



SUSTAINABILITY & RESPONSIBILITY REPORT FY'25



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To know more about the company, log on to <https://sulavineyards.com>



Scan the QR Code to view the report online



OUR **APPROACH**

"Sustainability is the core of our ethos at Sula; it's not just a practice but a way of life and a foundational principle in our business. Our commitment to responsible land stewardship is driven by a belief in doing what's right, naturally leading to the production of unique, genuine wines. Our journey towards sustainability started over a decade ago, setting a precedent long before it became a mainstream pursuit."

We strive to enhance our land and enrich the lives of the community dependent on our businesses through our sustainable vineyards.

ABOUT THIS **REPORT**

Our 7th sustainability report, covering the timeframe between April 2024 and March 2025, offers a comprehensive overview of our key sustainability principles and the actions we have implemented to support them. It presents a concise overview of our efforts in reducing our environmental footprint, consolidating all the initiatives undertaken. We have consistently published our annual sustainability report since the fiscal year 2018-19.

This report covers all of Sula's manufacturing sites along with our wine tourism business.

The reported statistics concerning environmental issues cover our five owned manufacturing facilities - Nashik winery, York winery, ND winery and Domaine Dindori in Maharashtra and Domaine Sula in Karnataka. It also covers our wine tourism business at Nashik winery and Domaine Sula, including two resort properties The Source and Beyond by Sula. Data regarding our employee welfare measures not only covers the above facilities but also our head office in Mumbai and our regional sales offices across the country. The data in this report covers all significant areas of operation and is therefore not segregated according to region.



Changes in Reporting

In FY25, we ceased operations at our leased winery in Karnataka, Indian Ambiance, and acquired ownership of ND Wines. This report covers activities across 5 wineries, 2 resorts, 3 restaurants, and 3 tasting rooms. The focus of the report is on topics that are material both to our business and to all our stakeholders.

Assurance

The data presented in this report is consistent with the records maintained throughout the year and has undergone internal validation to ensure accuracy. The internal assurance for this report has been recommended and approved by our senior management team.

COMPANY OVERVIEW

Our year in Numbers

Over the last 24 years, Sula has grown and established itself as a pioneer, innovator and leader in the Indian wine industry. We are one of the most eco-friendly companies in India, with a significant amount of our resources committed to sustainable winemaking practices, sustainable vineyards and ensuring fair livelihoods for our community of farmers across Maharashtra and Karnataka. We ensure that every decision we make respects our values, alongside our objectives. Making great wine is our passion and our goal, but we make sure to put the environment's well-being before anything else.

Each extra step taken towards creating a sustainable final product is worth it.

₹6233.1
Million
Turnover

18 Million
Litres
Manufacturing
Capacity

3,81,000
Visitors to our Wine
Tourism Facilities



OUR WINES

Our product selection strives to offer something for everyone and every celebration. Sula is proud to have built a culture of wine drinking in India and has been the #1 international trailblazer in Indian wines. The way we operate, is guided by our core values that aim at preserving and enhancing the art of winemaking.

Our extensive wine portfolio spans over a wide range of products made from about 15 different grape varieties. Our main wine categories include, RASA, The Source, Dindori Reserve, Sula Classics.



— RĀSĀ —



— THE SOURCE —



— DINDORI RESERVE —



— SULA CLASSICS —

CERTIFICATIONS

Brand Reputation Certificate

As part of our commitment to delivering the best quality of wines, our food safety system is now certified by the Brand Reputation Compliance (BRC) Global Standards. This certification is an upgrade on our earlier ISO 22000 certification. BRC standards are dynamic and evolve rapidly to reflect global best practices, are industry specific and are also recognized by the Global Food Safety Initiative (GFSI). Our two largest facilities are now BRC certified, and the others will also be adopting BRC standards going forward.



Food Safety and Standards Authority of India

Our products confirm to FSSAI during its production, labelling, and sale and are regulated by various laws and regulations, including the Food Safety and Standards (Alcoholic Beverages) Regulations, 2018, which fall under the preview of FSSAI.



Memberships, Affiliations & Associations

Sula supports and participates in associations that seek to promote the development of the sector. It also helps in fostering community, providing access to resources and opportunities, enabling advocacy, enhancing professional development and credibility, shaping identity, and facilitating social and growth of the wine sector in a responsible manner for the benefit of the Industry and Consumers.

