

31 July, 2023

The Secretary National Stock Exchange of India Ltd. Exchange Plaza, Plot no. C/1, G Block, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051. <u>NSE Symbol: TIMKEN</u>	The Secretary BSE Ltd. Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001. <u>Scrip Code: 522113</u>
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Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report

Pursuant to Regulation 34 of Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith Business Responsibility and Sustainability Report for FY 2022-23.

We request you to kindly take this on record.

Thanking you,

**Yours sincerely,
For Timken India Limited**

**Mandar Vasmatkar
Company Secretary
& Chief - Compliance**

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT**SECTION A: GENERAL DISCLOSURES**

I. Details of Company		
1.	Corporate Identity Number (CIN) of Company	L29130KA1996PLC048230
2.	Name of the Company	Timken India Limited
3.	Year of incorporation	1987
4.	Registered office address	39-42, Electronic City, Phase II, Hosur Road, Bengaluru 560100
5.	Corporate address	39-42, Electronic City, Phase II, Hosur Road, Bengaluru 560100
6.	E-mail	tilinvestor@timken.com
7.	Telephone	080-41362000
8.	Website	https://www.timken.com/en-in
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	INR 752.19 Million
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. Avishrant Keshava, Business Controller - India, CFO & Whole-time Director Email: avishrant.keshava@timken.com Phone : 080-41362000
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis or on a consolidated basis	Standalone basis for Timken India Limited (hereinafter referred to as Timken or Company).

II. PRODUCTS/SERVICES				
14. Details of Business Activities (accounting for 90% of the entity's Turnover):				
	S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
	1	Manufacturing	C7-Metal & Metal Products - Manufacturing of bearings and components	91%
15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)				
	S. No.	Product/Service	NIC Code (2008)	% of total Turnover contributed
	1	Bearings and its components	2814	91%

III. 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	2	4	6			
	International	-	-	-			
17. Markets served by the entity:							
a.	Number of locations						
	Locations	Number					
	National (No. of States)	PAN India					
	International (No. of Countries)	Timken serves customers across the world through its group companies.					
b.	What is the contribution of exports as a percentage of the total turnover of the entity?		27%				
c.	A brief on types of customers		Timken serves (i) Automobile Industry mainly commercial/ off highway vehicle manufactures & Original Equipment Manufacturers (ii) Rail (iii) Process Industry such as manufacturers of cement, steel etc.				
IV. EMPLOYEES							
18. Details as at the end of Financial Year:							
a.	Employees and workers (including differently abled):						
	S. No.	Particulars	Total (A)	Male		Female	
				No. (B)	%(B/A)	No. (C)	%(C/A)
EMPLOYEES							
	1.	Permanent (D)	447	429	96%	18	4%
	2.	Other than Permanent (E)	101	92	91%	9	9%
	3.	Total employees (D + E)	548	521	95%	27	5%
WORKERS							
	4.	Permanent (F)	898	885	99%	13	1%
	5.	Other than Permanent (G)	193	189	98%	4	2%
	6.	Total workers (F + G)	1091	1074	98%	17	2%
b.	Differently abled Employees and workers:						
DIFFERENTLY ABLED EMPLOYEES							
	1.	Permanent (D)	3	3	100%	-	-
	2.	Other than Permanent (E)	0	0	0%	-	-
	3.	Total differently abled employees (D + E)	3	3	100%	-	-
DIFFERENTLY ABLED WORKERS							
	4.	Permanent (F)	1	1	100%	-	-
	5.	Other than permanent (G)	4	4	100%	-	-
	6.	Total differently abled workers (F + G)	5	5	100%	-	-

