

August 05, 2023

To,

**BSE Limited**  
Corporate Relationship Department  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai – 400 001

**National Stock Exchange of India Limited**  
The Listing Department  
Exchange Plaza, Plot No. C/1, G Block,  
Bandra – Kurla Complex, Bandra (East)  
Mumbai – 400 051

**BSE Scrip Code: 543413**

**NSE SYMBOL: TEGA**

**Subject: Business Responsibility and Sustainability Report for the Financial Year ended March 31, 2023**

We hereby enclose, in terms of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Business Responsibility and Sustainability Report of the Company for the Financial Year ended March 31, 2023, which also forms part of the Annual Report of the Company for the Financial Year 2022-23.

This is for your information and records please.

Thanking you,

Yours faithfully,

For **Tega Industries Limited**

**Manjuree Rai**  
**Company Secretary & Compliance Officer**

Enclosed: As stated above

**Tega Industries Limited**

Registered Office: Godrej Waterside, Tower-II, Office No 807, 8<sup>th</sup> Floor, Block DP-5, Salt Lake Sector V, Bidhannagar, Kolkata, West Bengal 700 09  
Tel: +91 33 4093 9000 | Fax: +91 33 4093 9075 | [www.tegaindustries.com](http://www.tegaindustries.com)



**Tega Industries Limited**  
Annual Report 2022-23



***Tega is committed to  
engineering flawless  
solutions that enrich  
the future of mining***

## ANNEXURE I

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURE

### Part I – Details of Listed Entity

1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L25199WB1976PLC030532
2.	<b>Name of the Listed Entity</b>	TEGA INDUSTRIES LIMITED
3.	<b>Year of incorporation</b>	1976
4.	<b>Registered office address</b>	Godrej Waterside, Tower-II, Office No.807, 8 <sup>th</sup> Floor, Block DP - 5, Salt Lake Sector V, Kolkata - 700091, West Bengal, India
5.	<b>Corporate address</b>	Godrej Waterside, Tower-II, Office No.807, 8 <sup>th</sup> Floor, Block DP - 5, Salt Lake Sector V, Kolkata - 700091, West Bengal, India
6.	<b>E-mail</b>	compliance.officer@tegaindustries.com
7.	<b>Telephone</b>	+91 33 4093 9000
8.	<b>Website</b>	www.tegaindustries.com
9.	<b>Financial year for which reporting is being done</b>	Financial year 2022-23
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	<ul style="list-style-type: none"> <li>National Stock Exchange (NSE) of India Ltd</li> <li>BSE Limited</li> </ul>
11.	<b>Paid-up Capital</b>	INR 663541120
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Ms. Manjuree Rai Company Secretary & Compliance Officer Email id: compliance.officer@tegaindustries.com Telephone No.: 033 4093 9000
13.	<b>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).</b>	Standalone

### Part II – Products/Services

#### 14. Details of business activities (accounting for 90% of the turnover):

Sl.No	Description of Main Activity	Description of Business Activity	% Turnover of the entity
1.	Products manufacturing	Manufacturing & Sales of Conveyor Components, Hydro Cyclone, Screen, Wear Components, Mill Liners and Others.	100%

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

Sl.No	Product/Service	NIC Code	% Of total Turnover contributed
1.	Mill Liners	28246	70.5%
2.	Screen	28246	9.9%
3.	Others	28246	6.8%
4.	Wear Component	28246	6.4%
5.	Conveyor	28246	4.0%
6.	Hydro-cyclone	28246	2.4%

The Company is into manufacturing of consumables for the global mining, mineral processing, and material handling industries. Since no individual product manufactured attributes to 90% of entities total turnover on a standalone basis, a detailed breakdown of the contribution of each individual product manufactured has been provided in the table above.

### Part III – Operations

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

Locations	Number of Plants	Number of Offices	Total
National	3 (Three)	18 (Eighteen)	21 (Twenty-One)

#### 17. Markets served by the entity:

##### a. Number of Locations

Locations	Numbers
National (No. of States)	12 (Twelve)
International (No. of Countries)	72 (Seventy-Two)

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

The contribution of exports to the total turnover of the Company, on a stand-alone basis is greater than 80 %.

##### c. A brief on types of customers:

TIL caters to multiple customer segments across industries, such as - steel, power, cement, iron ore, copper, zinc, aluminium, ceramic, port, chemicals, fertilizers, gold, platinum & aggregate. At a broader level TIL encompasses the bulk material handling, mining & mineral processing industries.

### Part III – Operations

#### 18. Details as at the end of Financial Year:

##### a. Employees and workers (including differently abled):

Particulars	Total (A)	Male		Female	
		(B)	%(B/A)	(C)	%(C/A)
<b>EMPLOYEES</b>					
1. Permanent (D)	472	442	94%	30	6%
2. Other than permanent (E)	46	45	98%	1	2%
<b>3. Total Employee (D+E)</b>	<b>518</b>	<b>487</b>	<b>94%</b>	<b>31</b>	<b>6%</b>
<b>WORKERS</b>					
4. Permanent (F)	190	190	100%	0	0
5. Other than permanent (G)	727	722	99%	5	1%
<b>6. Total Workers (F+G)</b>	<b>917</b>	<b>912</b>	<b>99%</b>	<b>5</b>	<b>1%</b>

##### b. Differently abled Employees and workers:

Particulars	Total (A)	Male		Female	
		(B)	%(B/A)	(C)	%(C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>					
1. Permanent (D)	1	1	0.2%	0	0%
2. Other than permanent (E)	0	0	0%	0	0%
<b>3. Total Employee (D+E)</b>	<b>1</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>					
4. Permanent (F)	0	0	0%	0	0%
5. Other than permanent (G)	0	0	0%	0	0%
<b>6. Total Workers (F+G)</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

#### 19. Participation/Inclusion/Representation of women:

Particulars	Total (A)	Number and percentage of Female	
		(B)	%(B/A)
Board of Directors	6	1	17%
Key Management Personnel	4	1	25%

**20. Turnover rate for permanent employees and workers:**

Particulars	FY 2022-2023			FY 2021-2022			FY 2020-2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16%	2%	18%	16%	1%	17%	9%	0%	9%
Permanent Workers	4%	NA	4%	7%	NA	7%	7%	NA	7%

NA – Not applicable

**Part V – Holding, Subsidiary and Associate Companies (including joint ventures)****21. Names of holding / subsidiary / associate companies / joint ventures**

