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Email : tcpl@tcpl.in
Website : www.tcpl.in
CIN: L22210MH1987PLC044505

4th July 2024

The Bombay Stock Exchange Ltd
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai 400 001
Security Code:-523301

The National Stock Exchange of India Ltd
Exchange Plaza, Plot No. C/1, G Block
Bandra Kurla Complex,
Bandra East, Mumbai 400 051
Trading Symbol:- TCPLPACK

Dear Sirs,

Re:-Business Responsibility and Sustainability Report for the Financial Year 2023-24

Pursuant to Regulation 34(2)(f) of the Listing Regulations, attached is the Business Responsibility and Sustainability Report for the financial year 2023-24, which also forms a part of the Annual Report for the financial year 2023-24.

Thanking You

For **TCPL Packaging Limited**

Compliance Officer

Annexure to the Directors' Report
BUSINESS RESPONSIBILITY AND SUSTAINABILITY FORMAT
SECTION A: GENERAL DISCLOSURE
I. Details of Listed Entity

1	Corporate Identity Number (CIN) of the Company	L22210MH1987PLC044505
2	Name of the Company	TCPL Packaging Limited
3	Year of Incorporation	27-08-1987
4	Registered Office Address	Empire Mills Complex 414, Senapati Bapat Marg, Lower Parel, Mumbai – 400013, Maharashtra, India
5	Corporate Address	Empire Mills Complex 414, Senapati Bapat Marg, Lower Parel, Mumbai – 400013, Maharashtra, India
6	Email ID	info@tcpl.in
7	Telephone	+91 22 61646000
8	Website	www.tcpl.in
9	Financial year of which Reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange Limited and National Stock Exchange of India Limited
11	Paid Up Capital	₹ 9,10,00,000.00
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Harish Anchan +9122 61646000 harish.anchan@tcpl.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements taken together).	Disclosures are on a standalone basis
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/Services
16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing of packaging materials	The Company manufactures paperboard-based packaging materials and flexible packaging products.	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Packaging Materials	1702 / 2220	100%

III. Operations
18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of Plant Locations	Number of Offices Locations	Total
National	4	4	8
International	-	-	-

19. Markets served by the entity
a. Number of locations

Location	Number
National (No. of states)	28
International (No. of countries)	20

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Exports contribute to 31.56% of the total turnover of the Company.

c. A brief on types of customers:

The Company offers a wide range of packaging solutions for various industries. Its major customer segments include FMCG, pharmaceuticals, tobacco, food and beverage, e-commerce, and consumer durables and electronics.

IV. Employees
20. Details as at the end of Financial Year:
a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	485	454	94	31	6
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total Employees (D + E)	485	454	94	31	6
WORKERS						
4.	Permanent (F)	1743	1732	99	11	0.6
5.	Other than Permanent (G)	921	919	100	2	0.2
6.	Total workers (F + G)	2664	2651	100	13	0.5

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	-	0	-
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total differently - abled employees (D + E)	0	0	-	0	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	5	5	-	0	-
5.	Other than Permanent (G)	0	0	-	0	-
6.	Total differently - abled workers (F + G)	5	5	-	0	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	15	1	6.66
Key Management Personnel	7	0	0

Note: The Key Management Personnel includes 5 members of the Board of Directors.

22. Turnover rate for permanent employees and workers (HR)

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12	13	12	13	8	12	7	0	7
Permanent Workers	12	12	12	14	20	14	12	0	12

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)
23. (a) Names of holding/subsidiary / associate companies / joint ventures

S. No.	Name of the holding/subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	TCPL Innofilms Private Limited	Subsidiary	100	No
2	TCPL Middle East FZE	Subsidiary	100	No
3	Creative Offset Printers Private Limited	Subsidiary	100	No

VI. CSR DETAILS

- Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
- Turnover (in ₹): 1,45,821.15 Lakh
- Net worth (in ₹): 53,857.96 Lakh

VII. TRANSPARENCY AND DISCLOSURE COMPLIANCES
24. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://www.tcpl.in/investor-relations/	0	0	NA	0	0	NA
Investors (Other than shareholder)		0	0	NA	0	0	NA
Shareholders		6	0	NA	5	0	NA

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) <i>(If Yes, then provide web-link for grievance redress policy)</i>	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers		0	0	NA	0	0	NA
Customers		0	0	NA	0	0	NA
Value Chain Partners		0	0	NA	0	0	NA
Other (please specify)		0	0	NA	0	0	NA

