

Business Responsibility and Sustainability Report

Section A General Disclosures

I. Details of the listed entity



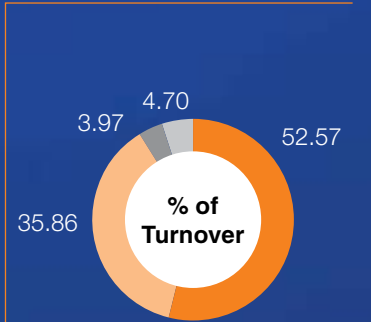
S. No.	Particulars	Response
1.	Corporate Identity Number (CIN) of the Listed Entity	L15421UP1932PLC022174
2.	Name of the Listed Entity	Triveni Engineering & Industries Limited (TEIL)
3.	Year of incorporation	1932
4.	Registered office address	A-44, Hosiery Complex, Phase-II Extension, Noida-201 305, Uttar Pradesh
5.	Corporate address	'Express Trade Towers', 8 th Floor 15-16, Sector-16A, Noida 201 301 (U.P.)
6.	E-mail	shares@trivenigroup.com
7.	Telephone	0120-4308000
8.	Website	https://www.trivenigroup.com/
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	Equity shares are listed on BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	21.89 Crore
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sanjeev Asthana (Vice President – Human Resources), Corporate Office sanjeev.asthana@ho.trivenigroup.com 0120-4308000
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 made in this report are on a standalone basis as it forms 99.96% of the consolidated turnover.
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):

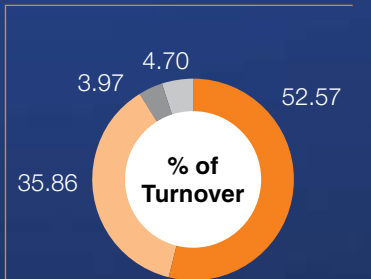
S. No.	Description of Main Activity	Description of Business Activity	% of the gross turnover of the entity
1	Sugar	Sugar and Co-gen plants	52.57
2	Distillery	Ethanol, Extra Neutral Alcohol (ENA) and Alcoholic Beverages	35.86
3	Water Business Group	Equipment / Turnkey Projects under EPC relating to water treatment and incidental services including O&M	3.97
4	Power Transmission Business	Manufacture of high speed and niche low speed Gear Boxes, including gear internals, defence products, aftermarket services and retro fitment solutions	4.70



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

S. No.	Product/Service	NIC Code	% of total gross turnover contributed
1	Sugar	1072	52.57*
2	Cogeneration (Power)	35106	
3	Industrial Alcohol including Ethanol, ENA and Alcoholic Beverages	1101	35.86
4	Water & Wastewater Treatment	3600	3.97
5	Industrial Gear Boxes / Gears	2814	4.70

*Includes Sugar & Cogeneration



III. Operations



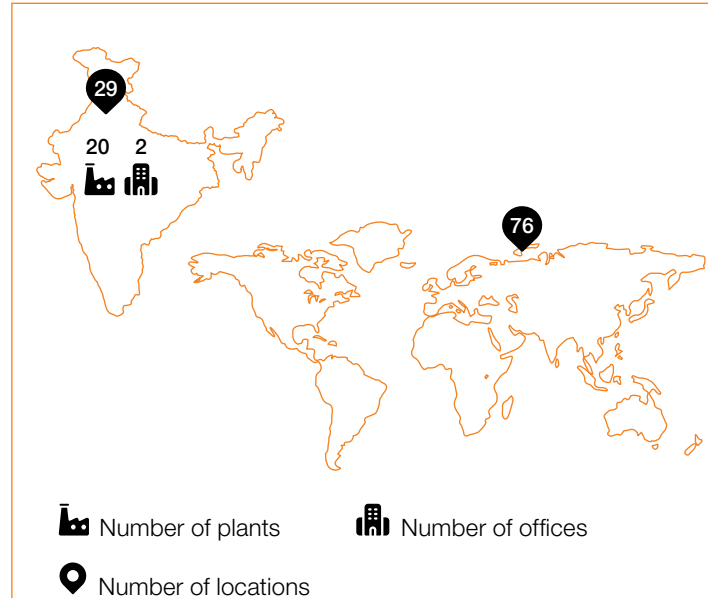
18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	20	2	22
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	29
International (No. of Countries)	76



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

0.59%

c. A brief on types of customers

TEIL's customer groups are predominantly business-to-business (B2B) along with some business-to-consumer (B2C). As a diversified business conglomerate that adapts itself with the changing needs of the time, TEIL has positioned itself across various business segments – agriculture (sugar, alcohol and power co-generation) and engineering (water and wastewater treatment solutions, power transmission and defence). It is guided by a strong commitment to customer satisfaction that drives TEIL's long-term strategic objectives. A deep dive into TEIL's distinct customer groups:



Sugar

TEIL engages with wholesalers, industrial clients, private label distributors, and branded retailers. This comprehensive approach allows TEIL to cater to various demand requirements of the sugar industry, ensuring its products and solutions meet the diverse needs of stakeholders across the supply chain.



Alcohol

TEIL supplies ethanol to Oil Marketing Companies (OMCs), extra neutral alcohol for the production of potable liquor and alcoholic beverages (IMIL – Indian Made Indian Liquor) for retail purposes. This dual focus enables TEIL to serve both industrial clients and retail consumers within the alcohol market, leveraging its expertise to deliver quality products to different segments of the industry.



Power Transmission

TEIL serves industrial customers and is engaged in the development and manufacture of specialised equipment required by defence entities. Apart from meeting the requirements of original equipment manufacturers, it is engaged in the supply of spare parts, services and retro-fitment solutions.



Water & Wastewater

TEIL caters to both industrial and municipal clients. Tailored solutions for water treatment and wastewater management are offered to address diverse needs of industries as well as municipalities. Apart from EPC and PPP projects, it is also engaged in equipment supply (Product) and operations & maintenance.

Imperative to TEIL's strategic approach in gaining customer insights is to understand and cater to the unique demands of various market segments within its diverse verticals. By consistently delivering high-quality products and specialised solutions, TEIL has established itself as a trusted partner across multiple industries, driving success and fostering long-term relationships with its customers.

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)	937	901	96.2%	36	3.8%
2	Other than Permanent (E)	89	87	97.8%	2	2.2%
3	Total employees (D + E)	1026	988	96.3%	38	3.7%
WORKERS						
4	Permanent (F)	1683	1674	99.5%	9	0.5%
5	Other than Permanent (G)	1783	1777	99.7%	6	0.3%
6	Total Workers (F + G)	3466	3451	99.6%	15	0.4%

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)	1	1	100%	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently abled employees (D + E)	1	1	100%	-	-
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	1	1	100%	-	-
5	Other than Permanent (G)	2	2	100%	-	-
6	Total differently able workers (F + G)	3	3	100%	-	-

An integral component to social responsibility is to promote diversity and inclusion. TEIL is fully committed to creating a diverse workforce. Not only does it lead to diverse perspectives, ideas and experiences that create a rich environment conducive to innovation, but it also ensures resilience and capacity to meet with the global demands. Accordingly, tangible actions are taken in the shape of policies and initiatives to establish fair and inclusive atmosphere. As a result of this a work culture has been created where everyone feels safe, respected and included.

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11.1%
Key Management Personnel	3	1	33.33%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years):

	FY 24			FY 23			FY 22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.68%	29.33%	13.33%	14.4%	20%	14.6%	12.84%	14.29%	12.9%
Permanent Workers	12.78%	-	12.72%	10.2%	16.7%	10.2%	9.05%	-	9.01%

V. Holding, Subsidiary and Associate Companies (including joint ventures)



23. (a) Names of holding / subsidiary / associate companies / joint ventures:

S. No.	Names 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	Triveni Industries Limited	Subsidiary	100	The subsidiary companies do not engage in significant business activities, except as outlined in items 7, 8 and 11. In view of their limited manpower and not so significant businesses, the parent company extends business responsibility initiatives to these subsidiaries and there is a continuous effort to ensure compliance with such initiatives.
2	Triveni Engineering Limited	Subsidiary	100	
3	Triveni Energy Systems Limited	Subsidiary	100	
4	Triveni Entertainment Limited	Subsidiary	100	
5	Triveni Sugar Limited	Subsidiary	100	
6	Svastida Projects Limited	Subsidiary	100	
7	Mathura Wastewater Management Private Limited	Subsidiary	100	
8	Pali ZLD Private Limited	Subsidiary	100	
9	Gaurangi Enterprises Limited	Subsidiary	100	
10	United Shippers & Dredgers Limited	Subsidiary	100	
11	Triveni Sports Private Limited	Joint Venture	50	
12	Triveni Foundation (Section 8 Company)	Subsidiary	100	Yes, it is a special purpose vehicle to pursue CSR program of the Company

VI. CSR Details



24. (i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (in ₹)	61,49,14,10,163 (gross)
(iii)	Net worth (in ₹)	28,43,46,38,437



VII. Transparency and Disclosure Compliances



25. 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 24			FY 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	Yes, through TEIL CSR Policy https://www.trivenigroup.com/files/policies/CSR%20Policy.pdf	-	-	-	-	-	-
Investors (other than shareholders)	Yes, through TEIL Grievance Redressal Policy https://www.trivenigroup.com/files/policies/Grievance%20Redressal%20Policy.pdf	-	-	-	-	-	-
Shareholders	Yes, through TEIL Grievance Redressal Policy https://www.trivenigroup.com/files/policies/Grievance%20Redressal%20Policy.pdf	14	-	All Resolved	17	-	All resolved
Employees and workers	Yes, through TEIL Whistle Blower Policy & Code of Conduct https://www.trivenigroup.com/files/policies/Whistle%20Blower%20Policy.pdf	-	-	-	-	-	-
Customers	Yes, through TEIL Grievance Redressal Policy https://www.trivenigroup.com/files/policies/Grievance%20Redressal%20Policy.pdf	96	18	The complaints are in the process of being resolved at the end of the fiscal year.	96	11	In process of closure
Value Chain Partners	Yes, through TEIL Grievance Redressal Policy https://www.trivenigroup.com/files/policies/Grievance%20Redressal%20Policy.pdf	-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

TEIL recognises the importance of creating open and transparent communication channels with its stakeholders. Not only does it cultivate positive relationships and drive sustainable growth, but inputs from stakeholders also allow for continuous improvement and learning. Through inputs from the stakeholders, valuable insights are gained into their expectations, allowing TEIL to adjust it in their strategies accordingly. It leads to better operations and performances. Accordingly, feedback is therefore seen as one of the drivers for innovation. It is valued and actively sought after through ongoing engagements and proactive initiatives.