- Confederation of Indian Alcoholic Beverage Companies (CIABC)
- All India Wine Producers Association (AIWPA)
- Confederation of Indian Industry (CII)
- The Federation of Hotel & Restaurant Associations of India (FHRAI)
- The Association of Bars, Hotels and Restaurants (ABHAR)



SUSTAINABLE DEVELOPMENT GOALS

Our sustainability initiatives are in line with the United Nations' Sustainable Development Goals, designed to provide a framework to achieve a better and more sustainable future for all by 2030. The key focus areas of our Sustainability program are Planet and People.

We are highly committed to our long-term relationship with the local communities, well-being of our employees and value of our agricultural land. As climate change continuous to become more glaring issue with each passing year, we plan our operations consciously, focusing on reducing our impact on the environment and becoming more mindful towards the communities around us.



United Nations Sustainable Development Goals, 2023

CIRCULAR ECONOMY

At Sula, our waste management practices follow a scientific approach that prioritizes the principles of Reduce, Reuse, and Recycle. A significant portion of our waste consists of organic matter, which we convert into organic compost to nourish our vineyards.

Despite 99% of our packaging materials being recyclable, we are committed to further enhancing our sustainability efforts by implementing a comprehensive packaging program. As part of this initiative, we have identified several measures to be implemented, some of which are outlined below:

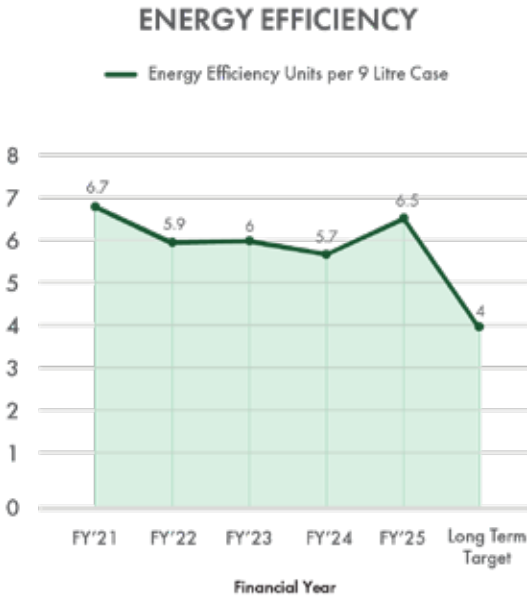
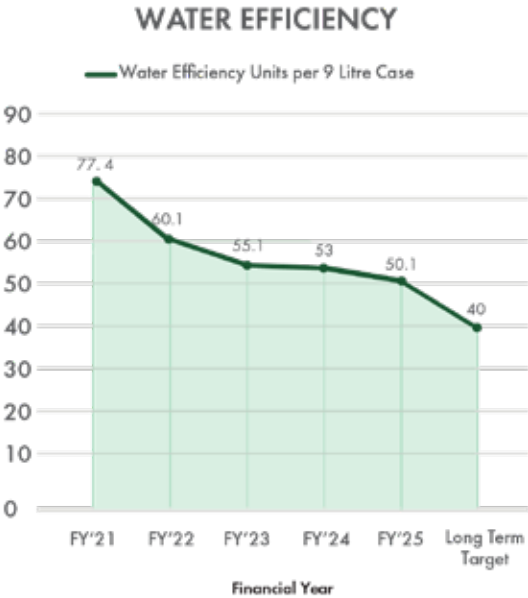
-  Increase the contribution of recycled glass bottles
-  To utilize reusable packaging
-  Usage of biodegradable and compostable materials
-  Engaging our suppliers
-  Educate customers to promoting reuse, recycling & repurposing of materials