Name of the holding / subsidiary / associate companies / joint ventures	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)
Tega Industries Inc.	Subsidiary	100%	NO
Tega Industries Australia Pty Ltd.	Subsidiary	100%	NO
Tega Industries Canada Inc.	Subsidiary	100%	NO
Tega Do Brasil Servicos Technicos Ltd.	Subsidiary	99.99%	NO
Tega Holdings Pty. Ltd.	Subsidiary	100%	NO
Losugen Pty. Ltd.	Subsidiary	100%	NO
Tega Industries Chile SpA and its subsidiaries	Subsidiary	100%	NO
Tega Investments South Africa Proprietary Limited	Subsidiary	100%	NO
Tega Industries Africa Proprietary Limited	Subsidiary	100%	NO
Tega Equipment Private Limited*	Subsidiary	100%	NO
McNally Sayaji Engineering Limited**	Subsidiary	100%	NO
MBE Coal & Mineral Technology India Pvt Ltd***	Subsidiary	0%	NO
Hosch Equipment (India) Limited	Joint Venture	50%	NO
Tega Holdings Pte Limited	Subsidiary	100%	NO
Tega Investments Limited (Liquidated w.e.f. 14.11.2023)	Subsidiary	100%	NO

Notes:

\*Period - December 01, 2022, to March 29, 2023

\*\* became a wholly owned subsidiary of the Company w.e.f. February 24, 2023

\*\*\* became a subsidiary of the Company w.e.f. February 24, 2023, and ceased to be a subsidiary on March 29, 2023

**Part VI – CSR Details****22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: YES**

(ii) Turnover (in ₹): 7,400.97 Million

(iii) Net worth (in ₹): 10,310.11 Million

**Part VII – Transparency and Disclosures Compliances**
**23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Particulars	Grievance Redressal Mechanism in Place (Yes/No) If yes provide weblink of the grievance redressal policy	FY 2022-2023			FY 2020-2021		
		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	0	0	NA	0	0	NA
Investors (other than shareholders)	YES	0	0	NA	0	0	NA
Shareholders	YES	0	0	NA	0	0	NA
Employees and Workers	YES	3	0	NA	5	0	NA
Customers	YES	116	69	NA	161	28	NA
Value Chain Partners	YES	0	0	NA	NA	NA	NA
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

**24. Overview of the entity's material responsible business conduct issues**

Sl.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.	Compliance with ESG norms and expectations	Risk	Nonadherence to sustainability related norms and reasonable and justified expectations may lead to non-compliances, thereby impacting trade relationship	To mitigate the risk identified, TIL has implemented a 'Compliance monitoring dashboard', which eventually would induct emerging and existing sustainability and climate related compliance rules & regulations across geographies of operations, followed by periodic monitoring of the same.	Negative – 1. Loss of business opportunity and partnerships owing to non addressal of various ESG aspects – expectations from stakeholders. 2. Loss of revenue 3. Trade barriers 4. Higher tariff
2.	Sustainable and responsible supply chain management	Risk	Compliance with global ESG skewed expectations and norms and assessment of adverse environmental and social impacts arising out of supply chains operations may have a detrimental impact on TIL's brand image as a responsible corporate citizen.  Improving Logistics safety is crucial to uplift overall EHS performance of any organisation	1. TIL has conceptualized and yet to be implemented the ESG 'Code of Conduct' for its value chain to ensure that it is in line with the global ESG norms and expectations. 2. Additionally, we will strive to conduct ESG-DD (Due Diligence) for major and critical suppliers. 3. Initiate the process to conduct DD to monitor sustainability performance of the supply chain.  The organization strives for highest levels of EHS performance during the transportation through implementation of Multimodal logistics safety management module	Negative - 1. ESG based liabilities arising out of supplier's business operation may result in negative amplification of TIL. 2. Supplier is in non-compliance with ESG norms. 3. Lack of real-time information of all organizations in the value chain, to enable TIL to compare such organizations.  Same as above

Sl.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.	Data breach prevention and management	Risk	Any organization, owing to the lower level of protections against data leakage or pilferage can become susceptible to ever increasing cyber threats.	To strengthen the data and cyber framework, TIL strives to implement internal controls and program frameworks to assess and mitigate risk related to cyber security.	Negative – 1. Loss of revenue 2. Loss of confidential data 3. Regulatory Impact
4.	Plant and machinery: utilization and health	Risk	RCM (Reliability Centered Maintenance) based maintenance ensures optimum asset performance.	Tega has initiated RCM (Reliability Centered Maintenance) based program to improve asset efficiency.	Negative – 1. Loss of operational efficiency 2. Decline in MTBF will result in loss of revenue
5.	Digitally integrating process and technology	Opportunity	1. Real time monitoring and control through industry 4.0 platform to ensure high visibility of intrinsic electro-mechanical issues and thereby enable quick resolution. 2. Digital platforms like SAP ensure logging of issues with ageing analysis and thereby speed up the process of rectification.	Not applicable since it is an opportunity.	Positive – 1. Improvement in operational efficiency 2. Operational cost savings 3. Significant improvement in MTBF (Mean time between failure) and thereby reducing MTTR (Mean time to repair)
6.	Creating a 'culture of care' through embracement of principles of human rights and governance	Opportunity	Creation of a centralized HR repository enables robust governance w.r.t statutory compliances, easy accessibility, and transparency of data.	Not applicable since it is an opportunity.	Positive – Ensuring a hassle free and cost-effective experience in moderating HR related activities.
		Risk	With the emerging landscape around human resource-based policies, it becomes imperative for TIL to embrace the principles of Social and Human Rights and principles of corporate ESG governance.	TIL plans to enhance the current human rights, social and governance principles and policies as per global social, human rights and governance standards.	Negative- 1. Low employee satisfaction 2. High attrition
		Risk	Ensuring at a minimum, water neutrality for the water consumed in-house inside the business operations of the organization, to protect the rights of the local community.	TIL shall take initiatives to neutralize the water inhouse or in water scarcity zones.	Negative – 1. Reduced water level, leading to migration of local community. 2. Negative amplification by media 3. Resettlement of local community
7.	Manufacturing excellence and new product identification & development	Opportunity	Customer satisfaction derived from product reliability facilitates better business opportunity and market penetration. Thus, it becomes crucial to predict new products which would be in demand to improve the topline revenue of the organization and also improve the organization's CO2 equivalent emission footprint.  Further facilitating better market penetration through cross selling shall result in 'improved revenue', through cross selling.	Not applicable since it is an opportunity.	Positive – 1. Increase in revenue through new customer acquisition & existing customer retention. 2. Improve in quality leading to 'customer delight.' 3. Increase in revenue. Wider market capture and penetration.

