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TRIDENT/CS/2024

July 15, 2024

**National Stock Exchange of India Limited**

Exchange Plaza, Plot No. C/1, G Block

Bandra Kurla Complex, Bandra (E), Mumbai – 400 051

Scrip Code: TRIDENT

**BSE Limited**

Phiroze Jeejeebhoy Towers

Dalal Street, Mumbai – 400 001

Scrip Code: 521064

**Sub: Submission of Business Responsibility and Sustainability Report for the financial year ended  
March 31, 2024**

Dear Sir/Madam

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report of the Company for the financial year ended March 31, 2024, which also forms part of the Annual Report of the Company for the financial year 2023-24.

This is for your reference and records.

Thanking you

Yours faithfully,  
For Trident Limited

**(Matta Aravind Kumar)**  
Company Secretary

Encl: As above

Disclaimer :- The details of the authorised signatories are uploaded on the official website of the Company. You may authenticate the authority of the signatory before relying upon the contents of this communication by visiting <https://www.tridentindia.com/authority-matrix/> or may write to us on corp@tridentindia.com.

15/07/2024

TL/2024/049940

# Business Responsibility & Sustainability Reporting

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L99999PB1990PLC010307
2. Name of the Listed Entity	TRIDENT LIMITED
3. Year of incorporation	1990
4. Registered office address	Trident Group, Sanghera, Barnala, Punjab, India, 148101
5. Corporate address	Not Applicable
6. E-mail	<a href="mailto:corp@tridentindia.com">corp@tridentindia.com</a>
7. Telephone	0161-5039999
8. Website	<a href="http://www.tridentindia.com">www.tridentindia.com</a>
9. Financial year for which reporting is being done	2023-24
10. Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> <li>National Stock Exchange of India Ltd</li> <li>BSE Limited</li> </ul>
11. Paid-up Capital	INR 5,096.0 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. Deepak Nanda, Managing Director, +91 161-5039999, <a href="mailto:md@tridentindia.com">md@tridentindia.com</a>
13. Reporting boundary	Standalone basis
<i>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).</i>	
14. Name of assurance provider	NA
15. Type of Assurance Obtained	NA

### II. Products/services

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

S No.	Description of main activity	Description of business activity	% of Turnover of the entity (FY24)
1	<b>Textile Manufacturing</b>	Sourcing, manufacturing and supply of high-performance yarn, bath and bed linen.	83%
2	<b>Paper Manufacturing</b>	Manufacturing of high-quality, high-speed printing, publishing papers, high-quality branded copier paper, and Wheat straw-based paper.	17%

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

S No.	Product/Service	NIC Code	% of Total Turnover contributed
1	Textile Products (High performance yarn, bath and bed linen)	131	83%
2	Paper Products (Pulp, Paper and Paperboard)	1701	17%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	1	4
International	Nil	Nil	Nil

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

##### a. Number of locations

Location	Number
National (No. of States and Union Territories)	26
International (No. of Countries)	100

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

The contribution of exports as a percentage of the total turnover of Trident Limited is 61%

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

Trident Limited is a leading Indian textile and paper manufacturing company that caters to a diverse range of customers worldwide. With its extensive product portfolio and commitment to quality, the Company has developed a strong customer base across various industries. Here's a brief overview of Trident Limited's customers:

**Retailers and Brands:** The company serves numerous retailers and brands in the textile industry, both in India and globally. Its customers include well-known names in the fashion and home decor sectors. The company provides a wide range of textile products, including towels, bedsheets, bathrobes, blankets, and yarn, meeting the requirements of retailers and brands for their private labels or store brands.

**Hospitality Industry:** The company offers a comprehensive range of high-quality linens and textiles for hotels, resorts, and restaurants. The products are known for their durability, comfort, and aesthetic appeal, making them popular choices among hospitality businesses.

**Paper Industry:** In addition to textiles, Trident also operates in the paper manufacturing sector. The company's paper division supplies a range of high-quality paper products to customers across industries, including packaging, publishing, printing, and stationery. The customers in this sector include printing houses, publishing companies, and packaging manufacturers.

**Export Market:** The Company has a significant presence in the international market. It exports its products to numerous countries, including the United States, Europe, the Middle East, and Africa. Its customers abroad consist of retailers, distributors, and wholesalers who value Trident's commitment to quality, timely delivery, and competitive pricing.

#### IV. Employees

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

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

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	2244	1868	83%	376	17%
2.	Other than Permanent (E)	53	49	92%	4	8%
3.	<b>Total employees (D + E)</b>	<b>2297</b>	<b>1917</b>	<b>83%</b>	<b>380</b>	<b>17%</b>
<b>WORKERS</b>						
4.	Permanent (F)	12334	10167	82%	2167	18%
5.	Other than Permanent (G)	1016	766	75%	250	25%
6.	<b>Total workers (F + G)</b>	<b>13350</b>	<b>10933</b>	<b>82%</b>	<b>2417</b>	<b>18%</b>

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

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	1	1	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total differently abled employees (D + E)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0</b>

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	47	45	96%	2	4%
5.	Other than permanent (G)	0	0	0	0	0
6.	<b>Total differently abled workers (F + G)</b>	<b>47</b>	<b>45</b>	<b>96%</b>	<b>2</b>	<b>4%</b>

**21. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	17%
Key Management Personnel	4	0	0%

**22. Turnover rate for permanent employees and workers**

(Disclose trends for the past 3 years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27%	28%	27%	18%	31%	18%	25%	29%	25%
Permanent Workers	21%	28%	23%	16%	27%	21%	24%	32%	25%

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

S No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Trident Home Textiles Limited	Subsidiary	100%	No
2	Trident Global INC	Subsidiary	73.50%	No
3	Trident Europe Limited	Subsidiary	100%	No

**VI. CSR Details**

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes, CSR is applicable as per Section 135 of the Companies Act, 2013.

(ii) Turnover (in Rs.) - INR 67,903.2 million

(iii) Net worth (in Rs.) - INR 43,091.00 million

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If yes, then provide web-link for grievance redress policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (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  <a href="https://assets.tridentindia.com/code_of_business_conduct_and_ethics/d7dd6908fa.pdf">https://assets.tridentindia.com/code_of_business_conduct_and_ethics/d7dd6908fa.pdf</a>	0	0	-	100	0	Addressing community issues

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	(If yes, then provide web-link for grievance redress policy)	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
Investors (other than shareholders)	Yes <a href="https://assets.tridentindia.com/code_of_business_conduct_and_ethics_d7dd6908fa.pdf">https://assets.tridentindia.com/code_of_business_conduct_and_ethics_d7dd6908fa.pdf</a>	0	0	-	0	0	-
Shareholders	Yes <a href="https://www.tridentindia.com/share-information">https://www.tridentindia.com/share-information</a>	113	5	Pending complaints were lodged post Mar 10th, 2024, and the same were closed within the prescribed legal timeline on April 5 <sup>th</sup> , 2024	0	0	-
Employees and workers	Yes <a href="https://assets.tridentindia.com/vigil_mechanism_policy_986d90052a.pdf">https://assets.tridentindia.com/vigil_mechanism_policy_986d90052a.pdf</a>	4985 (Leena)	9	-	100	0	Key issues resolved- Canteen and Meals complaints, worker grievances
Customers	<a href="https://assets.tridentindia.com/code_of_business_conduct_and_ethics_d7dd6908fa.pdf">https://assets.tridentindia.com/code_of_business_conduct_and_ethics_d7dd6908fa.pdf</a>	78	7	Complaints related to product quality and performance	17	0	Addressed Customer grievances on product and service quality
Value Chain Partners	Yes <a href="https://assets.tridentindia.com/code_of_business_conduct_and_ethics_d7dd6908fa.pdf">https://assets.tridentindia.com/code_of_business_conduct_and_ethics_d7dd6908fa.pdf</a>	0	0	-	0	0	-

## 26. Overview of the entity's material responsible business conduct issues

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

Our materiality assessment focuses on identifying and prioritising the most important sustainability/ESG and business conduct issues for the Company. It is based on stakeholder engagement, thorough research, operational insights and regulatory landscape to ensure that all stakeholder groups are represented.

