comprehensive onboarding and professional development programs, enabling seamless integration and productivity. We actively monitor turnover rates and implement retention strategies, including competitive compensation, career advancement opportunities, and employee engagement initiatives, to enhance job satisfaction and long-term commitment.

Employee well-being is a priority at VIS Networks. We provide comprehensive health insurance to all full-time employees, ensuring access to quality healthcare and financial security. By combining career development, structured hiring, retention strategies, and employee welfare programs, VIS Networks continues to build a high performing, engaged, and future-ready workforce.

Table: New Hires

By Gender	No. of New Hires	New Hire Rate %
Male	38	17.84 %
Female	10	27.40 %

Table: Turnover Rate

By Gender	No. of Employees Who Left The Company	Turnover Rate %
Male	42	19.72 %
Female	10	27.40 %



Employee Competency Development GRI 404-2

Continuous learning and skill enhancement are essential for both individual and organizational success. Employee competency development at VIS Networks focuses on equipping the workforce with critical skills, industry knowledge, and professional expertise, enabling them to excel in their roles while driving innovation and efficiency. A structured approach to training ensures that employees remain adaptable, future-ready, and aligned with the company’s long-term objectives.

Comprehensive training programs cover key areas such as workplace ethics, compliance, cybersecurity, and professional growth. IT security awareness training strengthens cybersecurity best practices, helping employees protect sensitive data and mitigate digital risks. VIS Policies Awareness training provides employees with an understanding of the company’s governance framework, ethical guidelines, and operational protocols, ensuring compliance with organizational standards.

Competency development is reinforced through annual training for all employees and monthly sessions for new joiners, delivered via Webex online platforms for accessibility and efficiency. These initiatives foster a learning-oriented culture where employees are encouraged to enhance their skills, embrace leadership opportunities, and stay ahead of industry advancements. Moving forward, additional training modules will focus on leadership development, sustainability awareness, and advanced technical expertise, further strengthening employee capabilities. By prioritizing competency development, VIS Networks ensures that its workforce remains skilled, engaged, and well-prepared to contribute to the company’s growth and success.

Type of Training	Target Audience
Induction Training	New Joiners
Keka Portal usage training	New Joiners
IT Security Policy Awareness	New Joiners
PIP training session	Selective Staff
Soft skills	Selective Staff
R &R Program Training	Selective Staff
IMO Awareness program	All Employees
IMS Internal Auditor training	Selective Staff



Grievance Resolution and Ethical Workplace Practices

GRI 2-26, 406

A transparent and structured grievance resolution process is essential to fostering a trustworthy, ethical, and employee-centric workplace. At [VIS Networks](#), our Grievance Resolution Policy ensures that all employees have access to a fair, confidential, and impartial mechanism to address workplace concerns, reinforcing our commitment to maintaining a respectful and inclusive work environment.

We also conduct regular Prevention of Sexual Harassment (POSH) training programs for all employees to prevent incidents of sexual harassment within the organization and to promote a safe, ethical, and inclusive workplace. These initiatives reinforce employees' rights, responsibilities, and awareness regarding workplace conduct, dignity, and mutual respect.

Employees are encouraged to voice concerns through a confidential and independent grievance committee, ensuring impartial investigation and fair resolution of complaints. Multiple channels are available for employees to seek redressal, including HR representatives, direct management, and an anonymous reporting system, allowing them to choose the method they feel most comfortable with. This multi-layered approach guarantees that every grievance is heard, acknowledged, and resolved with fairness and transparency.

To safeguard employees' rights, we uphold a strict non-retaliation policy, ensuring that no individual faces any form of discrimination, intimidation, or disadvantage for reporting workplace concerns. Our grievance mechanism is designed to be accessible, responsive, and aligned with best practices, promoting a workplace culture where open communication, ethical conduct, and employee well-being are prioritized. Through continuous monitoring and regular policy reviews, VIS Networks remains committed to enhancing workplace fairness, resolving conflicts effectively, and fostering a culture of integrity and accountability.