Sl.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.	Transit to low carbon ecosystem	Risk	To optimize energy consumption and enhance process efficiency, energy efficient measures need to be adopted.	TIL will strive to 1. Conduct periodic energy audit across the manufacturing facilities and implement energy efficient measures. 2. Work towards fulfillment of Energy Productivity – 100 (EP-100) 3. Implementation of recommendations surfaced from the energy audit.	Negative – 1. Loss in operational efficiency 2. Revenue losses
9.	Appropriate implementation of Environment health safety and social frameworks	Risk	EHS performance of blue-collar contractual workers if not guided through contractor EHS code of conduct may result in dipping of EHS performance. Further inclusion of Comprehensive risk assessment through 6-dimensional hazard analysis shall result in improvement of the EHS performance through Behavioral based risk governance.	1. TIL shall ensure identification of activities that the contractors are engaged in and subsequently governing them through the EHS contractor code of conduct (5-star rating system) under the leadership of an apex committee. 2. TIL shall strive to provide a safe working environment to every stakeholder through continuously upgrading HIRA and periodically reviewing it. 3. It has been in TIL's priority list to reduce the incidents arising out of behavioural issues through BBS (Behavioural Based Safety) management system.	Negative – 1. Loss of revenue owing to incident expenses (medical, legal, etc.) 2. Loss of reputation and stakeholder confidence 3. High attrition rate owing to increase in cost of hiring, thereby, resulting in production delays. 4. Jobs that are delivered may be ineffective

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	Principle 1	Principle 2	Principle 3	Principle 4	Principle 5	Principle 6	Principle 7	Principle 8	Principle 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) *	YES	YES	YES	YES	YES	YES	YES	YES	YES
1. b. Has the policy been approved by the Board? (Yes/No)	YES	YES	YES	YES	YES	YES	YES	YES	YES
1. c. Web Link of the Policies, if available	At TIL the entity has formulated and approved the policies in alignment with the nine guiding principles and corresponding core elements of National Guidelines on Responsible Business Conduct (NGRBC). The policies developed are available at the webpage of - Investor Relations - Tega Industries.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	YES	YES	YES	YES	YES	YES	YES	YES	YES
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	YES	YES	YES	YES	YES	YES	YES	YES	YES
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	At TIL the policies have been developed in alignment with National Guidelines on Responsible Business Conduct (NGRBC). The organization confirms with national and international standards such as – <ul style="list-style-type: none"> <li>• ISO 9001:2015 – Quality Management System</li> <li>• ISO 45001:2018 – Occupational Health and Safety</li> <li>• ISO 14001:2015 – Environment Management System</li> <li>• SA 8000 – Social Accountability</li> </ul>								



Disclosure Questions	Principle 1	Principle 2	Principle 3	Principle 4	Principle 5	Principle 6	Principle 7	Principle 8	Principle 9
<p>5. <b>Specific commitments, goals and targets set by the entity with defined timelines, if any.</b></p>	<p>The material performance indicators have been determined from the materiality assessment carried out for TIL. Further, for each of material performance indicators, the goals &amp; target metrics that have been derived are presented below, which we intend to achieve by the end of Indian FY 23/24:</p> <ol style="list-style-type: none"> <li><b>1. Compliance with emerging ESG norms and expectation (Principle 1 and Principle 6)</b> - We have created a compliance monitoring dashboard, which would eventually capture ESG norms, followed by formulating &amp; implementing appropriate monitoring framework. By FY 2023-24, we strive to create entity's sustainability and climate risk framework incorporating emerging global &amp; domestic norms such as CBAM, CSDDD, CSRD etc. We will integrate ISO 37001 into our governance structure.</li> <li><b>2. Manufacturing Process Efficiency and Transition to Low Carbon Ecosystem (Principle 2 and Principle 6)</b> - We envision to enhance manufacturing process efficiency by conducting energy audits across the facilities and implementing appropriate procedures by FY 23-24, to reduce energy intensity of the products manufactured and switch over to low carbon intensive material and processes.</li> <li><b>3. Environmental, Health &amp; Safety (EHS) (Principle 3)</b> - Reinforcing the existing EHS performance &amp; risk management framework through periodic training interventions. We strive to incorporate six-dimensional hazard identification approach by FY 2023-24 inclusive BBS and establish infrastructure of ETP and work towards water neutrality.</li> <li><b>4. Sustainable and Responsible Supply chain management (Principle 1, Principle 3, Principle 5, Principle 6)</b> - We strive to develop &amp; implement supplier and CSMS code of conduct for further executing suppliers Environmental, Social, &amp; Governance - Due Diligence (ESG DD).</li> <li><b>5. Climate related physical risk (Principle 6)</b> - We will conduct scenario analysis to identify physical and transition risk associated with our business operations and implement strategies for its mitigation.</li> <li><b>6. Logistics safety (Principle 1, Principle 3, Principle 5, Principle 6)</b> - To ensure safe logistic movement we will conduct risk assessment and develop monitoring &amp; evaluation framework.</li> <li><b>7. Plant &amp; Machinery: Utilization &amp; health (Principle 1, Principle 6)</b> - RCM based maintenance involved and continued through FY 23-24</li> <li><b>8. Digitally integrating process and technology (Principle 4)</b> - We shall conduct technical know-how analysis of the existing workforce to identify the gaps &amp; accordingly deploy appropriate training module for skill upgradation, followed by conducting periodic assessment of the same.</li> <li><b>9. Data breach prevention and management (Principle 9)</b> - We shall strive to strengthen our data &amp; cyber security framework by implementing ISO 27001, inclusive of GDPR &amp; NIST CSF.</li> <li><b>10. Creating a culture of care (Principle 1, Principle 3 &amp; Principle 5)</b> - We strive to strengthen our human rights &amp; governance requirements and align the same with UNGC principles, ILO guidelines and other domestic &amp; international guidelines, such as ISO 37000 and ISO 26000 by the end of FY 23/24.</li> </ol>								
<p>6. <b>Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b></p>	<p>TIL has established appropriate commitments, goals and targets, through identification of issues (risk &amp; opportunities) material to the business, as highlighted and mentioned in the aforementioned clause. The performance corresponding to the same shall be reported in the consecutive financial years.</p>								



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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

NA - Not Applicable, since the policies of the Company cover all Principles, as per the NGRBCs.

**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	% of persons in respective category covered by the awareness programmes
Board of Directors	4	<ul style="list-style-type: none"> <li>Policies and procedures of the Company with respect to business ethics and values.</li> </ul>	100%
Key Managerial Personnel	4	<ul style="list-style-type: none"> <li>Policies and procedures of the Company with respect to POSH, Insiders Trading, Code of Conduct and Whistle Blower</li> <li>Internal Committee POSH Training; Diversity &amp; Inclusion</li> </ul>	100%
Employees other than BoD and KMPs	18	<ul style="list-style-type: none"> <li>Policies and procedures of the Company with respect to POSH, Insiders Trading, Code of conduct and whistle blower</li> <li>Diversity &amp; inclusion and POSH</li> <li>SA 8000 awareness</li> </ul>	68%
Workers	5	<ul style="list-style-type: none"> <li>Policies and procedures of the Company with respect to diversity &amp; inclusion and POSH</li> </ul>	40%

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 INR)	Brief of the case	Has an appeal been preferred? (Yes / No)
Penalty / Fine	NA	NA	0	NA	NA
Settlement	NA	NA	0	NA	NA
Compounding fees	NA	NA	0	NA	NA
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	NA
Punishment	NA	NA		NA	NA

NA – Not Applicable

For the FY 2022-23, there were no cases 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.