19.	Participation/Inclusion/Representation of women									
		Total (A)			No. and percentage of Females					
					No. (B)		% (B / A)			
	Board of Directors	8			1		12.5			
	Key Management Personnel	3			0		-			
20.	Turnover rate for permanent employees and workers:									
		FY 2022-23			FY 2021-22			FY 2020-21		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	10%	39%	11%	9%	13%	9%	5%	6%	5%
	Permanent Workers	6%	8%	6%	7%	0%	7%	3%	0%	3%
V.	Holding, Subsidiary and Associate Companies (including Joint Venture)									
21.	(a) Names of holding / subsidiary / associate companies / joint ventures:									
	S. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)		Indicate whether holding/ Subsidiary/ Associate/ Joint Venture		% of shares held by listed entity as on 31 March, 2023		Does the entity indicated at column A, participate in the Business Responsibility initiatives of Company? (Yes/No)		
	1	Timken Singapore Pte Ltd		Holding Company		67.80%		No		
VI.	CSR DETAILS									
22.	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)							Yes		
	(ii) Turnover (INRM)							28,066.10		
	(iii) Net worth (INRM)							20,371.72		
VII.	TRANSPARENCY AND DISCLOSURES COMPLIANCES									
23.	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:									
	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)		FY 2022-23			FY 2021-22			
		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	The Company operates at various locations in India. Stakeholders of the Company could be located in India or outside India as well. To redress their grievances, the Company has established vigil mechanism. The Company follows open door Policy. Any stakeholder or member of Community having problem can lodge their grievance through vigil mechanism using resources available at link below https://1ja0pa1tv		-	-	-	-	-	-	
	Investors (other than shareholders)	The Company follows open door Policy. Any stakeholder or member of Community having problem can lodge their grievance through vigil mechanism using resources available at link below https://1ja0pa1tv		-	-	-	-	-	-	
	Shareholders	The Company follows open door Policy. Any stakeholder or member of Community having problem can lodge their grievance through vigil mechanism using resources available at link below https://1ja0pa1tv		Shareholders do raise queries /grievance mainly about their securities. Details of such queries/ complaints received from shareholders are filed with Stock Exchanges on quarterly basis.						
	Employees and workers	The Company follows open door Policy. Any stakeholder or member of Community having problem can lodge their grievance through vigil mechanism using resources available at link below https://1ja0pa1tv		1	0	Complaint received was investigated and closed since no merit was found.	1	0	Complaint received was investigated and closed since no merit was found.	
	Customers	The Company follows open door Policy. Any stakeholder or member of Community having problem can lodge their grievance through vigil mechanism using resources available at link below https://1ja0pa1tv		-	-	-	-	-	-	
	Value Chain Partners	The Company follows open door Policy. Any stakeholder or member of Community having problem can lodge their grievance through vigil mechanism using resources available at link below https://1ja0pa1tv		-	-	-	-	-	-	
	Notes : For reporting hereinabove, complaints received through Vigil Mechanism of the Company other than anonymous complaints are only considered. Suppliers, Customers, other stakeholders may have raised issues/concerns/complaints which may indirectly cover Principle 1 to 9 above with associates of Timken in course of their business dealings. Timken and its associates take utmost care to resolve such issues, complaints.									
	The Company has Quality Issue Management System (QIM) wherein Customers of the Company can lodge issues/complaints about quality and related issues. These issues are resolved by Customer Service Team from time to time. For reporting above, issues/complaints raised by Customers in QIM are not considered as these are not directly related with Principle 1 to 9.									

24. Overview of the entity's material responsible business conduct issues					
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 :					
Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Changes in Technology : increasing usage of electric vehicles	Risk	Company's products are not used in electric vehicles. Company does not sell products as such for two wheelers and passenger cars. So to that extent increasing usage of electric vehicles in these areas do not affect business of the Company. However, increasing usage of electric vehicles in commercial vehicles will adversely affect business of the Company.	The Timken Company, ultimate parent company, has been acquiring companies across the world in Industrial Motion space. This will increase product portfolio offering of Timken group which in turn will help to explore new business opportunities.	Electric vehicles do not require products sold by the Company. Due to increasing use of electric vehicles in commercial vehicles market, revenue of the Company is likely to go down.
2	Geo -political situations	Risk as well as Opportunity	Situations like Ukraine war will negatively impact business of the Company due to disturbed supply chains, increased raw material prices etc. India is emerging as manufacturing hub at world stage. Global companies are looking to add manufacturing footprints in India. This including policies like China plus one will create new business opportunities in India which in turn will impact the business of the Company positively.	Timken as group is well spread out across the globe and is well positioned to counter risks arising due geopolitical situations. Even if problem occurs at one part of the world, the Company can source products from other part of the world which is operating smoothly. Likewise, it can sell products in economies which are running well.	Geo -political situations can cause supply chain disruptions which would increase manufacturing cost. While emergence of India at global level as manufacturing hub would add business opportunities which in turn would boost sales.
Note: In the last year's report, the Company had identified "carbon neutral supply chain" as risk as well as opportunity which continues to apply this year as well.					

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
1.a.	Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b.	Has the policy been approved by the Board? (Yes/No)	The Board of Directors of the Company has approved these Policies. Mr. Keshava has been specifically authorized by the Board to adopt and review Polices relating to this Report and Principles covered herein. Mr. Keshava has reported to the Board about such Polices and the Board has taken note of the same and approved it.								
c.	Web Link of the Policies, if available	https://www.timken.com/en-in/investors/policies/								
2.	Whether the entity has translated the policy into procedures. (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/ No)	Timken expects its value chain partners to adhere to these Policies.								
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.	ISO 14001 & ISO 50001, ISO 45001, ISO 9001, IRIS Certification, IATF 16949 certification, M-1003 Certification.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
Policy and management processes																		
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-									
Governance, leadership and oversight																		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	<p>Sustainability continues to be the driving force for all our endeavors at Timken. We align our global programs with our engineering expertise to help build a world that is more efficient and more resilient. Globally, Timken is pursuing greater sustainability across its operations with the target of reducing its aggregate Scope 1 and 2 greenhouse gas emissions intensity by 50 percent by 2030. This covers direct emissions from our operations and indirect emissions from purchased energy.</p> <p>Work is already underway in our plants to make progress toward achieving this target, by purchasing renewable energy as it becomes more widely available and investing in plant-efficiency projects. Sustainability also applies to how we manage our operations we are successful because we are intentional and selective in what we pursue, both organically and inorganically. Across a wide range of end-market sectors, customers worldwide value our technology and service. Timken is top of mind for customers as they develop more sustainable equipment solutions. Timken has a long history as an excellent corporate citizen. It begins with our founding mission to create sustainable solutions for our customers' most challenging problems.</p> <p>I thank all our stakeholders for their trust in us and their support as we progress towards making sustainability a way of life at Timken</p>																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Avishrant Keshava, Business Controller – India, CFO & Whole-time Director Email: avishrant.keshava@timken.com Phone : 080-41362000																	
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 Board has constituted an ESG Committee comprising Chairman & Managing Director, Chief Financial Officer, General Manager - HR and General Manager - ISCM to oversee ESG related matters. The ESG Committee will look into this going forward.																	
10. Details of Review of NGRBCs by the Company:																		
Subject for review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Business Sustainability Policies : Adoption and Review	By Mr. Avishrant Keshava : Whole-time Director									Annually								
Timken India Supply Chain : Overview	By Board of Directors									Annually								
Corporate Social Responsibility Initiatives	By Mr. Sanjay Koul, Chairman and Managing Director and Mr. Avishrant Keshava, Whole-time Director									Half Yearly								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
										Internal Auditors carried out audit in the ESG area. As a part of that they checked policies adopted by the Company.								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE**

