



September 05, 2024

To,

**National Stock Exchange of India Ltd.**

Exchange Plaza, 5<sup>th</sup> Floor,

Plot No. C-1, Block G,

Bandra – Kurla Complex,

Bandra (East), Mumbai – 400 051

**Symbol: TIMETECHNO**

**BSE Limited**

1<sup>st</sup> Floor, New Trading Ring,

Rotunda Building,

P.J. Towers, Dalal Street,

Fort, Mumbai – 400 001

**Scrip Code: 532856**

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the Financial Year 2023–24**

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report which forms part of the Annual Report for the Financial Year 2023–24.

You are requested to kindly take the above information on your record.

Thanking You,

**For Time Technoplast Limited**

MANOJ KUMAR MOHANLAL

MEWARA

2024.09.05 13:35:12 +05'30'

**Manoj Kumar Mewara**

**Sr. VP Finance & Company Secretary**

**TIME TECHNOPLAST LTD.**

**Bringing Polymers To Life**

CIN : L27203DD1989PLC003240

Regd. Office : 101, 1st Floor, Centre Point, Somnath Daman Road, Somnath, Dabhel, Nani Daman, Daman - 396210

Corp. Off. : 55, Corporate Avenue, 2nd Floor, Saki Vihar Road, Andheri (East), Mumbai - 400 072 INDIA Tel. : 91-22-7111 9999 Fax : 91-22-2857 5672 E-mail : [tl@time technoplast.com](mailto:tl@time technoplast.com) Website : [www.time technoplast.com](http://www.time technoplast.com)

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## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

### Introduction

At Time Technoplast Limited we are committed to integrating sustainable practices into every aspect of our operations, aligning with our core values and strategic objectives.

We are proud to be the first Company in India to receive final approval for the manufacturing and supply of Type-IV Composite Cylinders for hydrogen. The technology of hydrogen cylinder represents a transformative step in reducing carbon emissions and promoting sustainable green energy solutions. Our efforts in this area demonstrate our dedication to pioneering sustainable innovations that contribute to a greener future. We believe that sustainable business practices, including our advancements in hydrogen cylinder technology, not only contribute to the well-being of our planet and society but also enhance our competitiveness and create value for our stakeholders. This Business Responsibility & Sustainability Report (BRSR) outlines our efforts, achievements, and future goals in our journey towards a more sustainable and responsible business model.

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

Sr. No.	Particulars	Company Details
1	Corporate Identity Number (CIN) of the Listed Entity	L27203DD1989PLC003240
2	Name of the Listed Entity	Time Technoplast Limited
3	Date of incorporation	20-12-1989
4	Registered Office Address	101, 1st Floor, Centre Point, Somnath Daman Road, Somnath, Dabhel, Nani Daman, Dadra and Nagar Haveli and Daman and Diu (U.T.) – 396 210
5	Corporate Address	55, Corporate Avenue, 2nd Floor, Saki Vihar Road, Andheri (East), Mumbai – 400072
6	E-mail	<a href="mailto:investors@timetechnoplast.com">investors@timetechnoplast.com</a>
7	Telephone	022 – 71119999
8	Website	<a href="http://www.timetechnoplast.com">www.timetechnoplast.com</a>
9	Financial year for which reporting is being done	FY 2023 – 2024
10	Name of the Stock Exchange(s) where shares are listed	The National Stock Exchange of India Limited BSE Limited
11	Paid-up Capital	Rs. 22,69,29,066/-
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. Manoj Kumar Mewara Sr. VP Finance & Company Secretary 55, Corporate Avenue, 2nd Floor, Saki Vihar Road, Andheri (East), Mumbai – 400072. Tel No.: 022 – 71119294 E-mail: <a href="mailto:investors@timetechnoplast.com">investors@timetechnoplast.com</a>
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	This report is being prepared on Standalone basis for Time Technoplast Limited.
14	Name of assurance provider	Not applicable for FY 2024
15	Type of assurance obtained	Not applicable for FY 2024

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**ii. Products/services**

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Manufacturing of Composite & Industrial Plastic Products	Industrial Packaging (Drum, Jerry can, IBC), Composite Cylinders (LPG, CNG, Oxygen and Hydrogen), MOX films, Automotive Components, Lifestyle Products, Infrastructure Products etc.	100.00

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

Sr. No.	Product / Service	NIC Code	% of Turnover of the Entity
1	Manufacturing of Composite & Industrial Plastic Products	222	100.00

**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	22	8	30
International	0	0	0

**19 Markets served by the entity**

**a. Number of locations**

Location	Number
National (No. of States)	29
International (No. of Countries)	60

Company has established a wide-reaching presence, serving customers across India and beyond. Our extensive domestic network spans the entire country, ensuring that we meet the diverse needs of our local markets. Additionally, our products are exported to several international destinations, with ongoing efforts to expand our global footprint and attract new customers. This broad customer base enables us to cater to a vast and varied market, fulfilling the significant demand both within India and internationally.

**b. What is the contribution of exports as a percentage of the total turnover of the entity? 6.26%**

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

Time Technoplast Limited caters to a wide range of customers across various sectors, focusing on B2B (Business to Business) markets across India and beyond. The company has established itself as a key player in the polymer industry with a diverse product range that serves numerous segments, including:

- i. Industrial Packaging & Material Handling:** The company supplies packaging and material handling solutions to rapidly growing sectors such as retail, automotive, agriculture, processed food, apparel, pharmaceuticals, FMCG, chemicals, consumer durables, and logistics. These solutions include packaging pails, PET sheets, and other packaging materials.
- ii. Composite Cylinders (LPG, CNG, Oxygen, and Hydrogen):** Time Technoplast manufactures LPG cylinders (Lite Safe) for household, industrial, and lifestyle applications. The CNG composite cylinders are used in the automobile industry, while the oxygen cylinders cater to medical oxygen needs, self-contained breathing apparatus, and scuba diving.

- iii. **MOX Films:** Techpaulin, a Multi-layer, multi-axis Oriented X cross laminated film (MOX), is supplied for a variety of industrial applications, including agriculture, textile, construction and automotive industries.
- iv. **Infrastructure Products:** The company provides a range of products for the agriculture and irrigation sectors, including pipes, fittings, and water storage tanks used in irrigation, water supply, and other agricultural applications.
- v. **Auto Components:** Time Technoplast serves the automotive sector by providing components and solutions for automobile interiors, such as rain flaps, fuel tanks, deaeration tanks/radiator tanks, air ducts, and other automotive parts.
- vi. **Lifestyle Products:** The company also caters to the consumer goods industry by supplying products such as Duro Turf, Matting and Dumpo Bins.

These examples illustrate the customer segments served by Time Technoplast Limited. The company's diverse product portfolio enables it to cater to a broad base across multiple industries. We have established long-standing relationships with our customers based on trust and mutual interest.

#### iv. Employees

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

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% of (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1	Permanent (D)	2380	2330	97.90	50	2.10
2	Other than Permanent (E)	0	0	0.00	0	0.00
<b>3</b>	<b>Total employees (D + E)</b>	<b>2380</b>	<b>2330</b>	<b>97.90</b>	<b>50</b>	<b>2.10</b>
<b>WORKERS</b>						
4	Permanent (F)	1381	1371	99.28	10	0.72
5	Other than Permanent (G)	2533	2458	97.04	75	2.96
<b>6</b>	<b>Total workers (F + G)</b>	<b>3914</b>	<b>3829</b>	<b>97.83</b>	<b>85</b>	<b>2.17</b>

Note: Other than Permanent Workers, majorly include workforce hired through third party job contracts. The organization is focused on skilling and automation to further optimize manpower and improve productivity. Permanent Employees and Permanent Workers are on rolls of the Company excluding those on fixed term contract, who are covered under Other than Permanent Workers. Permanent workers are on rolls of the Company but do not perform managerial or administrative role. Other than permanent workers are third party contractor.