25. Overview of the entity’s material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, and approach to adapt or mitigate the risk along with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Management	Opportunity	<p>Opportunity:</p> <p>Energy from electricity is a key component of the Company’s manufacturing process, constituting over 80% of its energy consumption from the grid. Implementing energy-efficient practices can lead to significant cost savings and reduce environmental impact.</p> <p>Integrating renewable energy sources into its energy mix would enable the Company to transition towards a more sustainable future by reducing the dependence on grid electricity derived from fossil fuels.</p>	NA	Positive
2.	Waste Management	Risk and Opportunity	<p>Risk:</p> <p>The manufacturing process primarily generates non-hazardous waste and small quantities of hazardous waste. Improper waste management poses health and safety risks to employees, workers, surrounding communities, and the environment. Poor waste management practices may also lead to compliance issues and penalties.</p>	<p>To mitigate risks in waste management, the Company strives to minimize waste generation by adopting newer technologies and complying with local and national regulations.</p> <p>The Company has established processes and practices for properly handling, storing,</p>	Positive & Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>Opportunity:</p> <p>Implementing waste reduction practices have a positive environmental impact. TCPL's efficient waste management practices, including optimized ink usage and effective solvent management, will elevate the Company's sustainability footprint.</p>	and transporting hazardous and non-hazardous waste. It segregates its waste and engages with CPCB/SPCB-approved vendors for disposal.	
3.	Water Management	Opportunity	<p>Opportunity:</p> <p>The Company's operations require water as a key input, and it strives to reduce its water usage. Deploying a rainwater harvesting system reduces its dependence on groundwater and contributes to groundwater recharge. The Company has set up effluent treatment plants wherever it is necessary to achieve zero liquid discharge. The treated water is used for gardening purposes.</p> <p>Additionally, the Company is in the process of deploying STP across plants to reuse the water for gardening and toilet flushing.</p>	NA	Positive
4.	Emissions Management	Risk and Opportunity	<p>Risk:</p> <p>Effective emission management is critical for the Company to mitigate climate change risks, minimize adverse impacts on the environment and public health, and promote sustainable operations.</p> <p>Opportunity:</p> <p>Since the Company's GHG emissions are primarily related to grid-based electricity, effectively mitigating and managing energy consumption could create significant economic, environmental, and social benefits for the business.</p> <p>Effective emissions management provides the Company with a sustainable advantage by creating new business opportunities, as customers are increasingly demanding a lower carbon footprint in their supply chain.</p>	<p>The Company understands the importance of reducing its greenhouse gas emissions. It has created an emission inventory and is monitoring emissions across all the units.</p> <p>Energy audits have been conducted across facilities to identify areas for improvement in energy efficiency and potential cost-saving measures.</p> <p>Additionally, the Company is implementing methods and systems that reduce greenhouse gases wherever possible. It has installed 3.286 MW capacity of solar panels across all its units to minimize its dependence on grid energy.</p>	Positive & Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Occupational Health and Safety	Risk & Opportunity	<p>Risk: Poor management of occupational health and safety practices can lead to various risks, such as ergonomic injuries, fire hazards, and other safety-related risks. Proper implementation and monitoring of health and safety protocols is crucial to safeguarding employee well-being and preventing potential accidents or injuries.</p> <p>Opportunity: By prioritizing health and safety in the workplace, companies can safeguard their employees and minimize accidents. This proactive approach ensures workforce protection and fosters a safer and more productive work environment.</p>	<p>The Company has implemented ISO 45001 across all facilities. This ensures adherence to stringent procedures and safety protocols, thereby minimizing potential risks.</p> <p>Continuous safety training equips employees with the necessary skills and knowledge. Hazard management processes and measures ensure the effective implementation of mitigation techniques throughout operations.</p> <p>To ensure safety, the Company provides personal protective equipment (PPE) for all employees and workers. It also conducts regular internal and external safety assessments, engages its workforce through various channels, including health and safety committees, and displays information related to health and safety protocols on Company premises.</p>	Positive & Negative
6.	Community and Society	Opportunity	<p>Opportunity: The Company's Corporate Social Responsibility (CSR) initiatives offer avenues for meaningful engagement with local and vulnerable communities, fostering mutual benefit. The Company aims to create value for the communities it serves through investments in healthcare, sports, women empowerment, education, environment and other societal improvements. The Company's CSR commitments underscore its dedication to enhancing social well-being and contributing positively to society's advancement.</p>	NA	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Responsible Sourcing	Opportunity	<p>Opportunity:</p> <p>Implementing efficient supply chain management, which includes sourcing from local suppliers and responsibly acquiring raw materials, presents a substantial growth avenue for the Company. Nearly a quarter of its raw materials are FSC-certified.</p> <p>The sustainable procurement policy and supplier Code of Conduct encourage all its business partners to integrate sustainable, responsible practices into their operations. This strengthens the Company's relationships with suppliers and reinforces its commitment to ethical practices throughout the supply chain, fostering trust and sustainability.</p>	NA	Positive
8.	Customer Satisfaction	Risk & Opportunity	<p>Risk:</p> <p>The Company manufactures packaging material for leading players in FMCG, pharmaceuticals, tobacco, food and beverage, e-commerce, and consumer durables and electronics. Poor quality practices can lead to physical damage, product recalls, health risks for end users, and reputational risks for the Company.</p> <p>Opportunity:</p> <p>Maintaining the highest quality standards through responsible manufacturing and marketing processes can help win customer trust and secure more business opportunities.</p>	<p>The Company's regular engagement and feedback sessions provide valuable insights into tailoring its packaging solutions to meet its clients' specific quality and sustainability requirements.</p> <p>Emphasizing quality and better hygiene, the Company employs cutting-edge technology, rigorous quality control protocols, and a commitment to ongoing enhancement. Timely delivery is paramount for meeting customer deadlines. The facilities boast Quality Management Systems (ISO 9001) and Food Safety Packaging certifications, underlining the Company's commitment to excellence.</p>	Positive & Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Business Ethics	Opportunity	<p>Opportunity:</p> <p>Business ethics are at the core of a Company's strategy to uphold its reputation and brand image, foster customer trust and loyalty, improve employee morale and retention, and reduce legal and reputational risks. By prioritizing ethical conduct, TCPL attracts top talent, strengthens stakeholder relations, and drives long-term financial performance and sustainability.</p>	NA	Positive
10	Human Rights	Opportunity	<p>Opportunity:</p> <p>Upholding the human rights agenda is an essential prerequisite for TCPL's responsibility as an industry leader. Prioritizing human rights fosters stronger stakeholder relationships with employees, customers, and communities.</p> <p>Addressing human rights issues proactively can help mitigate risks like legal liabilities and negative publicity, safeguarding the Company's long-term viability. External audits of environmental and labour standards, health, and safety underscore the Company's commitment to transparency in human rights management.</p>	NA	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P 2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)									
BRS Policy	✓	✓	✓	✓	✓	✓	✓	✓	✓
Human Rights Policy			✓	✓	✓				
Environmental Policy		✓				✓			
Anti-Competitive Business Practices Policy	✓						✓		
Code of Conduct	✓		✓	✓	✓	✓		✓	✓
Anti-Corruption & Anti-Bribery Policy	✓						✓		
Health & Safety Policy		✓	✓						
Grievance Mechanism Policy			✓		✓				
Supplier Code of Conduct		✓	✓	✓	✓	✓			✓
Sustainable Procurement Policy		✓	✓	✓	✓	✓			✓
NRC Policy	✓								
Corporate Social Responsibility Policy				✓				✓	
Related Party Transactions Policy	✓								
Insider Trading Policy	✓			✓					✓
Dividend Distribution Policy	✓			✓					
Material Subsidiary	✓			✓					
Determination of Materiality Policy	✓			✓					
Preservation of Documents Policy	✓								✓
Whistle Blower Policy	✓		✓	✓			✓		✓
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
*The blanks indicate that those principles are not applicable to those particular policies.									
c. Web Link of the Policies, if available	https://www.tcpl.in/investor-relations/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. The Company's supplier code of conduct and sustainable procurement policy extends to the value chain partners. The Company actively engages and encourages its value chain partners to adopt these policies.								
4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) and standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015, ISO 14001: 2015, ISO 45001: 2018, ISO 22000:2018, ISO 15378:2017, BRC Packaging, FSC Chain of Custody, SEDEX, RBA, BSCI, GMI Standard, G7 Master facility qualification								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any	The Company has set internal environmental targets, such as preserving water, reducing hazardous waste, and using the FSC-certified board. The targets in the social category cover areas such as training every employee in health and safety and reducing major accidents. Management reviews the progress of these targets quarterly.								