Table: Employee Grievance Details

Category	Male	Female
Workplace harassment (including POSH)	0	0
Discrimination or unfair treatment	0	0
Workplace safety concerns	0	0
Others	0	0

Table: Employee Training Details

Type of Training	Target Audience
POSH (Prevention of Sexual Harassment)	All Employees



Human Rights and Fair Labor Practices

GRI 2-30, 408-1, 414-1

At VIS Networks, we are committed to upholding fundamental human rights and fostering a workplace that is built on fair labor practices, ethical employment, and respect for individual dignity. Our policies and operations are designed to align with international human rights frameworks, ensuring that all employees are treated fairly, ethically, and with respect across our value chain.

As part of our commitment to responsible employment, we strictly prohibit forced, bonded, or indentured labor in any form. We ensure that all employment is voluntary, and no individual is compelled to work under coercion, debt bondage, or unfair contractual obligations. Our policies extend beyond our direct workforce, as we hold third-party service providers and suppliers accountable to these same ethical labor standards.

We have a zero-tolerance policy for child labor, ensuring that no person under the age of 18 years is employed, whether directly or indirectly, including in third-party contractual arrangements. By enforcing strict age-verification processes and conducting regular supplier audits, we ensure that all work is performed in compliance with legal and ethical labor standards.

Additionally, VIS Networks recognizes the right to collective bargaining and freedom of association. Employees are encouraged to form associations, engage in collective negotiations, and participate in open dialogue regarding workplace conditions, compensation, and benefits, in accordance with legal provisions. We believe that fair and transparent labor practices not only enhance employee wellbeing but also contribute to a more engaged, motivated, and productive workforce.

By embedding human rights principles into our corporate policies, governance framework, and daily operations, VIS Networks reinforces its commitment to ethical business conduct, social equity, and the protection of workers' rights. We continuously evaluate and strengthen our policies to ensure alignment with global labor standards, regulatory requirements, and best practices, ensuring a workplace where fair treatment, respect, and dignity remain at the core of our operations.

Table: Employee Collective Bargaining Details

Employee Category	% covered with Collective Bargaining Agreements
Permanent Employees	100%
Full-time Employees	100%



Environment



Our Environmental Commitment

At VIS Networks, we recognize that environmental sustainability is not just a corporate responsibility—it is an imperative for long-term resilience and value creation. As the world accelerates efforts to combat climate change, we align our strategies with global frameworks such as the Paris Agreement, acknowledging the urgency to reduce greenhouse gas (GHG) emissions, transition to low-carbon energy solutions, and drive sustainable innovation.

As a technology-driven organization, we understand the environmental impact of energy consumption, resource utilization, and digital infrastructure. Climate change presents both risks and opportunities, and we are committed to integrating sustainable practices across our operations to minimize our footprint while delivering innovative solutions to our customers.

Governments and industries worldwide are taking decisive action to reduce emissions and transition to a low-carbon economy. At VIS Networks, we support these objectives by adopting environmentally conscious strategies that not only mitigate climate risks but also position us as a responsible and forward-thinking organization.

Key environmental priorities at VIS Networks include:

- **Energy Efficiency & Carbon Reduction:** We actively explore ways to optimize energy consumption and transition toward lower-carbon energy sources in our operations.
- **Sustainable Technology & Infrastructure:** We prioritize energy-efficient IT solutions and cloud-based infrastructure to reduce emissions associated with traditional business communication systems.
- **Responsible Supply Chain Management:** We engage with suppliers who adhere to sustainable and ethical procurement practices, ensuring our environmental standards extend beyond our own operations.
- **Climate Resilience & Innovation:** We continuously assess and implement technologies that enhance climate resilience, including digital transformation solutions that reduce reliance on physical resources.