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% of (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	10	10	100.00	0	0
2	Other than Permanent (E)	0	0	0.00	0	0.00
<b>3</b>	<b>Total employees (D + E)</b>	<b>10</b>	<b>10</b>	<b>100.00</b>	<b>0</b>	<b>0</b>
<b>WORKERS</b>						
4	Permanent (F)	7	7	100.00	0	0
5	Other than Permanent (G)	3	3	100.00	0	0
<b>6</b>	<b>Total workers (F + G)</b>	<b>10</b>	<b>10</b>	<b>100.00</b>	<b>0</b>	<b>0</b>

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

	Total (A)	No. of percentage of Females	
		No. (B)	%(B/A)
Board of Directors	9	1	11.11
Key Management Personnel	5	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	14.5	12.8	14.4	14.0	14.1	14.1	14.0	11.5	14.0
Permanent Workers	17.0	0	16.9	16.7	10.5	16.6	15.5	10.5	15.5

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

**23 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	TPL Plastech Limited	Subsidiary	74.86	No
2	NED Energy Limited	Subsidiary	97.04	No
3	Elan Incorporated FZE	Subsidiary	100.00	No
4	Kompozit Praha S RO	Subsidiary	96.20	No
5	Ikon Investment Holdings Limited	Subsidiary	100.00	No
6	GNXT Investment Holdings Pte. Ltd.	Subsidiary	100.00	No
7	Schoeller Allibert Time Materials Handling Solutions Limited	Subsidiary	100.00	No
8	Schoeller Allibert Time Holdings Pte. Ltd.	Subsidiary	50.10	No
9	Time Mauser Industries Private Limited	Joint Venture	49.00	No

**VI. CSR details**

- 24** (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**  
(ii) Standalone Turnover (₹ in lakhs) – **2,63,304.32**  
(iii) Standalone Net worth (₹ in lakhs) – **1,76,819.79**

**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 2023-2024			FY 2022-2023		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	No grievance received	0	0	No grievance received
Investors (other than shareholders)	Yes	0	0	No grievance received	0	0	No grievance received
Shareholders	Yes	1	0	Satisfactory redressal done for shareholder's grievance / complaints	0	0	Satisfactory redressal done for shareholder's grievance / complaints
Employees and workers	Yes	10	0	Satisfactory redressal done for Employee & Worker grievance / complaints	8	0	Satisfactory redressal done for Employee & Worker grievance / complaints
Customers	Yes	12	0	Satisfactory redressal done for customer grievance / complaints	11	0	Satisfactory redressal done for customer grievance / complaints
Value Chain Partners	Yes	0	0	No grievance received	0	0	No grievance received
Other (please specify)	No	0	0	No grievance received	0	0	No grievance received

**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:

Sr. 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	Occupational Health and Safety	Risk and Opportunity	<p>Unhealthy, unsafe and hazardous work conditions can cause physical and mental health issues for workers which will lead to reduced productivity. Any gaps in meeting Health &amp; Safety regulatory standards can lead to penal actions.</p> <p>The manufacturing operations of the Company require employees to interact with plant, machinery, and material handling equipment, all of which carry an inherent risk of injury.</p>	<p>Committed to providing robust Health &amp; Safety management system by:</p> <ul style="list-style-type: none"> <li>✓ Providing safe and healthy working conditions for the prevention of work-related injury and ill health.</li> <li>✓ Meeting regulatory standards/requirements and taking steps for continued improvement.</li> <li>✓ Conducting periodic audits to identify HS risks and taking proactive steps to minimise and mitigate the same.</li> </ul>	<p><b>Positive:</b></p> <p>Robust Occupational Health and Safety standards minimise or prevent the occurrence of untoward incidents and bring higher productivity. It also contributes to elevate brand image of the Company amongst regulators and investors.</p> <p><b>Negative:</b></p> <p>Poor Occupational Health and Safety will result in frequent untoward incidents and lower employee morale and productivity.</p>

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Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Climate	Risk	<p>Climate-related risks consist of both physical risks resulting from the direct impacts of climate change (such as extreme weather events) and transition risks related to efforts to transition to a lower-carbon economy (such as carbon pricing, future government policy and regulation).</p> <p>As the global economy shifts towards a low-carbon future, plastic product manufacturers may face risks associated with the transition. This includes technological advancements, changing consumer preferences, and evolving regulations.</p> <p>These risks can lead to significant business impacts, if not managed adequately well in time.</p>	<p>We have planned a clear pathway to manage climate change risk by focusing on reducing our environment footprints through Greenhouse Gas (GHG) emissions reduction, energy efficiency, and renewable energy.</p> <p>Monitoring and reporting on climate performance, including setting targets and tracking progress towards emissions reductions and other climate-related goals.</p> <p>Staying informed about evolving climate related regulations and policies to ensure compliance and mitigate regulatory risk.</p>	<p><b>Negative:</b></p> <p>Failure to address climate-related issues or implement sustainable practices can lead to reputational damage and loss of customer trust.</p> <p>Changes in investor preferences and the availability of funding may impact access to capital or increase the cost of borrowing.</p>
3	Risk Management	Risk and Opportunity	<p>Deficiency of robust controls and lack of proper risk management &amp; mitigation system may lead to adverse impact on business operations and growth plans.</p> <p>Proper risk management processes enable the Company to address the risks in a timely and efficient manner and thereby thwart any interruption or disruption of business. It also bolsters the Company's business continuity plan.</p>	<p>Managing risk is an interactive process and assists us in setting strategy, achieving objectives and making informed decisions.</p> <p>The Company has a well-established risk management system which includes identification of various risks, analysis and assessment of risks identified, formulation of risk management and mitigation strategies and implementation of the same to ensure business continuity, if risk materialises.</p> <p>Major risks identified are regulatory, competition, ESG, supply chain disruption, cyber &amp; data security, economic and political etc.</p>	<p><b>Positive:</b></p> <p>A robust Risk Management and Mitigation Plan enable the Company to take timely actions/measures to minimise the chance of risk materialisation and its adverse impact, if the risk indeed materialises.</p>
4	Customer Satisfaction	Opportunity	<p>Key to consistency is customer retention, sustained business and long-term associations</p> <p>By prioritizing customer satisfaction, we can foster customer loyalty and improve customer retention rates. We conduct customer satisfaction surveys to get the customer feedback and valuable insights.</p>	<p>Approach to capitalise opportunity:</p> <p>Usage of efficient and environment friendly products, solutions, services, technology, automation &amp; digitalization.</p> <p>Continual engagement, enablement &amp; empowering of stakeholders.</p> <p>Differentiation with competitors and giving customers a compelling reason to choose our products over alternatives.</p>	<p><b>Positive:</b></p> <p>Satisfied customers are more likely to continue purchasing products from the company, reducing customer churn, and increasing repeat sales.</p> <p>Satisfied customers are more likely to make repeat purchases and potentially increase their spending with a manufacturer. This can lead to higher sales volumes and revenue growth</p>

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Data Integrity and Cyber Security	Risk and Opportunity	<p>Technology advancement and cyber security risks directly impact business operations. The criticality involved with the technology and cyber security needs to be assessed periodically to prevent any unforeseen breaches of data security and data privacy.</p> <p>A sound governance of data integrity and cyber security and various safety features embedded in the management of IT systems, enable the creation of a secure and impenetrable network that adequately supports business operations and thwarts any attempt towards disrupting the workflow.</p>	<p>Strong IT management and monitoring system, anti-virus and fire walls to prevent any data integrity and cyber security breaches.</p> <p>Training and awareness sessions are conducted for the employees to make them conversant with the latest trends in data integrity and cyber security.</p>	<p><b>Positive:</b> Innovative technology, digitalisation initiatives and requisite training to the team will ensure compliance with data security, privacy and prevent any loss of data or cyber-attacks.</p> <p><b>Negative</b> Weak data integrity and cyber security mechanisms may lead to data breaches and loss of valuable data.</p>
6	Sustainable packaging	Opportunity	Switching to renewable and increasing reused packing materials reduces dependence on virgin materials thereby, reducing consumption of non-renewable raw materials	<p>Transition towards renewable materials reduces the waste going to landfill.</p> <p>Increasing usage of reused materials has reduced the dependency on virgin materials.</p> <p>This has an ability to implement a circular economy within the Company</p>	<p><b>Positive:</b> Switching to sustainable packaging has enhanced circular economy and helped reduce overall carbon footprint of the Company</p>
7	Business ethics, governance and transparency	Risk	Building a culture of integrity and transparency is linked with fulfilment of mandates as well as strengthening relationships with stakeholders.	<p>Development and training on Code of Conduct.</p> <p>Development of policies, programs and mechanisms for avoiding workplace discrimination, harassment, and corruption, among others</p>	<p><b>Negative</b> Any instances of unethical practices have the risk of tarnishing Company reputation and attracting fines/penalty which can in turn affect business continuity.</p>