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
NA	NA

NA – Not Applicable

Not Applicable since no instances of fines / penalties /punishment/ award/ compounding fees/ settlement amount had been paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the aforementioned financial year.

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:

At TIL, the organization believes in fair and transparent practices & has laid emphasis on anti-corruption and anti-bribery in the BRSR policy that has been formulated and implemented for the organization, in accordance with Principle 1. - Clause 5 of the policy document reads as follows-

“The Company shall have zero tolerance for bribery and corruption in its business dealings. All Employees of the Company shall not directly or indirectly, solicit or accept any personal fee, commission or any form of remuneration arising out of a transaction involving the Company. This includes gifts or other benefits, which might be extended at times, to influence business decisions. Any offer, promise or grant of gift may be made only if it is customary and/or are of a commemorative nature.”

Further, the Code of Conduct policy has been put in place for Directors and KMP's emphasis on anti-corruption and anti-bribery.

Weblink to the policy -

1. Business Responsibility & Sustainability Policy
2. Code of conduct for all members of the Board and senior management

**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 2022-23	FY 2021-22
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
<b>Workers</b>	<b>NIL</b>	<b>NIL</b>

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of Directors	0 (Zero)	NA	0 (Zero)	NA
Number of complaints received in relation to issues of Conflict of Interest of KMPs	0 (Zero)	NA	0 (Zero)	NA

NA – Not Applicable

No complaints were received regarding conflict of interest against Directors/KMPs in FY 2022-23 and FY 2021-22.

**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 since no complaints had been filed regarding corruption and conflict of interest.

**Leadership Indicator**

**2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?**

**(Yes/No) If Yes, provide details of the same.**

Yes, TIL has appropriate processes in place to avoid/ manage conflict of interests involving members of the Board. TIL has board approved policy in place for managing conflict of interest as per applicable rules & regulations.

The procedure to address conflict has been highlighted in the Clause (ii) of "GENERAL STANDARDS OF CONDUCT" in Code of conduct for all members of the Board and senior management.

**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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of improvement in social and environmental impacts
R&D Expenses	NIL	NIL	NA
Capex	1.43%	0.93%	<p>FY21-22</p> <ol style="list-style-type: none"> <li>Installation of Effimax System in the boiler has led to improvement in combustion efficiency of the boiler, thereby leading to lesser fuel consumption.</li> <li>Upgradation of the installed bins for Storage of Hazardous &amp; Non-Hazardous wastes at factory premises.</li> </ol> <p>FY22-23</p> <ol style="list-style-type: none"> <li>Installation of Solar Fencing along the boundary wall at Samali facility, comprising of several photo-voltaic cells that gets charged by during daytime. It would enable replacement of grid electricity with renewable power considerably.</li> <li>Upgradation of the existing Boiler Effimax system.</li> <li>Installation of RO system enables softening of input water to the boiler. This has resulted in a considerable reduction in the number of blowdowns, which eventually results in reduction of heat loss during the process and the energy consumed to recover the lost heat.</li> </ol>

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

No. As on date there is no procedures that had been established for sustainable sourcing, specifically. However, the Company intends to put a process in place in respect to the same at the earliest.

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

Not applicable since sustainable sourcing procedure is currently not in existence.

**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) (b) E-waste (c) Hazardous waste and (d) other waste.**

The Company believes in going beyond compliance and has therefore taken numerous steps to improve waste management practices across its operations. All businesses are optimized to minimise waste generation through evaluation of options such as resources, technologies, and processes.

The Company has established appropriate processes for disposal of waste generated from its business operations. For products manufactured and sold to end users, TIL facilitates the customer with safety manuals comprising detailed guidelines on responsible consumption, usage, and disposal of the products at the end of life, further emphasizing on compliance with regional norms in terms of disposal of the product.

For the hazardous waste generated from the operational process, the entity disposes the same through Pollution Control Board (PCB) approved vendor, RAMKY in a periodic interval of six months. Other waste generated from the processes are disposed off through local scrap dealers.

In the manufacturing facility of Dahej, India use of plastic is mostly restricted in the process, except the important one. Plastic waste generated in the process is disposed off through the GPCB authorised vendor, who further recycles it as per the norms set by GPCB. E-waste generated in the process is disposed off through the GPCB authorised vendor, who recycles it as per the norms set by GPCB. Cured and semi cured rubber (Flash & Spew) generated as a process waste from the manufacturing of Mill liner, is disposed of through the GPCB authorised vendor, who further recycles and reclaims the rubber for further use as per the norms set by GPCB. Mild steel generated as a process waste from the manufacturing of Mill liner is sold to vendors, who further sells the same to recycler, who reclaims 98% metal for further use. Electronic waste generated is disposed off in accordance with the IT policy of the organization, through approved Pollution Control Board (PCB) vendors.

**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 activities. TIL submits its waste collection plan in alignment with the Extended Producer Responsibility (EPR) plan to the concerned Pollution Control Boards (PCBs).

**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	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	442	442	100%	442	100%	-	-	NA	NA	NA	NA
Female	30	30	100%	30	100%	30	100%	NA	NA	NA	NA
<b>Total</b>	<b>472</b>	<b>472</b>	<b>100%</b>	<b>472</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Non-Permanent Employees</b>											
Male	45	45	100%	45	100%	-	-	NA	NA	NA	NA
Female	1	1	100%	1	100%	1	100%	NA	NA	NA	NA
<b>Total</b>	<b>46</b>	<b>46</b>	<b>100%</b>	<b>46</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

NA – Not Applicable

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	190	190	100%	190	100%	NA	NA	NA	NA	NA	NA
Female	0	0	0	0	0	0	0	NA	NA	NA	NA
<b>Total</b>	<b>190</b>	<b>190</b>	<b>100%</b>	<b>190</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Non-Permanent Workers</b>											
Male	722	722	100%	722	100%	NA	NA	NA	NA	NA	NA
Female	5	5	0	5	0	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>727</b>	<b>727</b>	<b>100%</b>	<b>727</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

NA – Not Applicable

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted / deposited with the authority (Yes/No/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted / deposited with the authority (Yes/No/NA)
PF	100%	100%	YES	100%	100%	YES
Gratuity	100%	100%	YES	100%	100%	YES
ESI	9%	57%	YES	12%	62%	YES

**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, the premises / offices of the entity are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

**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.**

Currently TIL does not have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0 (Zero)	0 (Zero)	0 (Zero)	0 (Zero)
Female	0 (Zero)	0 (Zero)	0 (Zero)	0 (Zero)
Total	0 (Zero)	0 (Zero)	0 (Zero)	0 (Zero)

As on date there has been an only one instance of maternity leave being applied by an employee of TIL, which is currently on an ongoing phase, thus data in correspondence to Return to work and Retention rates of permanent employees and workers that took maternity leave cannot be assessed in this financial year.