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	One	Timken India Supply Chain : Overview	50%
	Key Managerial Personnel	At least one	Online training on regular basis is provided to employees in the areas such as IT Security, POSH, Ethical behavior etc. based on their role and work profile.	Almost 100%
	Employees other than BoD and KMPs			
	Workers	At least one	POSH Training	Almost 100%
2.	Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year			
	Monetary			
		NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)
	Penalty/ Fine	Not applicable		
	Settlement			
	Compounding fee			
	Non-Monetary			
		NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)
	Imprisonment	Not applicable		
	Punishment			
3.	Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.			
	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions		
	Not applicable			
4.	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.		Yes. Anti -corruption principles are covered in Company's Code of Conduct. https://www.timken.com/en-in/investors/policies/	
5.	Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:			
		FY 2022-23	FY 2021-22	
	Directors	Nil	Nil	
	KMPs	Nil	Nil	
	Employees	Nil	Nil	
	Workers	Nil	Nil	

6.	Details of complaints with regard to conflict of interest:				
		FY 2022-23		FY 2021-22	
		Number	Remarks	Number	Remarks
	Number of complaints received in relation to issues of Conflict of Interest of 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 action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.			Not applicable	
Leadership Indicators					
1.	Awareness programmes conducted for value chain partners on any of the Principles during the financial year:				
	Total number of awareness programmes held	Topics / principles covered under the training		%age of value chain partners covered (by value of business done with such partners) under the awareness programmes	
	One Programme : May 2022	Adherence to Timken's Supplier code of conduct and compliance relating to conflict minerals		Direct Material Supplier : 100% (Direct material supplier includes suppliers who supply bearing components or services in relation thereto on regular basis to Timken)	
	Training Programme through Automotive Skill Development Council as part of CSR Initiative	Upskilling of mechanics by giving basic training in automobile sector		200 Mechanics were trained.	
2.	Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.		The Company receives declaration of interest in other entities and conflict of interest in transactions from Directors of the Company on annual basis. The Board takes note of those declaration. The Company prefers not to enter into transaction with those entities in which Directors have interest. In case transaction has to be entered for business needs, only non interested directors decide about such transaction and such transactions are carried out at arm's length. Interested Director don't participate in discussion on such transactions.		

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

Essential Indicators		
1.	Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.	R&D Expenditure : Nil Capex Expenditure : less than 1%
2.	a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?	Timken has a defined supplier code of conduct available at link https://1ja0pa1tvpl63v04fj2l0oby-wpengine.netdna-ssl.com/wp-content/uploads/2020/09/Timken-Supplier-Code-of-Conduct-ENGLISH.pdf The Timken Supplier code of conduct covers aspects of Sustainable sourcing such as EHS, compliances, child and forced labor prohibition, non-discrimination, conflict material usage etc along with a process to compliance monitoring and reporting in case of violations. All Timken Direct Material Suppliers are expected to abide with this code of conduct.

		Essential Indicators
		<p>Additionally, Timken works very closely with suppliers and develop them on EHS Systems. Presently, 38 suppliers (31%) are certified to ISO 14001 (Environment mgmt. systems) and 22 suppliers (18%) are certified to ISO 45001 on safety management systems. Timken India plans to work aggressively with its direct material suppliers to improve this percentage in coming times.</p> <p>Timken is also working with suppliers to develop systems and processes on energy management systems in line to ISO 50001 to keep our sustainable sourcing drive to a next level in coming times.</p>
3.	Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.	<p>The Company has put in place procedure for reusing, recycling and disposing various types of wastes. Hazardous waste is handed over to Agency authorized by Pollution Control Board for treatment and safe disposal. Non-hazardous waste such as wood / corrugated boxes are recycled through recycler which primarily goes as input to paper board making mills. No E-waste is generated from our supplied products. E-waste generated at plants or offices is handed over to Agency authorized by Pollution Control Board for treatment and safe disposal.</p> <p>Product waste is melted and reused in steel making process. Grinding sludge is recycled in cement kilns. Plastic which ends up as waste at all OEM's end are recycled as per Hazardous Waste approval. Approximate 70% of the plastic wastes is recyclable. System is being put in place for safe reclaim / recycle of balance 30% which end up as waste in the local market. The Company mandates its suppliers of plastic packaging items for collection (buy back), treatment and disposal of plastic packaging items.</p> <p>Further, Jamshedpur and Bharuch plants of the Company are zero liquid discharge plants.</p>
4.	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/ No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	<p>Yes. Extended Producer Responsibility (EPR) is applicable for plastic waste.</p> <p>Waste Collection Plan will be in line with Extended Producer Responsibility (EPR) plan i.e.</p> <ol style="list-style-type: none"> 1. Quantify plastic items procured for business. 2. Quantify plastic waste finally end up at OEM and get certificate assuring the waste is recycled as per approval. 3. Device a mechanism for left over plastic wastes for safe reclaiming and recycle.
<p>Note : Information for Leadership Indicators under this Principle is not provided being voluntary in nature.</p>		

