

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

The present report has been compiled in accordance with the guidelines set forth by the Securities and Exchange Board of India (SEBI) for Business Responsibility and Sustainability Reporting (BRSR). Its principal aim is to demonstrate enhanced transparency regarding the ways in which enterprises generate value by actively contributing to a sustainable economy. The report highlights our unwavering dedication to creating long-term value for our stakeholders while simultaneously promoting sustainable development.

SECTION A: General Disclosures

1. Details of the Entity

| Sl no. | Particulars | Response |
|--------|---|--|
| 1. | Corporate Identity Number (CIN) of the Entity | L36911TN2000PLC044514 |
| 2. | Name of the Entity | Thangamayil Jewellery Limited |
| 3. | Year of incorporation | 2000 |
| 4. | Registered office address | 124 Nethaji Road, Madurai, Tamil Nadu -625001 |
| 5. | Corporate office address | 25/6, Palamcenter, 2nd & 3rd Floor, Near Ramakrishna Mutt, New Natham Road, Narayanapuram, Madurai, Tamil Nadu 625014 |
| 6. | E-mail | companysecretary@thangamayil.com |
| 7. | Telephone | 0452 2565553 |
| 8. | Website | www.thangamayil.com |
| 9. | Financial year for which reporting is being done | 2022-23 |
| 10. | Name of the Stock Exchange(s) where shares are listed | BSE Limited (BSE), National Stock Exchange of India Limited (NSE) |
| 11. | Paid-up Capital | INR13,71,95,820 (Divided into 1,37,19,582 equity shares of Rs. 10/- each) |
| 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. V. Vijayaraghavan, Company Secretary, Mobile number: +91 98941-49200, Email ID:companysecretary@thangamayil.com |
| 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). | The disclosures under this report are made on standalone basis for Thangamayil Jewellery Limited, unless otherwise specified |

2. PRODUCTS/SERVICES

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

| S.No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|-------|------------------------------|----------------------------------|-----------------------------|
| 1. | Trade | Retail Sales | 100% |

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

| Product/Service | NIC Code | % of total Turnover contributed |
|--------------------------|----------|---------------------------------|
| Gold jewellery | 32111 | 89.97% |
| Silver articles | 32111 | 6.17% |
| Diamond, Stones & Others | 32111 | 3.86% |

3. OPERATIONS

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

| Location | Number of plants | Number of offices | Total |
|---------------|------------------|---|-------|
| National | 0 | We currently maintain a total of three offices, with two of them situated in Madurai and one office located in Mumbai. Additionally, our operational network encompasses a comprehensive count of 53 showrooms, (as on 31st March 2023) encompassing both our registered office and various other locations | 56 |
| International | 0 | 0 | 0 |

17. Markets served by the entity:

a) Number of locations

| Locations | Number |
|----------------------------------|--------|
| National (No. of States) | 1 |
| International (No. of Countries) | 0 |

b) Contribution of exports:

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

Considering that our company does not engage in any international market operations, this specific section is not applicable.

c) Type of Customers

A brief on types of customers : Our Company operates in the jewellery industry, employing a Business-to-Consumer (B2C) retail model. The company's core business involves sourcing jewellery from reputable suppliers and jewellers. These carefully curated jewellery pieces are then made available directly to end consumers, who purchase them for personal use.

In addition to being a retailer, Our Company also undertakes jewellery manufacturing and design services on a need basis. This allows customers to have bespoke pieces created according to their preferences and requirements.

We primarily cater to individual customers, referred to as end consumers, who seek to acquire jewellery items for personal adornment and self-expression. These customers are distinct from resellers or distributors who purchase jewellery for the purpose of further distribution or resale.

To provide a seamless shopping experience, Thangamayil operates through its own network of retail stores where customers can physically explore and select jewellery. Furthermore, our Company has embraced the digital realm by establishing an online e-commerce platform. This platform allows customers to conveniently browse and purchase a wide range of jewellery products from the comfort of their homes, expanding accessibility and convenience for potential buyers.

4. EMPLOYEES

18. Details at the end of the year 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) | 1799 | 1081 | 60% | 718 | 40% |
| 2. | Other than Permanent (E) | Nil | Nil | - | Nil | - |
| 3. | Total employees (D + E) | 1799 | 1081 | 60% | 718 | 40% |
| Workers | | | | | | |
| 1. | Permanent (F) | Nil | Nil | - | Nil | - |
| 2. | Other than Permanent (G) | Nil | Nil | - | Nil | - |
| 3. | Total workers (F + G) | Nil | Nil | - | Nil | - |

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) | 4 | 3 | 75% | 1 | 25% |
| 2. | Other than Permanent (E) | 0 | 0 | 0 | 0 | 0 |
| 3. | Total employees (D + E) | 4 | 3 | 75% | 1 | 25% |
| Differently Abled Workers | | | | | | |
| 1. | Permanent (F) | Nil | Nil | - | Nil | - |
| 2. | Other than Permanent (G) | Nil | Nil | - | Nil | - |
| 3. | Total workers (F + G) | Nil | Nil | - | Nil | - |

19. Participation/Inclusion/Representation of women:

| Category | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 9 | 2 | 22.22 |
| Key Management Personnel | 5* | 0 | - |

*Key Management Personnel includes:

1 – Managing Director, 2- Whole time Director, 1-Company Secretary, 1- Chief Financial Officer

20. Turnover rate for permanent employees and workers:

| | FY 2022-23 (Turnover rate in current FY) | | | FY 2021-22 (Turnover rate in previous FY) | | | FY 2020-21 (Turnover rate in the year prior to the previous FY) | | |
|---------------------|--|--------|-------|---|--------|-------|---|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 47% | 53% | 32% | 48% | 52% | 42% | 42% | 58% | 32% |
| Permanent Workers | - | - | - | - | - | - | - | - | - |

5. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)
21. Names of holding / subsidiary / associate companies / joint ventures:

| S. No. | Name of the holding/ subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|--|--|-----------------------------------|--|
| 1. | Nil | Nil | Nil | Nil |

6. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS
22. CSR Details

| S. No. | Requirement | Response | |
|--------|---|-----------------------|-----------------------|
| 1. | Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) | Yes | |
| | | 2022-23 (Rs. In lacs) | 2021-22 (Rs. In lacs) |
| 2. | Turnover | 3,15,255 | 2,19,307 |
| 3. | Net worth | 38,878 | 32,426 |

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

| Stake holder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide weblink for grievance redress policy) | FY 2022-23 Current Financial Year | | | FY 2021-22 Previous Financial Year | | |
|--|---|--|--|---------|--|--|---------|
| | | 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 | Nil | Nil | - | Nil | Nil | - |
| Investors | | | | | | | |
| (Other than shareholders) | Yes | Nil | Nil | - | Nil | Nil | - |
| Shareholders | Yes | Nil | Nil | - | Nil | Nil | - |

| Stake holder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide weblink for grievance redress policy) | FY 2022-23 Current Financial Year | | | FY 2021-22 Previous Financial Year | | |
|--|---|--|--|---------|--|--|---------|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Employees and workers | Yes | Nil | Nil | - | Nil | Nil | - |
| Customers | Yes | Nil | Nil | - | Nil | Nil | - |
| Value Chain Partners | Yes | Nil | Nil | - | Nil | Nil | - |

Our Company has developed an all-encompassing Stakeholder Management Policy aimed at establishing a structured framework for addressing concerns and grievances expressed by both internal and external stakeholders. This policy has been designed to proactively mitigate any potential social risks that could have a negative impact on the company's operations.

Adhering to the policy, our Company places significant emphasis on upholding the utmost level of confidentiality while handling grievances, thereby reducing conflicts and fostering strong stakeholder relationships. Stakeholders are strongly encouraged to utilize the dedicated channel for addressing grievances as outlined in the policy, particularly when alternative mechanisms are not readily accessible to them.