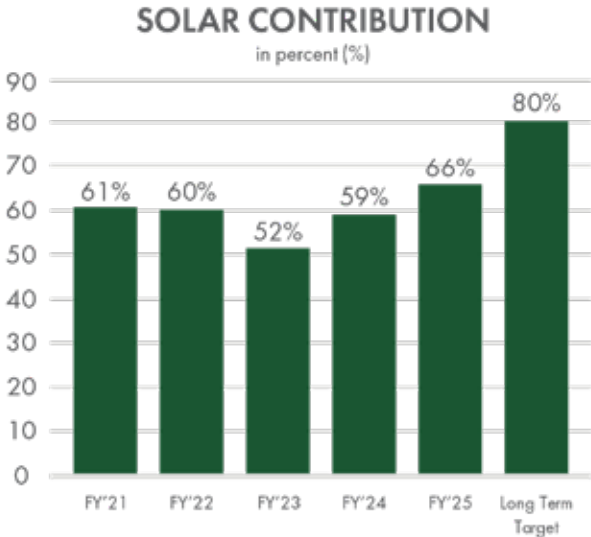
KEY PERFORMANCE INDICATORS

Metric	Units of Measurement	FY'21	FY'22	FY'23	FY'24	FY'25	Long Term Target
Water Efficiency	Litres per 9 Litre Case	77.4	60.1	55.1	53.0	50.1	40.0
Energy Efficiency	Units per 9 Litre Case	6.7	5.9	6.0	5.7	6.5	4.0
Solar Contribution	% Contribution	61%	60%	52%	59%	66%	80%

*Calculations based on number of cases dispatched
*Excluding York operations.



Energy efficiency and water efficiency is calculated taking into consideration of all our owned and leased production facilities.



Solar contribution includes all our owned and leased production facilities and wine tourism business.

GREENHOUSE GAS (GHG) EMISSIONS

As part of our commitment to climate responsibility, we continue to measure, monitor, and reduce greenhouse gas (GHG) emissions across all scopes—Scope 1, Scope 2, and Scope 3. These emissions are tracked in alignment with the GHG Protocol standards and reflect our company's holistic approach to managing environmental impacts throughout our operations and value chain.

Scope 1: Direct Emissions

- Scope 1 emissions are direct GHG emissions that arise from sources owned or controlled by the company. This includes fuel combustion from diesel generators, Wastewater, vehicles, refrigerants used and other on-site machinery.
- Scope 1 emissions remained stable, rising slightly from 0.21 to 0.22 kg CO₂e/ltr despite business growth. This reflects effective management of our direct operations, supported by fuel efficiency and cleaner technology initiatives.

GHG Emission (KG of CO ₂ e/ltr)			
Emissions Category	FY20(baseline)	FY'25	%Growth
Scope 1 (Direct Emissions)	0.21	0.22	6.0%
Scope 2 (Indirect Energy Emissions)	0.32	0.29	-8.1%
Scope 3 (Other Indirect Emissions)	1.80	1.42	-20.8%
Total GHG Emission (KG of CO ₂ e/ltr)	2.33	1.94	-16.6%

Scope 2: Indirect Energy Emissions

- Scope 2 emissions represent indirect greenhouse gas emissions from the generation of purchased electricity, steam, heating, and cooling.
- Scope 2 emissions decreased from 0.32 to 0.29 kg CO₂e/ltr, an 8.1% reduction. This improvement highlights the impact of energy efficiency measures and a gradual transition toward renewable electricity sourcing.

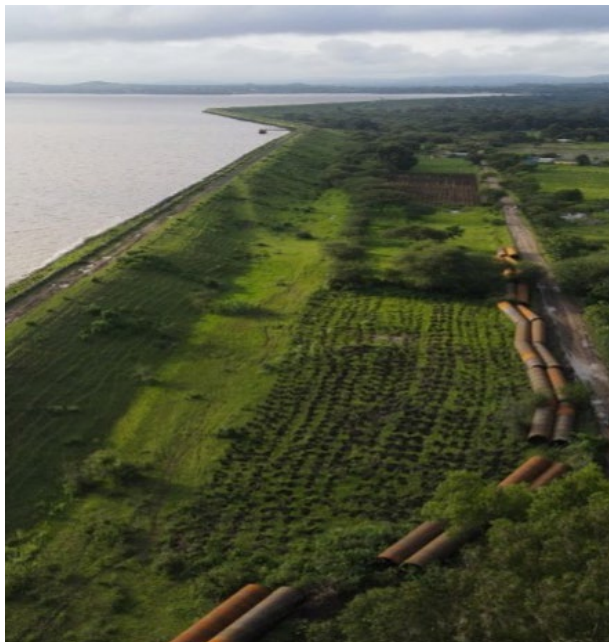
Scope 3: Other Indirect Emissions

- Scope 3 emissions include all other indirect greenhouse gas emissions that occur in the value chain of the organization, both upstream and downstream, outside its direct control.
- Scope 3 emissions saw the most significant progress, falling from 1.80 to 1.42 kg CO₂e/ltr (a 20.8% reduction). This reflects our strong collaboration with suppliers, logistics partners, and value chain stakeholders to reduce emissions beyond our direct operations.