<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>Performance evaluation is a crucial aspect of every organizational function throughout the company. The director's report provides further information regarding this, with accompanying annexures included in the annual report.</p>
<p>Governance, leadership, and oversight</p>	
<p>7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)</p>	<p>As we navigate the dynamic business landscape, we must remain focused on our commitment to sustainability. Today, more than ever, our actions have profound implications for our planet's and society's future.</p> <p>Our investments in energy, water, and waste conservation aim to minimize our environmental footprint. By implementing newer technologies and practices, we are optimizing costs, safeguarding natural resources, and setting a strong foundation for sustainability. In 2022-23, we conducted energy audits across our plants and implemented the suggestions this year, reducing our energy consumption. This year, we also underwent an SMETA audit that helped us meet customer requirements and validate our sustainability efforts.</p> <p>We launched our sustainable procurement policy, an initiative for environmental stewardship and social responsibility, and a strategic move that benefits our company and stakeholders. By partnering with suppliers who share our values, we are ensuring the quality of our products, enhancing our reputation, and contributing to a more sustainable business environment. This year, we procured close to a quarter of our paperboard, our primary raw material, from FSC-certified sources.</p> <p>Our management, employees, and workers are at the heart of our sustainability ethos. We continue to invest in comprehensive training programs for our workforce and management. We foster a culture of awareness and accountability by equipping our team with knowledge and tools and acknowledging their crucial role in our sustainability journey.</p> <p>Our commitment to corporate social responsibility extends far beyond our factory walls. Through impactful CSR initiatives in healthcare and education, we contribute to making a difference in the lives of our communities. We reaffirm our role as a responsible corporate citizen by prioritizing initiatives that promote inclusivity and well-being.</p> <p>We believe that sustainability is not just a responsibility but an opportunity to create value for all stakeholders. We will continue to work towards our sustainability goals and make a positive impact on the environment and society.</p>
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Managing Director</p>
<p>9. Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</p>	<p>Mr. S G Nanavati Executive Director DIN Number: 00023526 022-61646000 info@tcpl.in</p>

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<p>Performance against above policies and follow up action</p>	Y	Y	Y	Y	Y	Y	Y	Y	Y	Ongoing								
<p>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliance</p>	Y	Y	Y	Y	Y	Y	Y	Y	Y	Ongoing								

11. Has the entity carried out an independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Agency Name: 1. VKM & Associates, Secretarial Auditor,
 2. P. Naithani & Associates, Company Secretaries

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C - PRINCIPLE-WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	5	<ul style="list-style-type: none"> Organization structure, vision, mission, objectives, processes, and systems 	100%
Key Managerial Personnel	5	<ul style="list-style-type: none"> Current regulatory and statutory developments, amendments, issues, and challenges Strategy/business plan, including yearly targets, commercial issues, etc. Details of existing and ongoing projects 	100%
Employees other than BOD and KMPs	310	<ul style="list-style-type: none"> Health & safety POSH Skill upgradation Code of conduct Business ethics Accident prevention Fire safety drill Data security & technology Maintenance Communication 	100%
Workers			

2. Details of fines /penalties /punishment / award/ compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the Company’s website):

	Monetary				
	NGRBC Principle	Name of the Regulatory Enforcement Agencies/Judicial Institutions	Amount (In INR)	Brief of the Case	Has an Appeal been preferred? (Yes/No)
Penalty/ Fine	Nil				
Settlement					
Compounding Fee					

	Monetary				
	NGRBC Principle	Name of the Regulatory Enforcement Agencies/Judicial Institutions	Amount (In INR)	Brief of the Case	Has an Appeal been preferred? (Yes/No)
Imprisonment	Nil				
Punishment					

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and, if available, a web link to the policy.

Yes. The anti-bribery and anti-corruption policy applies to all TCPL Directors, senior management, employees, temporary workers and contractors. The Company is committed to preventing bribery and corruption and ensures all representatives adhere to robust anti-bribery and anti-corruption policies. While engaging with third parties like agents, distributors, or consultants, due consideration is given to the corruption prevention practices and regulatory compliance.

Weblink for the policy: <https://www.tcpl.in/investor-relations/>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2023-24	FY 2022-23
Directors	Nil	
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest:

	FY 2023 – 24	FY 2022-23
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2023 – 24	FY 2022-23
Number of days of accounts payables	66	55

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023 - 24	FY 2022 - 23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Not Available	Not Available
	b. Number of trading houses where purchases are made from	Not Available	Not Available
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Not Available	Not Available
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Not Applicable	Not Applicable
	b. Number of dealers/distributors to whom sales are made	Not Applicable	Not Applicable
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	Not Applicable	Not Applicable
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	7.07%	5.32%
	b. Sales (Sales to related parties / Total Sales)	21.01%	14.22%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	75.37%	38.45%
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

Leadership Indicators
1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

The Company encourages its value chain partners to uphold high ethical standards in their business dealings. To facilitate this, the Company deputes personnel at different levels to engage with value chain partners and promote awareness programs among them.

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If Yes, provide details of the same.

Yes. The Company has a Code of Conduct to manage conflicts of interest involving members of the Board. This Code emphasizes that the Board of Directors (BoD) and Senior Management Personnel (SMPs) must prioritize the Company's interests, fulfill fiduciary obligations, and avoid conflicts of interest. The BoDs and SMPs are required to affirm compliance with the code annually. Directors and KMPs must disclose personal interests in other entities leading to Related Party Transactions (RPTs). If a director has a personal interest, they abstain from related discussions, ensuring transparency and integrity in decision-making. The policy also recommends that if any transactions appear to conflict with the Company's interest but are unavoidable, the involved Director or SMP must disclose the same to the Board.

Web Link of the Policy - <https://www.tcpl.in/investor-relations/>

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.

Essential Indicators

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2023 - 24	FY 2022 - 23	Details of improvements in environmental and social impacts
R&D	0	0	0
Capex	1.82	0	5% of our energy consumption is from renewable sources.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes. The Company’s sustainable sourcing processes focus on engaging with local vendors, wherever possible, and sourcing raw materials responsibly. The process of vendor registration places emphasis on ensuring safe working conditions, preventing child labour, adhering to business ethics, and maintaining responsible business conduct. The Company, wherever possible, prefers paperboards with Forest Stewardship Council (FSC) certification, which signifies a commitment to environmentally sustainable practices.