For more detailed information, please refer to the Stakeholder Management Policy, accessible through the following web link: <https://www.thangamayil.com/corporate/wp-content/uploads/2023/05/Stakeholder-Management-Policy.pdf>.

We are proud to report that the Company has not received any complaints from any of its stakeholders. Our Company places great importance on its stakeholders and their satisfaction, and remains dedicated to upholding ethical standards and addressing any concerns promptly and transparently.

24. 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. | Energy Management | Opportunity | The retail sector of the jewellery industry presents an opportunity for energy management. Retail stores necessitate energy for their functioning, including lighting, heating, cooling systems, and electronic devices like computers and cash registers. By employing energy management, retail stores can effectively curtail their energy consumption and associated expenses. | - | Positive - By effectively managing energy, retail stores can decrease their energy bills and operational expenses, leading to an enhancement in their 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) |
|------|------------------------------------|--|--|---|---|
| 2. | Customer privacy and data security | Risk & Opportunity | <p>Risk Our Company faces a substantial peril regarding customer confidentiality since any unauthorized access or security breach to critical information can result in severe outcomes, such as financial losses, identity theft, and a loss of customer confidence. Such an eventuality can eventually cause harm to the company's reputation.</p> <p>Opportunity The Company recognizes data security as a chance to safeguard their valuable trade secrets that encompass their designs, manufacturing processes, and supply chain. By integrating appropriate data security measures, it will mitigate the possibility of cyber-attacks, ultimately safeguarding their reputation and assets.</p> | Our Company has implemented robust measures to mitigate risks by upholding stringent data privacy policies, restricting access, utilizing password protection, employing firewalls, and employing NetCom Tier-3 certified software. Moreover, the company has set up dedicated server rooms to prevent any potential data leaks, and they consistently update and evaluate their IT security protocols to align with industry standards. | <p>Negative If it fails to adequately protect the privacy of its customers, it will result in legal penalties and fines.</p> <p>Positive The implementation of advanced cyber security solutions has reduced cyber security risks for both the company and its customers.</p> |
| 3. | Access and Affordability | Risk | In the jewellery industry, it is crucial for companies to find a delicate equilibrium between providing affordable options and upholding the perceived value of their products and services. Additionally, they must consider the enduring consequences of their pricing strategy and refrain from engaging in a race to the bottom. | Our Company has implemented measures to minimize potential risks by expanding their reach through the establishment of new physical stores and online platforms, capitalizing on economies of scale, and adopting a strategic approach to material procurement to curtail costs and provide affordable options for their customers. Moreover, they take a customer centric approach to pricing and product offerings, with the aim of enhancing their competitiveness and minimizing potential hazards. | Negative – There is a potential risk of impacting sales as the balance between affordability and maintaining profit margins. |

| 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. | Product Quality & safety | Opportunity | In the jewellery industry, a company's brand reputation hinges on the quality and safety of its products. To uphold their brand reputation, Our Company takes measures to ensure that their products meet high standards of quality and safety. This, in turn, fosters customer loyalty and helps to build a positive brand image. | - | Positive - By ensuring product quality and safety, Our Company can generate higher sales and revenue, decrease costs, and unlock opportunities for market expansion. |
| 5. | Selling practices and product labelling | Opportunity | Our Company is enhancing its credibility and foster consumer trust by implementing fair trade practices and providing comprehensive product labelling. These ethical selling practices have the potential to increase sales for the company. Additionally, Our Company ensures compliance with Hallmarking Unique ID (HUID) for its jewellery products. | - | Positive - Implementing these measures has the potential to drive up consumer demand for our Company's products and enhance their brand reputation. |
| 6. | Employee Engagement, Diversity | Opportunity | Engaging employees has led to increased productivity, innovation, and commitment to our Company's success. An inclusive work culture can also attract and retain top talent from diverse backgrounds, providing a competitive advantage for our Company. Measures such as feedback, recognition programs, and fostering a sense of belonging can enhance engagement. Diverse hiring practices can further foster diversity in the workforce. | - | Positive - The expenses related to acquiring and fostering human resources may be reduced. |

| S.No | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|------|--|--|---|---|---|
| 7. | Supply Chain management | Risk & opportunity | <p>Risk - Supply chain management can pose risks to our Company due to potential disruptions and ethical sourcing challenges, leading to delays in delivery, loss of sales, and reputation damage.</p> <p>Opportunity - our Company will benefit from an optimized supply chain, reducing costs and accessing new ideas and technologies through collaboration with suppliers. An efficient supply chain will enable quick responses to changes in demand or market conditions, leading to increased profitability.</p> | <p>To mitigate supply chain risks, our Company carefully selects ethical suppliers with a proven track record.</p> <p>Our Company maintains regular communication with its suppliers to ensure that they meet quality, pricing, lead time, and social responsibility standards.</p> | <p>Negative- Supply chain disruption will result in higher production costs for the product.</p> <p>Positive - Reduction in costs, improving efficiency, and enhancing customer satisfaction.</p> |
| 8. | Product Design & Life Cycle Management | Opportunity | <p>Product design and life cycle management will provide several opportunities for our Company. By developing innovative and aesthetically appealing designs, it will attract customers. Furthermore, by managing the life cycle of its products, company will optimize its supply chain, reduce waste, and minimize environmental impact.</p> | - | <p>Positive- It can result in increased sales, lower production costs, and higher profitability for our Company</p> |
| 9. | Business Ethics | Opportunity | <p>By prioritizing business ethics, our Company shall build trust, attract new customers, enhance its brand image, and increase its credibility with customers and stakeholders. Ethical practices shall have a positive impact on employee engagement.</p> | - | <p>Positive - Increased customer loyalty translates into higher sales, improved customer retention, and ultimately, better financial performance.</p> |

| 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) |
|------|-----------------------------------|--|--|--|--|
| 10. | Competitive Behaviour | Risk & opportunity | <p>Risk- Competitor behaviour can be a risk to the company through aggressive competition resulting in price wars that impact profitability, loss of market share if they fail to match innovation, and harm to reputation.</p> <p>Opportunity - Competitive behaviour aids monitoring market trends and identifying gaps, leading to product, and marketing campaign designs. This helps attract new and retain existing customers.</p> | To reduce risk, our Company is focusing on excelling in rural markets and introducing new and unique products to gain a competitive advantage. The company is prioritizing the improvement of customer service through both online and offline channels and maintaining a strong brand image to increase its market share. | <p>Negative- It may lead to legal actions and fines that may result in higher legal costs and decrease in sales.</p> <p>Positive - Healthy competition may lead to increase in sales and its profitability. Companies may invest in research and development, leading to new products or services that can increase revenue.</p> |
| 11. | Critical Incident Risk Management | Opportunity | Critical Incident Risk Management (CIRM) will help our Company to avoid financial losses and reputational damage by proactively identifying and mitigating potential risks and incidents that could affect their operations, reputation, or financial performance, such as product quality issues, supply chain disruptions, or security incidents like theft or fraud. | - | Positive- It helps to minimize financial losses resulting from critical incidents, lower its insurance premiums, and safeguard its reputation. |

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.

Table of Policies

| | |
|----|--|
| P1 | Anti-corruption or anti-bribery policy, Ethical Policy |
| P2 | Supplier Code of conduct |
| P3 | Health and Safety Policy |
| P4 | Stakeholder Management Policy |
| P5 | Human Rights Policy |
| P6 | Environmental Policy |
| P7 | Policy on Responsible Advocacy |
| P8 | Corporate Social Responsibility Policy |
| P9 | Cyber Security and Data Privacy policy |

| 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) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| | b) Has the policy been approved by the Board? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| | c) Weblink of Policies, if available | https://www.thangamayil.com/corporate/brsr-policies/ https://www.thangamayil.com/corporate/investor-informations/ | | | | | | | | |
| 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)

These extend to value chain partners wherever it is relevant and to the extent applicable.