26. 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, 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	Climate Risk	Risk	A significant part of TEIL's sugar business is presented with potential risks associated with changes in climate. Rainfall patterns, frequency of extreme high and low temperature directly and indirectly impact agricultural activities; specifically, the procurement of raw materials.	TEIL is ambitious of its approach in mitigating climate risks associated with the sugar business. Consequently, several key strategies have been adopted through which TEIL has shown its commitment to consciously navigate through the risks with clear policies, programmes and initiatives: <ol style="list-style-type: none"> Dynamic varietal substitution programme: The characteristics of each variety of sugarcane is regularly observed and based on its vulnerability (including proneness to certain diseases) to climate change, it is substituted by more appropriate varieties. Propagating disease and pest resilient, drought and flood tolerant sugarcane varieties: TEIL is propagating Disease & Pest resistant varieties of sugarcane. Also focus is on propagating cane varieties which can withstand drought and flood situations with an aim to improve the crop yield. Farmer Support Programmes: TEIL is consciously and continuously working with its sugarcane farmers to create climate resilient and sustainable solutions, whilst simultaneously strengthening their livelihoods. The farmer support programme assists, adapt and transforms the working methods of farmers making them more resilient towards climate challenges. The focus thereby lies on encouraging farmers to embrace adaptive farmer techniques that protect their farmland and sustains yield. This process is done in a collaborative manner where TEIL focuses on consistent outreach, guidance and provision of required resources. Business Diversification: With a view to insulate from the cyclicity of climate dependent sugar business, TEIL also places emphasis on reducing its dependency on the sugar business by promoting other businesses like, distillery (to be operated on feedstock other than sugarcane related) and Engineering. TEIL is thereby proactively moving towards income sources that are not climate dependent. Renewable Energy Use: TEIL integrates biofuels and other renewable energy sources to reduce its carbon footprint and promote the usage of sustainable energy. By promoting cleaner energy sources, TEIL is thereby addressing the environmental concerns and is taking proactive steps towards reducing greenhouse gas emissions. 	Negative Implication: Disruptions in the sugarcane production due to climate change could result in decreased sugar production, leading to financial losses and a diminished market share.

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)
2	Water & Wastewater Management	Risk and Opportunity	Water and wastewater management presents a significant opportunity for TEIL in its sugar manufacturing operations. Sugarcane consists of over 70% water, and during the sugar manufacturing process, surplus water is generated. This surplus water, after treatment in lagoons, is used for gardening and provided to farmers for irrigation purposes. Water is crucial in generating steam to run the plants, cleaning equipment and premises, and extracting juice from fibers. To minimise groundwater abstraction and wastewater generation, TEIL continually reduces its water usage. Any threat to water availability poses a risk to the viability of TEIL's business operations. Rigorous planning is necessary to ensure better distribution and management of water usage. The availability and utilisation of water have a direct impact on the environment and society, making it a risk that must be carefully considered and managed.	Sustainable water management and creating more awareness around the usage of water is essential for safeguarding a vital resource such as water. TEIL is fully committed to reducing water consumption through various initiatives and policies aimed at reducing water consumption, reusing water in its operations in a smart way and creating an overall organisational culture with more responsibility and ownership towards water. <ol style="list-style-type: none"> Reclaimed water: Water used in the sugar production gets stored in lagoons, which eventually is reused in the manufacturing process, gardening needs of plants and also gets pumped to the farmlands for the irrigation of sugarcane/other crops. 	Positive Implication: TEIL's sugar business have incorporated various efforts in minimising risks. The sugar industry is notable for its efficient use of waste by-products, with the majority being repurposed for farming, alcohol production, power generation, and other beneficial uses. Materials such as sewage treatment plant sludge, press-mud, and bagasse are all utilised effectively. Additionally, three distillery plants have implemented ZLD systems which enhances water resource management within the industry, ensuring that water used in processes is recycled and reused, thereby reducing the environmental impact and preserving water resources.

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)
3	Employee Well-being and Safety	Risk and Opportunity	By identifying a healthy and safe work environment as a risk and opportunity, TEIL not only recognises but prioritises employee well-being and safety. Efforts are taken to nurture robust employee relations and cultivate a positive work environment. Apart from its intrinsic value it impacts the productivity, business performance and thereby the long-term success of the company. This focus elevates the overall morale, strengthens workplace safety protocols, minimises accidents, and fosters a motivated and engaged workforce. This, in turn, drives organisational efficiency and resilience. Not doing so would not only risk the moral fiber of TEIL, but also negatively impact its performance and reputation.	TEIL embodies a zero-harm safety culture and has employed various processes, policies and initiatives to ensure a safe working environment. 1. Regular trainings TEIL conducts regular training sessions to educate and empower employees on safety protocols and best practices. These trainings cover a wide range of topics including emergency response procedures, proper use of personal protective equipment (PPE), safe handling of hazardous materials, and ergonomic practices to prevent workplace injuries. By offering hands-on training, safety drills, and continuous learning opportunities, TEIL ensures that all employees are well-prepared to handle potential hazards and contribute to a safer work environment. 2. OHS system TEIL has implemented a comprehensive Occupational Health and Safety (OHS) system that is designed to proactively manage and mitigate risks in the workplace. This system includes regular safety audits and risk assessments. The OHS system also involves monitoring and reporting mechanisms to track incidents enabling the company to identify patterns and implement corrective measures.	Positive Implication: Creating a healthy and safe workplace increases productivity, reduces absenteeism and helps in reducing attrition rate and achieving employee longevity. It leads to enhanced employee engagement and satisfaction. It furthermore leads to lowering of healthcare costs, attraction of top talent as well as retention of top talent. All the above lead to the overall improvement of the brand reputation.

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)
4	Responsible Supply Chain (including Farmers)	Risk and opportunity	Strong relationship with supply chain partners is essential in TEIL's ESG strategy. Maintaining a sustainable supply chain involves ensuring socially responsible business practices. Failing to effectively identify and strategically collaborate with farmers and other suppliers who provide essential products and services can result in contractual, legal, and business continuity risks. On the other hand, the opportunities associated with a responsible supply chain strategy are immense. TEIL recognises its sphere of influence and the carryover effect of extending its sustainability commitments to its supply chain partners. TEIL views it as an important duty and responsibility to creating wider community of committed partners to sustainable development.	TEIL actively forges strong relationships with its supply chain partners with a strong outlook on creating a wider community of responsible companies that embrace ESG approaches in their operations. Below are some of the initiatives undertaken that strengthen this: 1. Supplier Code of Conduct To mitigate business risks, the company has implemented a Supplier Code of Conduct that educates and guides suppliers on compliance and sustainability. 2. Farmer Outreach Program The program conducts training to farmers where they learn about new sugarcane varieties, yield enhancement and balanced irrigation techniques. The program simultaneously introduces advanced technologies such as drones and mobile apps to manage pests and diseases effectively, while providing timely information on weather conditions and best agricultural practices.	Positive Implication: A responsible supply chain strategy offers substantial benefits to TEIL. By building strong partnerships and promoting ethical practices through initiatives like the Supplier Code of Conduct and Farmer Outreach Program, TEIL enhances operational resilience and sustainability. This approach improves product quality and efficiency and also results in attracting business opportunities. In the long term, a responsible supply chain supports TEIL's market position and contributes to sustainable development, benefiting both the company and its stakeholders. Negative Implication: Not maintaining a sustainable supply chain can lead to regulatory fines, supply disruptions, and reputational damage, which in turn could result in increased operational costs and lost business opportunities. As sustainability becomes a priority for consumers and investors, the financial risks associated with non-compliance and inefficiency could significantly impact the profitability.

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	Community Engagement and Social Responsibility	Opportunity	Integral to social responsibility is to build stronger and more sustainable communities. Transparency and trust are key to this, which is gained through open and collaborative engagements. TEIL proactively engages with communities and undertakes social initiatives in the healthcare, education and maintaining quality of soil that create avenues for fostering goodwill making a positive impact on the community. Apart from deepening loyalty and enhancing community support it aligns with stakeholders' expectations, vision and long-term strategies.		Positive Implication: By actively engaging in social responsibility initiatives, the organisation cultivates stronger relationships with the community, fostering a collaborative environment that enables shared growth and prosperity.
6	Selling Practices & Product Labelling	Risk and Opportunity	Non-compliance with labeling regulations can lead to legal issues and product recalls. Failing to adhere to client or contractual requirements poses a significant risk. Additionally, risks include misleading claims, customer complaints, and regulatory fines. Adhering to labeling regulations fosters trust and enhances customer loyalty. Enhanced consumer satisfaction through customer education and awareness, and brand differentiation are key opportunities.	The approach followed to mitigate risks is to prioritise compliance and standards, which gets validated by both internal and external audits. Other approaches include meeting legal compliance, foster stakeholder trust, and reduce risks for the organisation.	Negative Implication: Risk of compliance failure due to increased scrutiny and potential penalty risk. Positive Implication: Gaining customers trust and confidence leading to higher market acceptance and leverage market position to capitalise on new opportunities.
7	Ethical Business Practices and Integrity	Risk and Opportunity	It is responsible for an organisation to uphold high standards of business ethics and integrity circumventing potential risks such as ethical violations, damage to reputation, and legal repercussions. Embracing and practicing business ethics and integrity offers opportunities for ethical leadership, builds trust among stakeholders, and meets social responsibilities.	By Prioritising rigorous policy adherence, effective implementation, regular internal or external review, and comprehensive audits.	Negative Implication: Non - compliances and penalties may result in a direct impact on the operations of the Company and cause financial stress. Positive Implication: Adopting ethical business practices enhances reputation, attracts investment, and increases operational efficiency. Ethically led companies can differentiate in competitive markets, securing long-term business and improving financial stability.

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)
8	Transparency and Reporting	Opportunity	Adherence to high standards of transparency through reporting is given priority by TEIL. Not only does it incorporate compliance and promotes accountability, on a deeper level it creates the opportunity to cultivate trust thereby strengthening TEIL's reputation with stakeholders and the wider public.		Positive Implication: Transparency and accurate reporting boost investor confidence, enhances access to capital, and improves risk management. These practices also foster customer loyalty, streamline operations, and facilitate regulatory compliance. Eventually leading to increased profitability and brand strength.
9	Product Innovation and Technology Development	Risk and Opportunity	Risks include high R&D expenses, safeguarding intellectual property, competitive market place demanding constant product innovation and technology development. Investing in R&D, securing strong intellectual property protection, and effectively navigating competitive pressures and regulations present opportunities for faster innovation, improved product quality, enhanced credibility, and long-term growth.	Increasing and prioritising research and development efforts can drive innovation, foster product advancements, and ultimately lead to a competitive advantage in the market.	Negative Implication: High initial cost for sustainable product research and development. Positive Implication: Improving the quality of products and customer satisfaction can expand market reach and increase market penetration.

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:

S. No.	Disclosure Questions	P1	P2	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)	See note 1 (below the table)								
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://www.trivenigroup.com/corporate-governance.php?q=policies&page=1								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes. The company has observed that its Code of Conduct and associated policies, which encapsulate specific principles, are largely being adhered to by stakeholders. In an effort to enhance this compliance further, the company is actively working on raising awareness and fostering accountability among its stakeholders. These measures are intended to deepen the understanding and consistent application of these ethical standards across all business dealings. The expectation is for every stakeholder, including employees, partners, and suppliers, to consistently uphold these guidelines in their interactions related to the company. This commitment helps maintain a high standard of conduct within the company, reinforcing its ethical framework and corporate integrity.								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
		<p>Yes, the company is in its initial stage of implementing its policies to its value chain partners by implementing a comprehensive supplier code of conduct by formalising it. This code ensures that all partners adhere to standards that reflect the company's commitment to ethical practices and corporate responsibility. Specifically, the suppliers' code of conduct encompasses a wide range of principles that are integral to maintaining high standards throughout the supply chain. These principles include:</p> <ul style="list-style-type: none"> • Compliance • Anti-Corruption • Conflict of Interest • Confidentiality • Insider Trading. • Fair Competition • Quality and Product Responsibility • Human Rights and Labour Standards • Environmental Protection • Social Responsibility • Whistleblower Protection • Grievance Redressal <p>By incorporating these principles into the supplier code of conduct, the company reinforces its ethical standards and promotes a culture of integrity and accountability throughout its value chain. This approach not only enhances the company's reputation but also contributes to the overall sustainability and success of its business practices.</p>								