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	<b>Energy &amp; Climate Change</b>	<b>Risk and Opportunity</b>	<p>Risk: Trident is dependent on fossil fuels as a source of energy for boilers. The Company is also dependent on heavy amount of water intake for paper and pulp manufacturing. Any disruption in the supply chain of traditional fuel will have direct and significant increase in the price and could adversely affect the Company's operations and profitability. Secondly, as climate change is leading to more intense weather events such as- heat waves, droughts, extreme floods and cyclones, it can impact the water availability at extreme high temperatures, forest degradation, and also impact the supply chain during extreme weather events. These events can have direct impact on the Company's value chain operations and could lead to a declining revenue.</p> <p>Opportunity: The Company can adapt to innovate processes to achieve energy efficiency and reduce carbon footprint throughout the value chain. The Company can explore decarbonization opportunities throughout the value chain and develop products which has low/zero emissions. Climate change adaptation and decarbonization solutions will also provide the company an opportunity to gain competitive edge and enhance market position</p>	<p>The Company has implemented ESG principles across the business functions and operations and have undertaken some key targets under the pillars of Energy, Nature, Waste, Packaging, Transportation, Product use and Enterprise. Trident has undertaken Science Based Targets to reduce Scope 1 and Scope 2 emissions by 2031 and become a Net-Zero Company 2040. Some of the best practices implemented includes- replacing coal with biomass fuel, electricity transition from coal-based grid supply to renewable purchases and PPAs, water conservation and recycling and CAPEX investment in energy efficient equipment.</p>	<p>Positive Implication: Implementation of measures to switch from Coal will reduce carbon emissions and enhance the Company's reputation in the long run resulting in better brand value.</p> <p>Costly Investments: Adapting to changing climate conditions may require significant investments in new infrastructure or equipment.</p>
2	<b>Health and Safety</b>	<b>Risk</b>	<p>As a manufacturing Company, the operation at Trident requires workforce to interact with plant machinery and handle material. These activities may lead to accidents, injuries, and fatalities, resulting in legal liabilities, fines, compensation claims, increased insurance premiums, productivity loss and damage to the Company's image. Poor H&amp;S practices also contribute to employee dissatisfaction and low morale.</p> <p>Some of the common health and safety risks the Company needs to address are- Occupational Hazards, Chemical Hazards, Fire and Electrical Hazards, Mechanical and Equipment Hazard, and Climate Related Hazards (extreme heat and health related).</p>	<p>The Company places strong emphasis on health and safety within its operations, corporate spaces and supply chain. Various measures are implemented to promote a safe and healthy working environment, such as- Strict adherence to Regulations, Periodic Risk Assessment through HIRA, Employee and Worker Training on occupational health and safety practices and procedures, including the proper use of personal protective equipment (PPE) and emergency response protocols, Safety Equipment and Infrastructure, Ongoing Safety Audits and continuous employee and worker engagements. All manufacturing locations are certified to Occupational Health and Safety Management Systems (ISO 45001:2018) which encourages proactive approach to identify, evaluate and remediate risks before they cause accidents and injuries.</p> <p>By implementing these measures, Trident aims to create a safety culture, protect employees and ensure compliance throughout operations.</p>	<p>Positive: Safe workplace aids in minimising accidents and illnesses, which have positive impact on claims, insurance and employee productivity</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)
3	Resource Efficiency	Opportunity	<p>Trident sees resource efficiency as an opportunity to optimize its use of resources, reduce waste generation, and enhance sustainability. Some potential areas of resource utilization improvement includes- Energy Efficiency, Water Conservation, Raw Material Optimization, Circular Economy, Supply Chain Engagement and Trainings.</p> <p>The Company has adopted 5Rs Practice- Reduce, Reuse, Recycle, Re-engineer and Redesign, within its operational boundary. The Company has also invested heavily in R&amp;D and CAPEX for new products (increased recycled material input), efficient equipment, plastic recycling through EPR, circular economy (Alternative Fuels) and utilizing waste polyesters in process (Alternative Raw Material), to improve the resource-efficiency of the Company. The Company is also engaged with its marginalized suppliers to procure agriculture waste and utilize as fuel in boilers. Implementing resource efficiency measures not only benefits the environment but can also lead to cost savings, improved operational efficiency, and enhanced brand reputation for Trident Limited.</p>	Trident aims to maximise resource utilisation and minimise inefficiencies. This will enhance our competitiveness in a resource-constrained world.	Positive: By embracing resource efficiency, Trident can increase productivity, lower operational costs, and foster a sustainable future for both the company as well as the communities in which it operates.
4	Customer Satisfaction	Opportunity	Trident sees several opportunities to enhance customer satisfaction. Some of the potential areas to consider includes- Product Quality and Reliability, Timely Delivery, Customer Service and Communication, Innovation and Sustainable Products, and Feedback surveys. By focusing on these key areas, Trident can strengthen its relationship with customers and foster long-term engagement. The Company engages with its customers through feedback surveys, in person meetings, media campaigns, and through grievance mechanisms.	NA	Positive: Positive customer experience Will lead to brand reputation, and positive marketing, which can increase market share by attracting new customers.
5	Employment	Opportunity	The Company sees employment as an opportunity to attract, retain, and develop a skilled and diverse workforce that is essential for its business operations. Trident provides fair and competitive compensation and benefits to its employees, as well as opportunities for learning and career growth. The Company also fosters a culture of providing skill development training to underprivileged candidates and provide them employment after training. Trident also respects the human rights and labour rights of its employees and workers, ensuring a safe, healthy and inclusive work environment.	NA	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	<b>Value, Ethics and Compliance</b>	<b>Risk and Opportunity</b>	<p>Risk: Trident recognises that value, ethics and compliance are essential for its reputation and trust in the international and national market and society. Some of the potential risks that needs to be addressed in those areas are- Ethical Conduct (unethical behaviour, bribery, conflict of interest, and corruption), supply chain compliance (supplier labor practice and compliance), Environment Impact (risk of improper waste disposal, excessive resource consumption and pollution), Employee and Social Responsibility (risks related to community relationship, stakeholder expectation and employee wellbeing). Trident understands the risk of legal or regulatory violations or ethical breaches can harm the Company's image and reputation.</p> <p>Opportunity: By establishing itself as an ethical and compliant organization, Trident can differentiate itself from its competitors and build trust and loyalty with its customers, attract and retain talent who share the Company's values and vision, minimize reputational risks, reduce environment impact, ensure compliance and build transparency across value chain.</p>	The Company has established Code of Conduct that outlines the Company values and principles. Trident also has various policies and procedures to ensure compliance with the applicable regulations. Regular audits, trainings and surveys are conducted to monitor and ensure compliance on ethical conduct across the organization.	Positive
7	<b>Community Engagement &amp; Local employment</b>	<b>Opportunity</b>	Trident understands that community engagement and local employment are opportunities to support the social development of the communities where it operates and strengthen the relationship with community. The Company engages with the society to provide education, build infrastructure, health and wellness engagement, skill development and employment opportunities.	NA	Positive
8	<b>Supply Chain Sustainability</b>	<b>Risk and Opportunity</b>	<p>Risk: Trident has identified that a sustainable supply chain is critical for its business continuity and performance. The Company faces risk of disruptions through various factors such as- global fuel price, political instability, ESG compliance, natural disasters and non-compliance of suppliers.</p> <p>Opportunity: Implementation of a Sustainable Supply Chain is essential for Trident, to minimize its environmental impact, promoting social responsibility, and ensuring long-term business resilience. Some of the supply chain sustainability opportunities for Trident includes- Supplier sustainability assessment, responsible sourcing audits, green logistics, waste recycling and reducing, sustainable way of waste disposal, and manage supplier emissions. By embracing these sustainable supply chain opportunities, Trident can reduce its environmental footprint, promote responsible business practices, and contribute to the overall sustainability operations. It also helps the Company to meet the evolving stakeholder expectations and build reputation.</p>	<p>Trident has deployed several measures to manage supply chain related risks and is engaged with suppliers through regular audits for critical material supplies. The Company has a defined code of corporate governance and conduct, the coverage of which extends to suppliers to ensure ethical compliance. Trident believes that suppliers are important partners in achieving business and sustainability goals and has developed and introduced a comprehensive supplier sustainability framework in 2024, comprising of policies on responsible sourcing, code of conduct, supplier due diligence detailing the expectations from supplier partners</p> <p>By identifying, assessing, and addressing risks at various stages of the supply chain, the Company strives to build a resilient and sustainable supply chain that can adapt to changing market conditions and mitigate potential disruptions.</p>	Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	<b>Product Responsibility &amp; Association</b>	<b>Opportunity</b>	Trident has identified product responsibility and association as an opportunity to improve the product quality, increase customer satisfaction, develop green and environment friendly products and capture additional markets. Trident ensures that the product meets the desired standards for quality, packaging and communication. The Company has also developed products from recycled fibres and fosters circular economy through alternative materials use and reduce dependency on environment. The Company also adds labels on its products to inform consumers about the features, benefits and direction to use, to improve durability. Trident has also association with different Industry association bodies to collaborate, implement best practices and advocate regulatory changes.	NA	Positive
10	<b>Diversity &amp; Inclusion</b>	<b>Opportunity</b>	Trident understands diversity and inclusion as an opportunity to leverage best talent for its operations. The Company promotes diversity by undertaking targets to achieve 50% women workforce, inclusive working environment for especially abled people, ensuring that workforce is treated fairly and equitably in terms of compensation, benefits, opportunities and recognition. The Company also engages with multi-level stakeholders to address diversity and inclusion throughout the value chain.	NA	Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
<i>Policy and management processes</i>									
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. Web Link of the Policies, if available	<a href="https://assets.tridentindia.com/risk_management_policy_142add3200.pdf">https://assets.tridentindia.com/risk_management_policy_142add3200.pdf</a> <a href="https://assets.tridentindia.com/vigil_mechanism_policy_986d90052a.pdf">https://assets.tridentindia.com/vigil_mechanism_policy_986d90052a.pdf</a> <a href="https://assets.tridentindia.com/nrc_policy_56fb7b38ec.pdf">https://assets.tridentindia.com/nrc_policy_56fb7b38ec.pdf</a> <a href="https://assets.tridentindia.com/csr_policy_9d0edfad48.pdf">https://assets.tridentindia.com/csr_policy_9d0edfad48.pdf</a> <a href="https://assets.tridentindia.com/code_of_business_conduct_and_ethics_d7dd6908fa.pdf">https://assets.tridentindia.com/code_of_business_conduct_and_ethics_d7dd6908fa.pdf</a>								
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)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p><b>P1 (Ethics and Transparency)</b></p> <ul style="list-style-type: none"> <li>- Provisions of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015</li> <li>- Quality Management System (ISO 9001:2015)</li> <li>- Fair Trade Certification</li> <li>- SMETA (SEDEX Members Ethical Trade Audit Report)</li> <li>- Information Security Management Systems (ISO 27001:2013)</li> </ul> <p><b>P2 (Product and Service Responsibility)</b></p> <ul style="list-style-type: none"> <li>- Environmental Management System (14001:2015)</li> <li>- Zero Discharge of Hazardous Chemicals (ZDHC)</li> <li>- Quality Management System (ISO 9001:2015)</li> <li>- Occupational Health and Safety Management Systems (ISO 45001:2018)</li> <li>- OEKO-TEX® Made in Green (MIG)</li> <li>- OEKO-TEX® Standard 100</li> <li>- Sustainable Textile Production (STeP)</li> <li>- Fair Trade Certification</li> <li>- Global Organic Textile Standards (GOTS)</li> <li>- Organic Contents Standard (OCS)</li> <li>- Global Recycled Standard (GRS)</li> <li>- Recycled Claim Standard (RCS)</li> <li>- Egyptian Cotton Certification</li> </ul> <p><b>P3 (Human Resources)</b></p> <ul style="list-style-type: none"> <li>- I SO 45001, International Bill of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, UNGC Human Rights Principles, UN Guiding Principles on Business and Human Rights</li> </ul> <p><b>P4 (Responsive to stakeholders)</b></p> <ul style="list-style-type: none"> <li>- CSR disclosures under Section 135 of the Companies Act, 2013, read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended Higg Index- Facility Social &amp; Labor Module (Higg FSLM)</li> </ul>								