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.**

Our Company has incorporated the Bureau of Indian Standards (BIS) across its entire range of jewellery products, thereby guaranteeing the quality and dependability of its offerings.

Moreover, our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBC), underscoring its unwavering dedication to ethical business practices.

5. **Specific commitments, goals and targets set by the entity with defined timelines, if any.**

During the financial year 2022-23, our Company has established a range of objectives to strengthen its sustainability endeavours and overall corporate social responsibility. These goals encompass the following:

- i) Our Company aims to expand its training division to educate all employees and workers on Environmental, Social, and Governance (E, S & G) practices. The training program will comprehensively cover the company's actions and initiatives aimed at effectively addressing these issues.
 - ii) Our company strives to conduct due diligence on suppliers to ensure their alignment with the company's governance values and standards.
 - iii) A major focus is placed on designing 100% recyclable and reusable products, in line with the company's sustainable practices.
 - iv) Our company targets an annual average reduction in electricity consumption of at least 1% to contribute to environmental sustainability. By fiscal year 2035, the company aims for a substantial reduction of at least 20% in electricity consumption compared to the base year of fiscal year 2025.
 - v) Our company is committed to reducing water withdrawal and actively promotes responsible water management practices by aiming for an average annual reduction in water usage.
 - vi) Stakeholder engagement holds significant value for Thangamayil, and the company plans to conduct periodic assessments through formal means to actively involve stakeholders in the decision-making process.
 - vii) Our company's commitment to reducing water withdrawal aligns with its environmental sustainability goals. By striving for an average annual reduction in water usage, it actively promotes responsible water management practices.
6. **Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met**

Our Company has set the specific commitment goals during the financial year 2022-23, the performance against these targets mentioned above shall be measured in the subsequent financial year and thus, the same shall be reported accordingly.

Governance, leadership and oversight

7. **Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements**

I am pleased to present our organization's Business Responsibility and Sustainability Report, highlighting our commitment and progress in addressing ESG challenges. Throughout the reporting period, we have actively tackled environmental, social, and governance issues.

Our targets focused on reducing our carbon footprint, promoting social inclusivity, and enhancing governance practices. By implementing sustainable measures and optimizing resource consumption, we have made significant strides in achieving our environmental goals.

Furthermore, we have fostered a culture of diversity and inclusivity, provided equal opportunities and supporting employee well-being. Our commitment to ethical labour practices has contributed to a positive social impact in the communities where we operate.

To ensure robust governance, we have strengthened internal controls, transparency, and accountability mechanisms. We align our operations with global best practices and adhere to relevant regulations and standards, fostering integrity and trust among our stakeholders.

I am proud to highlight our achievements, including sustainable practices across our supply chain, strategic partnerships to address social challenges, and recognition for our corporate governance practices.

While we celebrate these accomplishments, we recognize that our journey towards sustainable development is ongoing. We remain committed to continuously improving our ESG performance, setting ambitious targets, and collaborating with stakeholders to tackle complex challenges.

Together, we aim to create a future where our business not only thrives economically but also acts as a catalyst for positive change, ensuring a more sustainable and equitable world."

Ba. Ramesh, Joint Managing Director

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).

The Risk Management Committee has been entrusted with the highest authority to oversee and implement the Business Responsibility Policies. This committee bears the responsibility of ensuring the policies' compliance with relevant laws and regulations, as well as their alignment with the company's objectives and mission.

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

The Risk Management Committee has been assigned the authority to make decisions regarding all matters pertaining to sustainability issues. The Committee's responsibilities encompass supervising the formulation and execution of policies, procedures, and programs pertaining to sustainability. These responsibilities extend to managing the company's environmental impact, social responsibility, and governance practices, among other related areas.

The Company's Risk Management Committee comprises of:

| Name | Position on the Committee | Designation |
|----------------------|---------------------------|-------------------------|
| Balrama Govinda Das | Chairman | Managing Director |
| Ba. Ramesh | Member | Joint Managing Director |
| N.B. Kumar | Member | Joint Managing Director |
| Lalji Vora | Member | Independent Director |
| S. M. Chandrasekaran | Member | Independent Director |

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 Risk and Management Committee duly reviews the performance against enlisted policies and ensures that necessary followup actions are taken accordingly. | | | | | | | | | Quarterly | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | Our Company has diligently adhered to all statutory obligations, demonstrating full compliance. The Board has thoroughly reviewed the company's operations and found no instances of non-compliance. | | | | | | | | | Quarterly | | | | | | | | |

11. Independent assessment/ evaluation of the working of its policies by an external agency:

| Question | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|----|----|----|----|----|----|----|----|
| 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. | Yes, all the policies of the Company are internally evaluated. Further, J.Sundharesan & Associates, specialising in Compliance, Governance and Sustainability advisory has provided a 'limited assurance' on certain Identified Sustainability Indicators based on NGBRC. | | | | | | | | |

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

| Question | 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 |

This section does not apply to the Company since it has already implemented comprehensive policies that encompass all the necessary aspects outlined in each of the 9 principles.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

The purpose of this section is to assist organizations in showcasing their proficiency in integrating principles and core elements into critical processes and decisions. The Company has duly provided all mandatory disclosures as per the BSR framework. Efforts are underway to disclose leadership indicators for forthcoming fiscal years.

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



A) 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 | 3 | <ul style="list-style-type: none"> Code of Conduct and Director's Independence criterion Insider Trading Regulations Inclusive Growth and Equitable Development through CSR Initiatives | 100% |

| | | | |
|-----------------------------------|---|---|------|
| Key Managerial Personnel | 5 | <ul style="list-style-type: none"> • Prevention of Sexual Harassment • Discipline at workplace • Insider Trading Regulations • Company Code of Conduct • Board Governance Training | 100% |
| Employees other than BOD and KMPs | 7 | <ul style="list-style-type: none"> • Human rights training • Prevention of Sexual Harassment • Code of Conduct • Discipline at workplace • Induction Trainings • Insider Trading regulations • Privacy Awareness | 100% |

The company acknowledges the significance of employee training as a catalyst for their personal and professional advancement, as well as for the overall prosperity of the business. We firmly believe that training constitutes a strategic investment that reaps long-term benefits for both individuals and the organization.

To ensure the utmost safety and quality in all our operations, the company implements comprehensive training programs for the Board of Directors, Key Management Personnel, Employees, and Workers. Our objective is to foster a culture of perpetual learning and enhancement, wherein each individual possesses the knowledge and skills necessary to perform their duties proficiently and securely.

We recognize that training is an ongoing endeavour, and we are steadfast in providing our employees with unwavering support and ample resources to realize their full potential. We firmly uphold that investing in our employees is integral to our triumph, and we will persistently prioritize their growth and development.

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:**

| MONETARY | | | | | |
|-----------------|-----------------|---|-----------------|-------------------|--|
| Particulars | 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 | None | NA | NA | NA | None |
| Settlement | None | NA | NA | NA | None |
| Compounding fee | None | NA | NA | NA | None |

| NON-MONETARY | | | | |
|--------------|-----------------|---|-------------------|--|
| Particulars | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Imprisonment | None | NA | NA | NA |
| Punishment | None | NA | NA | NA |

The company maintains a strong commitment to ethical and legal conduct in all operations, resulting in no instances of fines, penalties, or legal repercussions for the company, directors, or key managerial personnel.

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 |
|---|---|
| This particular section is not applicable to the Company | |

4. **Anti-corruption or Anti-bribery policy:** 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

Our Company has implemented a comprehensive anti-corruption and anti-bribery policy that includes detailed guidelines and procedures to prevent and address instances of corruption and bribery within the organization.