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Truste) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>Water & Power Division: ISO 45001, ISO 9001, ISO 14001, Sugar & Distillery Division: FSSC 22000, BRCGS and SEDEX, FSSAI</p> <p>Our company is dedicated to aligning its operations with globally recognised codes, certifications, labels, and standards that underscore our commitment to sustainability, social responsibility, and quality assurance. In our Sugar division, all units are certified under FSSC 22000, demonstrating our adherence to safe and quality sugar production practices. Furthermore, our branded sugar products are distinguished by additional BRCGS and SEDEX certifications, reinforcing our dedication to maintaining high standards in our production processes.</p> <p>We are actively pursuing Bonsucro certification for our Chandanpur and Khatauli sugar units this year. This certification from a global non-profit organisation promotes sustainable sugarcane production, processing, and trade by recognising companies that adhere to rigorous economic, social, and environmental sustainability standards. Achieving this certification aims to bolster our sustainability initiatives, strengthen our market standing, improve profitability, and mitigate risks associated with our operations. Beyond our Sugar business, we also emphasise compliance with international standards and industry-specific certifications across our Power Transmission and Water Business groups. These areas follow rigorous guidelines that cover environmental management, social responsibility, occupational health and safety, and product quality. For instance, our implementation of ISO 9001 certification focuses on optimising quality management practices. Similarly, ISO 14001 certification ensures our environmental management practices meet global standards, showcasing our commitment to sustainable operations. Additionally, ISO 45001 certification underlines our focus on ensuring a safe and healthy work environment for all employees.</p> <p>By aligning with these prestigious certifications and standards, we aim to uphold high operational standards, foster continuous improvement, and contribute positively to a sustainable and responsible global environment. Our commitment extends to continually enhancing and refining our processes, striving not only to meet but also to exceed the recognised benchmarks and expectations in every aspect of our business.</p>								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ol style="list-style-type: none"> 1. Water Consumption: Triveni remains dedicated to reducing its consumption of freshwater and has established a goal to achieve a 10% reduction. 2. Employee Well-being and Safety: Triveni has recognised the reported injuries from the previous year and has set up a system of Cause Analysis and Preventive Action (CAPA) for each incident so that learnings are built in the system and horizontally deployed facilitating reduction of such incidents in future. 3. Responsible Supply Chain: Triveni is devoted to implementing its corporate governance policy consistently across its supply chain. The company strives for complete adherence to the supplier code of conduct throughout its entire supply chain. Additionally, Triveni promotes a responsible cane supply chain by providing Farmers with clear Do's and Don'ts guidelines. These guidelines cover best practices in seed selection, plantation methods, plant health management, water and weed management, ensuring sustainable and efficient farming operations. 								

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	1. Water Consumption: Triveni has successfully achieved its goal of reducing freshwater consumption by 18% through the implementation of various initiatives, such as optimising production processes and enhancing water recycling systems.	2. Employee Well-being and Safety: Triveni has demonstrated improvements in employee safety measures, including the implementation of enhanced training programs and stricter adherence to safety protocols which resulted in 12% decrease in work-related injuries.	3. Responsible Supply Chain: Triveni has made strides in promoting a responsible supply chain by implementing policies for supplier code of conduct and diligently monitoring supplier compliance.						

Governance, leadership, and oversight

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>At Triveni, our dedication to upholding the highest standards of Environmental, Social, and Governance (ESG) practices is unwavering. We firmly believe that sustainable development is not only a responsibility but also a foundational element for our long-term success. Guided by this principle, we are committed to making positive contributions to the communities we serve, preserving the environment, and maintaining ethical business practices.</p> <p>To fulfill this commitment, we prioritise transparency in our operational, investment, and decision-making processes, striving to be an institution known for its integrity and positive impact. Our comprehensive strategy encompasses a diverse range of initiatives aimed at reducing our environmental footprint, enhancing social well-being, and upholding robust governance standards throughout our organisation.</p> <p>We have achieved 29% increase in our renewable energy electricity consumption compared to last year, reflecting our dedication to reducing our carbon footprint. Furthermore, we have achieved significant reductions in water extraction and consumption.</p> <p>Recognising the importance of transparency in monitoring our progress and remaining accountable to our stakeholders, we consistently provide detailed reports on our sustainability efforts. These reports offer valuable insights into our achievements, challenges, and future objectives, ensuring that our stakeholders are well-informed and engaged in our sustainability journey.</p> <p>By embracing this strategic approach and fostering a culture of responsible business conduct, we strive to create a significant positive impact both internally and within our broader community. This approach not only aligns with our ethical values but also enhances our corporate reputation and contributes to sustainable, long-term growth.</p> <p>Moreover, in alignment with NGRBC's policies, we have implemented various new measures such as the Supplier Code of Conduct, Environmental Policy, and ESG Policy to strengthen our corporate governance framework and enhance operational efficiency.</p> <p>As we continue this journey, we remain steadfast in our commitment to advancing sustainability and contributing positively to society and the environment. Together, we can build a better, more sustainable future for generations to come.</p>								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Tarun Sawhney Designation: Vice Chairman & Managing Director, DIN No. 00382878								
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.	Yes, Mr. Tarun Sawhney Designation: Vice Chairman & Managing Director, DIN No. 00382878								

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)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action																			The review is carried out on a dynamic basis so that the policies are reviewed at once annually.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																			The performance reviews to ensure compliance with relevant statutory requirements is ongoing.

11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Yes, TEIL has engaged an external agency for independent assessment or evaluation of its policies and has applied suggested modifications in the policies TEIL also implements a comprehensive and integrated internal process to assess the effectiveness of its policies. From the vantage point of best practices as well as a risk management, the policies are accordingly reviewed and revised by various department heads and business leaders.								

12	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)									
	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)									Not applicable
	It is planned to be done in the next financial year (Yes/No)									
	Any other reason (please specify)									

Note 1:

- P1: Code of Conduct; Related Party Transactions Policy; Anti-corruption Policy; Policy on Material Subsidiary; Policy for Determination of Materiality of Events or Information; Anti- Bribery Policy; Dividend Distribution Policy; Archival Policy; Code of Conduct for prevention of Insider Trading.
- P2: Suppliers Code of Conduct.
- P3: Equal Opportunity Policy; Whistle Blower Policy; Nomination and Remuneration Policy.
- P4: Familiarisation Programme for Independent Directors; Grievance Redressal Policy
- P5: Equal Opportunity and Non-Discriminatory Policy; Whistle Blower Policy; Anti-Sexual Harassment Policy.
- P6: BRSR Policy
- P7: Codes of Fair Disclosure of UPSI; Ethics Policy.
- P8: CSR Policy; BRSR Policy.
- P9: Cyber Security & Data Privacy Policy.

Section C Principle Wise Performance Disclosure

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and 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	Total eight training programs for the board of directors including three induction programs for new directors and factory visits of directors from time to time.	The Board of Directors (BoDs) and Key Management Personnel (KMPs) receive regular updates, as required, on critical matters such as governance, decision-making, risk management, compliance, and industry knowledge.	It is a priority for us to ensure that all our BoDs, KMPs, are thoroughly covered through our training and awareness programs.
Key Managerial Personnel			
Employees other than BoD and KMPs	645	EHS/ functional/ Technical/ Soft Skills	100%
Workers	632	EHS/ functional/ Technical/ Soft Skills	100%

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 obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

In the fiscal year 2023-24, neither the entity nor its Directors or Key Managerial Personnel (KMPs) were subject to any significant fines, penalties, punishments, awards, compounding fees, or settlement payments from regulatory, law enforcement, or judicial authorities.

At Triveni, we understand the critical importance of compliance with legal and regulatory requirements. Our approach is centered around operating strictly within the law and fulfilling the expectations of regulatory bodies. By upholding a clean track record, we showcase our dedication to responsible business conduct and adherence to the highest governance standards.

Non-Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	-	NA	NA	NA
Punishment	-	NA	NA	NA

In the fiscal year 2023-24, neither the entity nor its Directors or Key Managerial Personnel (KMPs) were subject to any non-monetary sanctions from regulatory, law enforcement, or judicial authorities.

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, provide a web-link to the policy.

Yes, TEIL has an anti-bribery & anti-corruption policy, which is available on the Company's website in the following link: <https://www.trivenigroup.com/files/policies/Anti-bribery%20policy%20and%20Anti-corruption%20policy.pdf>.

TEIL's anti-bribery and anti-corruption policy establishes a firm prohibition against all forms of bribery and corruption, underscoring the company's dedication to fostering a professional and ethical workplace culture. The policy is designed to both prevent and detect any instances of bribery, corruption, or unethical behavior, ensuring that TEIL's business operations are conducted with the highest levels of honesty and integrity.

To ensure that these ethical standards are ingrained throughout the organisation, TEIL actively engages in promoting these practices. This is achieved through comprehensive training programs, detailed guidance, and continuous awareness campaigns that are tailored not just for employees but also for third-party partners. These initiatives are crucial in cultivating a deep-rooted ethical awareness and understanding that supports the policy's objectives.

Moreover, the effectiveness of the anti-bribery and anti-corruption policy are safeguarded through periodic reviews of the policy. These reviews are conducted by the Executive Sub-Committee of the Board of Directors, which is responsible for evaluating the policy's relevance and effectiveness. This rigorous oversight mechanism demonstrates TEIL's unwavering commitment to maintaining the highest standards of ethical conduct in all its business dealings.

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 24	FY 23
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

During the reported period, there were no incidents where disciplinary actions were taken by any law enforcement agencies against the Directors, Key Managerial Personnel (KMPs), employees, or workers of the company on charges of bribery or corruption.

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

	FY 24		FY 23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	NA	-	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	NA	-	NA

During the reporting period, the company received no complaints related to conflicts of interest.

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 24	FY 23
 Number of days of accounts payables	30.54	30.65

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 24	FY 23
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	-	-
	b) Number of trading houses where purchases are made from	NA	NA
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of sales	a) Sales to dealers / distributors as % of total sales	46.24%	48.5%
	b) Number of dealers / distributors to whom sales are made	38	36
	c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	75.31%	74.52%
Share of RPTs in	a) Purchases (Purchases with related parties / Total Purchases)	0.39%	0.12%
	b) Sales (Sales to related parties / Total Sales)	1.53%	1.30%
	c) Loans & advances (Loans & advances given to related parties / Total loans & advances)	98.07%	98.07%
	d) Investments (Investments in related parties / Total Investments made)	94.14%	88.50%

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1 (Conducted After the financial year end)	Supplier Code of Conduct/ All principles	53.71%*

Though many initiatives were taken from time to time to familiarise and to encourage our key value chain partners to adopt the practices being followed by the Company, we conducted formal awareness and training programs for all our value chain partners following the end of the financial year. As a result, 156 suppliers participated in the session. Additionally, we have provided training videos to all other suppliers to facilitate their understanding.

*This is calculated based on Purchase Order value and excluding cane suppliers

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

TEIL has established a comprehensive Code of Conduct specifically tailored for its Board of Directors and Senior Management Personnel. This code includes crucial provisions designed to prevent, identify, and disclose any actual or potential conflicts of interest that might affect their decisions in relation to the company. By implementing these guidelines, TEIL ensures a rigorous and systematic approach to scrutinising potential conflicts of interest.

Whenever there is a possibility of a conflict of interest, it is mandatory for the involved parties to fully disclose all relevant facts and circumstances to the Chairman and Managing Director of the company. This level of transparency is crucial for maintaining the integrity of the company's governance.



Following such disclosures, the Board and the Executive Sub-Committee undertake a thorough evaluation of the situation. Their assessment is aimed at determining the appropriate measures to address the conflict. Depending on the nature and severity of the conflict, the actions taken may include the individual's abstention from related discussions or decision-making processes, seeking independent external advice, or taking other necessary steps to safeguard the company's and stakeholders' interests. This structured approach not only helps in managing conflicts effectively but also reinforces TEIL's commitment to uphold the highest standards of ethical conduct and governance, ensuring decisions are made in the best interests of the company and all associated parties.