**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 employees	Yes*
Non-permanent employees	Yes*
Permanent workers	Yes*
Non-permanent workers	Yes*

\*Details of mechanism given below

Yes, at TIL, appropriate processes and procedures have been established to receive and redress grievances from employees (permanent & non-permanent) and workers (permanent & non-permanent). Currently at TIL the mechanism to capture grievances of the employees comprises of whistle-blower mechanism and the POSH, both of which have board approved policies and procedures implemented.

The mechanism of whistle-blower comprises of lodging of complains by the employee within 30 days after becoming aware of the incident, which is then investigated by the vigilance officer followed by submission of the same to the vigilance committee. The committee then conducts an internal audit, wherein if unethical & improper act is concluded by the committee, then the audit committee enforces disciplinary or corrective action.

The mechanism of POSH comprises of lodging of detailed complain along with documentary evidence, if available. Post receipt of the complaint and prior to initiating the inquiry, the committee take steps to conciliate the complaint between the complainant and the respondent. During inquiry all the proceedings are documented, and the committee interviews the respondent separately and impartially. Committee states exactly what the allegation is and who has made the allegation. The respondent is given full opportunity to respond and provide any evidence, etc. Detailed notes of the meetings are prepared which may be shared with the respondent and complainant upon request. Any witnesses produced by the respondent are also interviewed & statements are taken. Post the inquiry the committee submits its report containing the findings and recommendations to the employer, within 10 days of completion of the inquiry. Appropriate steps are taken depending on whether the complaint is unsubstantiated or substantiated.

To receive and redress the grievances of workers currently there are two mechanisms – the first mechanism comprises of the workers registering complaints directly with the plant HR or departmental supervisor or the plant head, which is then subsequently investigated and addressed. The second mechanism comprises of suggestion boxes which are available at all the manufacturing facilities. Each month the suggestions submitted in the boxes are reviewed by the internal committee of the plants and appropriate measures are taken to address the concerns/suggestions submitted by the workers.

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

Category	FY 2022-23			FY 2021-22		
	Total number of 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 number of employees / workers in respective category (C)	No. of employees / workers in respective category who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	<b>472</b>	<b>0</b>	<b>0</b>	<b>435</b>	<b>0</b>	<b>0</b>
Male	442	0	0	416	0	0
Female	30	0	0	19	0	0
<b>Total Permanent Workers</b>	<b>190</b>	<b>102</b>	<b>54%</b>	<b>195</b>	<b>105</b>	<b>54%</b>
Male	190	102	54%	195	105	54%
Female	0	0	0	0	0	0



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

Category	FY 2022-23					FY 2021-22				
	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)
<b>Employees</b>										
Male	442	90	20%	404	91%	416	248	60%	317	56%
Female	30	0	0%	29	97%	19	5	26%	18	95%
<b>Total</b>	<b>472</b>	<b>90</b>	<b>19.06%</b>	<b>433</b>	<b>91.73%</b>	<b>435</b>	<b>253</b>	<b>58.16%</b>	<b>335</b>	<b>77.01%</b>
<b>Workers</b>										
Male	190	69	36%	76	40%	195	51	26%	55	28%
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>190</b>	<b>69</b>	<b>36%</b>	<b>76</b>	<b>40%</b>	<b>195</b>	<b>51</b>	<b>26%</b>	<b>55</b>	<b>28%</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No.(B)	%(B/A)	Total (C)	No.(D)	%(C/D)
<b>Employees</b>						
Male	442	442	100 %	416	416	100%
Female	30	30	100 %	19	19	100%
<b>Total</b>	<b>472</b>	<b>472</b>	<b>100%</b>	<b>435</b>	<b>435</b>	<b>100%</b>
<b>Workers</b>						
Male	190	189	100%	195	195	100%
Female	0	0	NA	0	0	NA
<b>Total</b>	<b>190</b>	<b>189</b>	<b>100%</b>	<b>195</b>	<b>195</b>	<b>100%</b>

**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 such system?**

Yes, the Company has implemented occupational health and safety management system, TIL is certified to ISO 45001:2018.

The coverage of the system comprises of Design, Engineering, Development, Production & Installation of -

1. Wear Resistant Rubber, Poly Urethane, Composite and Hybrid Products along with various related accessories for Mineral Processing, Beneficiation, Mining & Materials Handling Industries (Ferrous & Non-ferrous)
2. Mill Liners, Hydro cyclones & Hydro cyclones systems and Pump & Pump Linings along with various related accessories for Mineral Processing, Beneficiation, Mining & Materials Handling Industries (Ferrous & Non-ferrous):
  - a. Grinding Mill Liners, Composite & Hybrid Mill Liners, Hydro cyclones, & Hydro cyclones systems and Pump along with various related accessories
  - b. Screens & Screen matts, Composite & Hybrid Screen Matts & Trommel along with various related accessories
  - c. Wear Resistant Liners, Composite & Hybrid Wear Resistant Liners, Engineering Chutes along with various related accessories.
  - d. Spillage Control equipment, Belt Tracking system and various support systems for all types of Conveyors along with various related accessories

The management system extends to corporate headquarters, manufacturing facilities of Samali, Kalyani and Dahej in India.

**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 TIL, the organization implements processes and procedures such as Hazard Identification and Risk Assessment (HIRA) to identify hazard, analyse and assess its associated risk for applying the suitable control measures.

Job Safety Analysis (JSA) has been implemented to further integrate accepted safety and health principles and practices into a particular task or job operation. Periodic internal audit is conducted by safety officer to identify work-related hazards and accordingly, assess the

risks and develop appropriate procedures for mitigation of the risks identified. Permit to Work System or PTW is a standard operational procedure that has been implemented by TIL to issue documented permission to perform tasks that are considered hazardous or non-routine.

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

YES, Safety Alert Card system has been developed for workers to report the work-related hazards and to remove themselves from such risks.

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

YES, the workers of the entity have access to non-occupational medical and healthcare services. The manufacturing facilities comprises of Occupational Health Centre, where in primary health check-up is available.

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

Safety Incident/Number	FY 2022-23		FY 2021-22	
	Employees	Workers	Employees	Workers
Lost Time Injury Frequency Rate (LTIFR) (per one million- person hours worked)	0	1.84	1.14	2.48
Total recordable work-related injuries	4 (Four)	44 (Forty-four)	2 (Two)	109 (Hundred and nine)
No. of fatalities	NIL	NIL	NIL	NIL
High consequence work- related injury or ill-health (excluding fatalities)	NIL	NIL	NIL	NIL

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

Across the facilities of the Company, the organization has implemented processes and procedures such as Hazard Identification and Risk Assessment (HIRA) to identify hazard, analyse and assess associated risk with operations and processes & accordingly apply the suitable control measures. Job Safety Analysis (JSA) is conducted to integrate accepted safety and health principles and practices into a particular task or job operation.