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b) Has the policy been approved by the Board? (Yes/No)	Yes, the policies are approved by the Board and signed by the heads of the respective department responsible for the implementation of the policies.								
c) Web Link of the Policies, if available	<a href="https://www.timetechnoplast.com/investor-center/shareholder-center/policies/">https://www.timetechnoplast.com/investor-center/shareholder-center/policies/</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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes



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<p>4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</p>	<p>ISO 9001:2015 IAFT 16949:2016 ISO 14001:2015 ISO 22000:2018 ISO 45001:2018</p>
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>Company has accelerated sustainability journey, significantly expanded the coverage and enhanced the initiatives. The Company has set goals and targets focusing on ESG Key Performance indicators related to:</p> <ul style="list-style-type: none"> <li>✓ To determine the performance of existing waste treatment/control systems so as to modify or install additional or alternative control equipment accordingly.</li> <li>✓ Lower the generation of hazardous waste through improved practices and controls.</li> <li>✓ The <b>Green Energy Phase II Project</b> aims to generate 9 million units of electricity and green energy by December 2024 through rooftop solar power and a group captive solar plan. This initiative is expected to reduce CO2 emissions by 8,333 tonnes.</li> <li>✓ The <b>Green Energy Phase III Project</b> aims to generate 12 million units of electricity and green energy by March 2025 through rooftop solar power and a group captive solar plan. This initiative is expected to reduce CO2 emissions by 16,000 tonnes.</li> <li>✓ Health &amp; Safety: Continue to have Zero Fatalities.</li> <li>✓ Zero case of fines /penalties /punishment from any regulatory/ enforcing agency in reporting year.</li> <li>✓ Maximize the number of employees trained in fire fighting techniques.</li> <li>✓ Decrease groundwater consumption by implementing effective engineering controls.</li> </ul>
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>The Board of Directors of the Company has empowered the Management to exercise oversight on the implementation of targets committed under ESG.</p> <ul style="list-style-type: none"> <li>✓ Efficient Water Management: Reduced liquid discharge at all locations.</li> <li>✓ Health &amp; Safety: Achieved zero fatalities across all the units</li> <li>✓ Business Ethics &amp; integrity and code of conduct: Imparted Training to employees for POSH, Code of Conduct, Whistle Blower.</li> <li>✓ The <b>Green Energy Phase I Project</b> has successfully generated 10 million units of electricity and green energy, reducing 10,700 tonnes of CO2 emissions.</li> </ul>
<p><b>Governance, leadership and oversight</b></p>	
<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p>	<p>As a Managing Director of Time Technoplast Limited, I am proud to present our second edition to Business Responsibility And Sustainability Report, a testament towards our efforts to minimize the environmental and social impacts of our business activities. Our company remains steadfast in its commitment to environmental, social, and governance (ESG) principles, addressing the critical challenges facing our industry today. We are focused on reducing our carbon footprint, promoting social responsibility, and upholding the highest standards of governance. Over the past year, we have set ambitious targets to improve water management and energy efficiency across all operations. Among our notable achievements is the successful innovation and deployment of High-Pressure Type-IV</p>



	Composite Cylinders for Hydrogen, which mark a significant milestone in our sustainability efforts. This innovation not only underscores our dedication to developing green energy solutions but also positions us at the forefront of the transition to a low-carbon economy. Our progress in ESG initiatives reflects our ongoing commitment to creating a sustainable future while delivering value to our stakeholders.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Time Technoplast Limited is the highest authority responsible for the oversight of the implementation of the Business Responsibility policies.  <b>Executive implementation and oversight:</b> Mr. Bharat Kumar Vageria, Managing Director & Chief Executive Officer of the Company.
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Board of Time Technoplast has constituted various Board committees, which are responsible for and have a remit over key sustainability-related policies of as below:  1. Corporate Social Responsibility Committee 2. Risk Management Committee
10. Details of Review of NGRBCs by the Company:	
<b>Subject for Review</b>	<b>Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee</b>
	<b>Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</b>
	P1 P2 P3 P4 P5 P6 P7 P8 P9 P1 P2 P3 P4 P5 P6 P7 P8 P9
Performance against above policies and follow up action	The senior management of the Company regularly monitors its performance across all aspects of the nine principles of the NGRBC. They provide updates on developments to the Board and the CSR Committee, with periodic reviews conducted by the CFO and the respective department heads.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Company strives to maintain the highest degree of conformance and compliance with the laws in all locations. Any statutes and legislation pertaining to the nine principles of the NGRBC are complied with.
11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	The policies are reviewed internally on a periodic basis. No independent assessment/evaluation review is conducted through external partners.

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								
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)									
Any other reason (please specify)									

**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.

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**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 by the awareness programmes
Board of Directors	2	<ul style="list-style-type: none"> <li>• Corporate Governance</li> <li>• Amendments to SEBI (LODR) Regulations</li> <li>• 9 Principles of BRSR</li> <li>• Technology &amp; Innovation</li> <li>• Sustainability Risk management</li> </ul>	100%
Key Managerial Personnel	2	<ul style="list-style-type: none"> <li>• Corporate Governance</li> <li>• Amendments to SEBI (LODR) Regulations</li> <li>• 9 Principles of BRSR</li> <li>• Technology &amp; Innovation</li> <li>• Sustainability Risk management</li> </ul>	100%
Employees other than BOD and KMPs	4	<ul style="list-style-type: none"> <li>• Health and Safety Training</li> <li>• Prevention of Sexual Harassment (POSH)</li> <li>• Energy efficiency</li> <li>• Technology &amp; Innovation</li> </ul>	90%
Workers	28	<ul style="list-style-type: none"> <li>• Safe work permit system</li> <li>• 3P protection (Person, Property &amp; Policy),</li> <li>• Personal Hygiene</li> <li>• First Aid – Awareness</li> <li>• Workplace safety</li> <li>• Emergency response plan &amp; procedure</li> <li>• Importance of PPE's (personal protective equipment)</li> <li>• Security access control policy</li> </ul>	90%

**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 3 – of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

Monetary					
	NGRBC Principle	Name of the regulatory enforcement agencies / judicial institution	Amount (In Rs.)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	Nil				
Settlement					
Compounding fee					
Non Monetary					
	NGRBC Principle	Name of the regulatory enforcement agencies / judicial institution	Brief of the case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil				
Punishment					

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
	NA

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.

The Company has an anti-bribery and corruption policy forming part of HR manual. It is applicable to all subsidiaries, associates, and business partners. The Company strictly prohibits any form of bribery and corruption in its operations and is committed to conducting its business ethically and transparently. It has implemented various internal controls such as conducting audits, internal reviews, no political contribution, regular compliance checks, whistle blower policy, etc. to ensure the company or its employees do not engage in unethical practices. The Company encourages and promotes a culture of intensive deliberations, transparency, and impartiality in its dealings with stakeholders and the public at large.