Our Accomplishments

Tree Plantation

- To mark our 25th anniversary, we planted 25,000 trees near the Gangapur Dam—a meaningful step in our long-standing commitment to sustainability and environmental stewardship.
- Tree plantation has been a regular practice at Sula, and in this special year, we chose to plant a diverse mix of native Indian species such as Saptaparni, Kanchan, Behda, Kadamba, Vad, Mango, Chikku, Sitaphal, Ramphal, Hirda, Jambhul, Mahogany, Pimpal, and Tamarind.
- These trees are known for improving soil health, supporting biodiversity, and helping mitigate the effects of climate change.
- By nurturing native species and restoring the green cover, we aim to protect the rich biodiversity around Gangapur Dam and leave behind a cleaner, greener environment for future generations.



Celebrating 25 Years with 25,000 Trees

Solar Expansion:

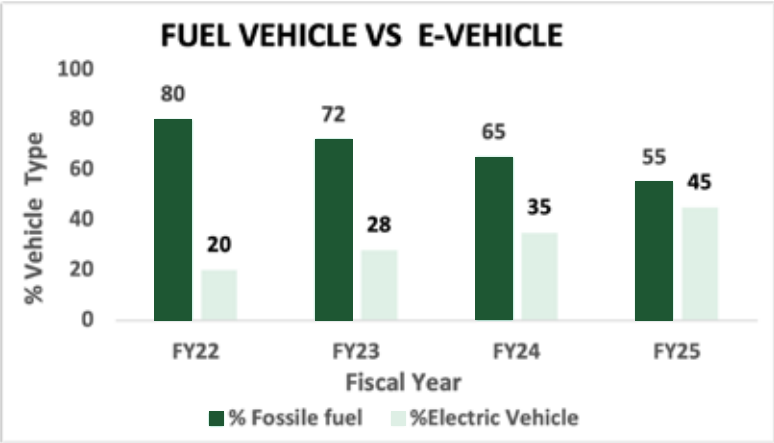
- We now have over 3.8 MW of installed on-site solar power capacity, enabling us to meet almost 66% of our energy needs through our own renewable sources. This is in line with our long-term targets.
- In FY'25 we installed 1120 KW capacity of solar panels at various locations which represents 27% of increase in solar installations. We had installed floating solar panels on our water reservoir at our DD plant.
- In FY25, we achieved a total installed heat pump capacity of 943 kW across our operations. This advancement supports our transition toward cleaner thermal energy solutions, reducing reliance on conventional heating methods.



Floating Solar

Transition to Electric Mobility:

- As part of our commitment to transitioning to a fully electric vehicle (EV) fleet by 2030, we made significant progress in FY25 by adding 10 EVs and one CNG bus to our transportation fleet. This brought our EV fleet share to 45%, surpassing our interim target of 40% for the year. These efforts mark a key step toward reducing transport-related emissions and promoting cleaner mobility solutions.



- To support our transition to cleaner transportation, we expanded our EV charging infrastructure by installing 5 additional charging stations across our facilities in FY25. This brings our total number of EV charging stations to 35. All charging points are offered free of cost to employees and guests, encouraging the adoption of electric vehicles and contributing to our broader sustainability and carbon reduction goals.



- We continue to support our employees for E-bike loan at just 8% rate of interest, thus incentivising them to adopt more sustainable means of transport.
- Our diligent efforts towards water conservation have paid off, resulting in a eduction of water usage to 50.1 liters per case in FY'25, compared to 53 liters per case in FY'24.
- In FY25 we achieved more than 78% of our cooling tower water requirement through recycled water that is about 4.6 million litres.
- All our glass bottles are locally sourced, as part of our ongoing commitment.
- We improved energy efficiency through insulated wine storage tanks, innovative wine stabilization methods using ion exchange and electrodialysis, and upgrading to inverter-based air conditioners. These measures reduce energy consumption while maintaining product quality. Together, they support our sustainability and climate goals.