Further, safety alert card system has been implemented, alongside hazard analysis and risk assessment system. Permit to Work System or PTW is a standard operational procedure that has been implemented by TIL to issue documented permission to perform tasks that are considered hazardous or non-routine. A permit to work form consists of specific instructions of the nature of the job, the time and place along with adequate information of critical safety procedures to follow. Periodic internal audit is also conducted by safety officer to ensure safe and healthy workplace.

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

	FY 2022-23			FY 2021-22		
	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	2 (Two)	0 (Zero)	NA	0 (Zero)	0 (Zero)	NA
Health & Safety	0 (Zero)	0 (Zero)	NA	5 (Five)	0 (Zero)	NA

**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 %

**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.**

Corrective action taken or underway to address safety-related incidents and on significant risks / concerns arising from assessments of health & safety practices and working conditions comprises of Hazard Identification Risk Assessment and Control (HIRAC), Job Safety Analysis (JSA), Safety Alert Card system, Permit to Work System, Incident investigation, etc followed by training and capacity development.

## 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.

Key Stakeholder groups at TIL is identified through internal framework and forms & formats that have been developed and implemented. As per the process laid down, each department mentions the roles and responsibilities related to their department, followed by the stakeholder that they interact with, in respect to such roles and responsibilities. Such stakeholders could be external or internal to the organization.

The framework emphasizes on understanding & capturing the influence of the of stakeholders on the business, impact of the stakeholder of the business and the impact of the business on the stakeholder. Further, based on mutual consultation with departmental personnel, each of the stakeholder is rated in a scale of 1 to 5, with 5 being the maximum importance accorded to the stakeholder. Accordingly, the stakeholders who have been given the highest ratings are preferably consulted earlier in comparison to the ones with a lesser rating.

#### 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 & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	NO	Meetings both physical and virtual, Email, telephonic conversation	Quarterly & event based	To inform on how the Company is currently doing and what it plans to do in near term future and responding to all queries.
Shareholders	NO	Meetings both physical and virtual, Email, telephonic conversation	Quarterly & event based	To inform on how the Company is currently doing and what it plans to do in near term future and responding to all queries.
Employees & Workers	NO	Meetings both physical and virtual, Email, telephonic conversation	Ongoing	To inform employees & worker on key developments and compliances applicable to the Company.
Customers	NO	Email	Event based	Query/ clarification handling
Communities	YES	Meetings, Email, written correspondence, telephonic conversation	Event based	Support CSR projects
Regulatory Body	NO	Email, written correspondence, website, Stock Exchange, telephonic conversation	Event based	Compliance related matters and discussions on policy regulations and amendments, inspections, and approvals
BoD & KMP	NO	Meetings both physical and virtual, Email, written correspondence, telephonic conversation	Quarterly & event based	Decision making and exercising powers of the Board.
Statutory Auditor	NO	Meetings both physical and virtual, telephonic conversation	Quarterly & event based	Audit
Company Secretarial Auditor	NO	Meetings both physical and virtual, Email, telephonic conversation	Ongoing	Audit and discussions on policy regulations and amendments.
Register & Share Transfer Agent	NO	Meeting, Email, written correspondence, telephonic conversation	Quarterly & event based	RTA related services

### 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.**

TIL has a Stakeholder Engagement process to consult with stakeholders and receive feedback from them and the feedback received is further communicated to the board. The process for consultation between stakeholders and the Board on economic, environmental, and social topics is determined through the Stakeholder Engagement & Consultation (SEC) and Sustainability based Materiality Assessment Framework (SMAF). The process comprises of the following stages –

- Identification of Key stakeholder groups (internal and external) through appropriate weightage in terms of economic, social and environmental impacts considering both impact of the stakeholder on business and the impact of the business on the stakeholder.
- Development and circulation of appropriate questionnaires amongst key stakeholder groups identified, to identify issues/concerns and expectations that are material to the business as well as to the stakeholders from stakeholder's perspective.
- The concerns and expectations are then assessed through a SMAF process. The SMAF process defines a risk/opportunity rating process. The concerns and expectations that are identified as of high significance, i.e. important and material are marked as material matters. The objectives of such material matters are then identified. Accordingly, such material matters are converted into material Key Performance Indicators. For each of the material KPIs, a baseline and an achievable target is set, for the defined time-period.
- The above is followed by the communication of the feedback received from the stakeholders, as well as the material KPIs identified to the Board.

**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 used to support the identification and management of environmental, and social topics.

The materiality assessment process is adopted for identification of environmental, social and governance topics/issues that are of concern/expectations to stakeholders and the business. In accordance with identified topics the management and the Board at TIL shall incorporate components in policy statements and procedures to address the concerns raised and accordingly formulates pathways for mitigation of the concern raised.

### 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 2022-23			FY 2021-22		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	472	335	71%	435	0	0
Other than Permanent	46	0	0%	53	0	0
<b>Total Employees</b>	<b>518</b>	<b>335</b>	<b>65%</b>	<b>488</b>	<b>0</b>	<b>0</b>
<b>Workers</b>						
Permanent	190	76	40%	195	0	0
Other than Permanent	727	0	0%	683	0	0
<b>Total Workers</b>	<b>917</b>	<b>76</b>	<b>7.82%</b>	<b>878</b>	<b>0</b>	<b>0</b>

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

Category	FY 2022-23					FY 2021-22				
	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)
<b>Employees</b>										
Permanent										
Male	442	0	0	442	100%	416	0	0	416	100%
Female	30	0	0	30	100%	19	0	0	19	100%
Other than Permanent										
Male	45	0	0	45	100%	51	0	0	51	100%
Female	1	0	0	1	100%	2	0	0	2	100%
<b>Workers</b>										
Permanent										
Male	190	0	0	190	100%	195	0	0	195	100%
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	722	138	20%	584	81%	683	113	17%	570	83%
Female	5	5	100%	0	0	0	0	0	0	0

## 3. Details of remuneration/salary/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	54425280	0	0
Key Managerial Personnel	4	37994812	1	4500004
Employees other than BoD and KMP	440	624091	29	741253
Workers	189	243210	0	0

## 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, at the Company, there is an Internal committee 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.

The internal mechanisms in place to redress grievances related to human rights currently comprises of whistle blower and POSH policy and procedures outlined and implemented. The details of the same have been highlighted below –

### (a) Whistle Blower Policy

Procedure: All the Protected Disclosures are to be reported in writing by the Complainant as soon as possible, not later than 30 days after the whistle blower becomes aware of the same. All Protected Disclosure under this Policy will be recorded and thoroughly investigated.

Investigation: The Vigilance Officer will carry out an investigation either himself/herself or by involving any other officer of the Company at the advice of the Vigilance Committee or through an outside agency before presenting report on the matter to the Vigilance Committee.