The policy is accessible on the Company's website: <https://www.trivenigroup.com/files/policies/Code%20of%20Conduct%20for%20director%20and%20senior%20managent%20Policy.pdf>

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. 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 24	FY 23	Details of improvements in environmental and social impacts
 R&D			The company is actively engaged in various initiatives aimed at enhancing environmental and social impacts through its R&D and capital expenditure (CapEx) investments. For instance, in the Power Transmission Business (PTB), efforts focus on improving efficiency, reducing oil flow, and optimising weights to conserve natural resources and increase equipment reliability. PTB facilities in Mysuru source a significant portion of their power from wind energy, contributing to sustainability across the value chain. In the Sugar Business Group, investments are directed towards enhancing soil fertility and promoting best agricultural practices, which improve yields and farmer incomes while optimising utility use and setting up projects like distilleries with technologies for zero liquid discharge. Additionally, the company is implementing schemes to reduce groundwater abstraction, with expected benefits starting in FY 2024-25. Initiatives include process steam savings at units like Khatauli and Ramkola, which will lower water requirements through increased condensate recovery. Flowmeters are being installed across units to monitor and control water applications, and condensate-based juice heaters are being introduced at the Ramkola unit for heat recovery and process efficiency. The company also continues to focus on energy conservation through various measures such as installing energy-efficient equipment and utilising renewable energy sources like solar panels and captive bagasse for power generation across its facilities.
 Capex			A total of ₹ 1,446 Lakh has been incurred for energy conservation initiatives this year. The diverse nature of initiatives in each business may not involve significant cost but requires clear management focus and coordination. Hence, more than the specific measurements or percentages of R&D and capex investments, the goals are set up in terms of activities to be performed. However, the company remains committed to continuous innovation and sustainability in its operations.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, TEIL has instituted a Supplier's Code of Conduct that places significant emphasis on environmental sustainability. This code mandates that all suppliers adopt practices that ensure the sustainable use of natural resources and strive to minimise or eliminate the adverse environmental and climatic impacts of their operations. Moreover, suppliers are encouraged to innovate by developing and implementing environmentally friendly products, processes, and technologies. This proactive stance not only helps in reducing the ecological footprint of their activities but also aligns with broader environmental goals.

To ensure compliance and commitment, TEIL requires all major suppliers to formally acknowledge and accept the principles outlined in the Supplier's Code of Conduct. This formal agreement helps guarantee that suppliers are aligned with TEIL's sustainability objectives and practices.

Additionally, the policy emphasises the importance of bolstering the local economy and reducing supply chain vulnerabilities by promoting local vendors and prioritising local sourcing. TEIL specifically aims to support local small and medium-sized enterprises (MSMEs), fostering economic growth within the community. This strategy not only aids in developing robust local supply chains but also enhances the sustainability of the operations by reducing the logistics footprint associated with long-distance transportation of materials.

These measures collectively contribute to the sustainability of the supply chain and demonstrate TEIL's commitment to responsible and ethical business practices. Through these initiatives, TEIL ensures that its suppliers are not only compliant with environmental standards but are also active participants in the journey towards a more sustainable and resilient future.

b. If yes, what percentage of inputs were sourced sustainably?

47.20%

Note: As a predominantly sugar manufacturing company, our suppliers primarily consist of farmers. This data pertains to suppliers other than farmers. We have circulated a document outlining dos and don'ts for sustainable cane cultivation among our farmers. Much work in a structured manner is required to be done to educate the farmers and on-board them to our sustainability programmes. The company is fully committed to make substantial progress in a phased manner.

3. 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) 	Due to the nature of our business and its products reflects the specific characteristics and market operations of our offerings safe reclamation of E waste, hazardous waste is not applicable to us. Our engineering businesses and distillery primarily operate in a B2B (business-to-business) model, focusing on industrial and municipality clients rather than direct consumer sales. Additionally, our product lines, such as sugar and ethanol, do not lend themselves to traditional reuse and recycling practices. We are recycling plastic bags through recyclers.
(b) E-waste 	We recognise the importance of environmental responsibility and customer safety. To this end, for our PTB business we provide comprehensive manuals detailing safe operational practices and disposal procedures for our products, particularly when specialised processes are involved. This ensures that our clients are well-informed on how to handle the products at the end of their life cycles in compliance with environmental standards.
(c) Hazardous waste 	This approach underscores our commitment to sustainability and environmental responsibility, even in industries where traditional recycling is not feasible. Through rigorous compliance and proactive partnerships, we aim to mitigate any potential environmental impact associated with our products.
(d) Other waste 	

4. 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, Extended Producer Responsibility (EPR) is applicable to the entity's sugar and distillery business activities. Our sugar plants and the Muzaffarnagar Distillery Complex are registered as brand owners on the Central Pollution Control Board (CPCB) portal, adhering to the requirements of the Plastic Waste Management Rules 2016. This compliance is in alignment with the EPR objectives.

Our waste collection plan is in line with the Extended Producer Responsibility plan that we have submitted to the Pollution Control Boards. As part of our EPR compliance, we have established a partnership with an authorised third-party waste recycler to efficiently manage the recycling of both pre-consumer and post-consumer plastic waste. This partnership ensures that our recycling efforts are robust and meet the regulatory standards set forth by the CPCB under the EPR framework.

Leadership Indicators

1. 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:

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
----------	--------------------------	---------------------------------	--	---	--

Currently, our company has not conducted Life Cycle Assessments for any of our products. Nevertheless, the majority of our products are designed with environmental considerations in mind. For example, our ethanol production supports eco-friendly initiatives as ethanol is recognised as a sustainable biofuel. In our sugar operations, we utilise renewable energy sources such as bagasse, a by-product of sugar manufacturing, for power generation. Additionally, our wastewater treatment processes contribute to water conservation by reducing pollution and enabling the recycling and reuse of water. Furthermore, our sugar is derived from sugarcane sourced directly from farmers, supporting local agriculture.

We are deeply committed to environmental sustainability and social responsibility across all facets of our operations. We rigorously comply with both national and regional environmental regulations to minimise our ecological and social footprints. Through ongoing monitoring and evaluation of our processes, we consistently maintain high standards of environmental stewardship and continuously pursue sustainable practices within our business operations. This commitment ensures that we not only adhere to current regulations but also strive to set a benchmark in sustainable practices within the industry.

2. 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:

Name of Product / Service	Description of the risk / concern	Action Taken
Not applicable.	As previously outlined, the characteristics of our products inherently minimise environmental or social concerns or risks related to their production and disposal.	

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

Indicate input material	Recycled or re-used input material to total material	
	FY 24	FY 23

Our company employs an efficient system for utilising by-products throughout the sugar manufacturing process. In this process, bagasse, a by-product in the manufacture of sugar, is used for generating steam, which is essential both for sugar production and our distillery operations, and for generating power. The power generated exceeds our plant's needs, allowing us to export the surplus to the local grid, contributing to sustainable energy usage.

Moreover, molasses, another by-product of sugar production, serves as a key ingredient in our distillery for producing ethanol, aligning with our commitment to sustainable practices. Additionally, press mud, which is a residue remaining after processing sugarcane, is rich in organic materials. This by-product is provided to local farmers as organic manure, helping to enrich soil nutrients and promote sustainable agriculture.

Furthermore, during the steam and power generation process using bagasse, a renewable fuel, fly ash is produced. This ash is sold in the open market for purposes such as soil enrichment and landfill, further extending the lifecycle of our manufacturing by-products. In our distillery operations, waste products from the ethanol production process are concentrated using a Multi-Effect Evaporator (MEE) and then utilised as a supplementary fuel in specially designed incineration boilers, alongside bagasse. The resultant ash from this process, a mixture of slop and bagasse ash, is then used in the production of granulated fertiliser, enhancing our sustainability efforts as the fly ash is rich in potash content.

Despite these extensive recycling and reuse practices for by-products, the direct recycling or reuse of input materials in our production processes remains limited. This systematic approach to by-product management underscores our commitment to environmental sustainability and efficient resource utilisation, significantly reducing potential waste and enhancing the overall eco-friendliness of our operations.

4. 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:

	FY 24			FY 23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

Due to the nature of our products and the materials involved in their production and packaging, which do not fall into these specific waste categories. Our operational focus has been on utilising sustainable resources and minimising waste through efficient by-product management practices as described previously. However, recognising the importance of comprehensive waste management, we are continuously exploring opportunities to enhance our waste handling processes. This includes potential future initiatives to reduce, reuse, or recycle materials that could otherwise contribute to environmental degradation, aiming to further our commitment to sustainability and environmental stewardship.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
---------------------------	---

The percentage of reclaimed products and their packaging materials, in relation to the total products sold, is currently nil for each product category within our company. This is primarily due to the intrinsic characteristics of the products we manufacture.

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:

Category	Total (A)	% of Employees Covered by									
		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	901	901	100%	901	100%	-	-	-	-	-	-
Female	36	36	100%	36	100%	36	100%	-	-	-	-
Total	937	937	100%	937	100%	36	3.84%	-	-	-	-
Other than Permanent employees											
Male	87	87	100%	87	100%	-	-	-	-	-	-
Female	2	2	100%	2	100%	2	100%	-	-	-	-
Total	89	89	100%	89	100%	2	2.25%	-	-	-	-

The company demonstrates a strong commitment to employee well-being by providing comprehensive health and accident insurance to all employees, both permanent and non-permanent, with 100% coverage. Maternity benefits are also fully extended to all female employees, reflecting support for maternal health.

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

Category	Total (A)	% of Worker Covered by									
		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	1674	1674	100%	1674	100%	-	-	-	-	-	-
Female	9	9	100%	9	100%	9	100%	-	-	-	-
Total	1683	1683	100%	1683	100%	9	0.53%	-	-	-	-
Other than Permanent workers											
Male	1777	1777	100%	1777	100%	-	-	-	-	-	-
Female	6	6	100%	6	100%	6	100%	-	-	-	-
Total	1783	1783	100%	1783	100%	6	0.34%	-	-	-	-

The company demonstrates a strong commitment to workers well-being by providing comprehensive health and accident insurance to all workers, both permanent and non-permanent, with 100% coverage.

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

	FY 24	FY 23
Cost incurred on well-being measures as a % of total revenue of the company	0.11%	0.08%

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

Benefits	FY 24			FY 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
ESI	NA	4.2%	Y	NA	5.9%	Y
Others – please Specify	-	-	-	-	-	-

The company maintains a robust commitment to the retirement benefits of its employees, ensuring comprehensive coverage across multiple benefit schemes for both the current and previous financial years. The data indicates full coverage for Provident Fund (PF) and Gratuity for all employees and workers, marked at 100% for both FY 24 and FY 23. Additionally, all deductions for these benefits have been responsibly deposited with the relevant authorities, confirming the company's compliance with regulatory requirements.

Furthermore, the Employee State Insurance (ESI) coverage for the current financial year is extended to 100% of workers, who are mandated to be covered under ESI.

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.

Yes, TEIL has actively committed to creating a disability-inclusive workplace by implementing several accessibility measures at its facilities, wherever required. This is to ensure that all areas are accessible to employees with disabilities. Key access points such as gates and office entrances have smooth surfaces to facilitate easy access for those with mobility challenges. This ongoing assessment helps to ensure that the workplace remains inclusive and accommodating to all employees, reflecting TEIL's dedication to diversity and equal opportunity.



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.