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>P5 (Respect for human rights)</b>	-	-	-	-	-	-	-	-	-
	<ul style="list-style-type: none"> <li>SMETA 4 PILLAR</li> <li>BSCI Amfori</li> <li>WRAP (Worldwide Responsible Accredited Production)</li> <li>Higg Index- Facility Social &amp; Labor Module (Higg FSLM)</li> <li>International Bill of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, UNGC Human Rights Principles, UN Guiding Principles on Business and Human Rights</li> </ul>								
<b>P6 (Environmental responsibility)</b>	-	-	-	-	-	-	-	-	-
	<ul style="list-style-type: none"> <li>Higg Index- Facility Environmental Module (Higg FEM)</li> <li>Environmental Management System (14001:2015)</li> <li>Zero Discharge of Hazardous Chemicals (ZDHC)</li> <li>Occupational Health and Safety Management System (45001:2018)</li> <li>OEKO-TEX® Standard 100</li> <li>Sustainable Textile Production (STeP)</li> <li>OEKO-TEX® Made in Green (MIG)</li> <li>Fair Trade Certification</li> <li>Global Organic Textile Standards (GOTS)</li> <li>Organic Contents Standard (OCS)</li> <li>Global Recycled Standard (GRS)</li> <li>Recycled Claim Standard (RCS)</li> </ul>								
<b>P7 (Public policy advocacy)</b>	-	United Nations Sustainable Development Goals (SDGs)							
<b>P8 (Inclusive growth)</b>	-	CSR disclosures under Section 135 of the Companies Act, 2013, read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended							
<b>P9 (Customer engagement)</b>	-	<ul style="list-style-type: none"> <li>Quality Management System (ISO 9001:2015)</li> <li>Information Security Management Systems (ISO 27001:2013)</li> </ul>							
<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>									
<b>P4 (Responsive to stakeholders)</b>		<p>Trident as a responsible and forward-thinking company, has set ambitious sustainability goals and targets to make a positive impact on the environment and society. Here are the key goals and the corresponding targets Trident has undertaken:</p> <ul style="list-style-type: none"> <li>Achieve 30% gender equity by 2030.</li> </ul>							
<b>P6 (Environmental responsibility)</b>	-	<p>Trident Ltd has committed to Science Based Targets, the details of which are as follows-</p> <p>42% GHG emission reduction (Scope 1 and Scope 2) by 2031 compared to base year 2021</p>							
<b>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>									
<b>P4 (Responsive to stakeholders)</b>	-	<p>Against the target of 30% women representation across roles and businesses by 2030, as on 31 March 2024, we are at 17.39%. With various direct and indirect initiatives like preferential hiring of women across business and functions, mentoring and coaching, robust grievance redressal mechanism and trainings we are working towards increasing women representation across business.</p>							
<b>P6 (Environmental responsibility)</b>									
	<b>FY</b>	<b>Scope 1</b>	<b>Scope 2</b>	<b>Total</b>					
	22-23*	476,027	275,599	<b>751,626</b>					
	23-24	673,192	347,698	<b>1,020,890</b>					

\*Emissions for 22-23 have been revised; viz. methodology revision as per GHG protocol and incorporation of revised emission factor for electricity as per CEA.

- Our emissions for 23-24 have increased due to increase in Jacquard colored yarn dyeing initiated in Budhni for Towel unit, Commissioning of CPP in Budhni, Commissioning of Yarn 8-9 units in Budhni (1.89 additional spindles). Our current solar power capacity is 28.3 MWp and set to reach 40 MWp by June 2024

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Governance, leadership and oversight</b>									
<b>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</b>	At Trident, we have always believed in driving business with purpose. Through reporting, we would like to communicate to our stakeholders, our progress on Environmental, Social and Governance performance. We believe Sustainability is a journey, and while we believe there is more work to be done, we are also poised to take up challenges and improvements through transforming our ways of doing business								
<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy/(ies)</b>	Mr. Deepak Nanda Managing Director Tel- +91 161-5039999 E-Mail id: <a href="mailto:md@tridentindia.com">md@tridentindia.com</a>								
<b>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.</b>	Yes, the CSR Committee of the Board of Directors is responsible for implementation of Business Responsibility Guiding Principles. Mr. Deepak Nanda, MD is authorised by CSR Committee for implementation on sustainability related issues. Tel- +91 161-5039999 E-Mail id: <a href="mailto:md@tridentindia.com">md@tridentindia.com</a>								

**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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	MD	MD	MD	MD	MD	MD	MD	MD	MD
	Frequency (Annually/ Half yearly/ Quarterly/ Any other –please specify)								
	<b>Annual</b>								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	MD	MD	MD	MD	MD	MD	MD	MD	MD
	Frequency (Annually/ Half yearly/ Quarterly/ Any other –please specify)								
	<b>Weekly</b>								

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	No	No	No	No	No	No	No	No	No

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

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

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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



### Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

#### ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
<b>Board of Directors</b>	-	-	-
<b>Key Managerial Personnel</b>	3	<ul style="list-style-type: none"> <li>• Anti-Bribery and Anti-Corruption (P1)</li> <li>• POSH (P5)</li> <li>• Governance</li> </ul>	100%
<b>Employees other than BoD and KMPs</b>	64	<ul style="list-style-type: none"> <li>• Anti-Bribery and Anti-Corruption (P1)</li> <li>• Internet Security- Cyber and Information Security (P1)</li> <li>• AML &amp; KYC Policy</li> <li>• Discover Wellness (Building a Collaborative Culture, Power within you, Increase motivation) (P3)</li> <li>• PMGM, Financial Literacy (P3)</li> <li>• TPM, Business Excellence (P3)</li> <li>• Functional knowledge training (P3)</li> </ul>	61%
<b>Workers</b>	1896	<ul style="list-style-type: none"> <li>• POSH (P5)</li> <li>• HR Policies (P5)</li> <li>• H&amp;S Training (Fire Safety, Work Permit, First Aid, Electrical and Machine Safety, Work at Height, EHS &amp; Use of PPEs) (P3)</li> <li>• Checker &amp; Packer, CLRI, 6S, Quality Circle, how to use Success Factor, Functional Knowledge (P3)</li> <li>• Code of Conduct &amp; Standing Orders (P1)</li> </ul>	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	NIL	0	NIL	No
Settlement	NA	NIL	0	NIL	No
Compounding fee	NA	NIL	0	NIL	No

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

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	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, the Code of Business Conduct and Ethics of the Company covers the principles of anti-corruption and anti-bribery. Trident believes in conducting affairs in a fair and transparent way with high standard of professional behaviour, honesty, integrity and ethical behaviour. Complete transparency in operations with clear communication to all relevant stakeholders is practiced by the Company. Anti-corruption and anti-bribery policy is enshrined in Trident's comprehensive code of conduct, which serves as a guiding document for all employees. The code of conduct is applicable to all directors, KMP and Senior Management employees and emphasises the Company's commitment to conducting business with honesty, transparency, and accountability.