Decision and Recording: If an investigation leads to a conclusion that an improper or unethical act has been committed, the chairperson of the Audit Committee shall recommend to the Board to take such disciplinary or corrective action as it may deem. Any disciplinary or corrective action initiated against the subject as a result of the findings of an investigation pursuant to this Policy, shall adhere to the applicable personnel or staff's conduct and disciplinary procedures. The Company may also opt to reward the Whistle Blower, based on merits of the case.

### (b) POSH Policy

Lodging a Complaint: The complainant is required to submit a detailed complaint, along with any documentary evidence available or names of witnesses, to any of the committee members at the workplace.

Resolution: Once the complaint is received, before initiating the inquiry the committee may take steps to conciliate the complaint between the complainant and the respondent. This is only if requested by the aggrieved woman.

Conducting Inquiry: The committee initiates inquiry in the following cases:

- No conciliation is requested by aggrieved woman.
- Conciliation has not resulted in any settlement.
- Complainant informs the committee that any term or condition of the settlement arrived through conciliation, has not been complied with by respondent.

All proceedings of the inquiry are documented. The Committee interviews the respondent separately and impartially. Committee states exactly what the allegation is and who has made the allegation. The respondent is given full opportunity to respond and provide any evidence etc. Detailed notes of the meetings are prepared which may be shared with the respondent and complainant upon request. Any witnesses produced by the respondent are also interviewed & statements are taken. Post the inquiry, the committee submits its report containing the findings and recommendations to the employer, within 10 days of completion of the inquiry. Appropriate steps are taken depending on whether the complaint is unsubstantiated or substantiated.

### **(c) SA 8000**

To protect the rights of the workers and prevent their exploitation at the workplace, TIL has implemented SA 8000. This involves ensuring a good working condition, giving appropriate wages, ensuring higher levels of health and safety protections, and prevention of discrimination and that there is no room for forced labour or any other form of modern slavery, apart from no existence of dangerous working conditions and coercion for co-existence.

We at TIL have implemented SA 8000, which encompasses the designated four fundamental rights at work, as laid down in Article 2 of the ILO Declaration of Fundamental Principles and Rights at Work 1998. We ensure the following in our workplace:

1. Freedom of association and the effective recognition of the right to collective bargaining,
2. The elimination of all forms of forced or compulsory labour,
3. The effective abolition of child labour,
4. The elimination of discrimination in respect of employment and occupation.

We have put in place external & internal communication mechanism to include concerns and expectations raised by external & internal stakeholders as a part of SA-8000.

### **(d) Prevention of Environmental Damage**

We at TIL believe that every stakeholder has the right to a healthy environment, good health, food, and water. While we strictly adhere to national environmental regulations, we have also taken measures to prevent environmental damage. We have initiated the process of positive water balance by trying to recharge the water wherever it is practically possible both inside the plant, as well as exploring other areas where there is a scarcity of water for facilitating water recharge, which would eventually result in water-food-livelihood-social security. We have considered low carbon intensive business activities in our plant operations that results in reduction of effect on climate change. All such initiatives have been taken in view that if such measures are not taken, then these could otherwise negatively impact human rights of the local and global community. Overall, we have implemented ISO 14001, Environmental Management System (EMS) in all the manufacturing facilities in India that ensures that human rights of any individual are not violated/impacted to the extent possible and practicable through any form of acceptable damage if caused to the environment by us. We have put in place external & internal communication mechanism to include concerns and expectations raised by external & internal stakeholders as a part of EMS.

### **(e) No Forceful Acquisition of Land for Business Activities**

We at TIL, in principle believe that for individuals and communities, access to land and natural resources are necessary for their livelihood and survival. Hence, their rights to property, housing, food, and water can be abused, if their land is taken away from them. We therefore strictly abide by the laws of the land. In case of land that is to be acquired by us for the purpose of business activities, we make appropriate rehabilitation and settlement provisions for the impacted community/individuals.

### **(f) Ensuring appropriate Occupational, Health and Safety measures**

We at TIL believe in the provision of appropriate health and safety situations to our entire workforce, inclusive of our vendors, to protect their right for a safe working environment. In view of the same, we have implemented ISO 45001, Occupational Health, and Safety Management System (OHSMS) in the manufacturing facilities of TIL, in India that ensures that the human rights of individuals are not impacted to the extent practicable, on account of any form of incidents caused inside/outside the plant premises. We have put in place

external & internal communication mechanism to include concerns and expectations raised by external & internal stakeholders as a part of OHSMS.

### (g) Corporate Social Responsibility (CSR) measures

We believe that we should make a focussed approach to operate in ways that enhance our society and the environment. We believe taking CSR initiatives that will not only help in improving the causes of various marginalised and disadvantaged section of the society apart from protecting the environment, it will also give a boost to the positive brand image of our company.

In this respect, we have developed and implemented a CSR Policy that identifies the need and concerns of the disadvantaged and marginalised section of the society, followed by identifying appropriate measures to address their needs. The CSR programs that are taken in alignment with the needs of the community and environment are monitored periodically by the board members.

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Sexual Harassment	1	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

### 7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:

At the Company in order, to prevent adverse consequences to the complainant in respect to discrimination and harassment cases, the organization has established POSH Policy. The details of the policy & the mechanism that is implemented is facilitated in the documentation link that is enclosed below.

Link to the policy document: POSH guidelines signed 2022

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

No, currently human rights requirements do not form a part of TILs business agreements.

### 9. Assessments for the year:

	% of your plants & offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Other human rights related issues	100%

\*Assessment was conducted by the entity for the corporate office at Kolkata and manufacturing facilities were audited by third parties.

### 10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above:

No significant risk / concern arose from the assessment.

**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 2022-23	FY 2021-22
Total electricity consumption (A)	39.79 TJ	38.21 TJ
Total fuel consumption (B)	112 TJ	108 TJ
Energy consumption through other sources (C)	NIL	NIL
Total energy consumption (A+B+C)	151.79 TJ	146.21 TJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	22384.349 J / INR	26123.85 J/INR
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

NA – Not Available

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency (Y/N)?

No independent assessment/ evaluation/assurance has been carried out by an external agency.

**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)**

No, the Company does not have any sites / 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 2022-23	FY 2021-22
<b>Water Withdrawal by Source (KL)</b>		
(i) Surface water	19132	18793
(ii) Groundwater	4611.6	4611.6
(iii) Third party water	13212	8873
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	36956	32278
Total volume of water consumption (in kilolitres)	36956	32278
Water intensity per rupee of turnover (Water consumed / turnover)	0.005 lt / INR	0.005 lt/INR
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

NA – Not Available

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency (Y/N)?

No independent assessment/ evaluation/assurance has not been carried out by any external agency.

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

No, the Company has not implemented a mechanism for Zero Liquid Discharge.