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

		Essential Indicators										
1.	a. Details of measures for the well-being of employees:											
	Category	Total (A)	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	429	429	100%	429	100%	-	-	429	100%	429	100%
	Female	18	18	100%	18	100%	18	100%	-	-	18	100%
	Total	447	447	100%	447	100%	18	100%	429	100%	447	100%
Other than Permanent employees												
	Male	92	92	100%	92	100%	-	-	-	-	-	-
	Female	9	9	100%	9	100%	9	100%	-	-	-	-
	Total	101	101	100%	101	100%	9	100%	-	-	-	-
<p>Day care facilities are made available by the Company through tie-up with near by creches/day care centers.</p>												

b. Details of measures for the well-being of workers:											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	885	885	100%	885	100%	-	-	885	100%	885	100%
Female	13	13	100%	13	100%	13	100%	-	-	13	100%
Total	898	898	100%	898	100%	13	100%	885	100%	898	100%
Other than Permanent workers											
Male	189	189	100%	189	100%	-	-	-	-	-	-
Female	4	4	100%	4	100%	4	100%	-	-	-	-
Total	193	193	100%	193	100%	4	100%	-	-	-	-
2. Details of retirement benefits, for Current FY and Previous FY											
Benefits	FY 2022-23			FY 2021-22							
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)					
PF	100%	100%	Y	100%	100%	Y					
Gratuity	100%	100%	Y	100%	100%	Y					
ESI	3%	12%	Y	7%	19%	Y					
Superannuation	100%	100%	Y	100%	100%	Y					
3. Accessibility of workplaces											
Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.						Yes					
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.						Yes. This is part of Code of Conduct which can be accessed at https://www.timken.com/en-in/investors/policies/ .					
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	Return to work rate	Retention rate					
Male	100%	100%	100%	100%	100%	100%					
Female	100%	100%	100%	100%	100%	100%					
Total	100%	100%	100%	100%	100%	100%					
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						Please refer Section A-VII (23) of this Report.					
Other than Permanent Workers											
Permanent Employees											
Other than Permanent Employees											

7. Membership of employees and workers in association(s) or Unions recognised by Company:						
Category	FY 2022-23			FY 2021-22		
	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	447	0	0%	441	0	0%
- Male	429	0	0%	425	0	0%
- Female	18	0	0%	16	0	0%
Total Permanent Workers	898	200	22%	815	211	26%
- Male	885	200	22%	804	211	26%
- Female	13	0	0%	11	0	0%

8. Details of training given to employees and workers:										
	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	429	429	100%	429	100%	425	15	4%	66	16%
Female	18	18	100%	18	100%	16	1	6%	2	13%
Total	447	447	100%	447	100%	441	16	4%	68	15%
Workers										
Male	885	885	100%	885	100%	804	289	36%	606	75%
Female	13	13	100%	13	100%	11	7	64%	11	100%
Total	898	898	100%	898	100%	815	296	36%	617	76%

9. Details of performance and career development reviews of employees and workers:						
	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	429	429	100%	425	425	100%
Female	18	18	100%	16	16	100%
Total	447	447	100%	441	441	100%
Workers						
Male	885	885	100%	804	804	100%
Female	13	13	100%	11	11	100%
Total	898	898	100%	815	815	100%

10.	Health and safety management system:						
a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes. The Company has adopted ISO 45001.					
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 uses (i) HIRA : Hazard Identification and Risk Assessment (ii) JBRA : Job based risk assessment and GEMBA walk by the management team/leadership team to identify work-related hazards and assess risks.					
c.	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Yes. Any worker who has grievance can report to Safety Committee of particular location. Safety Committee is entrusted with powers to resolve such issues.					
d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes					
11.	Details of safety related incidents:						
	Safety Incident/Number	Category	FY 2022-23	FY 2021-22			
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0			
		Workers	0	0			
	Total recordable work-related injuries	Employees	0	0			
		Workers	0	0			
	No. of fatalities	Employees	0	0			
		Workers	0	0			
	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0			
		Workers	0	0			
12.	Describe the measures taken by the entity to ensure a safe and healthy work place.		The Company has adopted ISO 45001 to ensure safe and healthy workplace. Associates are trained from time and again to follow documented work instructions related to safety. The Company provides to associates PPEs as per hazard identification and associates have to use PPEs while working in the premises.				
13.	Number of Complaints on the following made by employees and workers:						
		FY 2022-23		FY 2021-22			
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
	Working Conditions	0	0	0	0	0	0
	Health & Safety	0	0	0	0	0	0
14.	Assessments for the year:						
		% of your plants and offices that were assessed					
	Health and safety practices	100%					
	Working Conditions	100%					