The Policy can be accessed at: <https://www.timetechnoplast.com/wp-content/uploads/2023/09/hr-manual-final.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	FY 2022-23
Director	0	0
EMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	None	0	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	None	0	None

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

Not applicable

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	51	59

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 2023 – 24	FY 2022 – 23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	9.42%	9.96%
	b. Number of dealers / distributors to whom sales are made	169	163
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	39.80%	40.10%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	8.89%	9.09%
	b. Sales (Sales to related parties / Total Sales)	3.68%	4.34%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	72.02%	65.99%
	d. Investments ( Investments in related parties / Total Investments made)	99.09%	100.00%

## TIME TECHNOPLAST LIMITED

### LEADERSHIP INDICATORS

**1. Awareness programmes conducted for value chain partners on any of the principles during the Financial Year:**

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with partners) under the awareness programmes
-	-	-

The Company is developing a well-defined training programme for the value chain partners. This programme is aimed at inculcating the NGRBC Principles. We continuously engage with them through various mediums and facilitate capacity building workshops and awareness sessions for its key value chain partners. The Company emphasizes and ensures that suppliers strive to adhere to Company's Code of Conduct and Ethics as well as Health, Safety and Sustainability initiatives.

**2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.**

Yes, we have processes in place to avoid/ manage conflict of interests involving members of the Board.

The company's structure consists of two layers: the Board of Directors and the Committees of the Board at the highest level, and the Management Team at the operational level. The Board sets the overall corporate objectives and provides guidance and autonomy to the Management Team to achieve these objectives within a defined framework. This professional management approach creates an environment conducive to sustainable business operations and value creation for all stakeholders. The Board fulfils its fiduciary responsibilities of protecting the interests of the company, operating within the boundaries of the law. The composition and size of the Board are designed to be robust, allowing it to effectively address emerging business development issues and make independent judgments.

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

### ESSENTIAL INDICATORS

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R & D	2.96%	3.45%	The cost includes overall expenditure including the expenditure made on environmental and sustainability related projects like composite hydrogen cylinders, reducing dependence on freshwater consumption, maximising value from waste, energy efficiency, Increasing the utilisation of recycled materials.
Capex	13.15%	12.46%	<ul style="list-style-type: none"> <li>a) Installation of Solar / Photo voltaic Power Plants / Grid as an alternative source of energy resulting in reduction of electricity consumption and transition towards renewable source of energy.</li> <li>b) Energy efficiency initiatives i.e., replacement of old machine with latest trends in technology leading to significant energy saving and improved efficiency.</li> <li>c) Installation of Rainwater Harvesting leading to increased water conservation and resource efficiency.</li> <li>d) Noise control measures implemented.</li> <li>e) Implementation of efficient solid waste management and vermin composting</li> </ul>

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

Yes, Company has established procedures to ensure sustainable sourcing practices. The Company is dedicated to manufacturing its products responsibly and takes steps to ensure that the procurement process is conducted in an ethical, safe, and environmentally conscious manner. As a leading Company in the manufacturing of composite and plastic products, we recognize the importance of long-term sustainable development for our success, and we value our relationships with suppliers who share our commitment to responsible business practices.

**b. If yes, what percentages of inputs were sourced sustainably? – 6-8%**

**3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste, and (d) other waste.**

The plastic materials are reused in accordance with the regulatory and standard norms of the State/Country. In certain instances, the waste is either sold to registered vendors or transported to authorized recyclers. Internally generated materials are grinded and reused in a manner that ensures optimal quantity without compromising quality.

- (a) Plastic waste - For Packaging products, as per Plastic Waste Management Rules, 2016, Company had reprocessed the material through authorized re-processor after consumer use.
- (b) E-waste – Company is generating E-waste like DG set batteries as per the requirement and disposed the same through manufacturer on buy back basis for other general E-waste disposed through authorized re-processor.
- (c) Hazardous waste – Company is generating following waste:

Sr. No.	Material	Disposal Method
1	Used Oil	Disposed to Authorized re-processor
2	Used Cotton Waste	Disposed to CHWTSDF
3	Used Empty inks bottles, containers (1-2 Litre)	Disposed to CHWTSDF

Other examples of hazardous waste include explosives, toxic or flammable gases, flammable liquids and solids, oxidizing substances, radioactive materials, and corrosive substances. The Company has designated a hazardous waste storage pad equipped with fire-fighting arrangements and secondary containment. All hazardous waste in solid form is stored in labeled drums as per Form-8 regulations. Workers are trained in hazardous waste handling and provided with appropriate PPE. The Company is a member of a local authorized party for the treatment and disposal of hazardous waste, and the Company also reuses certain wastes where possible.

**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.**

We have registered on the CPCB portal under the Extended Producer Responsibility (EPR) framework, in compliance with The Plastic Waste Management Rules, 2022. Additionally, we have submitted the annual return on the CPCB portal, as required.

**LEADERSHIP INDICATORS**

**1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product/ Service	% Of total turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No) If yes, provide the web-link
Not Applicable					

**2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name of Product / Service	Description of risk/concern	Action taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Recycled in-house plastic waste generation	13.18%	12.74%

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4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format

Particulars	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

Company is striving towards promoting waste management practice which aligns with our commitment to environmental sustainability and responsible product stewardship. We understand the importance of effective waste management and are continuously exploring opportunities to enhance the recyclability and sustainability of our products.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable

**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	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Employees</b>											
Male	2330	455	19.53	2330	100.00	0	0	0	0	0	0
Female	50	16	32.00	50	100.00	50	100.00	0	0	0	0
<b>Total</b>	<b>2380</b>	<b>471</b>	<b>19.79</b>	<b>2380</b>	<b>100.00</b>	<b>50</b>	<b>2.10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	% of workers covered by										
	Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Employees</b>											
Male	1371	0	0	1371	100.00	0	0	0	0	0	0
Female	10	0	0	10	100.00	10	100.00	0	0	0	0
<b>Total</b>	<b>1381</b>	<b>0</b>	<b>0</b>	<b>1381</b>	<b>100.00</b>	<b>10</b>	<b>0.72</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Employees</b>											
Male	2458	0	0	2458	100.00	0	0	0	0	0	0
Female	75	0	0	75	100.00	75	100.00	0	0	0	0
<b>Total</b>	<b>2533</b>	<b>0</b>	<b>0</b>	<b>2533</b>	<b>100.00</b>	<b>75</b>	<b>2.96</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</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	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.06%	0.05%

2. Details of retirement benefits, for FY 2023-24 and FY 2022-23

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N/A)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N/A)
PF	100.00	100.00	Yes	100.00	100.00	Yes
Gratuity*	100.00	100.00	Yes	100.00	100.00	Yes
ESI	100.00	100.00	Yes	100.00	100.00	Yes
Other: Life Insurance/ Death Benefits	100.00 only for staff	NA	NA	100.00 only for staff	NA	NA

\*Company is maintaining Gratuity Trust.

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? (Yes/ No)

Yes, The Company has already modified several locations with disabled-accessible infrastructure including ramps, furniture, washrooms and other installations. It is also currently in the process of incorporating similar measures across all locations.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? (Yes/ No)

Yes

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100.00%	100.00%	No Maternity leave was recorded in this year	-
Total	Maternity Leave is 100%	100.00%	No Maternity leave was recorded in this year	-

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

Particulars	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	<ul style="list-style-type: none"> <li>Any concerned employee or worker can inform the Complaints Committee through email or written complaint giving details of the incident.</li> <li>Once the complaint is received, it will be kept strictly confidential.</li> <li>The person accused will be informed that a complaint has been filed against him/her and no unfair acts of retaliation or unethical action will be tolerated.</li> </ul>
Other than permanent workers	<ul style="list-style-type: none"> <li>The Committee shall ensure that a fair and just investigation is undertaken immediately.</li> <li>Both the complainant and the alleged accused initially will be questioned separately with a view to ascertain the veracity of their contentions. If required, the person who has been named as a</li> </ul>



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Particulars	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Employees	witness will need to provide the necessary information to assist in resolving the matter satisfactorily.
Other than Permanent employees	<ul style="list-style-type: none"> <li>The complainant and the accused shall be informed of the outcome of the investigation. The investigation shall be completed within reasonable time period of the receipt of the complaint. Where any misconduct is found by the Committee, appropriate disciplinary action shall be taken against the accused. Disciplinary action may include transfer, withholding promotion, suspension or even dismissal or any other action as may deem fit by the Committee. This action shall be in addition to any legal recourse sought by the complainant and the Company.</li> </ul>