Our Company ensures effective communication of the policy to all stakeholders and employees, promoting awareness and understanding of its principles. Regular training sessions and monitoring mechanisms are in place to ensure strict adherence to the policy across the organization.

Furthermore, the policy incorporates measures for reporting any suspected incidents of corruption or bribery. The Company has established a robust reporting and investigation framework to address such concerns promptly and thoroughly. The policy also outlines the consequences that individuals may face in the event of non-compliance with the policy, thereby reinforcing the importance of ethical conduct and accountability within Company.

For detailed information and access to the policy, kindly visit the following web link: <https://www.thangamayil.com/corporate/wp-content/uploads/2023/05/Anti-Corruption-and-Anti-Bribery-Policy.pdf>

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 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|-----------|-------------------------------------|--------------------------------------|
| Directors | None | None |
| KMPs | None | None |
| Employees | None | None |
| Workers | - | - |

- There was no disciplinary action that has been taken against any director, KMP, employees or workers of our Company by any law enforcement agency for charges of bribery or corruption.
- Our Company strictly adheres to a policy of zero-tolerance towards corruption, and we are dedicated to upholding the highest ethical standards and promoting transparency in our dealings. We acknowledge the importance of accountability and honesty in building trust with our stakeholders, and we strive to promote a culture of openness throughout our operations.

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

| | FY 2022-23 (Current Financial Year) | | FY 2021-22 (Previous Financial Year) | |
|--|-------------------------------------|---------|--------------------------------------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | NA | Nil | NA |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | NA | Nil | NA |

7. Corrective Actions: 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

There have been no fines, penalties or actions taken by regulators, law enforcement agencies, or judicial institutions related to cases of corruption and conflicts of interest, hence this section is not applicable to the Company.

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

A) 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:

| | Current Financial Year | Previous Financial Year | Details of improvements in environmental and social impacts |
|-------|------------------------|-------------------------|---|
| R&D | Nil | Nil | NA |
| Capex | Nil | Nil | NA |

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

In our company, Sustainable Sourcing entails ensuring that suppliers adhere to the utilization of ethically and responsibly sourced raw materials to manufacture high-quality products. The Company has adopted the following procedures for sustainable sourcing:

- Implementation of a traceability system:** The Company has implemented a traceability system to meticulously track the origin of raw materials utilized in the production process. This system ensures that there are no infringements upon human rights or environmental degradation.
- Development of policies and guidelines:** The Company has formulated comprehensive policies and guidelines that explicitly outline its unwavering commitment to ethical practices. These policies emphasize the sourcing of materials exclusively from certified and responsible suppliers.
- Establishment of long-term relationships with suppliers:** The Company actively engages in establishing enduring relationships with its suppliers. Through close collaboration, the Company works in conjunction with its suppliers to enhance their social and environmental performance.

- 4) **Regular assessment of supplier performance:** As part of the Company's dedication to sustainable sourcing, it consistently evaluates the performance of its suppliers. Priority is given to sourcing materials from certified sources that align with the Company's sustainability standards.
- 5) **Active collaboration with stakeholders:** The Company actively collaborates with various stakeholders to promote and advocate for sustainable sourcing practice

By implementing these measures, the Company ensures that its Sustainable Sourcing practices are effective in upholding ethical standards, environmental responsibility, and the production of superior quality products.

If yes, what percentage of inputs were sourced sustainably?

100%

3. **Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:**

Our Company, with a proactive stance towards responsible waste management, collaborates with certified recycling and disposal partners and adheres to stringent regulations and guidelines for the secure and responsible disposal of diverse forms of waste. Additionally, the Company undertakes efforts to educate its customers and stakeholders on the significance of responsible waste management to promote environmental considerations.

- (a) **Plastic:** Our Company has established a comprehensive process to ensure the safe reclamation of plastic materials, including packaging. Within its operations, the Company actively promotes the reuse of plastic materials whenever feasible to minimize waste generation.
- (b) **E-waste:** The Company has implemented a systematic approach to the safe disposal of electronic waste (e-waste).
- (c) **Hazardous Waste:** While the Company itself does not generate any hazardous waste; it acknowledges the potential exposure to such waste. Hence, the Company has robust procedures in place to guarantee the safe handling and disposal of hazardous waste in compliance with relevant regulations.
- (d) **Other waste:** The Company has introduced a waste reduction and recycling program aimed at minimizing waste generation and fostering responsible waste management. Furthermore, the Company collaborates with suppliers to proactively minimize waste generation at its source by encouraging the use of sustainable materials and packaging.

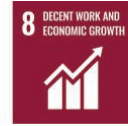
Through these measures, the Company demonstrates its commitment to responsible waste management by prioritizing safe disposal practices, promoting recycling initiatives, and encouraging the adoption of sustainable materials across its operations and supply chain.

4. **Extended Producer Responsibility (EPR) Plan:** 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 is applicable to our company. We recognize our role in managing the environmental impact of our products throughout their life cycle. As part of our commitment to sustainability, we are actively exploring and evaluating alternative materials to replace the limited usage of plastic within our operations.

The Company is currently in the process of obtaining the necessary EPR certificate from the Centralized Extended Producers Responsibility Portal for Plastic Packaging.

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS



A) 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) |
| Permanent employees | | | | | | | | | | | |
| Male | 1,081 | 1,081 | 100% | 1,081 | 100% | 0 | 0 | 1,081 | 100% | 1,081 | 100% |
| Female | 718 | 718 | 100% | 718 | 100% | 718 | 100% | 0 | 0 | 718 | 100% |
| Total | 1,799 | 1,799 | 100% | 1,799 | 100% | 718 | 100% | 1081 | 100% | 1,799 | 100% |
| Other than Permanent employees | | | | | | | | | | | |
| Male | Nil | - | - | - | - | - | - | - | - | - | - |
| Female | Nil | - | - | - | - | - | - | - | - | - | - |
| Total | Nil | - | - | - | - | - | - | - | - | - | - |

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) |
| Permanent Workers | | | | | | | | | | | |
| Male | Nil | - | - | - | - | - | - | - | - | - | - |
| Female | Nil | - | - | - | - | - | - | - | - | - | - |
| Total | Nil | - | - | - | - | - | - | - | - | - | - |
| Other than Permanent Workers | | | | | | | | | | | |
| Male | Nil | - | - | - | - | - | - | - | - | - | - |
| Female | Nil | - | - | - | - | - | - | - | - | - | - |
| Total | Nil | - | - | - | - | - | - | - | - | - | - |

The company has chosen to enlist the services of workers on an as-needed basis by utilizing third-party contractors. In this arrangement, payments are channelled and handled by the agency responsible for recruiting and engaging these individuals.

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

| Benefits | FY 2022-23(Current Financial Year) | | | FY 2021-22 (Previous Financial Year) | | |
|------------------------|--|--|--|--|--|--|
| | 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 | 94% | - | Yes | 99% | - | Yes |
| Gratuity | 95% | - | Yes | 0 | - | NA |
| ESI | 83% | - | Yes | 85% | - | Yes |
| Others, please specify | 94% | - | Yes | 99% | - | Yes |
| Workers | - | - | - | - | - | - |

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.

We prioritize accessibility for differently abled employees, ensuring equal opportunities and a welcoming workplace. Through measures like ramps and elevators, we enable smooth and convenient access throughout our premises. Our commitment extends beyond legal requirements, fostering an inclusive environment where every individual can fully participate.

We regularly assess and enhance our accessibility provisions, considering feedback and following best practices. By promoting accessibility, we create a diverse and respectful workplace.

4. Equal Opportunity Policy:

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, our Company upholds an Equal Opportunity Policy, which is aligned with our Human Rights Policy, to ensure fairness and eliminate discrimination. We have strict prohibitions against any form of discrimination based on factors such as race, sex, religion, age, disability, and more. Our commitment to equal opportunities is demonstrated through proactive measures aimed at preventing and addressing discrimination or harassment incidents.