- If yes, what percentage of inputs were sourced sustainably?**

Nearly 24% of paperboards procured are FSC-certified.

- Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life for (a) Plastics (including packaging), (b) E-waste, (c) Hazardous waste, and (d) other waste.**

The Company is proactively adopting sustainable practices to reduce its environmental footprint, particularly concerning product manufacturing. The primary waste generated, paperboard scrap, is recyclable. The Company complies with extended producer responsibility (EPR) for pre- and post-consumer packaging waste by registering with CPCB-authorized recyclers.

Additionally, the Company has procedures for disposing of end-of-life e-waste, hazardous waste, and other waste in compliance with regulations set forth by the Pollution Control Board and other relevant local laws and guidelines.

- Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes, the Company’s waste collection plan aligns with the Extended Producer Responsibility (EPR) and is submitted to CPCB.

Leadership Indicators

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

The Company shall consider conducting LCA for its main product categories in the future.

- If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same.**

Not applicable

- Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

The Company does not reuse input materials; however, it uses recycled paperboard in some of its processes. The company is also testing post-consumer recycled materials to use in its flexible packaging division, including both PCR PET and PCR PE.

- Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

Not applicable

- Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

Not applicable

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS
Essential Indicators
1. a. Details of measures for the well-being of employees:

% Employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	454	410	90	454	100	0	0	0	-	0	-
Female	31	28	90	31	100	31	100	0	-	0	-
Total	485	438	90	485	100	31	6	0	-	0	-
Other than Permanent employees											
Male	0	0	-	0	-	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	0	0	-	0	-	0	-	0	-	0	-

b. Details of measures for the well-being of workers:

% of Workers covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	1732	1174	68	1732	100	0	0	0	0	0	0
Female	11	7	64	11	100	11	100	0	0	0	0
Total	1743	1181	68	1743	100	11	0.6	0	0	0	0
Other than Permanent Workers											
Male	919	379	41	708	77	0	0	0	0	0	0
Female	2	0	40	2	100	0	0	0	0	0	0
Total	921	379	41	710	77	0	0	0	0	0	0

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –:

	FY 2023 – 24	FY 2022 - 23
Cost incurred on well-being measures as a % of total revenue of the Company	0.12	0.08

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2023 – 24			FY 2022 - 23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESIC	100	100	Y	100	100	Y
Others- please specify	-	-	-	-	-	-

3. Accessibility of workplaces

Are the premises/offices of the entity accessible to differently-abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

The Company is sensitive to the needs of Persons with Disabilities (PwDs) and endeavors to remove any barriers for them. It also promotes awareness among its employees regarding the needs and requirements of PwDs and provides assistance wherever required.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company's Code of Conduct and Business Responsibility & Sustainability (BRS) Policy reiterates that TCPL provides equal opportunities to all its employees and all qualified applicants for employment, regardless of race, caste, religion, colour, ancestry, marital status, sex, age, and nationality.

The Code of Conduct is available on the Company's website: <https://www.tcpl.in/investor-relations/>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	0	0	0	0
Total	0	0	0	0

*No employees have taken maternity/paternity leave.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. The Company's grievance-handling mechanism ensures structured conflict resolution for employees and workers while maintaining fairness and legal compliance. The process begins with the affected party submitting a written complaint to the Human Resources Department through designated channels. The HR team is committed to promptly investigating and identifying resolutions for any grievances that are brought to their attention. If the matter cannot be resolved at this stage, the employee or worker has the option to escalate the grievance to higher management. Additionally, employees are provided with access to channels such as the whistleblower mechanism to ensure that they can report any issues or concerns they may have.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2023 – 24			FY 2022 - 23		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)
Total Permanent Employees						
Male	TCPL does not have any employees/workers union.					
Female						
Total Permanent Workers						
Male	TCPL does not have any employees/workers union.					
Female						

8. Details of training given to employees and workers:

Category	Total (A)	FY 2023-24				Total (D)	FY 2022-23			
		On Health and safety measures		On Skill Upgradation			On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	454	360	79	326	72	426	305	72	337	79
Female	31	10	32	8	26	29	7	24	7	24
Total	485	370	76	334	69	455	312	69	344	76
Workers										
Male	1732	1281	74	1329	77	1616	973	60	1173	73
Female	11	11	100	11	100	6	4	67	4	67
Total	1743	1292	74	1340	77	1622	977	60	1177	73

9. Details of performance and career development reviews of employees and workers:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	454	448	99	426	416	98
Female	31	28	90	29	25	86
Total	485	476	98	455	441	97
Workers						
Male	1732	1680	97	1616	1579	98
Female	11	8	73	6	4	67
Total	1743	1688	97	1622	1583	98

10. Health and safety management system

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?**

Yes. The Company is ISO 45001:2018 certified and has implemented an occupational health and safety management system. A qualified EHS team oversees health and safety measures, ensuring stringent procedures are in place to use safe and approved inputs, thereby minimizing potential risks. Hazard management processes and effective mitigation techniques are implemented throughout operations. An Emergency Preparedness Plan is also in place. The Company's health and safety management system covers all facilities and focuses on key aspects of hazard identification, risk assessment, and safety management.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

The Company conducts regular safety audits and inspections, including Hazard Identification and Risk Assessment (HIRA) and Job Safety Assessment (JSA). These processes systematically identify potential hazards, assess associated risks, and implement necessary control measures to maintain a safe working environment. By proactively identifying and mitigating risks, the Company ensures the well-being and productivity of its workforce while preventing accidents and injuries.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes. The Company fosters a safety culture by urging workers to promptly report potential hazards to their immediate supervisor and the Health and Safety committee. Additionally, suggestion boxes have been strategically placed in the

factory premises to encourage employees to share their concerns. Regular safety briefings remind employees to prioritize their safety by removing themselves from risky situations and seeking assistance from supervisors or management when needed.

The Company is committed to addressing these concerns by enhancing working conditions and providing technological support wherever possible. Furthermore, it offers training opportunities to improve employees’ skills and ensure workplace safety in specific areas and operations.

d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Employees and workers are provided health coverage according to their eligibility. Employees and their immediate families are covered either by health care insurance or under ESI.