Yes. TEIL's equal opportunity policy is foundational in fostering an inclusive work environment, actively promoting workplace diversity and ensuring that all employees are treated equitably, regardless of age, colour, disability, origin, nationality, religion, race, gender, or sexual orientation. The company rigorously enforces a zero-tolerance policy against any verbal or physical harassment to maintain a respectful and safe workplace for everyone.

TEIL is committed to achieving growth by cultivating an equitable, diverse, and inclusive workplace. The company not only values diversity and actively works to nurture talent across its organisational spectrum, but it also recognises the significant impact that diversity has on its success. TEIL firmly believes that the best results are produced when employees work together in an environment of mutual trust and cooperation, reflecting the company's commitment to leveraging diversity as a key driver of innovation and effectiveness.

The policy is accessible on the Company's website: <https://www.trivenigroup.com/files/policies/Equal%20Opportunity%20Policy.pdf>

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	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

The data provided highlights the company's strong support for work-life balance and family-friendly policies. Both female permanent employees and workers exhibit a 100% retention rate post- maternity 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, TEIL actively fosters an open and communicative workplace environment, where all categories of employees and workers are encouraged to discuss any concerns or issues directly with their supervisors, managers, or the Human Resources Manager. This approach promotes transparency and ensures that issues are addressed promptly and effectively.
Other than Permanent Workers	Additionally, the company has established robust mechanisms to support this culture of openness through its whistle blower policy and grievance redressal policy. These policies provide clear guidelines and designated channels for employees and workers to report grievances. They ensure that concerns are heard and addressed by the appropriate authorities specified within these documents, safeguarding the rights and interests of the workforce.
Permanent Employees	Furthermore, Works Committees, which have been set up in all company units, play a pivotal role in this process. These committees are instrumental in facilitating dialogue between the workforce and management, addressing concerns, and fostering a harmonious work environment. Through these structured channels and committees, TEIL not only addresses immediate employee concerns but also reinforces its commitment to maintaining a supportive and responsive workplace.
Other than Permanent Employees	

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

Category	FY 24			FY 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 (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	937	-	-	999	-	-
Male	901	-	-	960	-	-
Female	36	-	-	39	-	-
Total Permanent Workers	1683	670	39.81%	1492	652	43.70%
Male	1674	666	39.78%	1486	648	43.61%
Female	9	4	44.44%	6	4	66.67%

8. Details of training given to employees and workers:

Category	FY 24					FY 23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	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	988	988	100%	988	100%	884	661	74.77%	678	76.7%
Female	38	38	100%	24	86%	19	12	63.16%	9	47.37%
Total	1026	1026	100%	1012	99%	903	673	74.53%	687	76.08%
Workers										
Male	3451	3451	100%	2510	73%	3310	1463	44.20%	1580	47.73%
Female	15	15	100%	2	13%	2	2	100%	-	-
Total	3466	3466	100%	2512	72%	3312	1465	44.23%	1580	47.7%

This data is disclosed for both permanent and other than permanent employees and workers.

9. Details of performance and career development reviews of employees and worker*:

Category	FY 24			FY 23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	901	901	100.0%	960	960	100.0%
Female	36	36	100.0%	39	39	100.0%
Total	937	937	100%	999	999	100%
Workers						
Male	1674	1674	100.0%	1486	1486	100.0%
Female	9	9	100.0%	6	6	100.0%
Total	1683	1683	100.0%	1492	1492	100.0%

*This data is disclosed for Permanent Employees

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, TEIL places significant importance on the safety and well-being of its employees and other relevant stakeholders. As evidence of this commitment, TEIL's HSEMS in certain plants have been certified to meet the ISO 45001:2018 standard.

The entity has taken significant measures to implement an occupational health and safety management system across its various business segments, aligning with international standards and ensuring employee well-being. In the Power Transmission Business, the system adheres to ISO 14001:2015 and ISO 45001:2018 standards, showcasing a commitment to maintaining high safety and environmental standards.

In the Sugar Business, comprehensive medical coverage and expenses are provided for employees in case of accidents, alongside the enforcement of safety equipment usage and standard operating procedures across all units to ensure consistent adherence to safety practices.

The Distillery Business has also robustly embraced health and safety systems. The Muzaffarnagar distillery complex (MZN unit) has developed a thorough Health and Safety System that incorporates safety, health, environmental policies, fire-fighting standards, and personal protective equipment policies, along with regular safety monitoring and fire system maintenance. The Sabitgarh sugar unit (SBT unit) and the Milak Narayanpur sugar unit (MNP unit) both have extensive health and safety management systems that cover a broad range of safety protocols, including regular audits, equipment inspections, incident reporting, safety trainings, and various safety and environmental awareness programs.

Furthermore, the Water Business Segment has implemented an occupational health and safety management system, also in compliance with ISO 14001:2015 and ISO 45001:2018. These comprehensive efforts across different segments underline the entity's dedication to upholding the safety and health of its employees and stakeholders, affirming its adherence to recognised safety standards and regulations.

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

At TEIL, the processes used to identify work-related hazards and assess risks on a routine and non-routine basis are done in two-steps:

- Hazard Identification and Risk Assessment (HIRA): this involves analyzing the workplace and work activities to identify any hazards that could cause potential harm to employees, visitors, or the environment. Once hazards are identified, the risk associated with each hazard is assessed to determine the likelihood and potential consequences of an incident occurring. Corrective actions are planned and implemented accordingly.
- Health and Safety Inspections: this involves a comprehensive review of the organisation's policies, procedures, and practices related to health, safety, and environmental management. The objective of an HSE inspection and audit is to identify areas where improvements can be made to minimise the risk of incidents or accidents. It is also used to ensure that the organisation is in compliance with relevant regulatory requirements and industry best practices. The findings of an HSE inspection and audit are used to develop corrective action plans to address any deficiencies identified.

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

Yes. Safety / Works Committee are put in place and cater to all work-related hazards. These concerns are formally raised through functional supervisors to these committees for quick redressal.

With a strong focus on prevention strategies all the unsafe acts and conditions are reported and recorded. Following which necessary actions and steps are taken to ensure the safety of the workforce and nearby environment.

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

Yes, all employees are covered under Health & Accidental Insurance which can be used for any non-occupational medical & healthcare service. Also, first-aid facility and trained first aiders are available at all sites as well as offices.

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

Safety Incident/Number	Category*	FY 24	FY 23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	2.39	-
Total recordable work-related injuries	Employees	-	-
	Workers	29	33
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

*Including the contract workforce

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

The company has established a robust framework to ensure a safe and healthy workplace through a combination of rigorous compliance measures, training, and emergency preparedness. Regular work permit issuances, safety inductions, and safety committee meetings enforce adherence to established safety protocols, supported by behaviour-based safety initiatives and comprehensive shop floor inspections. We enhance contractor safety through a dedicated Safety Induction program and an EHS training card system. Our commitment to continuous improvement is demonstrated through regular internal and external HSE audits, including third-party safety audits and ISO 45001 & 14001 certifications, with risk assessments and controls validated. Emergency preparedness is prioritised with detailed site-specific plans and regular mock drills covering potential emergencies such as fire, electric shock, and snake bites, alongside extensive training in hazard awareness and safe material handling. Health monitoring is conducted via health camps. Additionally, the availability of Safety Committee support prompt reporting and management of work-related hazards. The maintenance of workplace safety is further supported by "5S" practices, and the organisation's safety culture is reinforced through the celebration of National Safety Week and the recognition of safety achievements.

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

	FY 24			FY 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	439	-	-	603	-	-
Health & Safety	383	-	-	467	-	-

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%

Entity regularly undertakes Safety audits and internally takes care of health and safety practices and working conditions across all its businesses.

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.

Triveni have implemented several corrective actions to enhance health and safety practices across our operations. This includes Safety Induction Training for all employees, particularly new hires and contractors, to ensure comprehensive familiarity with safety protocols. We have improved safety equipment and facilities on the shop floor by adding first aid

boxes, fire extinguishers, and clear safety visuals. Trolleys for safer cylinder transportation, guards on grinding machines, and specialised equipment such as scaffolds, scissor lifts, and safety harnesses for high-altitude work have been introduced. Additional enhancements include screens for grinding work, marked gangways and aisles, standardised personal protective equipment, and advanced electrical safety features like distribution boards with RCCB and top plugs. These measures reflect our ongoing commitment to maintaining a safe work environment by continually identifying risks and implementing necessary improvements.

Leadership Indicators
1. Does the entity extend any life insurance or any compensatory package in the event of death of

- (A) Employees (Y/N) Yes
(B) Workers (Y/N) Yes

The organisation is deeply committed to ensuring the financial security and well-being of the families of its employees and workers, particularly in the event of an employee's untimely death. To support this commitment, comprehensive life insurance coverage are provided uniformly across all business segments. This approach guarantees that the families of deceased employees receive essential financial support, helping to alleviate the economic challenges faced during such difficult periods. By extending these benefits, the organisation demonstrates its dedication to its workforce and their families, emphasising a compassionate and supportive corporate culture.

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

The organisation has instituted robust measures to ensure that all statutory dues are meticulously managed by its value chain partners. Specifically, the entity oversees the deduction and deposition of Goods and Services Tax (GST) charged by these partners to guarantee compliance with government regulations. This oversight not only aligns with legal requirements but also facilitates the seamless acquisition of input tax credits, thereby avoiding any breaches of tax laws.

In addition to monitoring GST, the entity conducts thorough verifications for services rendered by vendors and contractors. This includes checking that accurate deductions for Provident Fund (PF), Employee State Insurance (ESI), and GST are made and that these amounts are properly remitted to the appropriate authorities. Such diligence ensures that all statutory financial obligations are met, reinforcing the integrity of financial transactions throughout the supply chain.

Through these proactive measures, the entity not only meets its legal responsibilities but also sets high standards of compliance for its partners. This system of checks and verifications is critical in maintaining transparency and accountability, establishing a value chain that is both trustworthy and compliant with all relevant regulations. The organisation's commitment to rigorous statutory compliance underscores its dedication to fostering a responsible and reliable business network.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	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 24	FY 23	FY 24	FY 23
Employees	-	-	-	-
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)

Yes, the entity is committed to providing comprehensive support to employees as they approach the end of their careers, whether due to retirement or termination. Specifically, the organisation offers transition assistance programs designed to facilitate a smooth transition for these individuals. This includes counselling sessions for retiring employees and their spouses, which are aimed at helping them prepare for life post-retirement. These sessions offer guidance and resources to help individuals manage the transition effectively, allowing them to explore opportunities for continued employability or personal fulfilment.

Recognising the significance of a well-supported career transition, the entity proactively assists employees during this critical phase, ensuring they have the support needed to navigate these changes successfully. Additionally, in some instances, the entity provides options to extend employment beyond retirement, offering further flexibility and support to those who may not be ready to leave the workforce entirely. This approach underscores the organisation's dedication to the well-being of its employees throughout their entire career span, including the transition into retirement.

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	47.20%
Working Conditions	47.20%

* This assessment of value chain partners excludes cane suppliers.

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.

We are committed to upholding high standards of health and safety by ensuring our value chain partners adhere to our comprehensive Supplier Code of Conduct. Our suppliers are required to adhere to the policies outlined in our Code of Conduct, which they have committed to uphold. We have also conducted awareness sessions for our value chain partners to comply with NGRBC principles and ensure the adherence in the conduct of business.

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.

At Triveni, recognising and engaging with our key stakeholder groups is a crucial part of our business strategy. Our commitment to stakeholders is embedded in our Corporate Values & Beliefs: Open Communication, Commitment to Customers, Proactive Behaviour, and Innovation. These values guide us to act as responsible corporate citizens, aiming to improve lives in a manner that reflects humility and ensures equal opportunities for everyone. To identify and prioritise these stakeholders we adopt a methodical approach, focusing on their influence on the company and the impact our business activities might have on them.