ENVIRONMENTAL STEWARDSHIP

We stay committed to nurturing a culture of responsibility and care towards the planet. We have upped our sustainability quotient with focused efforts on conserving water, reducing carbon emissions, enhancing renewable energy use and phasing out single-use plastic.

Climate change impacts all our operations being an agro based industry. We face the challenge of water availability due to irregular and unseasonal rainfall. Rising temperatures affect our wine storage and supply chain. We plan our operations to ensure conservation and judicious use of natural resources.

We have defined specific targets to ensure that we utilize our resources optimally and continue to contribute towards making our communities greener and more sustainable. Optimum utilization of energy and water at all our properties, reducing greenhouse gas emissions and efficient waste management are the major focus areas for us, and we are making steady progress towards achieving our goals.

Energy and Green House Gases (GHG)

Our key focus is on reducing the grid power usage and adoption of green energy through solar installations at all our facilities. Solar contribution in FY'25 was 66%.

We have taken various initiatives for reducing our GHG emissions by adopting smart operations and innovative technology.



Heat Pumps

- Heat pumps have been installed to heat swimming pool water at our resorts and heat line sanitation water in our bottling operations, as well as in barrel cleaning and the sleeving tunnel.
- Moreover, the heat pumps produce cold air as a by-product, which is being used to cool their office spaces, thereby reducing our dependence on air conditioning systems.

Lees Filtration System

- We have taken the initiative to enhance the wine production process by installing a lees filtration system. Not only does this system help us produce more wine from the same quantity of grapes (doing more with less!) but it also improves the quality of the wastewater. This is because the lees are no longer sent to the effluent treatment plant but are filtered.
- As the wastewater is now free of lees it has less BOD and COD, thereby reducing our GHG emissions in wastewater treatment.

Battery Backup System

- Traditionally, we relied on diesel generators (DGs) to maintain operations during power outages. However, DGs are among the most polluting energy sources and contribute significantly to our Scope 1 emissions.
- To reduce our dependence on diesel generators, we installed a 521 kWh Battery Energy Storage System (BESS) at the DD plant in FY25. The system stores excess energy for use during power cuts and also supplies the necessary power to keep our solar system operational.
- With this addition, our total installed BESS capacity across all locations has reached 963 kWh, supporting our transition to cleaner, more reliable, and resilient energy infrastructure.

Burkert Tank Temperature Control System

- In FY25, we commissioned a Burkert tank temperature control system at our DD plant. which is based on pulse cooling system.
- This system enhances energy efficiency and process stability by precisely regulating the temperature in storage tanks, it significantly reduces energy consumption.
- Integrated digital controls enable real-time monitoring and optimized resource usage, supporting our broader goals of sustainability and operational excellence.
- As a result of the Burkert system installation, we achieved a 38% reduction in grid electricity consumption at DD Cellar 4 in FY25, marking a key milestone in our energy-saving initiatives.

Methane Gas Capture System

- In FY25, we implemented a Methane Gas Capture System at our DD plant to harness energy from organic waste.
- The system captures methane released during waste decomposition and repurposes it as a clean energy source for on-site operations.
- By converting waste into usable energy, we reduce our carbon footprint and dependence on conventional fossil fuels, aligning with our circular economy and sustainability goals.
- In FY25, the system generated approximately 36,000 units of power, demonstrating its potential as a viable renewable energy solution.

Solar Powered Pumps

- We have made a major stride toward sustainable farming by replacing diesel-powered irrigation pumps with solar-powered alternatives at our estate vineyards.
- This transition to solar pumps, with a total installed capacity of 245 HP, supports cleaner energy use and significantly reduces our carbon footprint in agricultural operations.



Solar pumps for irrigation at vineyards

Sustainable Construction

- With the aim to reduce our ecological footprint, we have opted for a pre-engineered metal building (PEMB) rather than traditional construction for winery expansion at our Domaine Dindori unit.
- Material used for the construction of PEMBs is finished away from the installation site, this greatly reduces the volatile organic compounds and other suspended solid particles from the air.

Energy Management

We are actively enhancing our energy efficiency practices and internally evaluating our energy consumption by performing daily monitoring and trend analysis. Here are some of the best practices we have implemented:

- Chilling operations only during solar hours
- Converting fluorescent lighting to LED lighting
- Utilizing Variable Frequency Drives (VFDs) to reduce energy consumption of equipment, such as pumps.
- Insulated wine storage tanks to prevent heat loss.
- Reducing energy use during cold stabilization by using ion exchange and electro-dialysis for wine stabilization
- Replacing old air conditioner units with inverter-based AC.
- Insulating barrel rooms to prevent heat loss during wine ageing.