11. Details of safety related incidents in the following format:

Safety Incident/Number	Category*	FY 2023 - 24	FY 2022 – 23
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	5	4
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company’s plants are equipped with various fire safety measures, including hydrants, sprinklers, automatic CO2 flooding systems, and smoke detectors. Additionally, anti-static mats are deployed to prevent sparks. Continuous safety training equips employees with the necessary skills and knowledge of safe working practices. Mandatory use of safety gear, such as helmets, safety belts, safety shoes, earplugs, safety goggles, and heat-resistant gloves, ensures the employees’ workplace safety and overall well-being. Hazard management processes and effective mitigation techniques are implemented throughout operations. The Company conducts regular risk assessments and engages with its workforce through various channels, such as training sessions, health and safety committees, and posters on Company premises.

Quarterly Health and Safety committee meetings are held, supplemented by external training sessions for workers. Well-equipped first aid boxes are available across all plant premises. The accident register records any incidents, and the Company has a visiting doctor across all the plants.

13. Number of Complaints on the following made by employees and workers:

	FY 2023 – 24			FY 2022 - 23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	No	0	0	No
Health & Safety	0	0	No	0	0	No

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100

*Customers or third parties periodically assess the Company’s facilities for certification requirements.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

The Company is committed to continuous review and implementation of corrective measures to address any significant risks or concerns identified during health and safety assessments and working conditions. No such significant risks or concerns have arisen during this reporting period.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

The employees and workers are covered under the Company’s group life insurance or equivalent and accidental life insurance.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company’s vendor management process ensures its value chain partners pay the statutory dues and comply with statutory requirements.

3. Provide the number of employees/workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Gender	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023 – 24	FY 2022 - 23	FY 2023 – 24	FY 2022 – 23
Employees	No such high-consequence work-related injury / ill-health / fatalities have been reported in the last two financial years.			
Workers				

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

The Company evaluates the possibility of providing transition assistance to employees upon their request, depending on the circumstances of each case.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Regular interaction with value chain partners is carried out, and the findings are satisfactory.
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company maps internal and external stakeholders and prioritizes engagement based on their interest, influence, and potential impact on the Company. The Company periodically reviews its list of stakeholders in the context of market trends, regulatory regimes, business priorities, and Company needs.

2. List stakeholder groups identified as key your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	<ul style="list-style-type: none"> Investor presentations & meetings Quarterly financial results and reporting Annual general meeting 	<ul style="list-style-type: none"> Annually Quarterly 	<ul style="list-style-type: none"> Transparent and effective communication of business performance Addressing investor queries and concerns Providing insights into the Company's corporate strategy and business environment Providing non-financial & sustainability developments
Government and Regulatory Bodies	No	<ul style="list-style-type: none"> Statutory and regulatory filings, ongoing meetings and dialogues Facility audits and inspections Annual reports 	As per applicable rules/regulations	<ul style="list-style-type: none"> Regulatory compliance Sound corporate governance mechanisms Tax matters Transparency in disclosures
Employees	No	<ul style="list-style-type: none"> Induction & training programmes Newsletter Performance appraisal reviews 	Regularly since the joining	<ul style="list-style-type: none"> Human resource strategy Employee safety, well-being, and development
Supplier	No	<ul style="list-style-type: none"> E-mail Advertisement Vendor meets website 	Regularly	<ul style="list-style-type: none"> To make suppliers aware of the TCPL's procurement philosophy, policies, quality objectives, and sustainability agenda. Lodging and tracking grievances on TCPL's grievance redressal mechanism
Customers	No	<ul style="list-style-type: none"> Exhibitions and industry events Digital and social media connect Brochures and catalogues Website 	Regularly	<ul style="list-style-type: none"> Client preferences Product feedback New product development Service quality assessments

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
		<ul style="list-style-type: none"> Phone calls, e-mails In-person meetings 		
Industry Bodies, Associations	No	Memberships in associations and participation in industry forums	Regularly	<ul style="list-style-type: none"> Developing solutions for the industry's common problems and exchange of industry knowledge
Communitis & NGOs	Yes	<ul style="list-style-type: none"> Community meetings for CSR projects Notice board Website 	Periodically/ Regularly	<ul style="list-style-type: none"> Need assessment for CSR projects Selection of new projects based on needs Implementation of CSR projects Monitoring and evaluation of ongoing projects
Media	No	<ul style="list-style-type: none"> Advertisements, notifications and one-to-one interaction with senior management 	<ul style="list-style-type: none"> Quarterly As and when required 	<ul style="list-style-type: none"> Transparent and accurate disclosure to stakeholders Create awareness on TCPL's businesses, brands, and sustainability initiatives Enhancing corporate reputation as a responsible enterprise

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company understands the importance of engaging with every concerned stakeholder involved, before making decisions. The Executive Board works closely with different groups and committees to discuss important matters. This includes dedicated committees such as the Health & Safety Committee, Workers & Management Joint Committee, Sustainability, and CSR, in addition to the statutory committees. These committees interact with all concerned stakeholder groups. The Company gathers all the feedback, analyses it promptly, and uses it to make informed decisions.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

The Company's structured stakeholder identification and engagement process ensures timely integration of their inputs into its strategy and business processes. The Company actively solicits feedback from its workforce on health and safety, continuously focusing on enhancing working conditions. It also monitors emerging innovative technologies that have the potential to reduce its environmental footprint. The Company also engages with the communities through CSR activities. One of the plants implemented rainwater harvesting in accordance with regulatory requirements, and another one collaborated with communities for tree plantation initiatives. The Company has installed solar following recommendations from energy auditors. Based on inputs from community representatives, healthcare equipment to hospitals and nutritional food supplies are provided to the villagers.

3. Provide details of instances of engagement with and actions taken to address the concerns of vulnerable/ marginalized stakeholder groups.