Our commitment to the environment is integral to our business strategy. By integrating climate-conscious initiatives into our operations and decision making, we aim to:

- Support global efforts to limit temperature rise to well below 2°C, with the goal of keeping it at 1.5°C above pre-industrial levels.
- Contribute to reducing energy consumption and carbon emissions within the technology and communications sector.
- Foster innovation that empowers businesses to operate more sustainably through digital transformation.



Measuring Our Carbon Footprint

To ensure transparency and accountability in our sustainability efforts, we assess our Corporate Carbon Footprint (CCF) across all relevant sources of emissions, categorized into:

- Scope 1: Direct emissions from company-owned or controlled sources (e.g., fuel combustion in company-operated facilities and vehicles).
- Scope 2: Indirect emissions associated with purchased electricity, steam, heating, and cooling.
- Scope 3: Indirect emissions from the broader value chain, including supply chain activities, business travel, and employee commuting.

At VIS Networks, we are committed to embedding sustainability into our operations and value chain. As part of our ongoing climate action strategy, we conducted our first comprehensive greenhouse gas (GHG) emissions assessment for FY 2023-2024, covering emissions across our key facilities:

- Head Office – Koramangala
- Branch Office – JP Nagar
- Logistics Office – Kudlu Gate

This assessment marks a significant step in quantifying and understanding our carbon footprint across our value chain. In this financial year, we categorized our emissions as follows:

- Scope 1: Direct emissions from **stationary combustion, fire suppression systems, and fugitive emissions** within our facilities.
- Scope 2: Indirect emissions from **purchased electricity**, which powers our operations.
- Scope 3: **Fuel- and energy-related activities**, accounting for upstream emissions associated with our energy consumption.

Recognizing the importance of a comprehensive value chain approach, we plan to expand our emissions inventory in the coming years by enhancing data collection, increasing transparency, and incorporating more Scope 3 categories. This will help us identify reduction opportunities, improve operational efficiencies, and align our strategies with global climate commitments. By continuously improving our GHG assessment and integrating sustainability across our value chain, VIS Networks is committed to reducing our environmental impact while ensuring long-term business resilience.



Carbon Footprint Across Our Value Chain

GRI 2-30, 408-1, 414-1

At VIS Networks, understanding and managing our greenhouse gas (GHG) emissions is a critical step toward building a sustainable and resilient value chain. In FY 2024- 2025, we conducted a detailed assessment of our Corporate Carbon Footprint (CCF) across our key operational facilities, ensuring transparency and accountability in our sustainability journey.

Our total carbon footprint for the financial year stood at 364.91 tCO₂e, distributed across different emission categories:

- Scope 1 (Direct Emissions): 63.32 tCO₂e
 - Emission Sources: Stationary Combustion, Fire Suppression Systems, and Fugitive emissions.
- Scope 2 (Indirect Energy Emissions): 171.01 tCO₂e
 - Emission Sources: Purchased Electricity
- Scope 3 (Other Indirect Emissions): 130.58 tCO₂e
 - Emission Sources: Fuel and Energy Related Activities

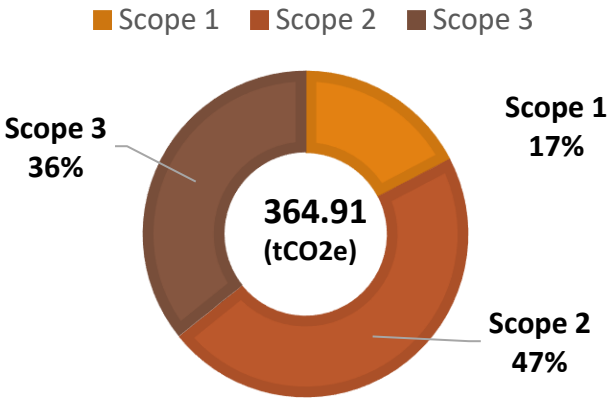


Table: Emission Details

Scope	Category	Emission in tCO ₂ e
Scope 1	Stationary Combustion	3.89
Scope 1	Fugitive Emissions	37.23
Scope 1	Fire Suppression Emissions	0.035
Scope 1	Mobile Combustion	22.16
Scope 2	Purchased Electricity	171.01
Scope 3	Fuel & Energy-related Activities	50.31
Scope 3	Purchased Goods & Product	54.69
Scope 3	Business Travel	25.58