Link- [https://assets.tridentindia.com/code\\_of\\_business\\_conduct\\_and\\_ethics\\_d7dd6908fa.pdf](https://assets.tridentindia.com/code_of_business_conduct_and_ethics_d7dd6908fa.pdf), [https://assets.tridentindia.com/vigil\\_mechanism\\_policy\\_986d90052a.pdf](https://assets.tridentindia.com/vigil_mechanism_policy_986d90052a.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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2023-24 Current Financial Year		FY 2022-23 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

During the reporting year, no complaints or fines or penalties were received with regards to regulators, law enforcements, judicial institutions or any corruption and conflicts of interest.

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

	FY 23-24	FY 22-23
Number of days of accounts payables	51	60

9. Open-ness of business

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

Parameter	Metrics	FY 23-24	FY 22-23
<b>Concentration of Purchases</b>	a. Purchases from trading houses as % of total purchases	27.4%	0
	b. Number of trading houses where purchases are made from	231	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	73.79%	0
<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	0.04%	0.03%
	b. Sales (Sales to related parties / Total Sales)	6.03%	4.95%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	1.45%	0%
	d. Investments (Investments in related parties / Total Investments made)	0.12%	3.43%



**Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe**

**ESSENTIAL INDICATORS**

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year	Details of improvements in environmental and social impacts
<b>R&amp;D*</b>	-	-	We have substantial expenditure with reference to Product Stewardship, however, in the current year the same is not recorded for ESG aspect separately. Going forward we will maintain these details and disclose the same. Installation of roof Mounted Solar Power Plant at Budhni Location to reduce coal consumption and power cost
<b>Capex*</b>	26% (INR 1274.9 million)	8% (INR 284.9 million)	

\*The Company have presented the total amount spent in research and development and capex investment towards the goal of emission reduction, waste management and sustainable products.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No) - Yes
  - If yes, what percentage of inputs were sourced sustainably?

Yes, the business of the Company is deep rooted in an agro-based economy leading to farmer prosperity. The code of conduct discourages child labour, unethical practices, and forced labours, for business associates as a strategy of sustainable sourcing. Apart from this, Trident is also engaged in sustainable packaging solutions. Controllable check points have been implemented within the sourcing system and has also implemented 'annual supplier audit' for critical material procurement to evaluate availability traces of hazardous materials among the supply chain. We have procedures for sustainable sourcing and 100% of inputs were sourced sustainably.

- 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.

S. No.	Type of Waste	Waste management type (Recycle/Reuse/disposal/end of life)
1	<b>Plastics</b>	We engage with authorized recyclers to facilitate the collection and reprocessing of plastic waste generated as per the Plastic Waste Management Rules, 2016, thereby, assuming accountability for the end-of-life management of the plastic packaging materials we utilize
2	<b>E-waste</b>	Trident has installed E-waste collection centres within office and operation premises to collect, segregate and recycle the E-waste through authorized recyclers with valid certifications
3	<b>Hazardous waste</b>	Hazardous waste is disposed through CPCB, SPCB authorised vendors in both Punjab and MP. The Company has also integrated zero liquid discharge systems which removes release of hazardous liquid waste into the environment. The manufacturing facilities use biological plant for biodegradation of wastewater and recover the entire wastewater.
4	<b>Other waste</b>	All Non-hazardous wastes are sold to recyclers for further upcycling, recycling and relevant use. Trident has also incorporated food waste and other biomass waste to generate electricity at one of the manufacturing locations, through biogas plant

Trident is committed to sustainability through our 5Rs Practice: Reduce, Reuse, Recycle, Re-engineer, and Redesign. We actively seek alternatives to plastic waste, partnering with recyclers for Extended Producer Responsibility (EPR) initiatives. E-waste is responsibly recycled at our collection centres, while hazardous waste like ETP Sludge is disposed of at authorized Treatment, Storage, and Disposal (TSD) Facilities.

Our innovations include converting food and biomass waste into electricity via biogas plants and promoting sustainable paper packaging through our "Good Paper" campaign. We prioritize Forest Stewardship Council (FSC) certified papers, reducing carbon and water footprints compared to plastics. Trident remains dedicated to minimizing our environmental impact and promoting responsible resource management, showcasing our commitment to sustainability and environmental stewardship.



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

Yes, the Company has identified the environmental emergency and has identified its role in engaging with Extended Producer Responsibility (EPR) under the plastic waste management rules, 2016, with registration under brand owner. The Company has also submitted the targets to the local state pollution control board with approval of collecting back 144.44 MT post-consumer plastic waste for the financial year 2023-24 in MP.



**Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains**

**ESSENTIAL INDICATORS**

1. a. Details of measures for the well-being of employees.

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	1868	1868	100%	1868	100%	0	0%	1868	100%	0	0
Female	376	376	100%	376	100%	376	100%	0	0	376	100%
<b>Total</b>	<b>2244</b>	<b>2244</b>	<b>100%</b>	<b>2244</b>	<b>100%</b>	<b>376</b>	<b>16.8%</b>	<b>1868</b>	<b>83.2%</b>	<b>376</b>	<b>16.8%</b>
<b>Other than Permanent employees</b>											
Male	49	49	100%	49	100%	0	0	49	100%	0	0
Female	4	4	100%	4	100%	4	100%	0	0	4	100%
<b>Total</b>	<b>53</b>	<b>53</b>	<b>100%</b>	<b>53</b>	<b>100%</b>	<b>4</b>	<b>7.5%</b>	<b>49</b>	<b>94.4%</b>	<b>4</b>	<b>7.5%</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	10167	10167	100%	10167	100%	0	0	10167	100%	0	0
Female	2167	2167	100%	2167	100%	2167	100%	0	0	2167	100%
<b>Total</b>	<b>12334</b>	<b>12334</b>	<b>100%</b>	<b>12334</b>	<b>100%</b>	<b>2167</b>	<b>17.5%</b>	<b>10167</b>	<b>82.4%</b>	<b>2167</b>	<b>17.5%</b>
<b>Other than Permanent workers</b>											
Male	766	766	100%	766	100%	0	0	766	100%	0	0
Female	250	250	100%	250	100%	250	100%	0	0	250	100%
<b>Total</b>	<b>1016</b>	<b>1016</b>	<b>100%</b>	<b>1016</b>	<b>100%</b>	<b>250</b>	<b>24.6%</b>	<b>766</b>	<b>75.3%</b>	<b>250</b>	<b>24.6%</b>

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.28%	0.17%

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	3.27%	73.8%	Y	0	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, Trident Limited ensures that the manufacturing premises and offices across locations are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. We are fully committed to promoting inclusivity and diversity within our workforce and proactively implement measures to enhance accessibility. This includes the provision of ramps for wheelchair access and the availability of accessible restrooms on the ground floor. Pursuant to the Rights of Persons with Disabilities Act, 2016, Trident also has 'Equal-Opportunity and Fair Treatment policy' with a vision for creating an inclusive workplace.