**7. Membership of employees and worker in association(s) or unions recognized by the listed entity**

Benefits	FY 2023-24			FY 2022-23		
	Total employees/ workers in respective category (A)	No of employees workers in respective category, who are part of association(s) of Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No of employees workers in respective category, who are part of association(s) of Union (D)	% (C/D)
Total Permanent Employees	2380	44	1.85	2502	45	1.80
Male	2330	44	1.89	2458	45	1.83
Female	50	0	0	44	0	0
Total Permanent Workers	1381	44	3.19	1489	45	3.02
Male	1371	44	3.21	1480	45	3.04
Female	10	0	0	9	0	0

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

Category	FY 2023-24					FY 2022-23				
	Total	On Health Insurance		On Skill Upgradation		Total	On Health Insurance		On Skill Upgradation	
	(A)	No (B)	% (B/A)	No. C	% (C/A)	(D)	No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	2330	2220	95.27	2250	96.56	2458	2132	86.74	2344	95.36
Female	50	50	100.00	50	100.00	44	40	90.91	43	97.73
<b>Total</b>	<b>2380</b>	<b>2270</b>	<b>95.37</b>	<b>2300</b>	<b>96.63</b>	<b>2502</b>	<b>2172</b>	<b>86.81</b>	<b>2387</b>	<b>95.40</b>
<b>Workers</b>										
Male	3829	3300	86.18	3500	91.40	3634	3200	88.06	3634	100.00
Female	85	61	71.76	65	76.47	81	70	86.42	81	100.00
<b>Total</b>	<b>3914</b>	<b>3361</b>	<b>85.87</b>	<b>3565</b>	<b>91.08</b>	<b>3715</b>	<b>3270</b>	<b>88.02</b>	<b>3715</b>	<b>100.00</b>

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

Benefits	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
			<b>Employees</b>			
Male	2330	2330	100.00	2458	2458	100.00
Female	50	50	100.00	44	44	100.00
<b>Total</b>	<b>2380</b>	<b>2380</b>	<b>100.00</b>	<b>2502</b>	<b>2502</b>	<b>100.00</b>
			<b>Workers</b>			
Male	3829	3829	100.00	3634	3634	100.00
Female	85	85	100.00	81	81	100.00
<b>Total</b>	<b>3914</b>	<b>3914</b>	<b>100.00</b>	<b>3715</b>	<b>3715</b>	<b>100.00</b>

**10. Health and Safety Management System**

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

Yes, the Company has an Integrated Management System meeting the requirements specified in ISO 45001:2018 Occupational Health and Safety Management System. The Company is certified by TUV. The Company conducts safety programs at all sites to ensure safety of all the labourers/workers on site. Safety shoe, jackets, helmets, gloves are mandatory for onsite workforce - periodic safety assessment are undertaken to ensure compliance

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

Our Plants have already obtained ISO 45001:2018 certification and we have mandated to obtain said certificate for every new plant at the start of every Project and at the start of every activity. The Company has a process of Hazard Identification and Risk Assessment wherein the Safety and Execution team together identify the hazards associated with these activities and evaluates the risks vis a vis the control measures in place. This is done for all routine and non-routine activities. The Company also has health & safety professionals on site to regularly keep a check on the activities carried out and a regular check of all the safety equipment's takes places.

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

Yes, various forums such as Weekly Safety Review Meetings are made available for workers to express their safety concerns and work related hazards. Appropriate proactive action is undertaken to mitigate all work related hazards based on worker inputs. The Company also adheres to all other health & safety related requirements specified in ISO 45001:2018 Occupational Health and Safety Management Standard.

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

Yes, employees / workers have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR)(per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
Number of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

Health and safety are consistently prioritized at our facilities. Measures include the installation of CCTV cameras, fire protection equipment, and maintaining factory hygiene. We conduct monthly fire evacuation drills and regular fire safety training to ensure the safety of people, plants, and products.

The company has established Environment, Health, and Safety (EHS) Standard Operating Procedures (SOPs), which define the roles and responsibilities of individuals, groups, and committees, along with clear guidelines. Safety-related risk assessments are regularly conducted to identify potential challenges. Both internal and external safety audits are performed to ensure compliance, identify areas for improvement, and implement necessary actions to enhance workplace safety. We engage and communicate EHS expectations through periodic training sessions.

To maintain a healthy workplace, we take the following measures:

- At the planning stage: selecting appropriate equipment, technology, and processes.
- Conducting regular awareness and training programs.
- Implementing engineering controls.
- Disposing of hazardous material waste according to statutory requirements and SOPs.
- Providing appropriate, adequate, and reliable Personal Protective Equipment (PPE).
- Regularly monitoring levels of toxic gases and other hazards such as noise, temperature, vibration, radiation, chemicals, and illumination to ensure they remain within safe limits.
- Displaying hazard signage in identified areas.
- Monitoring air and water quality according to Pollution Control Board (PCB) norms.
- Managing hazardous waste as per PCB norms.

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

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	2	0	All complaints are resolved	2	0	All complaints are resolved
Health & Safety	0	0	None	0	0	None

**14. Assessments for the year**

	% of your plants and offices that were assessed. (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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

The risks/concerns identified in ISO 45001:2018 for utilizing the Hazard Identification and Risk Assessment process have been effectively addressed by the concerned team. Corrective actions were implemented after engaging and consulting with both managerial and non-managerial employees and workers. The effectiveness of these corrective actions is regularly monitored to ensure that the risks and concerns have been addressed adequately.

**LEADERSHIP INDICATORS**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of: (Y/N)?**

Yes, the Company provides future service gratuity policy and group personal accident policy to employees in the event of death.

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

The Company has a process in place for ensuring the compliance of the statutory dues such as GST, direct tax, employee related deductions etc. and its payments as applicable of the relevant value chain partners of the Company.

**3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 2023 – 24	FY 2022 – 23	FY 2023 – 24	FY 2022 – 23
Employees	0	0	0	0
Workers	0	0	0	0

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)**

Yes, the Company offers transition assistance programs to support employees in managing career changes like retirement or termination. They may also be offered advisory roles based on the management’s decision. Additionally, employees receive gratuity or severance pay depending on their tenure with the company.

**5. Details on assessment of value chain partners**

	% of your plants and offices that were assessed. (by entity or statutory authorities or third parties)
Health and safety practices	70-80%
Working Conditions	70-80%

**6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

Not Applicable

**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.**

Stakeholders are individuals or groups whose interests are influenced by an organization’s activities. We have identified key internal and external stakeholders based on their immediate impact on our operations and where our business can make the greatest impact. Our Stakeholders include existing and potential customers, vendors/suppliers, employees, shareholders, investors, banks/financial institutions, regulatory authorities, media, and community.

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The identification process for these key stakeholders is qualitative. It involves consultation and feedback from various departments, as well as input from senior management and board.

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

Stakeholder group	Whether identified as vulnerable & marginalized group. (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice, Board Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	E-mail, Newspaper notices, Website Meetings like AGM, Postal Ballot, Conference Call	Quarterly/Annually	Communication on financial performance, growth perspective, Dividend updates and any other material information
Value Chain Suppliers	No	Meetings, Calls, One-on-one interactions	Need based	Purchase of Machines, Plastics Polymers, Consumables, Packing Materials etc.
Employees	No	Email, departmental meetings, conferences etc.	Monthly/Quarterly	Communication on skills & training, occupational health & safety issues, human rights, growth opportunities, etc. Time Employee Welfare Trust provides support to workers and employees.
Workers	Yes (Women and low economic status)	Meetings, notice board	Quarterly	
Govt/Regulatory Bodies	No	Emails, Personal Interactions, Meetings.	Need based	Permissions & clearances from authorities, reporting & statutory compliance, policy formulation & discussions if so applicable.
Communities	No	Directly or through NGOs	Need based	Support socially/by CSR Activities to satisfy needs of society/communities.