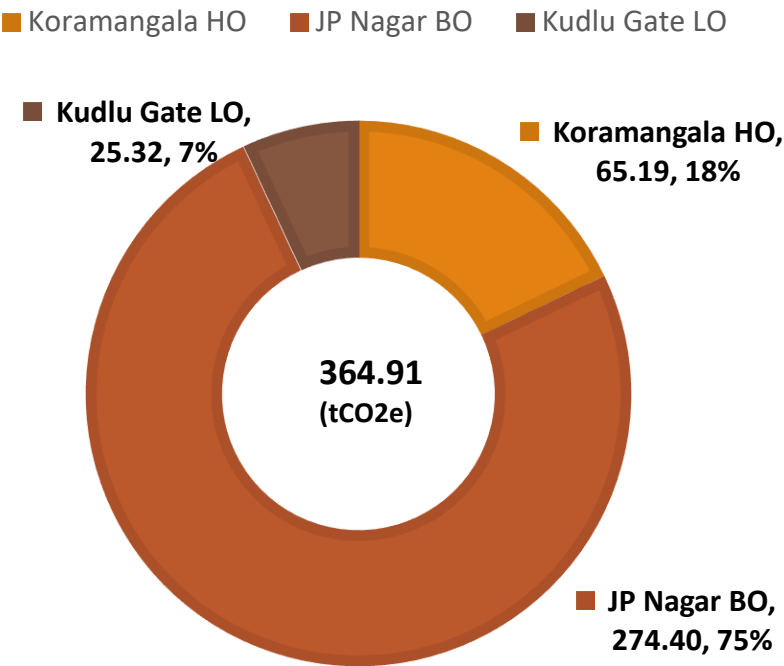
Carbon Footprint Across Our Value Chain

GRI 305-1

Emission Across Our Facilities

Breaking down our emissions across our value chain, we identified the following distribution across our operational sites:

- JP Nagar (Branch Office): 75% (274.40 tCO₂e) – The highest contributor, primarily driven by energy consumption and operational intensity.
- Koramangala (Head Office): 18% (65.19 tCO₂e) – Emissions primarily linked to office energy use and supporting business functions.
- Kudlu Gate (Logistics Office): 7% (25.32 tCO₂e) – The lowest contributor, reflecting the nature of logistics operations and facility size.





Energy Management Across Facilities

GRI 302-1

Efficient energy management is a key priority at VIS Networks as part of our commitment to sustainability, operational efficiency, and carbon footprint reduction. We actively monitor and optimize our energy consumption across all facilities, ensuring that our operations align with environmental best practices and energy conservation goals.

Currently, VIS Networks primarily relies on purchased grid electricity and diesel consumption to meet its energy requirements. Grid electricity powers our office operations, supporting essential business functions, while diesel is used for backup power generation, ensuring uninterrupted operations during outages. Recognizing the environmental impact of fossil fuel consumption, we are actively exploring energy efficiency measures and alternative solutions to reduce our dependence on non-renewable energy sources.

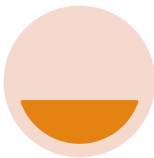
To improve energy efficiency, we focus on reducing unnecessary consumption, implementing power-saving measures, and adopting energy-efficient technologies. Through proactive energy management, continuous monitoring, and efficiency-driven initiatives, VIS Networks is committed to minimizing its environmental impact while ensuring reliable and responsible energy usage across all facilities. Our long-term goal is to transition towards more sustainable energy solutions, supporting both business resilience and environmental stewardship.