We consider customers, business partners, regulatory bodies, shareholders, investors and other communities as our stakeholders. We carefully assess how our business decisions might affect these stakeholders, considering the social, environmental, and economic consequences, as well as identifying any potential risks or opportunities that could emerge.

To ensure a structured approach to stakeholder engagement, we have implemented a comprehensive Grievance Redressal Policy. This policy provides a platform for stakeholders to address their grievances and aims to reduce conflict and strengthen relationships between external stakeholders and TEIL.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
Investor/ Shareholders	-	Annual General Meeting, shareholder meetings, annual report, quarterly results, media releases, company website, email, Stock Exchange (SE) announcements, face-to-face meetings / conference calls, investor conferences	Ongoing	Share price discussion, dividends, risks and threats, competitiveness and financial stability, growth perspective
Government	-	Meetings with local / state / national government and ministries through industry associations, conferences, press releases	Ongoing	Policy advocacy, business disclosures
Supplier/ vendor/ third party manufacturer	-	Discussions, email, events, communication and partnership meetings	Ongoing	Performance & sustainability, brand building, dialogue for transparency
Media	-	Press briefs, mails, meetings	Ongoing	
Employees/ trainees/ workers	-	Internal portal, email, survey tools, town-hall, meetings	Ongoing	Learning, career advancement, well-being programs, employee appreciation, work-life balance
NGO	Yes	Meetings, engagement through CSR implementation arm	Ongoing	Community development aspect discussion, awareness, training, Health check-ups, installation of solar lights, various basic infrastructure related activities
Farmers	Yes	Message, meetings, advertisements, notice boards	Ongoing	Training, Soil testing, new technologies usage, feedback, procurement, others

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.

We conduct regular interactions with our key stakeholders i.e., farmers, investors, customers, suppliers, employees, industry associations & regulators and continually strive to address the concerns that are most significant to our stakeholders and business in this rapidly changing environment. By understanding these challenges, we can better define our strategic priorities and communicate effectively with our stakeholders about the issues that matter most to them. Moreover, we engage with various stakeholder groups to gather their insights and concerns on key issues. This process helps us identify and define material factors and create a roadmap for long-term value. The assessment also plays a crucial role in selecting and prioritising these material components. The feedbacks from these consultations/assessments are communicated to the board as per the requirement.

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.

Yes, stakeholder consultation is crucial to the Company's operations as it is committed towards addressing and safeguarding the interests and concerns of its stakeholders regarding the identification of the key issues which are material to their

business. We ensure the same by investing in environmentally friendly processes and technologies that help us in mitigating and minimising any negative impact. For its key stakeholder, the farmers, we have made efforts to address their concerns by improving their standard of living through our CSR initiatives and obtaining cane at fair and better prices.

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

TEIL is committed to actively engaging with and addressing the specific concerns of vulnerable and marginalised groups within its stakeholder community. Recognising the importance of direct communication and participatory processes, TEIL has implemented targeted engagement strategies to ensure these groups are not only heard but actively supported.

In alignment with TEIL's operations, the primary stakeholders include farmers and local community members, who are crucial to the operational ecosystem. To facilitate effective engagement with these groups, TEIL has established the following actions:

- **Daily Liaison with Farmers:** TEIL has a dedicated representative at each of its sugar unit from the cane department. This representative is responsible for addressing immediate needs and concerns that may arise, such as issues related to seeds, plant diseases, and the timing of payments. Each grievance or issue raised by the farmers is meticulously recorded and promptly resolved, ensuring that farmers receive timely and effective support. This daily interaction helps in building trust and ensures that the farmers' operational challenges are minimised.
- **Community Grievance Handling:** TEIL recognises that grievances may also arise from other community members not directly involved in farming. To address this, individuals are encouraged to directly contact designated department representatives at the plant offices. These representatives are specifically tasked with the responsibility of addressing and resolving any issues that community members bring forward. This approach ensures that all community members have direct and immediate access to solutions for their concerns, fostering a transparent and responsive relationship between TEIL and the surrounding communities.

These targeted actions are part of TEIL's broader commitment to sustainability and social responsibility. By establishing clear and effective channels for communication and problem resolution, TEIL ensures that the concerns of all stakeholders, especially the most vulnerable and marginalised, are addressed, thereby reinforcing their commitment to an inclusive and supportive operational environment.

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 24			FY 23		
	Total (A)	No. of employees / Workers covered (B)	% (B / A)	Total (C)	No. of employees / Workers covered (D)	% (D / C)
Employees	The Company upholds the following human rights principles:					
Permanent	-	Every human being is equal in dignity and rights.				
Other than permanent	-	People possess reason and conscience and should treat each other with a sense of brotherhood.				
Total Employees	-	Everyone is entitled to all rights and freedoms without discrimination based on race, color, sex, language, religion, national or social origin, property, birth, or other status.				
Workers	All employees and workers regularly undergo sensitisation on various human rights policies to promote awareness and understanding of fundamental human rights principles. Each workplace has approved standing orders that encompass a wide range of healthy work practices, as outlined under the Model Code of Conduct Act.					
Permanent	All employees and workers regularly undergo sensitisation on various human rights policies to promote awareness and understanding of fundamental human rights principles. Each workplace has approved standing orders that encompass a wide range of healthy work practices, as outlined under the Model Code of Conduct Act.					
Other than permanent	All employees and workers regularly undergo sensitisation on various human rights policies to promote awareness and understanding of fundamental human rights principles. Each workplace has approved standing orders that encompass a wide range of healthy work practices, as outlined under the Model Code of Conduct Act.					
Total Workers	We endeavour to train 60% of our employees in the respective category in FY 2024-25 on the subject.					

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 24					FY 23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Permanent Employees										
Male	901	-	-	901	100%	960	-	-	960	100%
Female	36	-	-	36	100%	39	-	-	39	100%
Other than Permanent Employees										
Male	87	-	-	87	100%	47	-	-	47	100%
Female	2	-	-	2	100%	1	-	-	1	100%
Permanent Workers										
Male	1674	-	-	1674	100%	1486	-	-	1486	100%
Female	9	-	-	9	100%	6	-	-	6	100%
Other than Permanent Workers										
Male	1777	1777	100%	-	-	1837	1837*	100%	-	-
Female	6	6	100%	-	-	-	-	-	-	-

In FY 22-23, TEIL paid 'Equal To Minimum Wages' to its 'Other Than Permanent Worker category'.

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ Salary/ wages of respective category	Number	Median remuneration/ Salary/ wages of respective category
Board of Directors (BoD)*	1	1025.22 Lakh	-	-
Key Managerial Personnel	1	293.39 Lakh	1	125.07 Lakh
Employees other than BoD and KMP	891	12.98 Lakh	34	7.69 Lakh
Workers	1683	4.57 Lakh	9	4.11 Lakh

* Includes only Vice-chairman and Managing Director, who is also a KMP. Other directors, not drawing any remuneration or entitled for only sitting fee and commission, are not considered here.

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

	FY 24	FY 23
Gross wages paid to females as % of total wages	2.22%	2.16%

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, TEIL has a designated focal point consisting of the Corporate Vice President of Human Resources (VP-HR) and Unit HR Heads who are responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

TEIL has an internal mechanism in place to redress human rights related grievances. All employees are encouraged and expected to raise their human rights related grievances to their respective Functional Heads/Unit HR Heads, who in turn are responsible for resolving the same in consultation with the Unit/Business Head and HR Head. The importance is thereby placed on creating transparent processes. As a part of the compliance need, TEIL also has Works Committees in all units for addressing and resolving such issues.

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

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

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

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

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

Adverse consequences to discrimination / harassment complaints are actively avoided by the Company through policies and processes. TEIL not only values a safe working environment but ensures that retaliation (in any form) is prohibited so that individuals in discrimination and harassment cases are protected. The work culture is conducive to this.

Employees are encouraged to report any suspected violations without fear of retribution. The Sexual Harassment and Whistle-blower Protection policies support these processes. These policies include mechanisms that not only ensure confidentiality and safety of the complainant, but also enforce strict prohibitions against any form of threat or retaliation. Investigations are conducted in an impartial manner and the resolution process is centered around confidentiality, sensitivity and fairness.

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

Yes, Triveni’s Human Rights Policy highlights its commitment to protecting human rights and respecting the dignity of each individual. The company requires all employees to follow these principles. This responsibility extends to all dealings with business partners, including during the negotiation and execution of agreements and contracts

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.

Not applicable, as no risks/ concerns observed across the above parameters as stated in question 10 above.

Leadership Indicators

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

Business processes have not been modified or introduced as a result of addressing human rights grievances/complaints. The reason being is that no concerns or risks have been observed.

In response to addressing human rights grievances and complaints, our entity has implemented modifications and introduced new processes to further strengthen our commitment to human rights. Specifically, our policies on Sexual Harassment, Whistleblower Protection, and Equal Opportunity Policy have been enhanced or introduced to ensure the confidentiality of complainants while ensuring swift and decisive actions against those found guilty.

To facilitate the resolution of human rights concerns, each of our manufacturing units has established a Works Committee in compliance with the relevant acts. These committees serve as dedicated forums for addressing grievances and ensuring adherence to human rights standards.

By modifying and introducing these processes, our entity aims to create a safer and more inclusive work environment, where the rights and well-being of all individuals are protected. These measures reinforce our commitment to upholding human rights, fostering a culture of respect, and continuously improving our practices to address any grievances that may arise.

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

In line with our core values of human respect and dignity, our entity conducts comprehensive human rights due diligence across various aspects of our operations. Our commitment extends to interactions with both internal and external stakeholders, ensuring that human rights considerations are central to our business practices.

We maintain compliance with all statutory requirements pertaining to our employees, encompassing areas such as labour laws, workplace safety, non-discrimination, and fair employment practices. This includes adhering to relevant regulations, standards, and codes of conduct that safeguard human rights in the workplace.

Furthermore, our due diligence efforts encompass ongoing monitoring and assessment of our supply chain to identify and address any potential human rights risks or impacts. We collaborate with our suppliers and partners to promote responsible practices and uphold human rights throughout our value chain.

By conducting comprehensive human rights due diligence, our entity strives to create an environment that respects and upholds the rights of individuals involved in our operations. We remain committed to continuous improvement, working towards mitigating risks, and ensuring that our business practices align with the highest human rights standards.

The scope and coverage of human rights due diligence are conducted to identify, prevent, and mitigate potential issues that may have been present in TEIL’s business operations and/or the value chain. Some of the identified risks include compliance, child labour, forced labour, discrimination, wages, harassment, collective bargaining, and freedom of association. Through proactive measures, we aim to address these risks effectively and uphold the principles of human rights across all facets of our operations.

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

Yes, TEIL recognises the importance of ensuring accessibility for all employees, visitors, and workers, irrespective of their physical abilities. To uphold this commitment, TEIL has implemented various measures to provide easy access and support to differently abled individuals within its premises and offices.

Accessibility Features:

1. Infrastructure Review:

- a. TEIL conducts regular reviews of its premises to identify areas requiring accessibility enhancements.
- b. Where necessary, modifications are made to ensure compliance with accessibility standards and regulations.

2. Assistive Technologies:

- a. TEIL acknowledges the significance of assistive technologies in facilitating the work environment for differently abled individuals.
- b. The company has equipped its premises with appropriate assistive technologies to support individuals with diverse disabilities.