### LEADERSHIP INDICATORS

**1. Provide the processes for consultation between stakeholders and the Board on Economic, Environmental and Social topics or if consultation is delegate how is feedback from such consultations provided to the Board.**

Stakeholder consultations are typically undertaken by respective groups, senior management and relevant officers. The feedbacks and identified issues of pertaining to corporate are escalated to the Board-level via direct channels or through board Committees that oversee aspects such as business risks, CSR & sustainability, Planning & Projects, Dispute Settlement, and so on. Regular consultation on Health, safety and social issues are also conducted. Any major concern/incidents are appraised to the Board for advice.

**2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

The Company engages with its internal and external stakeholders through various channels to understand their needs, concerns, and expectations and to share the Company's performance and goals. This helps the Company to align its business practices and maintain necessary communication with its all stakeholders. The Company is committed to addressing material issues identified through stakeholder engagement and materiality analysis. The company monitors stakeholder interactions via various channels throughout the year, and if any issues arise that are not already identified, the same are included to the list of material issues.

**For example:**

1. Various CSR activities / environment conservation projects outside the company boundary are undertaken after feedback from stakeholders such as community, regulatory bodies, etc.
2. The stakeholders regularly provide their feedback on requirement of improved product efficiency, greener products etc. These requirements drive us to undertake R&D and produce better products for customers.
3. **Provide details of instances of engagement with and actions taken to address the concerns of vulnerable/marginalized stakeholder groups.**  
The Company directly or through NGOs/Trusts actively engages in CSR activities. This includes uplifting of under privilege in the society, supporting needy and poor students in the vicinity of its operations, promoting education, promoting healthcare, free medical assistance, rural development projects, empowering women, eradicating hunger etc. Detailed CSR activities are given in Annexure – C of the Boards' Report.

**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			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% of (B/A)	Total (C)	No. of employees/ workers covered (D)	% of (C/D)
<b>Employees</b>						
Permanent	2380	2380	100.00	2502	2502	100.00
Other than permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>2380</b>	<b>2380</b>	<b>100.00</b>	<b>2502</b>	<b>2502</b>	<b>100.00</b>
<b>Workers</b>						
Permanent	1381	1381	100.00	1489	1489	100.00
Other than permanent	2533	2533	100.00	2226	2226	100.00
<b>Total Workers</b>	<b>3914</b>	<b>3914</b>	<b>100.00</b>	<b>3715</b>	<b>3715</b>	<b>100.00</b>

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to minimum wages		More than minimum wages		Total (D)	Equal to minimum wages		More than minimum wages	
		No (B)	%(B/A)	No. C	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
<b>Permanent Employees</b>										
Male	2330	0	0	2330	100.00	2458	0	0	2458	100.00
Female	50	0	0	50	100.00	44	0	0	44	100.00
<b>Total</b>	<b>2380</b>	<b>0</b>	<b>0</b>	<b>2380</b>	<b>100.00</b>	<b>2502</b>	<b>0</b>	<b>0</b>	<b>2502</b>	<b>100.00</b>
<b>Other than Permanent Employees</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Permanent Worker</b>										
Male	1371	0	0	1371	100.00	1480	0	0	1480	100.00
Female	10	0	0	10	100.00	9	0	0	9	100.00
<b>Total</b>	<b>1381</b>	<b>0</b>	<b>0</b>	<b>1381</b>	<b>100.00</b>	<b>1489</b>	<b>0</b>	<b>0</b>	<b>1489</b>	<b>100.00</b>
<b>Other than Permanent Workers</b>										
Male	2458	0	0	2458	100.00	2154	0	0	2154	100.00
Female	75	0	0	75	100.00	72	0	0	72	100.00
<b>Total</b>	<b>2533</b>	<b>0</b>	<b>0</b>	<b>2533</b>	<b>100.00</b>	<b>2226</b>	<b>0</b>	<b>0</b>	<b>2226</b>	<b>100.00</b>

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

**a. Median remuneration / wages :**

	Male		Female	
	Number	Median remuneration / salary/ wages of respective category (₹)	Number	Median remuneration / salary/ wages of respective category (₹)
Board of Directors (BOD)	4	73,25,000	0	0
Key Managerial Personnel (KMP)	1	34,29,000	0	0
Employees other than BOD and KMP	2325	2,23,824	50	4,50,000
Workers	1371	1,94,772	10	1,74,372

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

	FY 2023-2024	FY 2022-2023
Gross wages paid to females as % of total wages	2.47%	2.35%

**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, human rights grievances of employees are addressed by the Human Resources team.

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

Company has several internal mechanisms in place to redress grievances related to human rights issues. The Code of Conduct for Directors and Senior Management provides guidance to maintain accountability, integrity and the highest standard of corporate governance, while the Vigil Mechanism, which includes a Whistle Blower Policy, provides a framework for responsible and secure reporting on concerns of unethical behavior, actual or suspected fraud, or violation of human rights to directors, employees, customers and all stakeholders. Internal Committee (IC) has been set up to redress complaints received regarding sexual harassment.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

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

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

The Company upholds its commitment to equal opportunities and does not support discrimination and harassment of its employees and other external stakeholder in any form. The Company adheres to the values like Confidentiality, Transparent Support and Protection of Rights during the complaint registration process by the complainant. The complainants are also provided with a channel where they can report their complaint confidentially in writing. The Company ensures that complainants and witnesses are shielded from retaliation, victimization, or discrimination while addressing complaints related to sexual harassment. The Company is committed to safeguarding employee rights by prohibiting dismissal or victimization based on lawful disclosures. The company takes a zero-tolerance stance against harassment or victimization of reporters and pledges full support from senior management for employees who raise concerns in good faith. Any form of

retaliation is treated as a serious disciplinary offense. We ensure confidentiality of employee concerns and helps throughout investigations, including the option of temporary re-deployment. Additionally, the company extends support to non-employees involved in the process and respects the wishes of employees regarding identity disclosure. If disciplinary proceedings follow, employees may be asked to come forward as witnesses and will be provided with necessary advice and support.

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

No, human rights requirements do not explicitly form a specific part of the business agreement & contracts. However, the Company has a zero tolerance policy for any human rights violations and adopts best practices while engaging with the employees and workers of the company as well as external customers, suppliers and other value chain partners.

**10. Assessments for the year**

	<b>% of your plants and offices that were assessed. (by entity or statutory authorities or third parties)</b>
Child Labour	100%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

At Time Techmoplast Limited there is no employment of Child Labour. There is POSH committee and a grievance re-dressal committee which is accessible to all employees and workers. There is regular internal audit being conducted to ensure wages are in line with the statutory norms.

We continuously monitor these aspects and keep checks & balances in place.

**LEADERSHIP INDICATORS**

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

Although no instances were observed that required modification of the existing process, we continually monitor and remain vigilant for any potential need of modification.

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

Human Rights Due Diligence is carried out for all business operations including manufacturing plants, sales branch offices and Head Office. Our due diligence process assesses human rights risks in freedom of association, health & safety, child labour, forced labour, discrimination & harassment, diversity & inclusion and wages & working hours.

**3. Is the premise/office of the entity accessible to differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes, Company actively encourages an inclusive workplace for people of various cultures and backgrounds. We endeavour to provide an inclusive environment that takes into consideration our workforce’s diversity.

**4. Details on assessment of value chain partners**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	0
Discrimination at workplace	0
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0
Others – please specify	0



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

Presently, we have not conducted assessments of our value chain partners. However, we plan to assess our value chain partners to identify and address any significant risks or concerns that may arise from these assessments, in coming future. By conducting thorough evaluations, we can take appropriate corrective actions to mitigate any identified risks and ensure that our value chain partners align with our expectations and standards. This proactive approach will enable us to strengthen our supply chain and promote responsible practices throughout our value chain network.