Table: Energy Consumption

By Location	Diesel Consumption (in Liters)	Electricity Consumption (in kWh)
Koramangala Head Office	373.1	35083
JP Nagar Branch Office	1088.1	198275
Kudlu Gate Logistics Office	0	7502



Water and Waste Management



Water Management

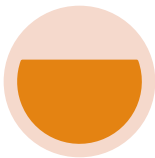
GRI 303-5

We are planning to maintain a detailed tracking system to monitor and optimize water consumption across all our facilities. Our water management strategy focuses on:

- 1. Regular monitoring of water withdrawal from various sources.
- 2. Tracking and analyzing water discharge by destination to minimize environmental impact.
- 3. Implementing water conservation measures to enhance efficiency and reduce wastage.
- 4. Prioritizing sustainable water practices in water-stressed areas to promote responsible usage.

Table: Water Consumption Across Location

Location	Water Consumption in Liters
Koramangala Head Office	451000
JP Nagar Branch Office	13000



Waste Management

GRI 306-2

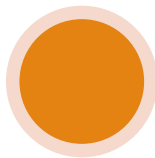
VIS Network has been registered on the Central Pollution Control Board portal to meet E-Waste EPR compliance requirements (EPR ID: 2023-08-09967) and is planning to establish a comprehensive waste management system to reduce, recycle, and responsibly dispose of waste. Our key initiatives include:

VIS Network has tied up with authorized waste handling companies that assist in ensuring proper waste disposal through the following measures:

Waste Reduction & Segregation

We ensure proper waste segregation across all operational sites, categorizing waste into:

- 1. E-waste – Secure and responsible disposal of electronic components.
- 2. Plastic waste – Minimization and recycling initiatives.
- 3. Hazardous waste – Compliance with environmental regulations for safe disposal.
- 4. Non-hazardous waste – Sustainable handling and reduction strategies.



Circular Economy Approach

GRI 306-2

We are working to integrate circularity principles across our operations and value chain by:

- 1. Minimizing waste generation at the source.
- 2. Increasing recycling and reuse of materials.
- 3. Promoting responsible disposal practices to prevent environmental contamination.

Environmental Goals and Commitments GRI 308-1

To align with global climate objectives and drive meaningful impact, VIS Networks has set ambitious environmental targets:

- ❑ Achieve an annual reduction in GHG emissions
- ❑ Implement energy efficiency measures across all facilities to reduce carbon intensity.
- ❑ Enhance waste management and recycling programs to minimize environmental impact.
- ❑ Continuously improve water consumption practices through monitoring, conservation, and efficiency strategies.

As we advance our sustainability journey, we are committed to:

- ❑ Conducting annual GHG assessments to track progress and refine our strategies.
- ❑ Expanding the scope of environmental monitoring to ensure comprehensive oversight.
- ❑ Implementing targeted reduction strategies to lower our overall carbon footprint.
- ❑ Engaging stakeholders in environmental initiatives to drive collective impact.
- ❑ Contributing to carbon sequestration and avoidance projects to support climate resilience.

Through these initiatives, VIS Networks aims to create a more sustainable, resource-efficient, and climate conscious future. We recognize that environmental stewardship is a continuous process, and we remain dedicated to ongoing assessment, improvement, and transparent reporting to drive long-term impact.





Glossary

Environmental Stewardship: It is the practice of protecting and using the **natural environment responsibly**. It involves using sustainable practices and taking part in conservation efforts.

Sustainable Development Goals (SDG's): The Sustainable Development Goal (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. The 17 SDGs are integrated— they recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability.

Greenhouse Gas Protocol: The Greenhouse Gas Protocol (GHG Protocol) is a globally recognized standard for measuring and managing greenhouse gas emissions.

Materiality Assessment: A materiality assessment is a process that helps companies identify and prioritize sustainability issues. It helps companies understand their impact on the environment, society, and economy.