To create an inclusive environment, we enforce policies that foster diversity and promote a workplace culture where all individuals can flourish. We prioritize providing equal opportunities to every employee, regardless of their background. We actively promote diversity and inclusion through training initiatives and awareness programs, reinforcing our dedication to equality.

Our overarching objective is to establish a workplace that is free from bias and prejudice, where every employee feels valued and supported. By setting a positive example within our organization, we contribute to the broader goal of building a more equitable society.

For detailed information and access to the policy, kindly visit the following web link: <https://www.thangamayil.com/corporate/wp-content/uploads/2023/05/Human-Rights-Policy.pdf>

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

| Gender | Return to work rate | Retention rate | Return to work rate | Retention rate |
|--------------|---------------------|----------------|---------------------|----------------|
| Male | Nil | Nil | Nil | Nil |
| Female | 29% | 97% | Nil | Nil |
| Total | 29% | 97% | Nil | Nil |

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:

Permanent Workers / Other than Permanent Workers

The company does not employ any permanent workers; instead, all workers are engaged on an as-needed basis with the assistance of third-party vendors.

However, all received complaints are promptly brought to the attention of the process manager. The process manager assumes a crucial responsibility by thoroughly examining the particulars of the matter and identifying the appropriate course of action.

In the event that the complaint is deemed to be of a severe nature, it may be necessary to escalate the issue to higher levels of management. In such instances, the process manager may refer the complaint to the branch manager, who can further review the particulars and determine the subsequent actions.

If the complaint remains unresolved, the organization involves the group Human Resource Manager, who can offer supplementary assistance and direction in addressing the matter.

Permanent Employees / Other than Permanent Employees

Our Company prioritizes a fair and respectful work environment, ensuring every employee is treated with dignity. A comprehensive Whistle Blower and Protection policy is in place, providing clear instructions for reporting complaints and protecting employees from retaliation. Communication and training programs promote fairness, respect, and dignity. Open dialogue is valued, fostering a supportive and inclusive culture. Upholding the highest ethical standards, the Company creates a safe and motivated workplace for personal and professional growth. Long-term success is driven by a commitment to fairness and equity.

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

| | FY 2022-23 (Current Financial Year) | | | FY 2021-22 (Previous Financial Year) | | |
|---------------------------|--|--|---------|--|--|---------|
| | 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 | 1799 | Nil | - | 1718 | Nil | - |
| Male | 1081 | Nil | - | 1049 | Nil | - |
| Female | 718 | Nil | - | 669 | Nil | - |
| Total Permanent Workers | Nil | - | - | - | - | - |
| Male | Nil | - | - | - | - | - |
| Female | Nil | - | - | - | - | - |

8. Details of training given to employees and workers:

| | (Current Financial Year) | | | | | (Previous Financial Year) | | | | |
|-----------|--------------------------|-------------------------------|-----------|----------------------|-----------|---------------------------|-------------------------------|-----------|----------------------|-----------|
| | 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. (B) | % (B / A) | No. (C) | % (C / A) |
| Employees | | | | | | | | | | |
| Male | 1081 | 374 | 35% | 540 | 49% | 1049 | 340 | 32% | 590 | 56% |
| Female | 718 | 210 | 29% | 345 | 48% | 669 | 230 | 34% | 264 | 39% |
| Total | 1799 | 584 | 33% | 885 | 49% | 1718 | 570 | 33% | 854 | 50% |
| Workers | | | | | | | | | | |
| Male | Nil | - | - | - | - | - | - | - | - | - |
| Female | Nil | - | - | - | - | - | - | - | - | - |
| Total | Nil | - | - | - | - | - | - | - | - | - |

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

| Category | FY 2022-23(Current Financial Year) | | | FY 2021-22(Previous Financial Year) | | |
|-----------|------------------------------------|---------|-----------|-------------------------------------|---------|-----------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 1081 | 1081 | 100% | 1049 | 1049 | 100% |
| Female | 718 | 718 | 100% | 669 | 669 | 100% |
| Total | 1799 | 1799 | 100% | 1718 | 1718 | 100% |
| Workers | | | | | | |
| Male | Nil | - | - | - | - | - |
| Female | Nil | - | - | - | - | - |
| Total | Nil | - | - | - | - | - |

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, Our Company has implemented an occupational health and safety management system.

The system encompasses the entirety of the company's operations, encompassing crucial areas such as comprehensive training in employee and worker health and safety, rigorous hazard identification and risk assessment, meticulous incident reporting and investigation, and continuous monitoring and enhancement. Its purpose is to establish a work environment that prioritizes the safety and well-being of all employees while ensuring strict adherence to pertinent health and safety regulations and standards.

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

The company proactively conducts regular inspections to identify workplace hazards and assess associated risks. Through these inspections, every task performed is carefully analysed to determine appropriate control measures, ensuring the safety of workers and employees.

To foster a culture of safety, workers and employees are actively encouraged to report any incidents or potential hazards they encounter. Their input is valuable in identifying and addressing potential risks promptly, further enhancing workplace safety.

The Company places significant emphasis on training programs aimed at equipping workers and employees with the necessary knowledge and skills to mitigate risks. These training programs are conducted regularly to ensure that individuals are well-prepared to handle potential hazards and take preventive measures effectively.

When hazards are identified, the company takes immediate action to implement preventive measures. Prompt implementation of these measures plays a crucial role in mitigating risks and safeguarding the well-being of workers and employees.

By conducting regular inspections, encouraging incident reporting, providing comprehensive training, and promptly implementing preventive measures, the company demonstrates its commitment to prioritizing workplace safety. These proactive measures contribute to creating a secure work environment and reducing the potential for accidents or injuries.

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

Our company places great emphasis on maintaining transparency in reporting work-related hazards by implementing clear and confidential channels. Workers receive regular training to enhance their ability to identify and report hazards effectively, fostering a proactive safety culture within the organization.

To ensure the prompt response to immediate risks, the company has established clear emergency procedures. These procedures equip workers with the necessary knowledge and guidance to respond swiftly and appropriately in emergency situations. By providing workers with a structured framework for action, the company prioritizes their safety and minimizes potential harm.

By maintaining transparent reporting channels and empowering workers through training and emergency procedures, the company demonstrates its commitment to creating a safe work environment. These measures enable the identification and mitigation of hazards, allowing for proactive risk management and the continuous improvement of workplace safety practices.

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

The company extends non-occupational medical and healthcare services to all employees, encompassing preventive care, medical check-ups, vaccinations, insurance coverage, and health education programs. These comprehensive services foster a culture of well-being within the workplace, promoting the overall health and welfare of employees.

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

| Safety Incident/Number | Category | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|---|-----------|--|---|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | Nil | Nil |
| | Workers | Nil | Nil |
| Total recordable work-related injuries | Employees | Nil | Nil |
| | Workers | Nil | Nil |
| No. of fatalities | Employees | Nil | Nil |
| | Workers | Nil | Nil |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | Nil | Nil |
| | Workers | Nil | Nil |

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

The company prioritizes the establishment of a safe and healthy work environment for all employees on its premises. To achieve this, the following measures have been implemented:

- Employees are provided with suitable chairs for comfortable seating, promoting good posture and reducing the risk of musculoskeletal issues.
- A readily accessible and well-stocked first aid box is available, ensuring that immediate medical assistance can be provided if needed. Ample amenities are also provided to cater to the diverse needs of all staff members.
- Work areas are maintained in a clean, uncluttered, and well-lit condition, minimizing potential hazards and ensuring a safe working environment. Attention is given to ensuring that employees wear appropriate footwear to prevent accidents and injuries.
- Fire safety measures are in place, including the installation, regular maintenance, and clear labelling of fire extinguishers according to their specific fire types. This ensures prompt response and effective fire control in case of emergencies.
- Adequate air conditioning systems are provided to maintain a comfortable temperature within the work area, promoting productivity and employee well-being. Access to clean drinking water is also ensured, contributing to employee health and hydration.
- Regular and comprehensive assessments are conducted to identify and address potential hazards and risks that may be present within the workplace. These assessments enable proactive measures to be taken, ensuring the implementation of appropriate safety protocols and minimizing potential risks.