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

**ESSENTIAL INDICATORS**

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

Particulars	FY 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	26,591,026,284	14,107,835,952
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumption (A+B+C)</b>	<b>26,591,026,284</b>	<b>14,107,835,952</b>
Energy intensity per rupee of turnover (Total energy consumption, KJ/turnover in rupees)		
<b>From non-renewable sources (KJ)</b>		
Total electricity consumption (D)	615,256,381,295	530,884,862,254
Total fuel consumption (E)	608,703,237	731,145,600
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from nonrenewable sources (D+E+F)</b>	<b>615,865,084,532</b>	<b>531,616,007,854</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>642,456,110,816</b>	<b>545,723,843,806</b>
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	24.40	24.34
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	<b>543.66</b>	<b>538.93</b>
<b>Energy intensity in terms of physical output</b>	<b>3,213,204</b>	<b>3,329,352</b>
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

**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? If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved provide the remedial action taken if any.**

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

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

Parameter	FY 2023-24	FY 2022-23
<b>Water Withdrawn by the source (in kilolitres)</b>		
(i) Surface water	88,285	70,030
(ii) Ground Water	1,39,974	1,16,718
(iii) Third Party Water	51,262	43,430
(iv) Seawater/desalinated water	-	-
(v) Other sources	5,268	3,258
<b>Total Volume of Water Withdrawn (in kilolitres)(i + ii + iii + iv + v)</b>	<b>2,84,789</b>	<b>2,33,436</b>
<b>Total Volume of Water Consumption (in kilolitres)</b>	<b>2,84,789</b>	<b>2,33,436</b>
<b>Water intensity per rupee of turnover</b> (Total Water consumed/ Revenue from operations)	0.00001082	0.0000104
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	-	-
<b>Water intensity in terms of physical output</b>	-	-
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

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

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
<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>	<b>0</b>	<b>0</b>

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

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**5. Has the entity implemented a mechanism for Zero Liquid Discharge? (Yes/No) If yes, Provide details of its coverage and implementation.**

Yes. Company has implemented a sustainable water management system that includes the recycling of treated water from its Sewage Treatment Plants (STP). The treated water is utilized for green area development within the plant premises and for flushing purposes after undergoing tertiary treatment.

By recycling the treated water, Company ensures that no water is discharged outside the plant periphery. This approach minimizes water wastage and contributes to efficient water resource management. It also helps in reducing the plant’s environmental impact by avoiding unnecessary water consumption and external discharge.

**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
NOx	µg/m3	16.38	15.23
SOx	µg/m3	22.10	22.40
Particulate matter (PM)	µg/m3	29.60	30.00
Persistent organic pollutants (POP)	µg/m3	Nil	Nil
Volatile organic compounds (VOC)	µg/m3	Nil	Nil
Hazardous air pollutants (HAP)	µg/m3	Nil	Nil
Others – please specify	Nil	Nil	Nil

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – 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
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Nil	Nil
<b>Total Scope 2 emissions</b> Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Nil	Nil
<b>Total Scope 1 and Scope 2 emissions intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	Nil	Nil
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	Nil	Nil
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	-	Nil	Nil
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	Nil	Nil

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

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

The Company ensures that all new machines and equipment are energy-efficient, optimizing energy usage and striving to reduce the carbon footprint of our products. We proactively boost the utilization of renewable energy in our units across all plants. This is achieved through our own rooftop solar installations and by procuring clean energy via Power Purchase Agreements (PPAs) for solar projects at various locations throughout India.

To reduce Greenhouse Gas emissions, the Company implements the following plans:

- Reduce the frequency of raw material purchases through strategic scheduling and forecasting.
- Increase the consumption of renewable energy and purchase green energy for the manufacturing process.
- Minimize the use of distillate fuel oil during energy shutdowns through strategic production planning.
- Align product distribution with the shortest possible distances from our Pan India locations.

These efforts enable us to reduce our dependence on non-renewable energy sources and contribute to a more sustainable energy ecosystem.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	3192	2478
E-waste (B)	2	1
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	120	114
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	159	154
<b>Total (A+ B + C + D + E + F + G + H)</b>	<b>3,473</b>	<b>2,747</b>
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.00000001	0.00000012
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0	0
Waste intensity in terms of physical output	0	0
Waste intensity (optional) - the relevant metric may be selected by the entity	0	0
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	2957	2,571
(ii) Re-used	55	52
(iii) Other recovery operations	-	-
<b>Total</b>	<b>3,012</b>	<b>2,623</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of disposal method</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	461	124
<b>Total</b>	<b>461</b>	<b>124</b>

**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.**

Recycling plastic waste within our manufacturing units is a significant step towards sustainable waste management. By utilizing grinders and shredders, we are able to process and reuse plastic waste, reducing the need for new plastic production and minimizing the environmental impact associated with plastic disposal.

In addition to plastic waste, we also prioritize the proper disposal of other types of waste such as e-waste, battery waste, spent oil, and scraps. These materials often contain hazardous components that require specialized handling and treatment to prevent harm to the environment and human health. By engaging authorized vendors, we ensure that these waste materials are managed in compliance with relevant regulations and best practices.

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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: Not Applicable

Sr. No.	Location of operations/office	Type of operations	Whether the conditions of environment approval/ clearance are being complied with ? (Y/N) If no, the reasons thereof and corrective action taken, if any
Not Applicable			

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

The Company has not conducted any environmental impact assessments (EIA) of projects in FY 2023-24.

Name and brief details of project	EIA Notification No	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant web link
Not Applicable					

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

S.No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non compliance	Any fines/penalties/action taken by Corrective action taken, regulatory taken by regulatory agencies such if any as pollution control boards or by courts.
Yes, the Company is compliant with all applicable environmental laws / regulations / guidelines.			

**LEADERSHIP INDICATORS**

1. **Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres)**

For each facility/plant located in areas of water stress, provide the following information:

- (i) Name of the area: Not Applicable
- (ii) Nature of operations: Not Applicable
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by the source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>0</b>	<b>0</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>0</b>	<b>0</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0</b>	<b>0</b>
<b>Water intensity (optional) - the relevant metric may be selected by the entity</b>	<b>0</b>	<b>0</b>

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

**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. Please provide details of total Scope 3 emissions & its intensity, in the following format: Not Applicable

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 3 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)	-	Not Applicable	Not Applicable
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity (optional)</b> - the relevant metric may be selected by the entity	-		

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – Not Applicable

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not Applicable

**TIME TECHNOPLAST LIMITED**

**4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No.	Initiative undertaken	Details of the initiative (web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of Roof top solar power plants	Installation of Roof top solar power plants at different manufacturing locations across India.	Improved renewable energy mix in production facilities
2	Engagement for long term renewable energy PPAs	Signed long term Solar PPAs at various locations across the India.	Improved renewable energy mix in production facilities
3	Installation of energy efficient equipment	Installation of energy efficient machinery, Injection moulding, extruders & Utility equipment such as chiller, compressor, vacuum pump, water pumps etc.	Energy Consumption Reduction
4	In-house recycling of plastic waste generated	Plastic waste generated from the end trimmings and other manufacturing processes is grinded and converted into plastic granules, making them ready for reusing as a raw material.	Recycled 13.18% of the total waste generated by value in FY24.Improved material efficiency
5	Use of renewable energy	Increase the consumption of renewable energy and purchase green energy for the manufacturing process.	It can significantly reduce the Company's carbon footprint and environmental impact.
6	Minimize use of distillate fuel oil	Reduction of using distillate fuel oil during Energy. Shut-down through strategic production planning.	It reduces greenhouse gas emissions and air pollutants contributing to improved environment.

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

The Company ensures swift recognition of the risks, leading to the development and periodic monitoring of appropriate mitigation action plans to foster sustainable growth through a comprehensive risk management framework. As a conscientious Company, we have developed the business continuity and emergency plan as part of crucial risk management strategies, details of which are given below.