3. Commitment to Inclusivity:

- a. TEIL is committed to fostering an inclusive workplace culture where everyone feels valued and supported.
- b. Accessibility initiatives are integrated into the company's broader diversity and inclusion strategies, reflecting TEIL's core values.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed**
Child labour	47.20%
Forced/involuntary labour	47.20%
Sexual harassment	47.20%
Discrimination at workplace	47.20%
Wages	47.20%
Others – please specify*	47.20%

* Compliance topics covered under Supplier Assessment:

Anti-Corruption, Conflict of Interest, Confidentiality, Insider Trading, Fair Competition, Quality and Product Responsibility, Human Rights and Labour Standards, Environmental Protection, Social Responsibility, and Whistleblower Protection.

** This is excluding cane suppliers.

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

NA

PRINCIPLE 6 Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 24	FY 23
From Renewable Sources		
Total electricity consumption (A) (GJ)	17,766.00	13,788.00
Total fuel consumption (B) (GJ)	17,820,635.11	20,595,090.94
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumption from Renewable sources (A+B+C) (GJ)	17,838,401.11	20,608,878.94
From Non - Renewable Sources		
Total electricity consumption (D) (GJ)	10,714.06	8,099.10
Total fuel consumption (E) (GJ)	36,991.86	20,293.46
Energy consumption through other sources (F) (GJ)	-	-
Total energy consumption from Non-Renewable sources (D+E+F) (GJ)	47,705.91	28,392.56
Total energy consumed (A+B+C+D+E+F)	17,886,107.02	20,637,271.50
Energy intensity per rupee of turnover (Total energy consumption/ turnover in ₹)	0.0002909	0.00032722
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0002909	0.00032722
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

* Total fuel consumption has increased due to improvement in data availability, for FY 22-23 only DG set diesel was considered.'

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.

No, the entity does not have any sites or facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 24	FY 23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	1,479,095.15	1,807,179.00
(iii) Third party water	6,345.52	9,571.44
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,485,440.67	1,816,710.44
Total volume of water consumption (in kilolitres)	1,485,440.67	1,816,710.44
Water intensity per rupee of turnover (Water consumed / turnover in ₹)	0.000024	0.000029
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000024	0.000029
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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. Water Audit has been undertaken by external agency named Laghu Udyog Bharati, New Delhi.

4. Provide the following details related to water discharged:

Parameter	FY 24	FY 23
Water discharged by destination and level of treatment (in kilo litres)		
(i) To Surface water		
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
(iii) To Seawater		
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
(v) Others		
a. No treatment	NA	925
b. With treatment	1,145,736.15	1,000,810.92
Total volume of water discharged (in kilolitres) (i + ii + iii + iv + v)	1,145,736.15	1,001,736.72

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

Water Audit has been undertaken by external agency named Laghu Udyog Bharati, New Delhi.

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

Yes, the entity has implemented a mechanism for Zero Liquid Discharge (ZLD). The three distilleries located in Milak Narayanpur, Muzaffarnagar, and Sabitgarh, along with one power transmission plant, have implemented ZLD. In the remaining plants, although ZLD is not fully implemented, robust processes are in place to minimise water wastage. Groundwater extraction is reduced, and water generated during sugarcane processing is treated and stored in lagoons. This treated water is utilised in internal processes, and a portion is also supplied to farmers for irrigation purposes.

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

Parameter	Please specify unit	FY 24	FY 23
NOx	MT	540.01	-
SOx	MT	211.35	-
Particulate matter (PM)	MT	1,100.91	67.00 mg/Nm3 *
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

* In FY 22-23 report, Particulate matter was declared in units of mg/Nm3. This year the same data is disclosed in MT of CO2 equivalent. SOx and NOx was not disclosed for FY 22-23.

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



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

Parameter	Unit	FY 24	FY 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	36,546.38	Not Calculated
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	2,130.91	
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT of CO ₂ equivalent / Lakh ₹	0.06290	
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted	MT of CO ₂ equivalent / Lakh ₹	-	-
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)	-	-	-
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	-	-	-

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

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

Yes, the entity has several projects aimed at reducing greenhouse gas emissions as part of its commitment to sustainability. In line with this dedication, the company continuously explores opportunities to minimise its environmental impact across its operations. One significant initiative involves the utilisation of bagasse for power generation, effectively reducing reliance on grid power and mitigating carbon emissions associated with conventional energy sources. Additionally, the company has entered into an agreement with wind power producing unit, procuring units at lower costs compared to standard rates, thus promoting the adoption of renewable energy sources and further reducing greenhouse gas emissions. Furthermore, technological enhancements such as the installation of Variable Frequency Drives (VFD) at the Dust Collector ID Fan contribute to energy efficiency and carbon footprint reduction. These initiatives highlight the company's proactive approach to environmental stewardship and its ongoing commitment to combat climate change through innovative and sustainable practices.

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

Parameter	FY 24	FY 23*
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,975.40	1570.64
E-waste (B)	5.11	7.91
Bio-medical waste (C)	0.25	0.20
Construction and demolition waste (D)	-	-
Battery waste (E)	7.50	6.16
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	16.43	13.29
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	404.21	431.90
Total (A+B + C + D + E + F + G+ H)	2,408.9	2,030.11
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000392	0.0000003219
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000000392	0.0000003219
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	2,406.75	1280.83
(ii) Re-used	-	Not Available
(iii) Other recovery operations	-	Not Available
Total	2,406.75	1280.83
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	1.75	5.57
(ii) Landfilling	0.01	Not Available
(iii) Other disposal operations	0.47	743.71
Total	2.16	749.28

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

* Waste data has been revised for FY 22-23

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 waste management practices adopted by our establishment encompass a multifaceted approach tailored to the specific types of waste generated. For instance, in dealing with manufacturing wastes, e-waste, and plastic waste, we engage licensed vendors approved by regulatory bodies such as the Karnataka State Pollution Control Board (KSPCB). This ensures proper recycling or reprocessing of these materials in compliance with environmental guidelines.

In the Power Transmission business, hazardous wastes like plastic, oil, and empty barrels are securely stored in designated areas and disposed of through authorised vendors approved by the KSPCB. Additionally, we prioritise waste minimisation by recovering oil from centrifuges to reduce procurement needs and promote the reuse of wooden packing materials.

Within the Distillery business, advanced technology is employed to minimise waste generation throughout operations. Waste products such as slop is efficiently burnt in incineration boilers as fuel, contributing to both waste reduction and energy recovery.

In the Sugar business, hazardous wastes like oil and grease are managed through authorised distributors, ensuring proper disposal in line with regulatory guidelines.

To reduce the usage of hazardous and toxic chemicals in our products and processes, we follow a comprehensive strategy. This involves rigorous evaluations and assessments of chemicals used, actively seeking safer alternatives, and adopting environmentally friendly options. Our waste management practices are designed to handle and dispose of any hazardous waste generated in compliance with regulations, thereby minimising our environmental footprint and promoting sustainable waste management.

Furthermore, by effectively managing by-products such as bagasse, molasses, and press mud, we contribute to resource efficiency and sustainability. Bagasse fuel is utilised for steam and power generation, surplus power is sold to the state electricity board, molasses is used for ethanol production, and press mud is provided to farmers as a bio-fertiliser, ensuring optimal utilisation of resources and minimising waste.

In addition to the comprehensive waste management practices outlined earlier, specific measures are taken for the disposal of certain types of waste. For instance, waste generated, including e-waste and hazardous materials, is directed to M/S Bharat Oil & Waste Management for recycling and disposal within prescribed timelines. This ensures that such materials are handled by specialised entities equipped to manage them safely and efficiently.

Furthermore, waste oil and grease are managed through a systematic process. Oil skimmers and collection pits are employed to gather oil and grease on a daily basis, which is then mixed with bagasse and burned in a boiler. Additionally, oil skimmers are installed at the Effluent Treatment Plant (ETP) inlet to separate oil and grease from effluent. The separated oil and grease are collected in labeled containers designated as hazardous waste and subsequently sent to authorised recyclers. This approach not only ensures proper disposal of hazardous materials but also contributes to resource efficiency by utilising waste oil and grease as a fuel source in the boiler.

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
			Not Applicable

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
				Yes, we are complying with the applicable norms

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:

- Name of the area- **Not Applicable**
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 24	FY 23
Water withdrawal by source (in kilo litres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharged by destination and level of treatment (in kilo litres)		
(i) Into Surface water		
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater		
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater		
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
(v) Others		
a. No treatment		
b. With treatment – please specify level of treatment	NA	NA
Total volume of water discharged (in kilolitres) (i + ii + iii + iv + v)	NA	NA

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.

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

Parameter	Unit	FY 24	FY 23
Total Scope 3 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	-	-
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/ ₹	-	-
Total Scope 3 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.

No.

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:

S. Initiative No. undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of Initiative	
1	Decanter used in ETP	Separation of solids from effluent improving the downstream treatment system at our sugar units	Total Suspended Solids (TSS) has come down which helped the downstream system to achieve best parameters than standard norms.
2	Diffusers for the ETP	State-of-the-art diffusers are utilised to enhance aeration within the tanks of the ETPs at our sugar units	Enhanced aeration leads to an improved performance of the Effluent Treatment Plant and reduce the pollutant load in the discharged effluent when compared to standard norms.
3	Energy saving Measure	Replacement of MH lamps by Induction lamp at our Power Transmission Unit	50% reduction in electrical energy consumption than the convention MH lamps. Major reduction in process steam saving at Deoband Sugar plant.
4	Waste reduction	Oil recovery through a centrifuge system installed at Power Transmission unit	Oil is recycled through a centrifuge system to have a prolonged life and reduce hazard waste generation.
5	Energy saving Measure	VFD installed for Blowers at our Power Transmission unit and a distillery unit.	Based on the requirement, the motor speed is regulated with VFD which facilitated 10% energy conservation.
6	Energy saving measure	Purchase of renewable energy (wind energy)	Facilitate better environmental condition by reducing GHG emission.
7	Air emission control measure	Installed bag filter in the incineration boiler which reduces the emission of PM (Particulate matter) in a distillery unit.	Reduction of PM in air emission as well as capturing the maximum potash ash from the flue gas which is used as a fertiliser.
8	Water conservation and recycling	Installed a Condensate Polishing Unit (CPU) in distillery units	Wastewater generated from process is treated in CPU to achieve ZLD as well as recycle the water back to process which facilitates water conservation.

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

Yes, Triveni has implemented a detailed Business Continuity and Disaster Management Plan to maintain resilience and ensure uninterrupted operations during unforeseen events. This plan includes risk assessments for scenarios like natural disasters, technological failures, and pandemics. It specifies roles and responsibilities for a coordinated emergency response, prioritises critical business functions, and establishes protocols for emergency responses and operational recovery. The plan also includes safeguards for essential data, ensures continuous communication, and sets up alternative work arrangements. Regular training, testing, and reviews are essential components to keep the plan effective and up to date.

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.

No, Triveni does not expect any significant adverse impact to the environment arising from the value chain of the entity due to the nature of products being procured from them. Also, TEIL's major business revolves around sugarcane, which forms the largest constituent of raw materials purchased. This, however, is directly purchased from the farmers of TEIL's command area ensuring that any risks can be directly mitigated by TEIL itself.

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

47.20*

*This is excluding cane suppliers.

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.

8

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:

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Sugar Mills Association	National
2	UP Sugar Mills Association	State
3	Confederation of Indian Industry	National
4	Federation of Indian Chambers of Commerce & Industry	National
5	Quality Circle Forum of India	National
6	American Gear Manufacturer Association (USA)	International
7	All India Distillers Association	National
8	Indian Chambers of Food & Agriculture	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
		Throughout the reporting period, the Company operated without receiving any notices concerning anti-competitive behavior, antitrust violations, conflicts of interest, or monopolistic practices from regulatory authorities. Consequently, no corrective actions were necessitated or undertaken in response to such matters. The Company remains dedicated to upholding these standards and adhering to regulatory requirements to ensure integrity and accountability in its operations.