WATER

Growing grapes and making wine use a lot of water, so it's important for us to save every drop. Managing water carefully is key to being sustainable and making sure we can continue for the long term. We focus on saving water not just in our vineyards and production areas, but also in our tasting rooms and offices.



We were among the first in the Nashik region to start rainwater harvesting. Together, our wineries can collect and store up to 36.8 million liters of rainwater.

At Sula, not a single drop of water gets wasted. We have installed high specification effluent treatment plants at all sites to ensure that 100% water is recycled. In FY'25 we reused around 58 million litres of treated water for various purposes like; irrigation of our estate vineyards, landscaping at our resorts and flush water in the office restrooms.

In FY25 we achieved more than 78% of our cooling tower water requirement through recycled water that is about 4.6 million litres. Additionally, we also reuse the rejected water from RO treatment and softener plants for activities like, floor cleaning and dish washing at the canteens.



Ariel View of Rainwater Reservoir at Sula Vineyards

WASTE

Solid waste pollution of green spaces, water bodies and urban environment is a major global issue. In FY'25 we generated roughly 242 MT of solid waste. 99% of this packaging material is recyclable.



For disposal of organic waste, we have set up a 200 Kg biogas plant at our restaurant at Nashik winery and a 35 Kg plant at our canteen facility at Domaine Dindori.



Biogas plant at Restaurant

Winemaking By Product Utilization

- In FY25, we continued to advance circular farming practices by repurposing waste generated from the winemaking process into organic compost.
- The byproduct is sun-dried and blended with farmyard manure (FYM) and shredded vineyard cuttings to produce nutrient-rich vermicompost.
- The compost is applied exclusively in our vineyards, serving as a natural substitute for chemical fertilizers. Through this initiative, we generated 562 tons of compost in FY25, supporting soil health and reducing our environmental impact.



Vermicompost production at our Vineyards

VINEYARD PRACTISES

Maintaining the health of our vineyards and promoting the longevity of their use is integral to the success of our business and the quality of our wines. We operate as a conscientious wine producer, adapting to the changing climate while making high quality wines and preserving the fertility of the land for the years to come.

To combat the seasonal variations arising due to the climate change, we are implementing various practices such as:

- Delayed pruning cycle to mitigate the uncertainty of rains.
- Drip irrigation system at all vineyards
- Moving away from all toxic fertilizer and inorganic chemical usage
- Use of vermicompost for soil fertility
- Green Manuring: Enhances soil health by incorporating nitrogen-rich cover crops. This improves soil aeration, texture, and water retention, while naturally boosting fertility.
- Using sheep for weeding the vineyards rather than using harmful weedicides.
- We also work with our grower partners to implement more sustainable practices for grape cultivation, without compromising on the quality and yield.



De-weeding with Sheep

Our Vineyards at Dindori



PEOPLE

The fiscal year 2025 was a landmark period for our organization, as we were proud to be recognized with the **PeopleFirst HR Excellence Awards** in two key categories – **Technology Deployment in Human Resources** and **Health and Wellbeing**. These accolades reaffirm our ongoing efforts to build a future-ready, people-first organization.



Our organization boasts a diverse workforce comprising skilled professionals from various domains within the wine industry, such as Viticulture, Winemaking, Hospitality, Finance, IT, Legal, HR, Administration, and Sales. As of 31st March 2025, we employed a total of 803 full-time employees.

We prioritize the success and well-being of our employees through comprehensive benefit plans, recognition programs, and learning opportunities. We recognize the importance of equipping our workforce to thrive in their careers while maintaining a healthy work-life balance.



REWARDS, RECOGNITION & BENEFITS

We take immense pride in acknowledging the dedication, resilience, and hard work demonstrated by our employees. In FY25, we celebrated the accomplishments of **60 employees** who were recognized as **Employees of the Quarter**. Furthermore, we honored **49 employees** who completed **10 years** of committed service, and **14 employees** who achieved the remarkable milestone of **20 years** with Sula — a testament to their enduring loyalty and the strong culture we have built together.