The Company recognizes the importance of talking to people needing extra support. Based on input from the community representative, the Company has provided medical machinery to nearby hospitals and nutrient food supplies to villagers.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS
Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2023 - 24			FY 2022 - 23		
	Total (A)	No. of employees workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered	% (D / C)
Employees						
Permanent	485	417	86	455	365	80
Other than permanent	-	-	-	-	-	-
Total Employees	485	417	86	455	365	80
Workers						
Permanent	1743	942	54	1622	878	54
Other than permanent	921	46	5	935	47	5
Total Workers	2664	988	37	2557	925	36

2. Details of Minimum wages paid to Employees and workers in the following format

Category	Total (A)	FY 2023 - 24				Total (D)	FY 2022 - 23			
		Equal to minimum wages		More than Minimum Wages			Equal to minimum wages		More than Minimum Wages	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Permanent Employees										
Male	454	0	0	454	100	426	0	0	426	100
Female	31	0	0	31	100	29	0	0	29	100
Other than Permanent Employees										
Male	0	0	-	0	-	0	0	-	0	-
Female	0	0	-	0	-	0	0	-	0	-
Permanent Workers										
Male	1732	31	2	1701	98	1616	24	1	1592	99
Female	11	0	0	11	100	6	0	0	6	100
Other than Permanent Workers										
Male	919	905	98	14	2	933	917	99	16	1
Female	2	2	100	0	0	2	2	100	0	0

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration/wages:

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	5	140.20	-	-
Key Managerial Personnel	2	44.41	-	-
Employees other than BOD and KMP	447	8.15	31	6.39
Workers	1732	2.93	11	3.02

b. Gross wages paid to females as % of total wages paid by the entity, in the following formats:

	FY 2023 - 24	FY 2022 - 23
Gross wages paid to females as % of total wages.	3	-

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the human resource (HR) function is responsible for addressing human rights issues within the Company.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Company has a robust governing mechanism for implementing human rights policies. It encourages all employees to report grievances without fear of retaliation and retribution. If employees observe any human rights violations, including but not limited to the code of ethics, policy or process violation, and sexual harassment, they can report it to the human resources department or use the anonymous whistle-blower mechanism. All reported grievances are treated with utmost importance and investigated promptly and impartially. In cases of sexual harassment, the Company has constituted an Internal Complaints Committee (ICC) to address the issues promptly and impartially

6. Number of Complaints on the following made by employees and workers:

Category	FY 2023 - 24			FY 2022 - 23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour /Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights-related issues	0	0	0	0	0	0

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2023 - 24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company takes all complaints seriously and conducts impartial investigations, ensuring confidentiality for the complainant. Policies, such as the Prevention of Sexual Harassment at the Workplace (POSH) and non-discrimination, safeguard the complainant against retaliation and protect them from adverse consequences for reporting incidents of harassment or discrimination.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes. The Company's supplier code of conduct includes clauses of human rights requirements and extends to the value chain partners. It also encourages all its business partners—suppliers, distributors, and NGO partners—to adopt responsible and ethical practices and to comply with relevant laws and regulations.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	-

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above.

No issues were found during the assessment.

Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.

The Company upholds the human rights of all stakeholders through existing measures and has not received any complaints during the reporting period. Hence, it did not modify or introduce any new processes.

2. Details of the scope and coverage of any Human rights due diligence conducted.

The Company is proactive in ensuring adherence to the human rights of all concerned parties. It undergoes a SMETA audit, which assesses facilities' compliance with human rights parameters.

3. Is the premise/office of the entity accessible to differently-abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

The Company is sensitive to the needs of Persons with Disabilities and endeavors to remove any barriers for them. It also promotes awareness among its employees regarding the needs and requirements of Persons with Disabilities (PwD).

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	Regular interaction with value chain partners is carried out, and the findings are satisfactory.
Discrimination at workplace	
Child labour	
Forced Labour/Inventory Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.

No issues were found during the assessment.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT
Essential Indicators
1. Details of total energy consumption (Giga Joules) and energy intensity in the following format:

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	7,172	6,590
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total Energy consumption from renewable sources (A+B+C)	7,172	6,590
From non-renewable sources		
Total electricity consumption (D)	1,43,831	1,35,896
Total fuel consumption (E)	32,479	25,721
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,76,310	1,61,617
Total energy consumed (A+B+C+D+E+F)	1,83,483	1,68,207
Energy intensity per rupee of turnover GJ/Lakhs (Total energy consumed / Revenue from operations)	1.26	1.20
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) GJ/Lakhs (Total energy consumed / Revenue from operations adjusted for PPP)	28.19	26.64
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes.

Agency Name: TechNova's ENCON Advisory Services

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	1,44,228	1,22,927
(iii) Third-party water	8,646	8,737
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,52,874	1,31,664
Total volume of water consumption (in kilolitres)	1,52,852	1,28,583
Water intensity per rupee of turnover KL/Lakhs (Total Water consumption / Revenue from operations)	1.05	0.92

Parameter	FY 2023-24	FY 2022-23
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) KL/Lakhs (Total water consumption / Revenue from operations adjusted for PPP)	23.48	20.36
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	2,142	1,223
- With Treatment – please Specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment.	21,605	13,618
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment.	-	-
(iv) Sent to third-parties		
- No treatment	1,134	742
- With treatment – please specify level of treatment.	2,180	2,336
(v) Others		
- No treatment	6,450	6,394
- With treatment – Please specify level of treatment.	-	-
Total water discharged (in kilolitres)	33,510	24,312

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No external assessment related to discharged water was done.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

The Company is implementing a Zero Liquid Discharge (ZLD) mechanism at most of its plants and has installed Effluent Treatment Plants (ETPs). The treated water from these ETPs is stored in a dedicated holding tank, ensuring no water is wasted. The water in the holding tank is further used for gardening purposes in the plant premises.

6. Please provide details of air emissions (other than GHG emissions) by the entity in the following format:

Parameter	Please specify unit	FY 2023 - 24	FY 2022 - 23
NOx	µg/Nm ³	71	84
SOx	µg/Nm ³	59	75
Particulate matter (PM)	µg/Nm ³	462	460
Persistent organic pollutants (POP)	µg/Nm ³	-	-
Volatile organic compounds (VOC)	PPM	17	17
Hazardous air pollutants (HAP)	-	-	-
Others – please specify (CO)	%	0.24	0.08

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes

Agency Name:

1. Unistar Environment and Research Labs Pvt Ltd.
2. Environment Management Centre.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity in the following format:

Parameter	Unit	FY 2023 - 24	FY 2022 - 23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,185	2,566
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	28,606	27,028
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	TCO ₂ E/Lakhs	0.22	0.21
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	TCO ₂ E/Lakhs	4.88	4.69
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes

Agency Name – Moore Singhi Advisors LLP

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

The Company has invested in 3.286 MW of rooftop solar at its plant locations. Solar power potentially accounts for up to 5% of the total electricity consumption at these plants. The Company is committed to continually evaluating opportunities to invest in similar renewable energy capacities at our other locations to reduce its GHG footprint and contribute to the overall betterment of the environment. The Company also harvests daylight to reduce electricity consumption. Apart from this, the Company has invested in 43 various energy-saving initiatives across the plants.