Policy Link-Microsoft Word - [https://assets.tridentindia.com/code\\_of\\_business\\_conduct\\_and\\_ethics\\_d7dd6908fa.pdf](https://assets.tridentindia.com/code_of_business_conduct_and_ethics_d7dd6908fa.pdf)

**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. Trident recognises the importance of equal opportunity and inclusivity in accordance with the Rights of Persons with Disabilities Act, 2016, and has implemented an equal opportunity and fair treatment policy to ensure that individuals with disabilities are treated fairly and have access to the same opportunities as others. The Company has a policy on the same but is currently not published on website.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	62.4%	98.9%	30.2%
Female	100%	83.3%	77%	87%
<b>Total</b>	<b>100%</b>	<b>65%</b>	<b>98%</b>	<b>32.3%</b>

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

Yes. Trident has an integrated approach on receiving and redressing grievances from employees and workers. We believe in continual improvement of our grievance redressal mechanism system and actively work towards keeping communication channels open for feedback implementation. The following details the various mechanism in brief:

(If yes, then give details of the mechanism in brief)	
<b>Permanent Workers</b>	KAAN Meeting- The Company conducts 'Kaan Meetings' where members indulge in a healthy exchange of ideas, share any concerns or any opinion that can promote value of the Company are encouraged. This meeting is conducted for different category of employees and workers to create a positive impact, making it a valuable workplace.
<b>Other than Permanent Workers</b>	SAMEEP- The Company has also adopted digital chatbot to stay connected with 15,000+ employees and support them in creating emergency support desk, internal communication, communication directory and many more services to name a few.
<b>Permanent Employees</b>	We also support factory level grievance committee, which includes unit level management, to address any specific concern related to that location. This committee addresses issues related to health and safety, sexual harassment, canteen issues and labour related issues.  ICC- The Company has formulated a Policy on Prevention of Sexual Harassment at Workplace for prevention, prohibition and redressal of sexual harassment at workplace and Internal Complaints Committee has also been set up to redress any such complaints received. The Company periodically conducts sessions for employees across the organization to build awareness about the Policy and the provisions of the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013.

**(If yes, then give details of the mechanism in brief)****Other than Permanent Employees**

Panchsabha- Panchsabha was introduced in the third quarter of FY 23-24 under the overarching philosophy of Sarbat Da Bhala with a commitment to ensure Fairness, Justice and Transparency to all. This grievance mechanism aims at negating the influence of hierarchy in grievance resolution and a step further in ensuring transparent and fair process for grievance redressal. A team of 5 *panch* give audience to complainant and help him/ her to resolve grievances which could be of interpersonal, societal & economical, value integrity and/or disciplinary issues. Ways to approach the Panchsabha are- Walkin, Sameep (raise ticket), Email/WhatsApp to nominated Panchsabha coordinator.

The Company has an open-door approach, wherein every employee irrespective of hierarchy has access to the senior management and can also reach out independently to the Human Resource Function if they choose to. In addition, the Company has framed and implemented whistle-blower policy that enables all employees to report any suspected or actual misconduct in the organisation anonymously, further promoting a culture of transparency.

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 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	2244	0	0	1807	0	0
- Male	1868	0	0	1517	0	0
- Female	376	0	0	290	0	0
Total Permanent Workers	12334	0	0	11943	0	0
- Male	10167	0	0	9738	0	0
- Female	2167	0	0	2205	0	0

**8. Details of training given to employees and workers:**

Category	Total (A)	FY 2023-24 (Current Financial Year)				Total (D)	FY 2022-23 (Previous Financial Year)			
		On Health and safety measures		On Skill upgradation			On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	1917	1244	65%	1339	70%	1517	195	13%	1070	71%
Female	380	214	56%	215	57%	290	63	22%	263	91%
<b>Total</b>	<b>2297</b>	<b>1458</b>	<b>63%</b>	<b>1554</b>	<b>67%</b>	<b>1807</b>	<b>258</b>	<b>14%</b>	<b>1333</b>	<b>74%</b>
<b>Workers</b>										
Male	10933	8444	77%	7898	72%	9738	4316	44%	3672	38%
Female	2417	2070	86%	1906	79%	1754	1019	58%	995	57%
<b>Total</b>	<b>13350</b>	<b>10514</b>	<b>79%</b>	<b>9804</b>	<b>73%</b>	<b>11492</b>	<b>5335</b>	<b>46%</b>	<b>4667</b>	<b>41%</b>

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1917	1917	100%	1517	1517	100%
Female	380	380	100%	290	290	100%
<b>Total</b>	<b>2297</b>	<b>2297</b>	<b>100%</b>	<b>1807</b>	<b>1807</b>	<b>100%</b>
<b>Workers</b>						
Male	10933	10933	100%	9738	9738	100%
Female	2417	2417	100%	1754	1754	100%
<b>Total</b>	<b>13350</b>	<b>13350</b>	<b>100%</b>	<b>11492</b>	<b>11492</b>	<b>100%</b>

**10. Health and safety management system:**

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

Yes, the Occupational Health and Safety Management System has been implemented in all owned manufacturing facilities covering all employees and workers. The Company's health and safety management system is based on ISO 45001, the International Standard for Occupational Health and Safety, which emphasises on enhancing EHS performance by setting objectives and targets and continually monitoring key performance indicators. Robust health and safety policy is also in place to ensure the Company's members are provided a safe and healthy working environment, while complying with all the necessary regulations to protect the environment, safe disposal of waste, ensuring all the stakeholders safety and security. An EHS committee is constituted by the reporting Company with senior leadership whose responsibility is to ensure safety and healthy working environment. These committees are formed for effective monitoring of risk and its mitigation and implement standardized compliance requirements, monitor performance against targets, develop guidelines and promote awareness. The committee is also responsible for driving safety training sessions to upskill stakeholders in maintaining safe workplace.

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

We follow consistent practices across all owned manufacturing facilities to identify work-related hazards and assess risks on a regular basis for all routine and non-routine jobs. The processes used are listed as follows:

1. *'Hazard Identification and Risk Assessment (HIRA)'*- The company utilizes Hazard Identification and Risk Assessment, a process involving systematic identification of potential hazards in the workplace and evaluating the associated risks. It helps the Company in understanding the nature of the hazards, their potential impact on employee health and safety, and the likelihood of their occurrence. Periodically conducting HIRA assessments, helps us to proactively identify and addresses work-related hazards, implements appropriate control measures and minimizes the risks to workforce
2. *Chemical Risk Assessment* is used by the company for identifying health hazards during handling of chemicals
3. Safety Audits- Periodic Safety Audits are carried out both in house and by external agency to help identify work-related hazards
4. Incidence investigation system is in place in the company which helps in finding the root cause and prevention of recurrence of incidence.

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

Yes, Trident has established processes for workers and employees to report work-related hazards and remove themselves from such risks. The company also provides regular training and awareness sessions on hazard identification and reporting procedures. We have mechanisms such as near miss reporting, direct communication with supervisors and EHS department and written procedures and guidelines to support reporting of identified risks by all the stakeholders. An online system of incident reporting is in place which allows us to keep track of incidents that occur as well as the Corrective Action and Preventive Actions ('CAPA'). Learnings from Incidents reported gets discussed in safety committee meetings, communicated to all the concerned persons and deployed horizontally, which helps us to prevent re-occurrence of similar incidents in future. Additionally, we have whistleblower policy that allows anonymous reporting of suspected or actual hazards.

In case of any imminent danger, workers are free to leave the workplace without taking permission from any authority and report the same to concerned person.

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

Yes, employees and workers of the Company have access to non-occupational medical and healthcare services. These benefits include:

1. Group Medclaim Policy- The coverage extends to all permanent employees and workers (outside the coverage of ESIC), providing financial support for medical expenses in the event of illness or injury. This ensures access to necessary medical treatments and services outside of work-related incidents
2. Group Personal Accident Policy- Covering all employees and workers (permanent and other than permanent), outside the office premises
3. Workmen Compensation Policy- Covers all workers for any accident during course of employment (outside the coverage of ESIC)
4. ESIC- All workers as per statutory obligation (coverage for workers with gross wages less 21000)

All the sites have access to non-occupational medical and healthcare services either on-site or through tie-ups with reputed medical entities in close proximity. Our Budhni campus has state of the art Madhuban Hospital, run by Trident Foundation and equipped to provide a range of non-occupational healthcare services, including general medical and specialised consultations, preventive care, vaccinations, and treatment for common illnesses and injuries. In addition, personnel are being trained to respond appropriately to medical emergencies on-site.

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23**
		(Current Financial Year)	(Previous Financial Year)
<b>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</b>	<b>Employees</b>	0	0
	<b>Workers</b>	0.067	0
<b>Total recordable work-related injuries</b>	<b>Employees</b>	0	0
	<b>Workers</b>	2	0
<b>No. of fatalities</b>	<b>Employees</b>	0	0
	<b>Workers</b>	0	0
<b>High consequence work-related injury or ill-health (excluding fatalities)</b>	<b>Employees</b>	0	0
	<b>Workers</b>	0	0

\*Including the contract workforce

\*\*FY 22-23 details revised

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

The company has always been fully committed to safety and has implemented several measures to ensure a safe and healthy workplace across all its business verticals as follows-

- The company has technical and management safety standard comprising of various work practices such as Permit to Work for Confined Space, Working at Height, Hot Work, LOTO, Machine Guarding, Electrical Safety, Process Safety Management etc. A dedicated team of qualified safety officers is present at all premises who are responsible for implementing, monitoring, and enhancing the workplace health and safety conditions
- To oversee and ensure the maintenance of optimal safety standards across all operational facilities, Health and Safety committee has been formed with equal representation of workers. Periodic occupational health monitoring, Workzone monitoring, and employee medical check-up is also being ensured. Mock drills are carried out at regular intervals across all operational facilities.