15.	Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health & safety practices and working conditions.	No significant risks/concerns were identified during assessment and hence, no corrective actions as such were required to be undertaken during FY 2022-23.			
Leadership Indicators					
1.	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).	Yes			
2.	Measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	The Company ensures that contract labours working at Company premises are paid statutory dues by their employers. The Company either on its own or through third party conducts audit, on sample basis, of records of contractors to ensure compliance in this area.			
3.	Number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:				
		Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
		FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
	Employees	0	0	0	0
	Workers	0	0	0	0
4.	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)	The Company may provide transition assistance program to certain employees on case to case basis.			
5.	Details on assessment of value chain partners:				
		% of value chain partners that were assessed			
	Health and safety practices	For contractors working at Company premises : 100%. We encourage our suppliers to achieve ISO 45001.			
	Working Conditions	For contractors working at Company premises : 100%. We encourage our suppliers to achieve ISO 45001.			
6.	Details of any corrective actions taken or underway to address significant risks/ concerns arising from assessments of health and safety practices and working conditions of value chain partners	No significant risks/concerns were identified during assessment of contractors working at Company premises and hence, no corrective actions as such were required to be undertaken during FY 2022-23. For suppliers, the Company may take actions, if required, on case to case basis.			

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

Essential Indicators		
1.	Describe the processes for identifying key stakeholder	Mr. Keshava has held discussion with senior management personnel and heads of various departments and thereafter, identified key stakeholders group.

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	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	Disclosure to Stock Exchanges, conferences, meetings, plant visit	Quarterly	Financial Results, Material events were shared.
Value Chain Partners - Direct Material Suppliers	No	Conferences/ Meetings/ General Communication through mails	on need basis	Update about Company policies, procedures, business plans, expectation from value chain partners
Customers : OEs & Distributors	No	Conferences/ Meetings/ General Communication through mails	on need basis	Update about Company policies, procedures, business plans
Employees and workers	Overall : No Note : Disabled / women employees are identified as vulnerable group.	General HR Communication / Women's International Network (WIN), POSH Trainings / awareness programs	less than month	Update about Company policies, procedures, major updates, initiatives for employees
Communities nearby where we operate	Overall : No Note : Tribal Community around Jamsheedpur Plant : Yes	Newspaper advertisements, CSR initiatives, website	on need basis	Update about Company initiatives, performance, knowing requirements / expectations from members of Community
Leadership Indicators				
1.	Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.		The Board has constituted ESG Committee which is responsible to understand needs/requirements of Stakeholders and then take necessary actions. ESG Committee in turn will brief the Board of Directors.	
2.	Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/ No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.		Timken does consult with stakeholders for identification and management of environmental, and social topics. Timken is aiming to increase consumption of clean energy over a period of time and for the same, is consulting with generators/suppliers of clean energy. Inputs given by these stakeholders have been taken into consideration while setting up roof top solar or availing clean energy from other sources. Also, Timken is specifically focusing on usage of recyclable packaging materials instead of plastic packaging. The Company is not only increasing usage of recyclable packaging materials but also encouraging our suppliers to do so. SCM & SQD team of Timken has been consulting, advising, guiding suppliers to take steps in this direction.	

3.	Details of instances of engagement with, and actions taken to, address the concerns of vulnerable / marginalized stakeholder groups.	<p>For Women employees: Women International Network platform has been provided wherein women employees discuss their concerns on periodical basis and take it with Management if required. Further, Anti Sexual Harassment Committee and Vigil Mechanism adopted by the Company are additional measure available to the raise their concerns.</p> <p>Business HR Partners are entrusted with responsibility to look into and resolve issues of disabled employees.</p> <p>The Company has been over the years focusing in taking certain projects under its CSR initiatives and also otherwise for the benefit of tribal community in and around Jamshedpur.</p>
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PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators										
1.	Employees and workers who have been provided training on human rights issues and policy(ies) of the entity									
Category	FY 2022-23					FY 2021-22				
	Total (A)	No. of employees / workers covered (B)		% (B / A)	Total (C)	No. of Employees / workers covered (D)		% (D / C)		
Employees										
Permanent	447	447		100%	441	441		100%		
Other than permanent	101	101		100%	90	90		100%		
Total Employees	548	548		100%	531	531		100%		
Workers										
Permanent	898	898		100%	815	815		100%		
Other than permanent	193	193		100%	156	156		100%		
Total Workers	1091	1091		100%	971	971		100%		
2.	Details of minimum wages paid to employees and workers:									
Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	447	-	-	447	100%	441	-	-	441	100%
Male	429	-	-	429	100%	425	-	-	425	100%
Female	18	-	-	18	100%	16	-	-	16	100%
Other than Permanent	101	-	-	101	100%	90	-	-	90	100%
Male	92	-	-	92	100%	82	-	-	82	100%
Female	9	-	-	9	100%	8	-	-	8	100%
Workers										
Permanent	898	-	-	898	100%	815	-	-	815	100%
Male	885	-	-	885	100%	804	-	-	804	100%
Female	13	-	-	13	100%	11	-	-	11	100%
Other than Permanent	193	-	-	193	100%	156	-	-	156	100%
Male	189	-	-	189	100%	148	-	-	148	100%
Female	4	-	-	4	100%	8	-	-	8	100%