9. Provide details related to waste management by the entity in the following format:

Parameter	FY 2023 - 24	FY 2022 - 23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	561	682
E-waste (B)	1.5	0.5
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	2	11
Battery waste (E)	3	7
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	168	182
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	12,887	19,627
Total (A+B + C + D + E + F + G + H)	13,622	20,510

Parameter	FY 2023 - 24	FY 2022 - 23
<i>Other Non-hazardous waste generated (I) (Total Number of Discarded containers)</i>	-	-
Waste intensity per rupee of turnover Tons/Lakhs (Total waste generated / Revenue from operations)	0.09	0.15
Waste intensity per rupee of turnover adjusted Purchasing for Power Parity (PPP) Tons/Lakhs (Total waste generated / Revenue from operations adjusted for PPP)	2.09	3.25
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2	1
(ii) Re-used	2	11
(iii) Other recovery operations	25	26
Total	29	37
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	11	14
(ii) Landfilling	2	11
(iii) Other disposal operations	13,565	20,444
Total	13,578	20,468
<i>Other disposal operations of (Discarded containers)</i>	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No external assessment of waste management was done

- 10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

The Company is ISO 14001:2018 certified, and as a part of that certification, the EHS team maintains detailed policies and SOPs for waste management. The Company's largest waste stream is paperboard scrap, which is non-hazardous and recyclable. The Company responsibly handles hazardous waste like empty barrels, containers, ink sludge, and solvents generated from printing operations. It follows the rules set by the Pollution Control Board and other local laws for the safe disposal of hazardous waste. The Company even reuses some solvents recovered from the solvent recovery machine for cleaning printing equipment. Also, all factories compost 100% of their food waste.

- 11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
The Company's facilities are not located in environmentally sensitive areas.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format

S. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Company is compliant with the applicable environmental laws/ regulations/ guidelines in India.				

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) **Name of the area- Not applicable**

(ii) **Nature of operations - Not applicable**

(iii) **Water withdrawal, consumption, and discharge in the following format:**

The Company does not have any facility/plant in the water-stressed area, and there is no water withdrawal from water stress zones.

2. Provide the details of total Scope 3 emissions & its intensity in the following format:

The Company is not measuring its scope 3 emissions currently.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Adoption of renewable energy sources	Installation of solar rooftop online power plant across all plant locations	5% of total electricity is being consumed from renewable sources.
2	Installation of VFD	Installation of VFD with humidifier blower motor, cooling tower fan motor, cooling tower water pump, Reverse Osmosis plant pump	Savings in electricity and the related emissions
3	Installation of an efficient compressor with heat recovery	Installation of an efficient compressor with heat recovery having lower specific energy consumption for the generation of compressed air.	Savings in electricity and the related emissions
4	Installation of Energy-efficient fans	Installation of Energy-efficient fans in humidification plants.	Savings in electricity and the related emissions

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
5	Installation of LED Lights and conversion of conventional choke-enabled lights to power-saving LED lights.	Installation of LED Lights and conversion of conventional choke-enabled lights to power-saving LED lights.	Savings in electricity and the related emissions
6	Replacement of V belts by composite V belts	Replacement of V belts by composite V belts, thereby reducing the transmission losses and increasing the efficiency of the equipment.	Reduction in the transmission losses and increasing the efficiency of the equipment
7	Electronics-based power factor controllers	Electronics based power factor controllers are placed to save energy.	Savings in electricity and the related emissions
8	Installation of sewage treatment plant (STP)	Along with the existing Effluent Treatment Plant, the Company is installing an STP.	This will help save fresh water as the processed water will be reused.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Company's Business Continuity Plan (BCP) is based on a comprehensive strategy to ensure its operations remain resilient and minimize the impact of disruptions. The BCP includes identifying critical processes, assessing risks, establishing communication protocols, and implementing recovery strategies. The Company's Emergency Preparedness & Response Plan (EPRP) covers measures such as backup systems, emergency response protocols, crisis communication strategies, and employee safety protocols. The Company prioritizes employee safety and regularly tests and updates the plan to maintain its effectiveness. By fostering a culture of preparedness, the Company aims to protect its employees, serve its customers, and uphold its reputation as a dependable provider of packaging solutions.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

The Company's primary raw material, paperboard, typically involves tree cutting, which can impact forest cover. However, wherever applicable, the Company sources paperboards with Forest Stewardship Council (FSC) certification. This certification guarantees sustainable forest management practices, including biodiversity preservation, ecosystem conservation, and protection of endangered species. FSC certification ensures fair labour practices, indigenous rights, and community involvement, benefiting local communities and workers. Additionally, it offers transparency and traceability in the supply chain, assuring responsible sourcing for both businesses and consumers.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

No formal assessment was made of any value chain partner.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations.**

Five

- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Merchants Chamber	National
2	CAPEXIL	National
3	Indian Flexible Packaging & Folding Carton Manufacturers Association	National
4	Federation of Indian Chambers of Commerce and Industry	National
5	Indian Institute of Packaging	National

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity based on adverse orders from regulatory authorities.**

Name of Authority	Brief of the case	Corrective action taken
Not Applicable		

Leadership Indicator

1. **Details of public policy positions advocated by the entity.**

Not applicable

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT.

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws in the current financial year.**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable						

3. **Describe the mechanisms to receive and redress grievances of the community.**

The Company has established mechanisms for receiving and addressing grievances from the community. Although no grievances have been reported thus far, the Company website has contact details to raise any grievances.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2023 – 24	FY 2022-23
Directly sourced from MSMEs/ small producers	9%	8%
Directly from within India	91%	89%

5. **Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/ on contract basis) in the following locations as a % of total wage cost.**

Location	FY 2023 – 24	FY 2022 - 23
Rural	34	36
Semi-Urban	0	0
Urban	43	41
Metropolitan	23	22

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

S. No.	State	Aspirational District	Amount spent (In INR)
No CSR programs are being implemented in any of the designated aspirational districts.			

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**

No

(b) From which marginalized /vulnerable groups do you procure?

Not Applicable

(c) What percentage of total procurement (by value) does it constitute?

Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis	of calculating benefit share
Not Applicable					

5. Details of corrective actions taken or underway based on any adverse order in intellectual property- related disputes wherein usage of traditional knowledge is involved.