By implementing these measures, the company demonstrates its commitment to safeguarding the well-being of its employees and providing a secure work environment. These initiatives contribute to a positive work culture and enable employees to perform their duties with peace of mind, knowing that their safety and health are prioritized.

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

| | FY (2022-23) Current Financial Year | | | FY (2021-22) Previous Financial Year | | |
|--------------------|-------------------------------------|---------------------------------------|---------|--------------------------------------|---------------------------------------|---------|
| | 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 | Nil | Nil | NA | Nil | Nil | NA |
| Health & Safety | Nil | Nil | NA | Nil | Nil | 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. **Corrective Actions:** Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

The Company diligently followed safety protocols in compliance with state and local regulations, ensuring the maintenance of high hygiene standards. As a testament to these efforts, there were no reported safety incidents throughout the year.

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



A) ESSENTIAL INDICATORS:

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

The Company has formulated a stakeholder engagement framework to enhance stakeholder identification, aiming to improve engagement effectiveness and uphold the company's reputation, trust-building, and value creation for all stakeholders. The framework includes:

Two dimensions: The framework incorporates two crucial dimensions for stakeholder identification their interests and their level of influence. Considering both dimensions helps the organization identify stakeholders and determine appropriate modes and levels of engagement for each group.

Criteria for identification: In addition to the dimensions, the company considers several criteria when identifying stakeholder groups, including their level of dependency on the organization, the level of responsibility they hold towards the organization, the attention they receive from the organization, and their level of influence over it.

By utilizing this stakeholder engagement framework and taking into account these criteria, the company can effectively identify key stakeholders essential to its success and develop tailored engagement strategies that align with their needs and interests. This approach is critical for maintaining positive stakeholder relationships and achieving strategic objectives.

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 |
|--------------------------|--|---|---|---|
| Shareholders & Investors | No | <ul style="list-style-type: none"> Annual General Meeting Shareholder Meets Email, Stock Exchange (SE) intimations investor/ analysts meet/ Conference calls Annual report Quarterly results Media releases Company/SE website | Quarterly, Half yearly and annually | Share price appreciation, dividends, Profitability and financial stability, Robust ESG practices, Climate change risks, cyber risks, Growth prospects |

| 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 |
|------------------------------------|--|---|---|--|
| Government/ Regulatory authorities | No | <ul style="list-style-type: none"> Reporting / Filings. Submissions/ Applications. Conclusion of assessments. Representations in person Attending Workshops conducted by the authorities | On periodical basis as provided under relevant legislations | Discussions with regulatory bodies with respect to regulations, amendments, approvals and assessments. |
| Customer | No | <ul style="list-style-type: none"> Events, Mails, SMS, Brochures, Website | On periodical basis | To understand customer preferences, feedback and resolve their grievances. |
| Employees | No | <ul style="list-style-type: none"> Counselling sessions, Interactive meetings, Internal management development programmes, Webinar. | On regular basis | To keep employees updated and address their concerns. |
| Local Communities | No | <ul style="list-style-type: none"> Meetings and briefings, Partnership in community development projects, Training and Workshops, Impact Assessments, Website Social Media. | Need basis | Need assessment for CSR, Reviews and Addressing Grievances, if any |
| Board of Directors | No | <ul style="list-style-type: none"> Board Meeting, Committee Meetings and briefings / familiarity programmes | On regular basis | To review the performance of the company |
| Competitors | No | <ul style="list-style-type: none"> Conferences, Events | Need basis | To understand the market size and developments |
| Media | No | <ul style="list-style-type: none"> Press Releases, Events | On periodical basis | To create awareness about products and services |
| Professional & Consultants | No | <ul style="list-style-type: none"> Reports Legal Opinions | On periodical basis | Compliance to legal requirements, advice on business, legal, tax and environment etc related issues. |

| 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 |
|-----------------------|--|---|---|---|
| Industry associations | No | <ul style="list-style-type: none"> Trade events Conferences Newsletter Publications | Need basis | For networking opportunities and to stay updated on industry news and trends. |
| Suppliers | No | <ul style="list-style-type: none"> Assessment, Review, Meetings, calls, training, workshop and webinar Website social media | Need basis | Queries/suggestions/assurance/ complaints etc. Raising our concerns with suppliers |
| Designers/ Artists | No | <ul style="list-style-type: none"> Email Telephone | On periodical basis | To understand new trends in market |

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

A) ESSENTIAL INDICATORS:

- 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 (Current Financial Year) | | | FY 2021-22 (Previous Financial Year) | | |
|------------------------|-------------------------------------|--|-------------|--------------------------------------|--|-------------|
| | Total (A) | No. of employees / workers covered (B) | % (B / A) | Total (C) | No. of employees / workers covered (D) | % (D / C) |
| Employee | | | | | | |
| Permanent | 1799 | 1799 | 100% | 1718 | 1718 | 100% |
| Other than permanent | Nil | - | - | - | - | - |
| Total Employees | 1799 | 1799 | 100% | 1718 | 1718 | 100% |
| Worker | | | | | | |
| Permanent | Nil | - | - | - | - | - |
| Other than permanent | Nil | - | - | - | - | - |
| Total Workers | Nil | - | - | - | - | - |

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

| Category | FY 2022-23 (Current Financial Year) | | | | | FY 2021-22 (Previous Financial Year) | | | | |
|----------------------|-------------------------------------|-----------------------|---------|------------------------|---------|--------------------------------------|-----------------------|---------|------------------------|---------|
| | 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) |
| Employees | | | | | | | | | | |
| Permanent | 1799 | 138 | 7.67% | 1661 | 92.33% | 1718 | 119 | 6.93% | 1599 | 93.07% |
| Male | 1081 | 39 | 3.60% | 1042 | 96.40% | 1049 | 47 | 4.48% | 1002 | 95.52% |
| Female | 718 | 99 | 13.78% | 619 | 86.22% | 669 | 72 | 10.76% | 597 | 89.24% |
| Other than permanent | Nil | - | - | - | - | - | - | - | - | - |
| Male | Nil | - | - | - | - | - | - | - | - | - |
| Female | Nil | - | - | - | - | - | - | - | - | - |
| Workers | | | | | | | | | | |
| Permanent | Nil | - | - | - | - | - | - | - | - | - |
| Male | Nil | - | - | - | - | - | - | - | - | - |
| Female | Nil | - | - | - | - | - | - | - | - | - |
| Other than permanent | Nil | - | - | - | - | - | - | - | - | - |
| Male | Nil | - | - | - | - | - | - | - | - | - |
| Female | Nil | - | - | - | - | - | - | - | - | - |

*All workers of the Company are exclusively engaged through third-party contractors, and payments for their services are directly sent to the respective agency responsible for their engagement.

3. Details of remuneration/salary/wages, in the following format: (Amount in INR)

| Category | Male | | Female | |
|----------------------------------|--------|--|--------|--|
| | Number | Median remuneration/salary/ wages of respective category | Number | Median remuneration/salary/ wages of respective category |
| Board of Directors (BOD)* | 7 | 2,17,00,000 (Inclusive of 1 lac sitting fee) | 2 | 35,000 (Only sitting fees) |
| Key Managerial Personnel ** | 2 | 55,60,848 | 0 | 0 |
| Employees other than BOD and KMP | 1076 | 33,00,30,089 | 718 | 13,83,40,287 |

* The Board of Directors comprises all Directors, including five Independent Directors and one Non-Executive Director, who are not on the company's payroll as employees.