- We have a well-documented on-site emergency plan
- We also prioritize the provision of appropriate personal protective equipment (PPE) to the workers and ensure that employees have access to and are trained in the proper use of safety gear such as helmets, gloves, safety shoes, goggles and ear protection. The Company also provides comprehensive training on evacuation procedures, fire safety protocols and the proper use of firefighting equipment to ensure that personnel on site are well-prepared to respond effectively in case of an emergency. Along with Training, capacity building sessions are conducted at regular intervals at each unit, including sessions from industry experts. It is mandatory for all new employees (including contractor, interns, security) to undergo safety induction/orientation.

The Company also leverages visual safety aids and messages throughout its facilities and use signs, labels, posters and other visual aids to communicate and reinforce important safety information and reminders to employees.

### 13. Number of complaints on the following made by employees and workers

	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	12	0	Received from Quarterly held	14	0	Received from Quarterly held
Health & Safety	7	0	Safety Committee Meeting	0	0	Safety Committee Meeting

### 14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
<b>Health and safety practices</b>	100% We are ISO 45001 certified and undergo periodic assessments to ensure robustness of safety management systems. Our Internal audits on Health and Safety practices are conducted on a weekly basis, and Statutory Authority inspect the plant premises basis scheduled inspections. Customer nominated external audit agency also assess the entire premises based on their code of conduct.
<b>Working Conditions</b>	100% We are ISO 9001, 14001, 45001 certified. We also undergo SMETA, BSCI, FSLM, WRAP audits annually. These audits are in addition to the audits of customers' code of conduct, which are carried out either by the customers themselves or by third-party agencies nominated by the customers.

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

The company has incorporated robust internal health and safety audit systems to address any significant risks, concerns and incidents. Beginning of every month an audit schedule is finalized and an intra plant audit is conducted to validate the documentation process, safety conditions and other aspects through checklists. For this activity, the company is in the process of implementing a digital tool to capture all stakeholders and assign tasks as per checklist. The digital dashboard aims to provide information to 'Chief Manufacturing Officer' and 'Chairman's Office' for all the activities conducted and whether closure is conducted or not. The preventive measures will be recorded, and incidents will also be recorded and communicated to relevant stakeholders with a timeline to close the risk associated. The company has deep routed leadership in health and safety vigilance and monitors working conditions all day to avoid any incidents.



## Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

### ESSENTIAL INDICATORS

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

The key stakeholder groups for Trident involves Regulatory Bodies, Institutions, Suppliers, Communities and Customers. The Company follows a structured approach to identify stakeholders and the purpose of engagement. The initial stage involves defining scope of engagement such as- survey, training and engagement, regulatory and tax, audit, appraisal and many more. In the next step, stakeholder groups are identified and prioritized followed by strategy building, communication and engagement. Through this process we have identified key stakeholders impacted, built engagement sessions to address issues, shared best practices and fostered value addition and brand building.

#### 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
<b>Government and regulatory authorities</b>	No	<ul style="list-style-type: none"> <li>Industry Bodies</li> <li>Corporate Reports and Presentations</li> <li>Written and Email Communication.</li> <li>In-Person Meeting</li> </ul>	As per requirement, and applicable to rules and laws	<p><b>Purpose and Scope:</b></p> <ul style="list-style-type: none"> <li>a) Regulatory Compliance</li> <li>b) Pollution Control Board statutory reporting</li> </ul> <p><b>Topics of Engagement:</b></p> <ul style="list-style-type: none"> <li>a) Compliance monitoring and reporting</li> </ul>
<b>Academia</b>	No	<ul style="list-style-type: none"> <li>Written and Email Communication</li> <li>In-Person Meeting</li> <li>Seminars and Knowledge sharing platforms</li> </ul>	Ongoing- throughout the year	<p><b>Purpose and Scope:</b></p> <ul style="list-style-type: none"> <li>a) Collaboration</li> <li>b) Student Hiring</li> <li>c) Leadership and Employee Training</li> </ul> <p><b>Topics of Engagement:</b></p> <ul style="list-style-type: none"> <li>a) Sharing Industry Best practices</li> <li>b) Hiring of fresher candidates</li> <li>c) Training of Trident employees.</li> </ul>
<b>Employees</b>	No	<ul style="list-style-type: none"> <li>In-Person Meetings</li> <li>Email Communication</li> <li>Employee Survey</li> <li>Employee Trainings</li> <li>Orientation/Induction</li> <li>Town Hall Programs</li> <li>Learning and Development</li> <li>Rewards and Recognitions</li> </ul>	Ongoing- throughout the year	<p><b>Purpose and Scope:</b></p> <ul style="list-style-type: none"> <li>a) Collaboration</li> <li>b) Employee Wellbeing</li> <li>c) Training and Development</li> </ul> <p><b>Topics of Engagement:</b></p> <ul style="list-style-type: none"> <li>a) Safety Trainings</li> <li>b) Technical Trainings</li> <li>c) Compensation and benefits</li> <li>d) Employee Programs</li> <li>e) Communication and Best Practices sharing</li> </ul>

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
<b>Customers</b>	No	<ul style="list-style-type: none"> <li>Customer Meetings</li> <li>In-person or Telephonic</li> <li>Media Campaigns</li> <li>Email Communication</li> <li>Survey Communication</li> <li>Seminars and Events</li> </ul>	Ongoing-throughout the year	<p><b>Purpose and Scope:</b></p> <ul style="list-style-type: none"> <li>a) Assessment and product survey</li> <li>b) Product feedback</li> <li>c) Environment Protection Collaboration</li> </ul> <p><b>Topics of Engagement:</b></p> <ul style="list-style-type: none"> <li>a) Pricing, policy and features</li> <li>b) Product design, quality and delivery</li> <li>c) Emission Reduction Target engagement</li> <li>d) Communication and Best Practices sharing</li> </ul>
<b>Suppliers</b>	No (Few Segments of Supply Chain Partners, yes)	<ul style="list-style-type: none"> <li>Site Audits</li> <li>In-person and telephonic communication</li> <li>Supplier Onboarding</li> <li>Quality Trainings</li> <li>Email Communication</li> </ul>	Ongoing-throughout the year	<p><b>Purpose and Scope:</b></p> <ul style="list-style-type: none"> <li>a) Material quality supply</li> <li>b) Supplier audit</li> <li>c) Supplier Negotiations</li> </ul> <p><b>Topics of Engagement:</b></p> <ul style="list-style-type: none"> <li>a) Pricing, policy and material features</li> <li>b) Material design, Quality and Delivery</li> <li>c) Communication and Best Practices sharing</li> <li>d) Health and Safety training</li> <li>e) Awards and Recognition Program</li> </ul>
<b>Local community</b>	Yes	<ul style="list-style-type: none"> <li>In-Person Meeting</li> <li>Focused Group Meeting</li> <li>Capacity building sessions</li> <li>Telephonic communication</li> </ul>	Ongoing-throughout the year	<p><b>Purpose and Scope:</b></p> <ul style="list-style-type: none"> <li>a) Community Engagement</li> <li>b) Capacity Building</li> <li>c) CSR Activities</li> </ul> <p><b>Topics of Engagement:</b></p> <ul style="list-style-type: none"> <li>a) Grievance addressing</li> <li>b) Livelihood Building</li> <li>c) Training and Development</li> <li>d) Infrastructure development</li> </ul>
<b>Investors &amp; shareholders</b>	No	<ul style="list-style-type: none"> <li>Annual Report</li> <li>Annual General Meetings</li> <li>Disclosures, Seminars, Investor Calls, and in-person meetings</li> <li>Media and Press Release</li> <li>Email and Telephonic Communication</li> </ul>	Ongoing-throughout the year	<p><b>Purpose and Scope:</b></p> <ul style="list-style-type: none"> <li>a) Respond to concerns and queries</li> <li>b) Financial Performance</li> <li>c) Governance and Strategy</li> </ul> <p><b>Topics of Engagement:</b></p> <ul style="list-style-type: none"> <li>a) Company's financial performance</li> <li>b) Corporate Strategy updates</li> <li>c) Research and Innovation</li> </ul>





### Principle 5: Businesses should respect and promote human rights

#### ESSENTIAL INDICATORS

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	2244	1931	86.1%	1807	712	39%
Other than permanent	53	46	86.8%	87	48	55%
<b>Total employees</b>	<b>2297</b>	<b>1977</b>	<b>81.4%</b>	<b>1894</b>	<b>760</b>	<b>40%</b>
<b>Workers</b>						
Permanent	12334	10438	84.6%	11943	7988	67%
Other than permanent	1016	954	93.9%	2696	1213	45%
<b>Total workers</b>	<b>13350</b>	<b>11392</b>	<b>77.3%</b>	<b>14639</b>	<b>9201</b>	<b>63%</b>