We prioritize the growth and advancement of our diligent staff by providing opportunities for promotion based on their exceptional performance. Apart from employee reward and recognition, we offer several significant benefits that go over and above the statutory mandate to our staff as mentioned below:



Employee of the Quarter



20-year Milestone completion

Special Benefits: Beyond wine allotments and merchandise discounts, we extended complimentary stay privileges to employees of a certain grade and above. Additionally, Employee Stock Options (ESOPs) were granted to senior employees, reinforcing a sense of ownership and aligning their growth with the company's success.

Employee Loans: Sula provides its employees with short-term loans and advances, assuring them access to funds while maintaining the lowest interest rates within the market. Additionally, Sula offers a unique loan program facilitating the purchase of Electric two-wheelers, encouraging employees to transition from fossil fuel vehicles and actively contribute to a sustainable society.

Parental Leave Policies: We are 100% compliant with the Maternity Benefit Act 2017. We go above and beyond by offering a month-long paternity leave to all our new fathers and also now applicable to those who have completed 6 months of service. For new mothers we provide the option to work from the office for two days a week and the remainder of the days from home, following their maternity leave, until their child reaches one year of age. This initiative is designed to empower our new mothers to strike a harmonious balance between their professional and family responsibilities.

Gender Equality: We take pride in the fact that we are an Equal Opportunity Employer and ensure zero discrimination during hiring or at the workplace. There is no gender-based discrimination for determining the compensation packages or during promotions. 49% of our workforce at the corporate office in Mumbai is represented by women.

Employee Wellness: At Sula, we prioritize the well-being of our employees by offering comprehensive health insurance coverage for our employees and their families. To proactively monitor their health, we organize annual health check-up camps for all employees. To promote a culture of fitness, we organize engaging and fun activities such as yoga, 30-Days holistic wellness challenge, and trekking. Furthermore, we have established a green gym at our wineries to encourage physical fitness among our workforces.

Employee Engagement: We organize various fun activities throughout the year to foster team spirit and enhance employee engagement. These include festive celebrations, team-building activities, and sports days, creating a vibrant and enjoyable work environment.



Safe Workplace: Sula is steadfast in its commitment to fostering a safe and respectful workplace for all employees. We have implemented clear guidelines and standard operating procedures (SOPs) regarding the code of conduct, Prevention of Sexual Harassment (POSH), and whistle-blower policies, which all members of the organization are expected to adhere to. To ensure a safe environment, we have a dedicated panel to investigate any reported complaints. In FY'25, we are proud to report zero cases of sexual harassment. We continue to conduct awareness sessions to educate employees and maintain a culture of safety and respect.

Leave Policy: To promote a culture of work-life balance, we provide our Sales and Mumbai office employees with 25 paid leaves per year, while our Winery and Hospitality staff receive 28 paid leaves. We have introduced automatic approval for leaves of up to 5 working days in HR One system. Additionally, leaves are offered in conjunction with weekly days off and regional and national holidays to ensure our employees have ample time for rest, rejuvenation, and personal commitments.

No Child Labour: We take immense pride in affirming that all our locations are completely free of child labor, ensuring ethical and responsible practices.



Learning and Development: At Sula, we remain committed to invest in holistic employee development to foster a resilient and future-ready workforce. In FY25, our Learning & Development (L&D) function delivered 94 instructor-led sessions, achieving an impressive 97% average satisfaction score. With each employee completing an average of 10 learning hours, the data reflects deep engagement and an enduring culture of continuous learning.

In alignment with our digital transformation and accessibility goals, we expanded access to self-paced learning through our Learning Management System (LMS), recording 7 average learning hours per employee. Additionally, the rollout of edX, a global digital learning platform, enabled targeted upskilling in technical and behavioral competencies, resulting in 92 certifications and 9 average learning hours per participant.

To foster a culture of knowledge sharing and continuous growth, the L&D team launched a variety of **micro-learning initiatives**, including **Toast & Tales Book Club 2.0** - a format inspired by Toastmasters Club, **Learning Bytes series** - product related knowledge sharing, **Leadership Library**, book suggestions from our Leaders. These initiatives were designed to promote cognitive well-being and encourage self-directed development. Furthermore, we celebrated our learning champions across various internal platforms, recognizing their efforts and inspiring others to actively embrace a culture of learning.