3.	Details of remuneration/salary/wages:						
		Male			Female		
		Number	Median remuneration/ salary/wages of respective category		Number	Median remuneration/ salary/wages of respective category	
	Board of Directors (BoD) (sitting fees excluded)	2	34,143,283		NA	NA	
	Key Managerial Personnel	3	12,423,465		NA	NA	
	Employees	426	1,121,160		18	909,720	
	Workers	885	443,958		13	270,708	
4.	Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)			Yes			
5.	Describe the internal mechanisms in place to redress grievances related to human rights issues.			Refer vigil mechanism section under Board's Report and Section VII (23) of this Report.			
6.	Number of Complaints on the following made by employees and workers:						
		FY 2022-23			FY 2021-22		
		Received	Resolved	Pending	Received	Resolved	Pending
	Sexual Harassment	0	0	0	0	0	0
	Discrimination at workplace	0	0	0	0	0	0
	Child Labour	0	0	0	0	0	0
	Forced Labour/ Involuntary Labour	0	0	0	0	0	0
	Wages	0	0	0	1	1	0
	Other human rights related issues	1	1	0	1	0	1
7.	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.			Complainant has a choice to make anonymous complaint by calling dedicated toll free number. The Company does not ask for details of complainant for anonymous complaint. Further, details of complainant are not disclosed unless necessary. The Company follows Non retaliation Policy and adequately safeguards against victimization of reporting person. The Company does not tolerate acts of retaliation against anyone who makes report in good faith.			
8.	Do human rights requirements form part of your business agreements and contracts? (Yes/No)			This requirement forms part of Code of Conduct which is expected to be followed by business partners.			
9.	Assessments for the year:						
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)					
	Child labour	100% by the Company					
	Forced/involuntary labour	100% by the Company					
	Sexual harassment	100% by the Company					
	Discrimination at workplace	100% by the Company					
	Wages	100% by the Company plus external agency on sample basis.					
10.	Details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above			Since no significant risks were identified, corrective actions were not required during FY 2022-23.			

Leadership Indicators		
1.	Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	There was no requirement to modify business process during FY 2022-23.
2.	Details of the scope and coverage of any Human rights due-diligence conducted.	The Company did not conduct any human rights due diligence in FY 2022-23.
3.	Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Yes
4.	Details on assessment of value chain partners:	
		% of value chain partners (by value of business done with such partners) that were assessed
	Sexual Harassment	100% for contractors working on Company premises
	Discrimination at workplace	100% for contractors working on Company premises
	Child Labour	100% for contractors working on Company premises
	Forced Labour/Involuntary Labour	100% for contractors working on Company premises
	Wages	100% for contractors working on Company premises
5.	Details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	No corrective actions were required to be taken during FY 2022-23.

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

Essential Indicators			
1.	Details of total energy consumption (in Joules or multiples) and energy intensity:		
	Parameter	FY 2022-23	FY 2021-22
	Total electricity consumption (A)	197822.0664	198678.96
	Total fuel consumption (B)	77320.08225	68435.48
	Energy consumption through other sources (C)	6441.235	4745.45
	Total energy consumption (A+B+C)	281583.384	271859.89
	Energy intensity per rupee of turnover (<i>Total energy consumption/ turnover in rupees</i>)	0.000100328 GJ/INR	0.000012GJ/INR
2.	Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.	Not applicable	
3.	Details related to water:		
	Parameter	FY 2022-23	FY 2021-22
	Water withdrawal by source (in kilolitres)		
	(i) Surface water	0	0
	(ii) Groundwater	40686	56200
	(iii) Third party water	146498	141702
	(iv) Seawater / desalinated water	0	0
	(v) Others	0	0
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	187184	197902
	Total volume of water consumption (in kilolitres)	187184	197902
	Water intensity per rupee of turnover (Water consumed / turnover)	0.000006693 KL/INR	0.0000088KL/INR
	Water intensity (optional) the relevant metric may be selected by the entity	-	-