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

Category	Total (A)	FY 2023-24 (Current Financial Year)				Total (D)	FY 2022-23 (Previous Financial Year)			
		Equal to minimum wage		More than minimum wage			Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	1868	0	0%	1868	100%	1517	0	0%	1517	100%
Female	376	0	0%	376	100%	290	0	0%	290	100%
<b>Other than permanent</b>										
Male	49	28	57.1%	21	42.8%	76	76	100%	0	0
Female	4	2	50%	2	50%	11	11	100%	0	0
<b>Workers</b>										
<b>Permanent</b>										
Male	10167	0	0%	10167	100%	9738	0	0	9738	100%
Female	2167	0	0%	2167	100%	2205	0	0	2205	100%
<b>Other than Permanent</b>										
Male	766	643	84%	123	16%	1754	1754	100%	0	0
Female	250	186	74.4%	64	25.6%	484	484	100%	0	0

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

#### a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	67,50,000	1	61,00,000
Key Managerial Personnel	3*	85,00,000	0	0
Employees other than BoD and KMP	1868	1,00,000	376	1,00,000
Workers	10167	25,000	2,167	25,000

\*Managing Director included in Board of Directors

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

Safety Incident/Number	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	15.06%	15.14%

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

Yes, the Company does have Grievance Committee responsible for addressing human rights issues caused by the business. The Company advocates the supremacy of human rights and does have internal policy to acknowledge the support. The employees are trained on the issues related to human rights and covers supply chain partners with a formal policy and annual surprise audit to validate the claim. Trident strongly discourage our stakeholders from conducting unethical violation of Human Rights.

In compliance with the Prevention of Sexual Harassment (POSH) of Women at Workplace Act, the Company has also set up Internal Complaints Committees at each of its offices and manufacturing locations. These committees are responsible for receiving and addressing complaints related to sexual harassment, ensuring a supportive and respectful workplace for women.

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

The Company does have internal mechanism to redress grievances related to human rights issues. These mechanisms are guided by its comprehensive human rights policy, which is available and accessible to all stakeholders.

To ensure that grievances are addressed appropriately, Trident has Grievance committee and Internal Complaints committee to capture the complaints and investigate. Employees and stakeholders who have concerns or grievances regarding human rights violations can raise their issues through the established channels. Where required, Managing Director is involved in both addressing and redressing such cases due to the sensitivity of the complaint. In situation of any supplier getting a red flag on human rights abuse, an imminent audit committee will be established to further investigate the complaint. The company encourage individuals to come forward and report any violations or instances of human rights abuses without fear of retaliation.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

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

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

The Company has integrated robust mechanisms to prevent adverse consequences to the complainant in cases of discrimination and harassment. The Company's policies are designed to safeguard the rights of complainants and ensure their confidentiality throughout the process. integrated a control mechanism to address issues of harassment and misconduct. The internal Complaints Committee oversees any complaints and engage with the stakeholders to investigate and resolve the issue. The engagement is kept highly confidential looking at the sensitivity of the situation. The Company also has Whistle Blower Policy to address such cases.

Policy Link- [https://assets.tridentindia.com/vigil\\_mechanism\\_policy\\_986d90052a.pdf](https://assets.tridentindia.com/vigil_mechanism_policy_986d90052a.pdf)

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

Yes. The Company has Combined Code of Governance and Conduct policy to address Human Rights requirement as a part of business agreements and contracts.

10. Assessments of the year

	% Of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	(CTPAT, Environment, Health and Safety etc.) 100%

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

No significant risk or concern has been raised from the completed assessments during this financial year.



**Principle 6: Businesses should respect and make efforts to protect and restore the environment**

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	113,067.92	68,574.00
Total fuel consumption (B)	GJ	3,864,245.00	3,956,171.46
Energy consumption through other sources (C)	GJ	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	GJ	<b>3,977,312.92</b>	<b>4,024,745.46</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	1,748,204.40	1,385,692.50
Total fuel consumption (E)	GJ	4,866,682.00	3,934,609.47
Energy consumption through other sources (F)	GJ	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	GJ	<b>6,614,886.40</b>	<b>5,320,301.97</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	GJ	<b>10,592,199.32</b>	<b>9,345,047.43*</b>
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/INR	0.00001559897	0.0001485399
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)		0.0032695	0.0031133
Energy intensity in terms of physical output	GJ/MT	33.44	31.25

\*The figures for 22-23 have been revised based on GHG Emissions Inventory and calculation

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.  
No.

**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.**

Yes, The Company have facilities identified as designated consumers under Performance, Achieve and Trade Scheme of the Government of India. The details are as given below-

S. No.	BUSINESS	DESIGNATED CONSUMER REG. NO.	PAT CYCLE II BASE LINE (TOE/MT)	TARGET SEC (TOE/MT)	ACHIEVED 2020-21 (TOE/MT)	REMARKS
1	Trident Home Textiles	TXT 0002 PB	1.927	1.927	2.07	- 3052 ESCerts
2	Trident Yarn	TXT 0003 PB	0.409	0.409	0.41	-660 ESCerts
3	Trident Pulp and Paper	PNP 0030 PB	0.57	0.57	0.47	+ 4751 ESCerts
4	Home Textile Division	TXT0137MP	1.55*	1.4*	1.60	+ 2566 ESCerts

\*Baseline for Home Textile Division (TXT0137MP) was modified in FY 2019-20 from 1.55 to 1.71 TOE/MT after inclusion of Bed Linen.

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

Parameter	Unit	FY 2023-24	FY 2022-23
		(Current Financial Year)	(Previous Financial Year)
Water withdrawal by source (in kilolitres)			
(i) Surface water	KL	12,959,637	12,003,782
(ii) Groundwater	KL	349,304	239,154
(iii) Third party water (Municipal water supplies)	KL	0	0
(iv) Seawater / desalinated water	KL	0	0
(v) Others	KL	0	0
<b>Total volume of water withdrawal (in kilolitres i+ii+iii+iv+v)</b>	KL	<b>13,308,941</b>	<b>12,242,936*</b>
<b>Total volume of water consumption (in kilolitres)</b>	KL	<b>13,724,529</b>	<b>12,563,373*</b>
<b>Water intensity per rupee of turnover (Total water consumption / Revenue from operations)</b>	KL/Rupee of turnover	<b>0.002021</b>	<b>0.0001996</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>		<b>0.004236</b>	<b>0.004185</b>
<b>(Total water consumption / Revenue from operations adjusted for PPP)</b>			
<b>Water intensity in terms of physical output</b>	KL/MT	<b>43.33</b>	<b>42.01</b>
Water intensity (optional) – the relevant metric may be selected by the entity (Water Consumed / MT Production)		-	-

\*The figures for 22-23 have been revised

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency-No.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
	(Current Financial Year)	(Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(ii) To Groundwater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iii) To Seawater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iv) Sent to third parties</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(v) Others</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>		

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

Yes, the Company has maintained the zero liquid discharge facility from the beginning of our operations and save more than six million litres of fresh water every day. The zero liquid discharge mechanism covers 100% of our towel and sheeting processing at Budhni location. The recovery of water is through a biological plant for biodegradation of wastewater, membrane technology, reverse osmosis and multi effect evaporator systems. This system recovers all the wastewater. The Company also treats water through effluent treatment plant at Punjab location and uses the same for gardening and horticulture purposes. The Company is one of the largest among industries, in terms of water recovery from waste streams capacity and best in class technology implementation.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
		(Current Financial Year)	(Previous Financial Year)
NOx	Tons/annum	551.73	616.25
SOx	Tons/annum	735.45	864.19
Particulate matter (PM)	Tons/annum	567.68	660.29
Persistent organic pollutants (POP)	Tons/annum	0	0
Volatile organic compounds (VOC)	Tons/annum	0	0
Hazardous air pollutants (HAP)	Tons/annum	0	0
Others – Ozone Depleting Substances (HCFC – 22 or R-22)	tons/annum	0	0

\*The figures for 22-23 have been revised

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No

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

Parameter	unit	FY 2023-24	FY 2022-23
		(Current Financial Year)	(Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	673,656	476,027
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	347,698	275,599
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)</b>	MTCO <sub>2</sub> e/ per rupee of turnover	0.0000150413	0.00001194
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)</b>		0.0003153	0.0002504
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	MTCO <sub>2</sub> e/MT of Production	3.23	2.51
<b>Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity</b>		-	-

\*The emission figures for FY 22-23 have been revised. We have conducted Scope 1 and 2 Inventorisation as per GHG Protocol by a certified third Party and have updated figures accordingly

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No

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

Yes, Trident Limited has committed to SBTi and as part of its reduction ambitions, have undertaken some key projects to reduce greenhouse gas emissions. Mentioned below are description of projects undertaken-

**Energy Efficiency**

Our manufacturing units across Punjab and Budhni are focusing on Energy Efficiency through Process Improvements and investing in new technologies. Over last few years we have implemented measures like installation of VFD in Spinning, utilization of flash steam, installation of energy efficient LED Lamps, installation of inverter in carding main motor, suction optimization and so forth. In FY 22-23 the investment in Energy Saving Initiatives amounted to INR 381.65 million.