Diversity, Equity & Inclusion (DEI) and Employee Wellbeing remained integral to our ESG strategy in FY25. Our stress management workshop, Unwind Your Mind, achieved a 100% satisfaction score,

To build inclusive leadership, we delivered DEI sensitization workshop for mid and senior-level leaders, addressing critical topics such as unconscious bias. We also hosted our first TED-style talk, featuring Wing Commander Jasmine Kaul, which spotlighted work-life balance for women at Sula. These initiatives garnered a 99% satisfaction score, reflecting our continued commitment to fostering an inclusive, empathetic, and psychologically safe workplace.



The Leadership Library

Inspiring Minds, One Book at a Time



Abhishek Kapoor

Chief Financial Officer

In this feature, our finance leader dives into his personal library to reveal the books that have profoundly shaped his leadership philosophy and strategic thinking. From timeless classics on strategy to modern masterpieces on innovation, these are the reads that have fueled his vision, sharpened his decision-making, and inspired his path to excellence.

Explore this curated selection of books that offer profound insights into leadership, personal growth, and success strategies.

1. **The Journey of Leadership** by Ramesh Srinivasan, Dana Maor, Hans Werner & Kurt Strovink - An inside look at how successful CEOs develop their leadership capabilities through real-world experiences and continuous learning.
2. **Do Your Best When It Matters Most** by Dana Sinclair - A guide to performing under pressure and delivering excellence when stakes are highest.
3. **Super Communicators** by Charles Duhigg - An exploration of the science and psychology behind exceptional communicators and how to master the art of meaningful connection.
4. **The Art of War** by Sun Tzu - A timeless masterpiece on strategy and leadership that applies ancient military wisdom to modern-day management challenges.

"Strategy without tactics is the slowest route to victory. Tactics without strategy is the noise before defeat."



In FY25, the L&D team deepened its focus on strengthening technical competencies across our manufacturing teams in line with global BRCGS quality standards. A total of 37 targeted training programs were delivered, including flagship certifications such as **BRCGS Internal Auditor** and **FOSTAC**, empowering employees with critical compliance and quality skills. These sessions received a strong 98% satisfaction score, underscoring their impact. Additionally, for the first time, BRCGS-aligned technical modules were digitized and made available on our LMS, driving wider participation and enhancing on-demand learning across the workforce.

In FY25, the L&D team sustained its commitment to capability building within the Hospitality division through a curated blend of experiential and skills-based learning. This included industry visits, globally recognized wine certifications like WSET, and programs designed to enhance customer service, wine expertise, and leadership capabilities. A total of 10 programs were conducted, achieving an impressive 97% satisfaction score—reflecting both strong learner engagement and the continued relevance of targeted development in this customer-facing vertical.

Through these initiatives, Sula continues to strengthen its human capital, supporting a learning-oriented, inclusive, and values-driven organization. Photos shared below capture moments from these impactful programs and initiatives.



RESPONSIBLE ENJOYMENT

Our Tasting Rooms

Our tasting rooms are designed to offer a relaxing and engaging environment for the enjoyment of our wines. In FY'25 Sula promotes responsible consumption of its products both among consumers and employees, recognizing this responsibility. Only those individuals who are 21 years of age or older are served wine at our hospitality facilities. We also offer guided tours and tastings experience, conducted by trained wine experts. We prioritize the health and well-being of our visitors by monitoring for signs of intoxication and promoting a measured tasting experience. We encourage responsible drinking practices which can help promote a culture of moderation, reduce harmful alcohol consumption, and prevent alcohol related harms. We do this by various activities which are listed below:

- **Offering tasting samples in small quantities:** We offer tasting samples in small portions to help customers monitor their alcohol consumption and avoid overindulging.
- **Promoting responsible consumption:** We educate customers about the importance of responsible consumption and provide information about the effects of alcohol on the body.
- **Training employees:** We trained our staff to recognize signs of intoxication and provide them with the tools and resources to handle situations involving over-consumption or other alcohol-related issues.
- **Providing clear and accurate information:** We provide clear and accurate information about the product, such as alcohol content, serving size and recommended consumption practices.





SULA
VINEYARDS

Registered and Corporate Office

901, Solaris One, N.S. Phadke Marg,
Andheri (E), Mumbai 400069,
Maharashtra, India

Tel No: 022-61280606/607

Email: cs@sulawines.com

Website: <https://sulavineyards.com>