4.	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	Yes. Both Jamshedpur and Baruch Plants are zero liquid discharge plants. ETPs have been setup at plants to treat effluents coming from heat treatment, grind operations. Domestic effluents are sent outside to permitted agencies for treatment.		
5.	Details of air emissions (other than GHG emissions):			
	Parameter	Please specify unit	FY 2022-23	FY 2021-22
	NOx	µg/m ³	30.5	37.3
	SOx	µg/m ³	25.7	23.9
	Particulate matter (PM) 10 /2.5	µg/m ³	47.7/22.5	76.6 / 38.1
	Persistent organic pollutants (POP)	-	B/L	-
	Volatile organic compounds (VOC)	-	B/L	-
	Hazardous air pollutants (HAP)	-	B/L	-
	O ₃	µg/m ³	DL:5	DL:5
	Lead	µg/m ³	0.03	0.01
	Carbon monoxide	µg/m ³	DL:1.0	1.2
	Ammonia	µg/m ³	DL:20	DL:20
	Benzene	µg/m ³	<2.00	<2.0
	Benzo	µg/m ³	0.41	<0.2
	Arsenic	µg/m ³	3.4	<2.0
	Nickel	µg/m ³	<2.0	<2.0
6.	Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:			
	Parameter	Unit	FY 2022-23	FY 2021-22
	Total Scope 1 emissions	Metric tonnes of CO ₂ equivalent	4444	6486.6
	Total Scope 2 emissions	Metric tonnes of CO ₂ equivalent	38903	39072.76
	Total Scope 1 and Scope 2 emissions per rupee of turnover		0.000001544 MT/INR	0.00000204MT/INR
7.	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.	Yes. The Company has a focused energy reduction program that aims at reducing the energy consumption. The Company could achieve improved CO ₂ emissions.		
8.	Details related to waste management by the entity:			
	Parameter		FY 2022-23	FY 2021-22
	Total Waste generated (in metric tonnes)			
	Plastic waste (A)		127.47	140.7
	E-waste (B)		6.489	15.0
	Bio-medical waste (C)		0.0054	0.006
	Construction and demolition waste (D)		0	0
	Battery waste (E)		1.3	0
	Radioactive waste (F)		0	0
	Other Hazardous waste. Please specify, if any. (G)		2363.995	2125.3
	Other Non-hazardous waste generated (H).		2771.517	2319.9
	Total (A+B + C + D + E + F + G + H)		5270.776	4600.9

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Parameter	FY 2022-23		FY 2021-22
Category of waste			
(i) Recycled	4337		3905.576
(ii) Re-used	0		0
(iii) Other recovery operations	6.67		0
Total	4343.64		3905.576
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste	FY 2022-23		FY 2021-22
(i) Incineration	0.35		0.0058
(ii) Landfilling	896		696.05
(iii) Other disposal operations	0		0
Total	896.44		696.0558
9.	Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.		Wastes are segregated and collected at source of generation, accumulated in designated area and disposed to authorized recycler / coprocessing. Reduce - Reuse - Recycle are the principles followed in reducing the waste.
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:		
	Sl. No.	Location of operations/offices	Type of operations
			Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	Not applicable		
11.	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the :		
	Name and brief details of project	EIA Notification No.	Date
			Whether Conducted by independent external agency (Yes / No)
			Results communicated in public domain (Yes / No)
			Relevant Web link
	Not applicable		
12.	Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N) : Yes		
Leadership Indicators			
1.	Break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources:		
Parameter	FY 2022-23		FY 2021-22
From renewable sources			
Total electricity consumption (A)	6441.23		4745.46
Total fuel consumption (B)	0		0
Energy consumption through other sources (C)	0		0
Total energy consumed from renewable sources (A+B+C)	6441.23		4745.46
From non-renewable sources			
Total electricity consumption (D)	197822.0664		198678.96
Total fuel consumption (E)	77320.08		68435.48
Energy consumption through other sources (F)	0		0
Total energy consumed from non-renewable sources (D+E+F)	275142.154		267114.44

2.	Details related to water discharged:			
	Parameter		FY 2022-23	FY 2021-22
	Water discharge by destination and level of treatment (in kilolitres)			
	(i) To Surface water			
	– No treatment		0	0
	– With treatment		0	0
	(ii) To Groundwater			
	– No treatment		0	0
	– With treatment		0	0
	(iii) To Seawater			
	– No treatment		0	0
	– With treatment		0	0
	(iv) Sent to third-parties			
	– No treatment		0	0
	– With treatment		0	0
	(v) Others			
	– No treatment		0	0
	– With treatment – ETP		0	10645 - KL
	Total water discharged (in kilolitres)		0	10645 - KL
3	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not applicable			
4.	Details of total Scope 3 emissions & its intensity:			
	Parameter	Unit	FY 2022-23	FY 2021-22
	Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	The Company at this stage is unable to provide details.	
	Total Scope 3 emissions per rupee of turnover			
	Total Scope 3 emission intensity (<i>optional</i>) – the relevant metric may be selected by the entity			
5.	With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.		Not applicable	
6.	If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:			
	Sr. No	Initiative undertaken	Details of the initiative (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
	The Company at this stage is unable to provide details.			

7	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.	The Company has Disaster Recovery Plan that outlines each level of disaster and recommended / planned mitigation plan to remove or reduce the impact on Customer performance. This is reviewed by ERT members as part of annual review and then modified as required.
8.	Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?	The Company is not aware of any adverse impact arising from the value chain of the Company.
9.	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	The Company did not carry out any assessment of value chain partners for environmental impact in FY 2022-23.

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

Essential Indicators						
1.	a. Number of affiliations with trade and industry chambers/ associations. 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	American Chamber of Commerce in India		National		
	2	Engineering Export Promotion Council		National		
2.	Details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.					
	Name of authority	Brief of the case		Corrective action taken		
	Not applicable					
Leadership Indicators						
1.	Details of public policy positions advocated by the entity:					
	Sl. No.	Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain ? (Yes/No.)	Frequency of Review by Board (Annually / Half yearly / Quarterly / other (Please Specify))	Web link, if available
	The Company has not exclusively advocated any Public Policy during the financial year 2022-23.					