Name of Authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education	950	100
2	Health	38137	92
3	Sports	601	85
4	Women Empowerment	35	100
5	Environment	2000	50

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER.

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

A standard operating procedure (SOP) is established by the Company to identify the appropriate protocol for managing and addressing customer grievances internally and ensure that they are dealt with and resolved in a timely and efficient manner. The Company’s regular engagement and feedback sessions provide valuable insights into tailoring its packaging solutions to meet its clients’ specific quality and requirements.

2. Turnover of products and/ services as a percentage of turnover from all products/services that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

Category	FY 2023 – 24			FY 2022 - 23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	There are no consumer complaints against the Company.					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil	
Forced recalls		

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes. The Company has an IT policy and SOP to ensure data security.

6. Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.

There are no consumer complaints against the Company.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches.
- b. Percentage of data breaches involving personally identifiable information of customers
- c. Impact, if any, of the data breaches.

There are no instances of data breaches in the Company.

Leadership Indicators

1. **Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).**

<https://www.tcpl.in/>

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

The Company provides material safety and datasheets wherever applicable to customers.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

In case of any disruption or discontinuation of essential services, the Company uses E-mails, SMS, and social media to reach out to its customers at large.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**

No. The Company collaborates closely with its customers to understand their specific requirements, such as those related to product safety, functionality, and sustainable packaging. Based on their specifications, the Company displays relevant and informative content on its packaging products. The possibility to display beyond what is mandated by our customers is not there, as designs and text are given and approved by our customers, who in turn supply to the market where it reaches end consumers.

5. **Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

No. The Company did not carry out any consumer satisfaction survey in the reporting period, as this is not relevant given the Company's line of business is a B2B business.

Independent Assurance Statement

The Board of Directors
TCPL Packaging Limited,
Empire Mills Complex,
414, Senapati Bapat Marg,
Lower Parel, Mumbai,
Maharashtra - 400013

Subject: Independent assurance report on the Scope 1 and Scope 2 emissions of TCPL Packing Limited (hereafter referred as "TCPL" / "Company") for the year ended March 31, 2024

Moore Singhi Advisors LLP ("Moore Singhi" / "we" / "us") have been engaged by TCPL Packaging Limited to perform a limited assurance engagement on the Company's Greenhouse Gas (GHG) Emissions (the "Subject Matter") for the period April 1, 2023 to March 31, 2024 vide engagement letter dated January 15, 2024. This engagement covers the following facilities: Haridwar, Dapada, Goa, Guwahati, Silvassa and the Corporate Office.

1. TCPL responsibilities

TCPL management is responsible for selecting the methodology and presenting the GHG emissions disclosures in accordance with that methodology in all material respects. This responsibility includes the design, implementation, and maintenance of internal control, including policies and processes, maintenance of adequate records, calculations, and making estimates that are reasonable in the circumstances, and ensuring that they are free from material misstatement, whether due to fraud or error.

The methodology used by TCPL for compiling and reporting GHG emissions for FY 2023-24 is based on "The GHG Protocol Corporate Accounting and Reporting Standard (Revised Edition)" by the World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD). As a result, the Subject Matter information may not be suitable for other purposes.

2. Moore Singhi responsibilities

Our responsibility is to provide limited assurance that the subject matter is in accordance with methodology devised by the Company, based on our examination of the records and computations prepared by the management.

A limited assurance engagement includes performing procedures to obtain sufficient and appropriate evidence on the reporting criteria. In this connection, we have performed the following procedures:

1. Reviewed the procedures for GHG emission reporting and its compliance with the WRI/WBCSD GHG Protocol.
2. Conducted discussions with individuals responsible for managing the GHG emission inventory at the sites. Discussions at Masat and Dapada plants were conducted in person and remotely at other locations.
3. Verified procedures used for data collection, quantification, and computations.
4. Evaluated the appropriateness of the quantification methods and models used in the preparation of the GHG report.
5. Checked the sources of emission factors and their applicability according to the chosen methodologies.
6. Tested, on a sample basis, the evidence supporting the data and information.
7. Assessed the reasonableness of assumptions, estimations, and thresholds considered in calculations.
8. We also performed such other procedures as we considered necessary in the circumstances.

While we considered the effectiveness of management's internal controls when planning the nature and scope of our procedures, our assurance engagement was not intended to provide assurance on these controls. Our procedures did not involve testing internal controls or verifying the aggregation and calculation of data within the IT systems.

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance engagements other than audits or reviews of historical financial information, and the International Standard on Assurance Engagements (ISAE) 3410: Assurance engagements on greenhouse gas statements, as well as the terms of reference for this engagement as agreed with TCPL on January 15, 2024.

Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter presented to us is in accordance with the methodology, and to issue a report.

The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for, a reasonable assurance engagement, and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

We have complied with independence and all other ethical requirements, which are founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

3. Conclusion

Based on our procedures as mentioned in the section “Moore Singhi responsibilities”, information and explanations given and management representations provided to us, nothing has come to our attention that causes us to believe that the GHG emissions for the period from April 1, 2023 to March 31, 2024 is not prepared, in all material respects, in accordance with the methodology adopted by the company.

The reported GHG emissions for the period from April 1, 2023 to March 31, 2024 are:

- Scope 1: 3,185 metric tonnes of CO2 equivalent
- Scope 2: 28,606 metric tonnes of CO2 equivalent

4. Uncertainties

The reliability of assurance is subject to uncertainties inherent in the assurance process. These uncertainties may arise due to the limitations in quantification models, assumptions, or conversion factors used or may be present in estimation of data to arrive at results. As a result, our conclusions regarding this assurance are subject to any inherent uncertainties involved in the process.

5. Restriction on Use

Our work was performed solely to assist management in meeting their responsibilities in relation to TCPL's supply chain assessment reporting requirements. The report is addressed to and provided to the Board of Directors of the Company solely for the purpose of enabling it to comply with the aforementioned requirements and should not be used, referred to, or distributed for any other purpose or to any other party without our prior written consent. Accordingly, we do not accept or assume any liability or duty of care for any other purpose for which or to any other person to whom this assurance report is shown or into whose hands it may come without our prior consent in writing.

Other than as described in the paragraph 1, which sets out the scope of our engagement, we did not perform any assurance procedures on the remaining information. Accordingly, we do not express a conclusion on this information.

For and on behalf of Moore Singhi Advisors LLP,

Ravi Sankar Nori
Chief Operating Officer (ESG Services)

Date: 28-05-2024