Impact Materiality: Impact materiality refers to the actual or potential effects of a company's operations on the environment and society.

Stakeholders: A stakeholder is a person or group that has a vested interest in a project or organization. Stakeholders can be directly or indirectly affected by the project's outcome. They can also directly or indirectly influence the project's activities.

Stakeholder Engagement: Stakeholder engagement is the systematic identification, analysis, planning and implementation of actions designed to influence stakeholders.

Materiality Matrix: A materiality matrix is a visual representation of a company's most important issues, as perceived by stakeholders and the business.

Carbon Footprint: A carbon footprint is the total amount of greenhouse gases (GHGs) emitted by a person, organization, product, or event. It's a way to measure the environmental impact of human activities.

Circular Economy: A circular economy is a model of production and consumption that aims to reduce waste and pollution, and keep materials in use. It's based on the idea that products and materials can be reused, repaired, or recycled, rather than being thrown away.

Human Rights: Human rights are universally recognized moral principles or norms that establish standards of human behavior and are often protected by both national and international laws. These rights are considered inherent and inalienable, meaning they belong to every individual simply by virtue of being human, regardless of characteristics like nationality, ethnicity, religion, or socioeconomic status.

Risk Management: Risk management is the process of identifying, assessing, and reducing the impact of potential threats to an organization. It's a systematic approach that helps organizations make better decisions and protect their assets.



GRI Content Index

Statement of Use: VIS Networks Limited has reported the information cited in this GRI content index for the period 1st April 2024 to 31st March 2025 with reference to the GRI Standards.

GRI 1 Used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): Not Applicable

GRI Standard	Disclosure	Location	Pg. No.
GRI 2: General Disclosures 2021	2-1 Organizational Details	About VIS Networks	03
	2-2 Entities included in the organization’s sustainability reporting	About this Report	05
	2-3 Reporting period, frequency and contact point	About this Report	05
	2-4 Restatements of information	About this Report	05
	2-5 External Assurance	Corporate Governance at VIS Networks	13
	2-6 Activities, value chain and other business relationships	About VIS Networks	03
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	2-9 Governance structure and Composition	Our Leadership	06



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	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance at VIS Networks	13
	2-22 Statement on sustainable development strategy	Letter from our CEO	04
	2-23 Policy commitments	Corporate Governance at VIS Networks, Ethical Business Conduct & Integrity	13-14
	2-26 Mechanisms for seeking advice and raising concerns	Grievance Resolution and Ethical Workplace Practices	27
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GRI Standard	Disclosure	Location	Pg. No.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment	09
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GRI 302- Energy	302-1 Energy consumption within the organization	Energy Management Across Facilities	34
GRI 303- Water & Effluents	303-5 Water consumption	Water Management	35
GRI 305- Emissions	305-1 Direct (Scope 1) GHG emissions	Carbon Footprint Across Our Value Chain	32-33
	305-2 Energy indirect (Scope 2) GHG emissions	Carbon Footprint Across Our Value Chain	32-33
	305-3 Other indirect (Scope 3) GHG emissions	Carbon Footprint Across Our Value Chain	32-33
GRI 306- Waste	306-2 Management of significant waste related Impacts	Waste Management	35
GRI 308- Supplier Environment Assessment	308-1 New suppliers that were screened using environmental criteria	Sustaining Our Commitment	36
GRI 401- Employment	401-1 New employee hires and employee turnover	Employee Well-being and Workplace Culture	24-25



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GRI 408- Child Labour	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights and Fair Labor Practices	28
GRI 414- Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	Human Rights and Fair Labor Practices	28
GRI 418- Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Risk Management and Compliance	15
GRI 201- Economic Performance	201-1 Direct economic value generated and distributed	About VIS Networks	05
GRI 205- Anti- corruption	205-1 Operations assessed for risks related to corruption	Ethical Business Conduct and Integrity	14
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