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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx*	mg/Nm <sup>3</sup>	83	69
Sox*	mg/Nm <sup>3</sup>	62	87
Particulate matter (PM)*	mg/Nm <sup>3</sup>	53	58
Persistent matter (PM)	-	NA	NA
Volatiles Organic Compounds (VOC)	-	NA	NA
Hazardous Air Pollutants (HAP)	-	NA	NA
Others – Please specify	-	NA	NA

NA – Not available

\*Note –

1. SOx emissions – Boiler and DG set stack emissions data across sites of Kalyani, Dahej, & Samali
2. NOx emissions – Boiler and DG set stack emissions data across sites of Kalyani, Dahej, & Samali
3. PM emissions – Boiler and DG set stack emissions data across sites of Kalyani, Dahej, & Samali

**Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

No, independent assessment/ evaluation/assurance has not been carried out by an external agency.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions	Metric tonnes of CO <sub>2</sub> equivalent	11343	14748
Total Scope 2 emissions	Metric tonnes of CO <sub>2</sub> equivalent	8738	8392
Total Scope 1 and Scope 2 emissions per rupee of turnover	Kg of CO <sub>2</sub> equivalent / INR	0.0029	0.0041
Total Scope 1 and Scope 2 emissions intensity (optional) – the relevant metric may be selected by the entity		NA	NA

NA – Not Available

For the purpose of this year's reporting, three national plants located in India and a major office (i.e. head-office of TIL in Kolkata) have been considered.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No, independent assessment/ evaluation/assurance has not been carried out by an external agency.

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

Yes, the Company has already employed certain projects and are in the process of engagement of certain projects to reduce carbon emissions associated with its operations.

TIL has done CAPEX investment to establish solar fencing in the Samali manufacturing facility to reduce indirect emission associated with electricity purchased from the grid. Further, to reduce the direct GHG emission footprint associated with the operations and processes the entity has adopted fuel switch measures to lower emissions footprint in its boilers.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste Generated (in Metric Tonnes)</b>		
Plastic Waste (A)	20	16
E-Waste (B)	2	0
Bio-medical waste (C)	0	0
Construction & demolition waste (D)	0	0
Battery Waste (E)	1	0
Radioactive Waste (F)	0	0
Other Hazardous Waste (G). - Used Oil, Discarded container with hazardous chemicals, Rubber Scrap	158	171
Other Non-Hazardous Waste generated (H). Specify if any	2324	1789
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>2505</b>	<b>1976</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of Waste		
(i) Recycled	811	770
(ii) Reused	NIL	NIL
(iii) Other recovery operations	NIL	NIL
<b>Total</b>	<b>811</b>	<b>770</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of Waste		
(i) Incineration	NIL	NIL
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	1688	1201
<b>Total</b>	<b>1688</b>	<b>1201</b>

**9. 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.**

Process waste disposal system is implemented as per the guidelines of PCB and CCA approved by PCB. Various categories of hazardous waste are identified and disposed of through PCB approved recycler or reclaimer. Continuous improvement in process for reduction of process waste is adopted by entity. Lead based chemlock is now replaced with environment friendly chemlock as suggested by manufacturer.

**10. 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.**

Sl.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.
	NA	NA	NA

NA – Not applicable

Not applicable for the Company since the Company has no 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.

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

Name & brief details of project	EIA notification no.	Date	Whether conducted by an independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant weblink
NA	NA	NA	NA	NA	NA

NA – Not applicable

NO, Environmental Impact Assessments have been conducted in the current financial year since no such projects were undertaken by the entity.

### 12. 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).

Yes, the Company is 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.

An instance of non-compliance was identified in the manufacturing facility of Dahej which subsequently has been addressed and appropriate corrective actions have been taken. The details of the same has been facilitated below –

Sr. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	Under Clause-33 of Water Act 1974,  Under Clause-31 of Air Act 1981	1. STP Units are not effectively operated and ETP was not installed as per CCA.  2. The permission from GPCB was not taken for incineration of the rejected products and others i.e. Hand gloves, cotton waste etc.	Closure notice was served by GPCB	1. STP operation set in order. ETP installed as per CCA.  2. CTE amendment done for the inclusion of incineration process. CTO is in process. Expected by March-23.

### 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.

The Company is associated with 7 (seven) trade and industry chambers/associations.

#### 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.

Sl. Number	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Chamber of Commerce	National
2	FICCI	National
3	Indo-Australian Chamber of Commerce	National
4	Economic Research India Pvt Ltd	National
5	Confederation of Indian Industry	National
6	Dahej Industries Association	State
7	Bharat Chamber of Commerce	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
NA	NA	NA

NA – Not applicable

Not applicable for the Company, since no such issues related to anti-competitive conduct by or for the entity has been reported.

### 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:

As the CSR projects implemented by TIL is under the value of INR 1 crore, conducting Social Impact Assessment in accordance with applicable laws of the land is NOT APPLICABLE.

Name & brief details of project	SIA notification no.	Date of notification	Whether conducted by an independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant weblink
NA	NA	NA	NA	NA	NA

NA – 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:

NO such projects were undertaken by TIL which has resulted in Rehabilitation and Resettlement (R&R).

Sl. No.	Name of the project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
NA	NA	NA	NA	NA	NA	NA

NA – Not applicable

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

To receive & redress grievances of the community the Company has specified contact details for grievances and queries on its website. Further, the Company can be approached at [compliance.officer@tegaindustries.com](mailto:compliance.officer@tegaindustries.com).

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers.	15.2%	10.86%
Sourced directly from within the district and neighbouring districts	45.91%	37.12%

### Principle 9 - Businesses should promote inclusive growth and equitable development.

#### Essential Indicators -

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

The customer registers the complains through Tega apps and on behalf of the customer the Product Management Group (PMG) or the branch offices escalates the issue to the Customer Complaint Manager (CCM). Post the complaint has been received, different related departments such as PMG, manufacturing, quality, and others conduct a Root Cause Analysis (RCA) for the problem.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

Category	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data Privacy	NIL	NIL	NA	NIL	NIL	NA
Advertising	NIL	NIL	NA	NIL	NIL	NA
Delivery of essential services	NIL	NIL	NA	NIL	NIL	NA
Restrictive trade practices	NIL	NIL	NA	NIL	NIL	NA
Unfair trade practices	NIL	NIL	NA	NIL	NIL	NA
Others (Customer Complaints related to services)	118	69	NA	161	28	NA

NA – Not applicable

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

	Number	Reason for Recall
Forced Recall	0 (Zero)	Not Applicable
Voluntary Recall	0 (Zero)	Not Applicable

### 5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes, TIL has a framework on cyber security and risks related to data privacy. The framework document is available on the organization's intranet. We however have plans to further strengthen the framework.

### 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.

The disclosure is not applicable for TIL since no issues pertaining to the above-mentioned parameters arise in the FY 2022-23.

### Leadership Indicators -

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

Yes, the TIL website comprises of information on products and services of the entity in the segment "Our Offerings".

Weblink: <https://www.tegaindustries.com/>

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

The Company provides its consumers with an appropriate manual for proper usage of its products, as well as safe disposal of its products.