**Emergency Management Plan**

An emergency management plan has been established across all the Plants, considering a range of emergency scenarios related to both operational incidents and natural disasters. We have assigned dedicated teams at all the plants to respond in emergency scenarios and they undergo recurrent training on the Emergency Plan. The plan is subject to regular testing and review, including frequent emergency mock drills, to guarantee readiness.

The Company has also ensured that each plant can also produce products from other locations in case of any production delay, disruption, or local disaster.

Moreover, the Company has established a robust risk management framework to identify and evaluate business risks and opportunities promptly. This framework ensures that risks are promptly identified, and appropriate mitigation action plans are developed and periodically monitored to drive sustainable growth.

**6. Disclose any significant adverse impact to the environment arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard? Not Applicable**

No adverse impacts are identified to the environment arising from the value chain. Assessment involves a comprehensive review of our value chain, from the sourcing of raw materials to the manufacturing process, distribution, product use and disposal. We are evaluating various aspects such as energy consumption, greenhouse gas emissions, water usage, waste generation and pollution.

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

We are in the process of integrating ESG for our value chain partners and assess them systematically for these parameters. The Company has adopted the policy of working with ISO 14001:2015 certified contractors/suppliers/vendors for its major services. All contractors/suppliers/vendors are maintaining human resources policies including disciplinary practices, remuneration and working hour and health, environment & safety related clauses in their jobs/contracts. Environment, Social and good Governance practice are core of our procurement practices and we emphasize the need of lowering our carbon footprint in our buying practices.

**PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.**

**ESSENTIAL INDICATORS**

1. (a) **Number of affiliations with trade and industry chambers/associations.**

The Company has affiliation with 4 (four) trade and industry chambers/associations.

- (b) **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to**

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/assoiations (State / National)
1	Organisation of Plastic Processors of India	National
2	Indian Institute of Packaging	National
3	Indian Water Works Association	National
4	Indian Chamber of Commerce	National

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

Name of authority	Brief of the case	Corrective action taken
Not applicable as no issues or adverse orders, related to anti-competitive conduct by the entity, were raised by regulatory authority		

**LEADERSHIP INDICATORS**

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain ? (Yes/No)	Frequency of review by board (Annually/Half yearly /Quarterly / others please specify)	Web link, if available
Not Applicable					

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.**

**ESSENTIAL INDICATORS**

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

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant web link
Not Applicable					

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

No projects undertaken during the current financial year have had any Rehabilitation and Resettlement (R&R).

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 Rs.)
Not Applicable					



## TIME TECHNOPLAST LIMITED

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

The Company has a well-established process & procedures to receive any kind of enquiry/ grievance from an external stakeholder. The Company has Internal Complaint Committee through which any Internal person can report the unethical issue which he/she seems, exist in the Company with respect to suspected violations of the Company's Code of Conduct or applicable laws. This channel provides a reporting platform for internal and external stakeholders where issues related to Ethics and compliance issues, fraud, misconduct, corruption, financial issues, conflicts of interest, insider trading, theft, embezzlement, employee relations and human resources issues, such as harassment, discrimination, improper workplace conduct, loss prevention and asset protection, workplace violence, environment, health and safety, such as occupational health and safety violation etc. As far as shareholders are concerned, the grievances can be lodged by the shareholders through various ways for e.g. approaching the compliance officer, write down an e-mail or contact over the phone with the details as mentioned in the website and to address the grievances of other stakeholders, for e.g suppliers, vendors, business partners etc. the Company has its complaint redressal mechanism, through which can person can contact an lodger their respective grievances.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	3.14%	2.03%
Sourced directly from within the district and neighbouring districts	52.30%	44.65%

### 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	FY 2022-23
Rural	75.07%	74.91%
Semi - Urban	-	-
Urban	9.63%	8.74%
Metropolitan	15.30%	16.35%

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

### LEADERSHIP INDICATORS

#### 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above)

Details of negative social impact identified	Corrective Actions Taken
No negative impacts have been identified	

#### 2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies

S.No.	State	Aspiration District	Amount spent (in Rs.)
Not Applicable			

#### 3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) : No, we do not have a preferential procurement policy.

(b) From which marginalized/vulnerable groups do you procure? : None

(c) What percentage of total procurement (by value) does it constitute? : Not Applicable

#### 4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

Sr. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No.)	Benefit shared (Yes / No.)	Basic of calculating benefit share
Not Applicable				

**5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved**

Name of authority	Brief of the case	Corrective action taken
Nil		

**6. Details of beneficiaries of CSR Projects**

Please refer Annexure-C of the Board’s Report forming part of Annual Report regarding CSR activities undertaken by the Company.

**PRINCIPLE 9: Businesses should engage with and provide value to their customers in a responsible manner.**

**ESSENTIAL INDICATORS**

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

We have established a comprehensive system to effectively address and resolve customer complaints. We value our customers’ feedback and take their concerns seriously. When a complaint is received, it goes through a thorough analysis and resolution process.

The Regional Head plays a crucial role in managing customer complaints. They collect the complaints and provide feedback to the respective product marketing head for further action. In cases involving quality issues, the Production Team collaborates with the Quality Department to analyse the nature of the complaint and implement necessary corrective measures.

To ensure transparency and accountability, we maintain a customer complaint register that is regularly updated once the necessary actions on the complaint are completed.

**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 product and social parameters relevant to the Product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2023-24			FY 2023-24		
	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	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Other	9	0	Related to invoicing, all these have been resolved	5	0	Related to products and bills, all these have been resolved

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

	Number	Reasons for recall
Voluntary Recall	0	NA
Forced Recalls	0	NA

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

Yes, the Company has in place cyber security policy. The policy establishes a well-defined escalation process that employees can follow in case of suspicious behaviour. The IT Head reviews the policy from time to time and suggests changes, if any to the Board.

**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**

No such incident related to the mentioned topics has been reported.

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

- a) Number of instances of data breaches: Nil
- b) Percentage of data breaches involving personally identifiable information of customers: Not Applicable
- c) Impact, if any, of the data breaches: Not Applicable

**LEADERSHIP INDICATORS**

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

Information regarding all products is available on the Company’s website and can be accessed at [www.timetechnoplast.com](http://www.timetechnoplast.com)

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

Company ensures safe and responsible usage of the products through informative labeling. Additionally, product information is also available on the Company website. Information pertaining to the usage of our products and their end-use applications is readily available through various channels. Our product catalogue and company website provide detailed information on how to effectively utilize our products. This personalized approach allows us to address any concerns and provide hands-on guidance to customers, ensuring they understand and follow the recommended safety practices. By providing comprehensive information, conducting live demonstrations and offering personalized assistance, we strive to ensure that our customers have a clear understanding of how to use our products safely and effectively. Our commitment to customer satisfaction and safety remains a top priority.

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

The Company has established comprehensive business continuity plans to mitigate the risk of disruptions. Despite these measures, in the rare event of an interruption, the company has implemented essential mechanisms to promptly communicate any major discontinuations to consumers, to ensure transparency.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable). If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, the company ensures that it complies with all relevant laws regarding providing necessary information about our products. We recognize the importance of giving customers comprehensive information so they can make informed decisions about what we offer. As per the legal requirements, we provide all the necessary information on our product labels, packaging, and documentation. This includes details such as product specifications, usage instructions, safety precautions, and any other information mandated by regulatory authorities. We believe in transparency and strive to provide customers with a complete understanding of our products, their features, and their benefits. This may



include supplementary information about environmental impact, or other relevant details that can assist customers in making well-informed choices. To ensure continuous improvement and customer satisfaction, we actively seek feedback through customer satisfaction surveys and encourage open communication channels. By fostering a culture of transparency and customer-centricity, we aim to build trust, strengthen relationships, and meet the evolving needs of our customers effectively.

**For and on behalf of the Board  
For Time Technoplast Limited**

**Date: August 12, 2024  
Place: Mumbai**

**Bharat Kumar Vageria  
Managing Director & CFO  
DIN: 00183629**

**Raghupathy Thyagarajan  
Whole Time Director  
DIN: 00183305**