**Renewable Energy**

Trident has invested in Renewable Energy Projects such as installation of Rooftop solar, Biomass for energy generation, installation of IC Reactor for generating energy from wastewater. With an investment of INR 369.5 million, we have installed an additional 10.56 MWp rooftop solar in FY 23-24 taking our capacity to 28.3 MWp. Furthermore, in FY 24-25 we have increased this capacity to 40.9 MWp with installation of 12.53 MWp rooftop solar in May '24, with investment of another INR 370 million. We have

also commissioned 16.3 MW Cogen Captive Power Plant in FY 23-24 designed with the provision to use 30% biomass as fuel. In our Paper manufacturing Facility in Punjab, we have set up a high-rate reactor to generate Biogas (3 Ton/day) from wastewater containing high amount of organic content (generated from wheat straw washing).

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	606.40	698.49
E-waste (B)	14.15	17.76
Bio-medical waste (C)	0.06	2.36
Construction and demolition waste (D)	0	0
Battery waste (E)	10.19	10.58
Radioactive waste (F)	0	0
Other Hazardous waste. (ETP Sludge, Oil-soaked cotton, Used Oil) (G)	4816.35	5926.84
Other Non-hazardous waste generated (H). Please specify, if any.	246166.25	203054.03
	(Process waste-98882.92 Other waste-147283.33)	(Process waste-93851.31 Other waste-109202.72)
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>251613.40</b>	<b>209710.06</b>
<b>Waste intensity per rupee of turnover</b>	<b>0.0000037</b>	<b>0.0000033</b>
<b>(Total waste generated / Revenue from operations)</b>		
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	<b>0.00007767</b>	<b>0.00006987</b>
<b>(Total waste generated / Revenue from operations adjusted for PPP)</b>		
<b>Waste intensity in terms of physical output</b>	<b>0.79</b>	<b>0.70</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
(i) Recycled	68192.09	53444.72
	(Plastic-606.4	(Plastic-698.49
	E Waste-14.15	E Waste-17.76
	Battery Waste-10.19	Battery Waste-10.58
	Other	Other
	Hazardous-2107.07	Hazardous-789.98
	Other Non-Hazardous-65454.28)	Other Non-Hazardous-51927.91)
(ii) Re-used	Process waste- 5622.23	Process waste- 9793.11
(iii) Other recovery operations (Waste to energy)	Process waste- 4303.65	Process waste- 1957.69
<b>Total</b>	<b>78117.97</b>	<b>65195.52</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	Other Hazardous- 31.22	Other Hazardous- 41.73
(ii) Landfilling	Other Hazardous- 2678.06	Other Hazardous- 5095.12
	Other Non-Hazardous- 170786.09	Other Non-Hazardous- 139375.33
(iii) Other disposal operations	-	-
<b>Total</b>	<b>173495.37</b>	<b>144512.18</b>

The figures for FY22-23 have been revised based on comprehensive waste mapping and assessment.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No

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

The Company has established dedicated processes and facilities for handling hazardous waste, battery waste, e-waste, and scrap ensuring compliance with all legal requirements associated with different types of waste. Having adopted 5Rs framework to address waste generation, viz. Reduce, Reuse, Recycle, Re-engineer, Redesign, our primary focus is on waste reduction and reuse, and we responsibly dispose of whatever remains.

1. **Waste identification, segregation and storage-** We have identified the different types and categories of waste and the operations, processes, and activities where they are generated. Areas are earmarked within each department/ process where the waste generated daily is segregated and stored. Vendors for recycling different types of waste are identified and based on their compliance with legal requirements and the company's SOP, authorization is granted. The transportation of waste follows specific procedures and adherence to the requirements for suitable vehicles and transport methods
2. **Waste reduction, recycle and reuse-** While we follow the standard SOP for waste disposal, we give precedence to identifying areas within our operations where waste can be reduced. This involves kaizens around optimizing processes, finding alternatives to wasteful methods and practices, eg. we have implemented optimization systems to reduce steam and power consumption. We also actively explore opportunities to reuse materials within our operations, eg. Comber Noil and rich flat cotton waste from spinning units are reused in open end spinning with in our operations. Furthermore, to reduce dependency on traditional fuels, we are exploring various forms of waste to energy viz. micro dust from spinning is used in boiler, wastewater from washing straw which is rich in organic content is used to generate Biogas.
3. **Responsible Disposal-** Disposal of Hazardous waste, Biomedical waste, e-waste, and battery waste is done following all necessary compliances and guidelines. Hazardous waste and biomedical waste are handed over to TSDFs (Treatment, Storage, and Disposal Facilities) authorized by the State Pollution Control Board, and e-waste and battery waste are given to vendors authorized by the State Pollution Control Board.
4. **Chemical Management-** The company has a well-documented chemical management policy accessible to all stakeholders and supporting procedures on identification, procurement, storage and handling, transportation and traceability of chemicals which includes the following procedures:
  - a. Chemical Evaluation against requirements of RSL/MRSL prescribed in ZDHC and Oeko Tex STeP and furnishing documents viz. TDS, SDS, Certificate of Analysis, GOTS, REACH
  - b. The Chemical management system holds chemical manager responsible for performing chemical risk assessment when incorporating any new chemical
  - c. Wastewater standard- Ensuring effluent quality meet applicable standards for key parameters such as pH, suspended solids, BOD, COD, TDS, Heavy metals and toxic substances.

Daily testing of the ETP in-let water, ETP out-let water is conducted by in-house laboratory. A government-approved third-party agency performs monthly testing, and globally recognized laboratories like Hohenstein conduct annual tests based on the ZDHC wastewater guidelines.

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

The above-mentioned requirement is not applicable to the Company as the Company does not have any of its operations/offices in/ around ecologically sensitive areas.

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.
-	-	-	-



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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-

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

Yes, Trident complies with all the applicable environmental laws and regulations/guidelines implemented by the government.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
-	-	-	-	-



**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.  
10
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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 Indian Chambers of Commerce and Industry (FICCI)	National
2	Confederation of Indian Industry (CII)	National
3	All India Management Association (AIMA)	National
4	Confederation of Indian Textile Industry	National
5	PHD Chamber of Commerce and Industry	National
6	Federation of Indian Export Organizations (FIEO)	National
7	The Cotton Textiles Export Promotion Council (TEXPROCIL)	National
8	Apparel Export Promotion Council (AEPC)	National
9	Northern Indian Textile Mills Association (NITMA)	National
10	Associated Chambers of Commerce and Industry of India	National

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

Not Applicable

Name of authority	Brief of the case	Corrective action taken
-	NA	-



### Principle 8: Businesses should promote inclusive growth and equitable development

#### ESSENTIAL INDICATORS

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Madhuban Hospital	NA	NA	Yes	Yes	<a href="https://assets.tridentindia.com/Impact_Assessment_Report_CB_Trident_IA_Updated_07_05_2024_b8f310ba16.pdf">https://assets.tridentindia.com/Impact_Assessment_Report_CB_Trident_IA_Updated_07_05_2024_b8f310ba16.pdf</a>

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

Not applicable

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
-	-	-	-	-	-	-

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

The Company has established mechanism to receive and address grievances of the community, through the on-ground CSR team and overseen by CSR board. The ground team engages with the community gram panchayats to conduct focused group discussions and surveys to understand the requirements and concerns.

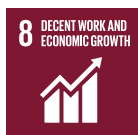
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	43.4%	34.8%
Directly from within India	96.7%	93.9%

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

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	87.14%	88.09%
Semi-urban	12.71%	9.11%
Urban	0.15%	2.80%
Metropolitan	-	-

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



### 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 integrated complaint management with its SAP system. The retail consumers can reach out through toll free contact number and common group email address. All the complaints are recorded through SAP system and intimates the concerned department over email. The department then evaluates the complaint and address through effective communication networks.

##### 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	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	0

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	0	0	Nil	0	0	Nil

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

	Number	Reasons for recall
Voluntary recalls	0	No recall
Forced recalls	0	No recall

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

Yes, the company considers Data Privacy a critical aspect and has developed Information Safety Management System based on ISO 27001. We also have a comprehensive policy in place to address data privacy and security but it is currently not published on website.

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

Since there were no complaints, the question is not applicable

##### 7. Provide the following information relating to data breaches:

- Number of instances of data breaches -0
- Percentage of data breaches involving personally identifiable information of customers -0
- Impact, if any, of the data breaches-NA