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
--------	-------------------------	-----------------------------------	--	---	------------------------

Company has proactive engagement in policy advocacy with industry associations, governmental bodies and regulators. Through transparent and responsible advocacy practices, the Company ensures alignment with both its own interests and the broader national interest. It firmly believes that policy advocacy should serve to preserve and expand the public good, without advocating for changes solely for self-benefit or that of a select few. Upholding this ethical stance, the Company remains committed to responsible corporate citizenship and fostering positive societal impact. These endeavours are integral to the Company's overarching mission of contributing to the welfare of society while upholding the highest standards of integrity and accountability.

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 ₹)
Not Applicable						

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

TEIL has a system in place that not only ensures that communication channels with the community are open, but also looks after implementing participatory approaches so that any concerns / grievances received by the community are taken up in a collaborative manner.

Community interaction in the sugar business in particular (all located in the rural areas) proactively takes place by the Company's specifically assigned Cane Staff. They continuously engage with the farming community in a formal and informal manner surrounding the sugar mills. The engagement process encompasses community feedback, suggestions and complaints. Often feedback relates to education, healthcare, drinking water, flooding and drainage issues, access to roads and other developmental needs. The Company takes proactive steps to resolve such issues and those beyond its control are taken up with the local district authorities. In addition to this, in order to serve the community better, the Company also provides sustainable solutions by aligning the community challenges / issues with Corporate Social Responsibility (CSR) function. By integrating the CSR function into the community grievance redressal mechanisms TEIL not only strengthens the mechanisms to receive and redress grievances by the community but also reinforces its commitment to responsible and community-oriented practices.

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

	FY 24	FY 23
Directly sourced from MSMEs/small producers	68.71%	78.69%
Directly from within India	98.77%	94.18%

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 % of total wage cost:

Location	FY 24	FY 23
Rural	67.5%	65.6%
Semi-urban	-	-
Urban	32.5%	34.3%
Metropolitan	-	-

(Place to be categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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 ₹)
--------	-------	-----------------------	---------------------

Triveni's CSR endeavours in the reporting year did not include targeted projects for aspirational districts. Nonetheless, our steadfast commitment to impactful initiatives remains resolute. Leveraging robust community need assessments and organisational strengths, we strategically allocate resources to sectors of social significance. Through this methodical approach, we endeavour to cultivate sustainable outcomes that foster community development. Continuously assessing and refining our strategies allows us to optimise our positive impact.

We acknowledge the transformative power of collaboration and partnerships in effecting enduring change. By actively engaging with key stakeholders, including local community leaders, NGOs, and governmental bodies, we forge meaningful relationships and harness collective expertise. Through these concerted efforts, we are dedicated to catalyzing positive change in the lives of the communities we serve, contributing to a future brimming with opportunity and prosperity.

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

No, As outlined in our Equal Opportunity Policy, TEIL upholds a commitment to non-discrimination in supplier selection. We provide equal opportunities for engagement with all potential suppliers, without prejudice or bias towards any particular group. While marginalised or vulnerable groups are not specifically singled out in our supplier qualification criteria, we do encourage collaboration with local suppliers, including those in close proximity to our facilities, such as farmers.

This approach not only fosters economic development within local communities but also aligns with our sustainability goals. By sourcing locally, we minimise carbon emissions associated with transportation and travel, thus reducing our environmental footprint. This dual benefit of supporting local economies and promoting environmental stewardship underscores our holistic approach to supplier engagement

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

In Sugar business, we purchase 100% sugarcane from farmers.

(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
	Nil	NA	NA	NA

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
NA	NA	NA
NA	NA	NA

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups	
1.	Support to Nursing School of a charitable hospital	90 students	100%	🟡
2.	Screening of Cancer, Osteoporosis, and Anaemia in Females	680 Females	100%	🟡
3.	Support to schools at Khatauli, Deoband and Ramkola (Support to schools around our sugar mills)	1140 students	100%	🟡
4.	Preventive Health Check-up Programme for Young Girls	844 girls	100%	🟡
5.	New-born Screening Programme	600 new-born babies	100%	🟡
6.	Healthcare Mobile Vans (Mobile Chikitsa)	51969	100%	🟡
7.	Eyes and Dental camps organised for Caddies	289 Family members of caddies	100%	🟡
8.	Promoting Football for children & youth	370 boys & girls	100%	🟡
9.	Soil Health Analysis and fertiliser incentive Program	167716	90%	🟡
10.	Developing applying innovative methods, tools, and techniques to enable improved water management	Not Ascertainable	-	

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.

The Company has established a comprehensive grievance mechanism to receive and address consumer complaints and feedback efficiently. Customers can contact the company via multiple channels, such as email and phone, facilitating easy communication of their concerns. A dedicated team trained in ISO 9000 Quality Management standards promptly reviews each submission. TEIL prioritises quick and fair resolutions, ensuring satisfaction. Additionally, TEIL analyze all feedback and complaints to identify patterns to make improvements to its products, services, and processes.

When we receive complaints or feedback, our team diligently investigates the matter and takes necessary actions. We prioritise swift resolution and strive to address each concern fairly and satisfactorily. Beyond resolving individual issues, we conduct thorough analyses of feedback and complaints to uncover recurring patterns. This analysis guides us in identifying areas for enhancement and implementing requisite changes across our products, services, or processes.

We view consumer complaints and feedback as invaluable chances for progress and development. Our dedication is unwavering in enhancing our operations to ensure utmost customer satisfaction. Our grievance mechanism is seamlessly integrated into our customer-centric approach, focusing on delivering timely and effective resolutions to address any concerns our esteemed customers raise.

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

	As a percentage to total turnover	
Environmental and social parameters relevant to the product (Labelling and certification)	62%	🟡
Safe and responsible usage (Labelling and certification like Product Safety Labelling)	79%	🟡
Recycling and/or safe disposal (Labelling and Certification like Recycle Labelling)	74%	🟡

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

	FY 24		Remarks	FY 23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	NA	NA	NA	NA	NA	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	96	18	The complaints are in the process of being resolved at the end of the fiscal year.	114	8	The complaints were in the process of being resolved at the end of fiscal year.
Restrictive Trade Practices	NA	NA	NA	NA	NA	NA
Unfair Trade Practices	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA

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

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

Throughout the reporting period, our organisation has not experienced any product recalls due to safety concerns. We prioritise product safety and have established stringent testing and quality assurance protocols to uphold the highest standards. Our products undergo thorough evaluation to guarantee safe usage and handling. Furthermore, we furnish customers with comprehensive product information, including manuals, leaflets, and packaging, to clearly delineate instructions for safe usage. These proactive initiatives highlight our steadfast dedication to ensuring the safety and reliability of our products.

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, TEIL has implemented a policy and framework for cybersecurity and data privacy risks. This framework features strong protections, including encryption protocols, access controls, frequent security audits, and ongoing monitoring to maintain the highest standards of data privacy and cybersecurity.

Encryption protocols encode data to prevent unauthorised access. Stringent access controls limit data access to authorised personnel, reducing risks. Regular security audits maintain TEIL's cybersecurity integrity, identifying vulnerabilities. Continuous monitoring detects and responds to security breaches promptly.

TEIL's comprehensive cybersecurity and data privacy framework underscores its unwavering commitment to upholding the highest standards of security and safeguarding the confidentiality, integrity, and availability of data entrusted to the organisation.

Web link where the policy is available: Cyber Security and Data Privacy Policy.pdf (trivenigroup.com)

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.

While no recalls have been issued, in cases of essential service delivery issues like gearbox complaints, our Quality head, leading the customer complaint handling process, initiates a Customer Feedback Team (CFT). They collaboratively address the problem and determine corrective actions promptly. This may involve adjustments to design, materials, or manufacturing processes, serving as preventive measures for future supplies. Through proactive resolution and continual improvement, we uphold customer satisfaction and product quality standards.

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	-

Leadership Indicators

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

TEIL's product-related information can be accessed at our website and social media handles. For our Power Transmission Business we conduct workshop & provide catalogues as per our customer requirements

Website: <https://www.trivenigroup.com/businesses>

LinkedIn: <https://www.linkedin.com/company/triveniengineering/>

Youtube: <https://www.youtube.com/channel/UCJla4fACodZmBS5PPsaBFiw>

Facebook: <https://www.facebook.com/triveniengineering>

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

Although our primary focus lies in B2B operations, consumer safety education is paramount to us. Our Operations and Maintenance (O&M) manual meticulously details gearbox safety precautions. Furthermore, safety information is included in technical files sent to European customers. We conduct installation training sessions and offer comprehensive manuals and protocols for visitors. Our technical files adhere to safety certifications and country-specific standards for EU, USA, and Canada. Adhering strictly to disclosure regulations and industry standards ensures transparency and compliance.

Active participation in industry events furthers safety discussions. Despite our B2B emphasis, we acknowledge our influence on end consumers and are committed to promoting safety and responsibility. Our compliance efforts and educational

initiatives ensure safety throughout the value chain, encouraging responsible product usage. At Triveni, we remain committed to promoting safe and responsible usage, even within the B2B framework, and continuously seek opportunities to enhance consumer awareness and education.

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

TEIL has not faced any major disruptions or discontinuation of essential services during the year. Issues that arise in any customer / supplier relationship are addressed by the Company through open and continuous communication with customers. The focus thereby lies on problem identification and promptly addressing these before they become serious. With the emphasis on quality of customer service, the mechanism in place allows both parties to work on a resolution in a participatory manner. This has significantly strengthened the relationship and position of TEIL as a trusted partner.

TEIL prioritise the proactive identification and management of risks related to potential disruptions in essential services. Robust mechanisms engage internal stakeholders for early detection. Through systematic risk assessment, we monitor factors affecting service continuity. Prompt actions mitigate identified risks.

In case of disruptions, customers are promptly notified to uphold transparent communication. Our commitment to customer satisfaction ensures timely updates. Additionally, delays in dispatches are communicated via email.

These measures ensure customers are informed and prepared for any potential disruptions. Our dedication to service continuity and customer needs remains steadfast.

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.

Yes, as a responsible and ethical organisation, we prioritise meeting all legal requirements and industry standards for product information disclosure and labeling. We ensure that our products are accompanied by comprehensive documentation and specifications that provide the necessary information for our B2B clients to make informed decisions. Safety warnings are prominently displayed on the Gearbox and stickers, including alerts in different languages. Additionally, nameplates with specifications are affixed for clarity and compliance.

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)

Yes, our entity has actively conducted consumer satisfaction surveys across its major operational sectors. In the Power Transmission Business, we employ third-party services to administer detailed customer satisfaction surveys. These surveys assess various aspects of our offerings, including pre-sales interactions, order execution, commissioning, service quality, equipment performance, overall customer perception, and commercial conditions. This systematic feedback collection helps us fine-tune our processes and product offerings to better meet our customers' needs.

Similarly, in our Sugar Business, we conducted a dip stick survey with 300 customers, focusing on key aspects such as monthly expenditure on sugar, preference between loose and packaged sugar, purchasing locations, and satisfaction with the quality of Shagun Sugar and Triveni Sugar. Other survey topics included issues like clumping or moisture in sugar pouches, preferred pack sizes, willingness to pay a premium for packaged sugar, average purchase prices, and the primary uses of our sugar products. This survey also solicited specific feedback or suggestions for packaging improvements, ensuring that we continue to align our products closely with consumer expectations and enhance overall satisfaction.

For and on behalf of the Board of Directors

Dhruv M. Sawhney

Chairman and Managing Director

DIN: 00102999

Place: Noida

Date: May 20, 2024