** Key Managerial Personnel includes Company Secretary and Chief Financial Officer.

4. Focal point for addressing human rights: 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)

The Human Resource Manager plays a vital role in addressing human rights impacts within the organization. Through their efforts, including addressing issues, conducting assessments, collaborating with stakeholders and external organizations, we are dedicated to identifying and mitigating any negative human rights impacts while striving to uphold the highest standards across all our operations.

Throughout the organization, our unwavering commitment to upholding the highest standards of human rights protection remains steadfast. The Human Resource Manager, supported by a dedicated committee, works diligently to identify, assess, and address any potential human rights risks or violations. This proactive approach demonstrates our commitment to ensuring a safe, inclusive, and respectful working environment for all employees.

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

The company has established effective internal mechanisms to address grievances related to human rights issues. These internal mechanism plays a vital role in addressing grievance redressal on human rights issues within organizations. By establishing clear policies, providing accessible channels for reporting, conducting thorough investigations, and promoting awareness and training, organizations can create a culture of respect and accountability. Through these efforts, organizations can demonstrate their commitment to upholding human rights and contribute to a safer and more equitable workplace for all.

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

| Category | FY 2022-23 (Current Financial Year) | | | FY 2021-22 (Previous Financial Year) | | |
|-----------------------------------|-------------------------------------|---------------------------------------|---------|--------------------------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | Nil | Nil | None | Nil | Nil | None |
| Discrimination at workplace | Nil | Nil | None | Nil | Nil | None |
| Child Labour | Nil | Nil | None | Nil | Nil | None |
| Forced Labour/ Involuntary Labour | Nil | Nil | None | Nil | Nil | None |
| Wages | Nil | Nil | None | Nil | Nil | None |
| Other human rights related issues | Nil | Nil | None | Nil | Nil | None |

7. **Prevention of discrimination and harassment cases:** Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases

The Company has implemented a comprehensive whistle blower policy and Prevention of Sexual Harassment (POSH) policy. These policies establish a framework that empowers employees to report any unethical or illegal behaviour and raise concerns about wrongdoing without the fear of facing retaliation. The company places a strong emphasis on maintaining the confidentiality of the complainant's details.

In cases involving sexual harassment, the company handles them with utmost sensitivity and confidentiality. Protecting the complainant and preventing any further victimization are of paramount importance. The company ensures that all such cases are treated with the necessary care and attention they deserve, creating a safe and supportive environment for everyone.

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

Our primary focus is to collaborate with suppliers who demonstrate a steadfast commitment to upholding human rights without any infringements. This commitment encompasses unwavering compliance with relevant laws and regulations, while fostering a culture of ethics, integrity, and profound respect for human rights across all dimensions of our operations.

9. **Assessments for the year:**

| Category | % 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 | - |

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

There were no significant risk/concern that arose on its self-assessment and from the diligence of customers. The company has a robust policy to address human right issues such as child labour, forced labour, sexual harassment, discrimination, and wages. Regular assessments and training are conducted to prevent violations. The company takes prompt and effective corrective action, including legal action, if necessary, in the event of any violations. Policies and procedures are continuously reviewed and strengthened to ensure human rights are upheld across all operations.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT



A) **ESSENTIAL INDICATORS:**

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

| Parameter | FY 22-23 (Current Financial Year) | FY 21-22 (Previous Financial Year) |
|---|-----------------------------------|------------------------------------|
| Total electricity consumption (A) | 20826.0612 | 10938.2328 |
| Total fuel consumption (B) | 0.0000154976 | 0.0000239292 |
| Energy consumption through other sources (C) | 0 | 0 |
| Total energy consumption (A+B+C) | 20826.0612154 | 10938.232839 |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) | 0.0000661 | 0.0000499 |

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.

The Company has not conducted any independent assessment, evaluation or assurance by an external agency.

2. Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India:

This particular section is not applicable, as the Company has not been identified as designated consumer under 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 |
|--|------------|------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | Nil | Nil |
| (ii) Groundwater | 39398.10 | 37624.20 |
| (iii) Third party water | 3283.175 | 3135.350 |
| (iv) Seawater / desalinated water | Nil | Nil |
| (v) Others | Nil | Nil |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 42681.275 | 40759.550 |
| Total volume of water consumption (in kilolitres) | 42681.275 | 40759.550 |
| Water intensity per rupee of turnover (Water consumed / turnover) | 0.000135 | 0.000185 |
| Water intensity (optional) – the relevant metric may be selected by the entity | - | - |

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

The Company has not conducted any independent assessment, evaluation or assurance by an external agency.

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

Our company operates in the retail sector, does not generate any wastewater as part of its business operations. The primary use of water in our company is for non- industrial purpose such as sanitation, cleaning, and other similar activities, resulting in minimal wastewater production. As a result, we do not generate wastewater in quantities that necessitate the implementation of a Zero Liquid Discharge System.

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 | NA | Nil | Nil |
| SOx | NA | Nil | Nil |
| Particulate matter (PM) | NA | Nil | Nil |
| Persistent organic pollutants (POP) | NA | Nil | Nil |
| Volatile organic compounds (VOC) | NA | Nil | Nil |
| Hazardous air pollutants (HAP) | NA | Nil | Nil |
| Others – please specify | NA | Nil | Nil |

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.

The Company has not conducted any independent assessment, evaluation or assurance 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 (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 | Nil* | Nil |
| 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 | Nil | Nil |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | Metric tonnes of CO ₂ equivalent | Nil | Nil |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | Metric tonnes of CO ₂ equivalent | Nil | Nil |

*The company is into retail operations, the likelihood of emitting greenhouse gas (GHG) into the atmosphere is minimal or non-existent.

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.

The Company has not conducted any independent assessment, evaluation or assurance by an external agency.

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

Planting trees is indeed an effective way to combat climate change and promote environmental sustainability. Trees play a crucial role in mitigating the effects of climate change by absorbing carbon dioxide and releasing oxygen through the process of photosynthesis. They also provide numerous other benefits such as reducing air pollution, improving water quality, supporting biodiversity, and preventing soil erosion.

The Company's initiative to plant 1 crore seedballs and provide seed balls to our customers not only helps in offsetting carbon emissions but also raises awareness about the importance of environmental conservation. By involving our customers in this initiative, we are encouraging them to be actively engaged in creating a healthier planet.

Reducing carbon footprints is crucial for mitigating climate change, and planting trees is a tangible step towards achieving that goal. Trees act as carbon sinks, absorbing CO₂ from the atmosphere and storing it in their biomass.

Furthermore, our initiative can inspire others to take action and demonstrate the power of collective efforts in creating a better future. By highlighting the benefits of planting trees and involving our customers, we are spreading awareness and encouraging a broader movement towards environmental sustainability.

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

| Parameter | FY 2022-23 | FY 2021-22 |
|---|---|------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | Given the nature of the Company's business, which primarily revolves around jewellery retail operations, plastic is solely employed in packaging materials. Additionally, miscellaneous items such as water bottles made of plastic are used within the company as part of regular consumption. These specific instances encompass the potential generation of plastic waste. However, considering the Company's retail operations, the volume of plastic waste produced is minimal. Moreover, the Company is currently undertaking an evaluation to quantify the overall plastic waste generated within its operations. | |
| E-waste (B) | The Company generates a negligible amount of e-waste and is taking necessary measures to ensure that it is disposed of in an environmentally sound manner whenever required. | |
| Bio-medical waste (C) | Nil | Nil |
| Construction and demolition waste (D) | Nil | Nil |
| Battery waste (E) | Nil | Nil |
| Radioactive waste (F) | Nil | Nil |
| Other Hazardous waste. Please specify, if any. (G) | Nil | Nil |
| Total (A+B+C+D+E+F+G+H) | Nil | Nil |
| 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 | The company produces a negligible amount of waste due to its operations within the service industry. Currently, it is in the process of implementing a data collection, tracking, and monitoring system to ensure compliance with reporting obligations. | |
| (ii) Reused | | |
| (iii) Other recovery operations | | |
| Total | | |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | The Company abstains from engaging in practices such as incineration or landfilling for waste disposal. Instead, it adheres to a stringent protocol of channelling waste disposal through an authorized vendor specifically designated by the Madurai Municipal Corporation. | |
| (ii) Landfilling | | |
| (iii) Other disposal operations | | |
| Total | | |

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.

