

# Our People

We believe that our people are the biggest enablers of consistency in business performance and success. It is with the commitments and capabilities of our people that we are able to attain our long-term objectives.

**FY 2020-21 EMPLOYEE STRENGTH**

**780**  
Employees

**421**  
Factory employees

**359**  
Management Staff

## A CULTURE THAT FOSTERS PERFORMANCE

We provide an open and dynamic work culture, which empowers our people to perform to the best of their abilities, and simultaneously supporting them. VSTians take pride in being part of a constructive workplace that encourages flexibility at work along with freedom and autonomy to take independent decisions.

- Work-life balance is given emphasis at VST
- Stable and fulfilling careers, providing multiple growth avenues and opportunities



## LEARNING IS A CONTINUOUS PROCESS

We believe that learning and development is an important part to foster an employee's career growth. Our people are thus encouraged to continuously upgrade their skills and develop a competency-based approach.

**13**  
Learning and training sessions conducted

**52 hours**  
Average training hours per employee, annually

### Recent programmes



Winning mindset



Growth orientation



Enhancing managerial competencies



Stepping into leadership

## THREE-PRONGED APPROACH TO ENHANCE LEARNING AND DEVELOPMENT



### On-the-job training

Making people ready for the role they are hired for through practical experiences



### Experiential workshops

Enhancing managerial skills and competencies



### Stretch assignments

Mode of learning programmes are conducted internally, including nominations to management programmes as well as those that are ad-hoc

## HIGHER EMPLOYEE SATISFACTION

We regularly conduct employee engagement/satisfaction surveys. Over the years, there has been significant improvement in employee engagement scores from 65 to 85 in 2020, which is at par among the best employers in the industry.

On industrial relations, we have a harmonious working environment with the Union at the factory. The Management - Union relationship is cordial, with mutual trust and respect. We recognise the needs of the workforce and address their concerns proactively through long-term solutions post interactions and discussions with the Union.

## DIVERSITY AND INCLUSION

VST is an equal opportunity employer and our endeavour is to further scale up the diversity agenda making VST much more diverse and inclusive.