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators						
1.	Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the .					
	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
	The Company is not required to carry out Social Impact Assessments of CSR Projects undertaken during FY 2022-23.					
2.	Information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:					
	S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R
	Not applicable					
3.	Describe the mechanisms to receive and redress grievances of the community.			<p>The Company operates at various locations in India. Members of community where the Company operates often request for help for betterment of society. The Company appropriately considers needs of the society and selects various projects for overall betterment of people. The Company works with many implementing agencies across India to implement CSR Projects. The Company also undertakes various projects over and above mandatory CSR requirement as part of its Global initiatives and policies.</p> <p>The Company follows open door Policy. Any stakeholder or member of Community having problem with projects or its implementation can lodge their grievance through vigil mechanism details provided on the website of the Company.</p>		
4.	Percentage of input material (inputs to total inputs by value) sourced from suppliers:					
				FY 2022-23	FY 2021-22	
	Directly sourced from MSMEs/ small producers			23.38% from MSME and balance 76.62% NON MSME	20% from MSME and balance 80% NON MSME	
	Sourced directly from within the district and neighbouring districts			43.89% from within local districts 56.11% Outside local districts	41% from within local districts 59% Outside local districts	
Leadership Indicators						
1.	Details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):					
	Details of negative social impact identified Corrective action taken					
	Not applicable					
2.	Information on CSR projects undertaken by Company in designated aspirational districts as identified by government bodies:					
	S. No.	State	Aspirational District		Amount spent (In INR)	
	1	Jharkhand	East Singhbhum		2,76,81,572/-	

3.	(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? No (b) From which marginalized / vulnerable groups do you procure? Not applicable (c) What percentage of total procurement (by value) does it constitute? Not applicable			
4.	Details of the benefits derived and shared from the intellectual properties owned or acquired by Company in financial year based on traditional knowledge:			
	S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes/No)	Benefit shared (Yes / No)
	Not applicable			
5.	Details of beneficiaries of CSR Projects:			
	Name of authority	Brief of the Case	Corrective action taken	
	Project Report on CSR activities during FY 2022-23 is available on the website at https://www.timken.com/en-in/investors/statutory-compliances/			

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

Essential Indicators							
1.	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.		The Company has dedicated Customer Service team to respond to customer complaints and provides necessary feedback to resolve complaints. Contact details of Customer Service Team including email ID and Phone number are provided on product packaging. Customers facing issue with product can directly communicate with Customer Service team to resolve the problems faced by them. Your Company's customers include OE and Institutional customers. Service Engineering team and Quality team inter alia engage with OE and Institutional customers to redress their complaints. Details about Service Engineering, Quality and Warranty team executives are provided to OE, Institutional Customers on case to case basis.				
2.	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:		As a percentage to total turnover				
	Environmental and social parameters relevant to the product		The Company provides the information about safe and responsible usage along with almost all products. Such information is also provided to customers in form of products maintenance manuals. Most of Products manufactured and sold by the Company as such don't require information about environmental and social usage and recycling. However, wherever applicable, the Company makes attempt to provide such information.				
	Safe and responsible usage						
	Recycling and/or safe disposal						
3.	Number of consumer complaints in respect of the following:						
		FY 2022-23		Remarks	FY 2021-22		Remarks
		Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
	Data privacy	-	-	-	-	-	-
	Advertising	-	-	-	-	-	-
	Cyber-security	-	-	-	-	-	-
	Delivery of essential services	-	-	-	-	-	-
	Restrictive Trade Practices	-	-	-	-	-	-
	Unfair Trade Practices	-	-	-	-	-	-
	Others Quality issues	11	1	One pending complaint is being resolved.	14	2	-

4.	Details of instances of product recalls on account of safety issues:		
		Number	Reasons for recall
	Voluntary recalls	0	0
	Forced recalls	0	0
5.	Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.	Yes. https://www.timken.com/timken-global-data-privacy-policy-training/ The Company has adopted The Timken Company's policy for cyber security and risks related to data privacy.	
6.	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.	Not Applicable	
Leadership Indicators			
1.	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	https://www.timken.com/portfolio/	
2.	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.	Product related safety information (if any) are published in the product catalog. MSDS sheet are published wherever applicable. Additionally, product safety and safe practices are explained in product seminars and training sessions to customers.	
3.	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.	Not applicable.	
4.	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)	The Company provides information on products as required under the Legal Metrology (Packaged Commodities) Rules, 2011. The Company also provides information such as product usage, safety precautions, features of product on certain product packaging. The Company did not carry out any survey for end consumer satisfaction in FY 2022-23.	
5.	Provide the following information relating to data breaches:		
	a. Number of instances of data breaches along-with impact	Nil	
	b. Percentage of data breaches involving personally identifiable information of customers	Not applicable	

For and on behalf of the Board of Directors

Date: 30 June, 2023
Place: Bengaluru

Sd/-
Sanjay Koul
Chairman & Managing Director
DIN: 05159352