9. Waste management practices adopted in the establishment: Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The company consistently evaluates and enhances the waste management practices aligning with the latest industry standards and best practices. By regularly reviewing these practices, we strive to optimize our waste management processes and minimize environmental impact.

In addition to our internal efforts, we place great importance on the environmental compliance of our suppliers. We ensure that all our suppliers adhere to the relevant environmental regulations, fostering a collective commitment to sustainable practices throughout our supply.

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, please specify details in the following format:**

| S. No | Location of operations/offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|-------|--|--------------------|---|
| | The Company does not have any offices or operational sites in the vicinity of any ecologically sensitive area. | | |

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

Environmental Impact Assessment is not applicable to the Company.

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). If not, provide details of all such non-compliances, in the following format:**

Yes, the Company is fully compliant with all the applicable environmental laws/regulations/guidelines in India including but not limited to Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules.

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



A) ESSENTIAL INDICATORS:

1. A) **Affiliations with trade and industry chambers/ associations:** Number of affiliations with trade and industry chambers/ associations.

Thangamayil Jewellery Limited has affiliations with 4 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:**

| S. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|--------|--|---|
| 1. | Federation of Tamil Nadu Chambers of Commerce & Industry (FTCCI) | State |
| 2. | Madurai Jewellery Retailers Associations | State |
| 3. | Gem and Jewellery exports promotion Council | National |
| 4. | Indian Bullion Merchant Associations | National |

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities:

| Name of authority | Brief of the case | Corrective action taken |
|--|-------------------|-------------------------|
| The Company has not engaged in any anti-competitive conduct. | | |

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



The Company prioritizes its Social Policy, which encompasses diverse objectives including healthcare and wellness, public benefit through plant sapling, food assistance, education assistance, Gaushala funding, eye camps, and more.

Additionally, the Company actively engages in fostering the social and economic progress of the communities in which it operates. This commitment is reflected in its comprehensive Corporate Social Responsibility (CSR) policy, encompassing the formulation, implementation, monitoring, evaluation, documentation, and reporting of CSR activities.

Through its social investments, the Company addresses various community needs near its outlets and offices. These initiatives aim to create a positive and enduring impact on the well-being and development of the local communities it serves.

A) 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 de-tails of project | SIA Notifi-cation No. | Date of noti-fication | Whether conducted by inde-pendent ex-ternal agen-cy (Yes / No) | Results com-municated in public domain (Yes / No) | Relevant Web link |
|------------------------------------|-----------------------|-----------------------|--|---|-------------------|
|------------------------------------|-----------------------|-----------------------|--|---|-------------------|

This section is not applicable to the Company as there were no projects that required Social Impact Assessment (SIA) to be undertaken under the law

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 Pro-ject for which R&R is ongo-ing | State | District | No. of Pro-ject Affect-ed Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) | Relevant Web link |
|--------|--|-------|----------|---|--------------------------|---|-------------------|
|--------|--|-------|----------|---|--------------------------|---|-------------------|

This section is not applicable to the Company as there were no projects that required Rehabilitation and Resettlement (R&R).

3. **Community redressal mechanism:** Describe the mechanisms to receive and redress grievances of the community.

The Branch Manager plays a pivotal role in handling community grievances by acting as a bridge between the business and the community. Their involvement facilitates effective communication and prompt resolution of concerns.

To streamline the process, the Company provides a toll-free number and email address dedicated to receiving community grievances. These accessible channels of communication make it convenient for community members to report any issues they may have.

By actively addressing and resolving community grievances, the Company demonstrates its commitment to building trust and fostering a strong relationship with external stakeholders. Open lines of communication and a proactive approach to addressing concerns contribute to a positive and mutually beneficial engagement between the business and the community.

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

| Category | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|--|-------------------------------------|--------------------------------------|
| Directly sourced from MSMEs/ small producers | NIL | NIL |
| Sourced directly from within the district and neighbouring districts | 100% | 100% |

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



The Company places great importance on responsibly engaging with and providing value to its consumers as a fundamental aspect of its business strategy. This not only builds trust and loyalty but also contributes to a sustainable future for all stakeholders.

The Company acknowledges the significance of engaging with consumers in a responsible manner, striving to meet their needs while minimizing adverse effects on society and the environment. It actively seeks to understand customer preferences and maintains transparent communication channels. By adopting a customer-centric approach, the Company aims to foster long-lasting relationships while upholding its commitment to social and environmental responsibility, thus contributing to a sustainable future.

A) ESSENTIAL INDICATORS:

- Consumer Complaints and feedback:** Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company offers a toll-free number and email address provided by the concerned authority, enabling consumers to express their concerns. This facility establishes a direct line of communication between consumers and the company, facilitating swift resolution of any issues that may arise.

Furthermore, the Company appoints a Branch Manager who is responsible for effectively addressing consumer concerns. Acting as a liaison between the consumer and the company, the Branch Manager ensures prompt resolution of any issues that may arise.

In summary, the provision of multiple communication channels for expressing grievances cultivates trust and goodwill between the company and external stakeholders. The prompt and effective addressing of concerns demonstrates the company's commitment to responsible corporate citizenship, fostering enduring relationships with the community.

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

| Category | As a percentage to total turnover |
|---|--|
| Environmental and social parameters relevant to the product | Not Applicable |
| Safe and responsible usage | 100% (Bureau of International Standards) |
| Recycling and/or safe disposal | Not Applicable |

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

| Category | FY 2022-23 (Current Financial Year) | | Remarks | FY 2021-22 (Previous Financial Year) | | Remarks |
|--------------------------------|-------------------------------------|-----------------------------------|---------|--------------------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Data privacy | Nil | Nil | - | Nil | Nil | - |
| Advertising | Nil | Nil | - | Nil | Nil | - |
| Cyber security | Nil | Nil | - | Nil | Nil | - |
| Delivery of essential services | Nil | Nil | - | Nil | Nil | - |
| Restrictive Trade Practices | Nil | Nil | - | Nil | Nil | - |
| Unfair Trade Practices | Nil | Nil | - | Nil | Nil | - |
| Other | Nil | Nil | - | Nil | Nil | - |

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

| Particulars | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | - | Not Applicable |
| Forced recalls | - | Not Applicable |

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

Yes, the company has implemented comprehensive policies regarding cybersecurity and data privacy to safeguard sensitive information. A dedicated IT team ensures the enforcement of rigorous data privacy measures, thereby ensuring the highest level of security.

The preservation of customer privacy holds paramount importance, and all customer complaints are addressed in a proactive manner. The company maintains a constant review and update of its IT security protocols to align with industry standards and best practices, thereby guaranteeing the continued protection of data.

Through these robust measures and continuous vigilance, the company consistently prioritizes the security of its systems and data, fostering trust among customers and stakeholders. For more details on the policy, please refer to the provided link: <https://www.thangamayil.com/corporate/wp-content/uploads/2023/05/Privacy-Policy.pdf>

6. Corrective Actions:

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

This section is not applicable to the Company as there have been no reported incidents of such issues till date.