



September 04, 2023

To,

National Stock Exchange of India Ltd.

Exchange Plaza, 5th Floor,

Plot No. C-1, Block G,

Bandra – Kurla Complex,

Bandra (East), Mumbai – 400 051

Symbol: TIMETECHNO

BSE Limited

1st 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 2022-23

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (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 2022-23.

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

Thanking You,

For Time Technoplast Limited

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@timetechnoplast.com Website : www.timetechnoplast.com
Bangalore : (080) 26608056/61 Baddi : 9816720202/9816700202/9816820202 Chennai (044) 4501 0019/29 Delhi : (0120) 4326144/4284946 Hyderabad : 9849019428 Kolkata : (033) 46037097/98

TIME TECHNOPLAST LIMITED

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Introduction

As a leading Polymer Company in India, Time Technoplast Limited continues to champion optimism and amplify ESG efforts to 'reimagine a healthier future for all its people and the planet.' We remain steadfast in bringing our strategy and plans to life to create shared and sustainable value for all stakeholders. We remain unwavering in our commitment to responsible and shared growth, as well as to building a sustainable future.

Our operations are underpinned by our market-leading brand portfolio, in-house manufacturing capabilities and wide distribution network. Since our inception, we have stayed focused on continuous product innovations and adherence to quality and international aesthetics, enabling us to revolutionize the industrial packaging categories.

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	Year of incorporation	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	investors@timetechnoplast.com
7	Telephone	022 – 71119999
8	Website	www.timetechnoplast.com
9	Financial year for which reporting is being done	2022 – 2023
10	Name of the Stock Exchange(s) where shares are listed	The National Stock Exchange of India Limited BSE Limited
11	Paid-up Capital	₹ 22,61,46,750
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: investors@timetechnoplast.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	This report is being prepared on Standalone basis.

II. Products/services

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

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

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

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

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

Location	Number of Plants	Number of Offices	Total
National	20	9	29
International	0	0	0

17 Markets served by the entity
a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	57

Company has a wide reach and serves customers across PAN India. In addition to its extensive domestic presence, Company's products are exported to several countries and efforts are being made to expand its reach to other countries and attract new customers. This broad customer base allows Company to cater to diverse markets and meet the huge demand of customers both within India and overseas.

b. What is the contribution of exports as a percentage of the total turnover of the entity? 8.68%
c. A brief on types of customers

Time Technoplast Limited serves wide range of customers across various sectors and caters to B2B (Business to Business) markets and on a pan-India basis, Company has emerged as a formidable player in the polymer space with a product range that caters diverse segments like:

- i. Industrial Packaging
- ii. Composite Cylinders (LPG, CNG and Oxygen)
- iii. MOX films
- iv. Infrastructure products
- v. Auto Components related products
- vi. Lifestyle

These are the few examples of 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 a long-standing relationship with our customers that are based on trust and mutuality of interest.

IV. Employees
18 Details as at the end of Financial Year
a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	2502	2458	98.24	44	1.76
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	2502	2458	98.24	44	1.76
WORKERS						
4	Permanent (F)	1489	1480	99.40	09	0.60
5	Other than Permanent (G)	2226	2154	96.77	72	3.23
6	Total workers (F + G)	3715	3634	97.82	81	2.18

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.

TIME TECHNOPLAST LIMITED

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	10	10	100.00	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	10	10	100.00	0	0
WORKERS						
4	Permanent (F)	7	7	100.00	0	0
5	Other than Permanent (G)	2	2	100.00	0	0
6	Total differently abled workers (F + G)	9	9	100.00	0	0

19 Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	1	11.11
Key Management Personnel	5	0	0

20 Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2022 – 23			FY 2021 – 22			FY 2020 – 21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.0	14.1	14.1	14.0	11.5	14.0	14.9	15.4	14.9
Permanent Workers	16.7	10.5	16.6	15.5	10.5	15.5	19.9	10.5	19.8

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

21 Names of holding / subsidiary / associate companies / joint ventures

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

22

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**

(ii) Standalone Turnover (₹ in Lakhs) – 224,250.41

(iii) Standalone Net worth (₹ in Lakhs) – 163,491.67

VII. Transparency and Disclosures Compliances

23 Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022 – 2023			FY 2021 – 2022		
		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	0	0	No grievance received	0	0	No grievance received
Employees and workers	Yes	8	0	All pending complaints as on March 31, 2023 were subsequently resolved	6	0	All pending complaints as on March 31, 2022 were subsequently resolved
Customers	Yes	11	0	All pending complaints as on March 31, 2023 were subsequently resolved	17	0	All pending complaints as on March 31, 2022 were subsequently resolved
Value Chain Partners	Yes	0	0	No grievance received	0	0	No grievance received
Other (please specify)	Yes	0	0	No grievance received	0	0	No grievance received

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Occupational Health and Safety	Risk and Opportunity	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 & Safety regulatory standards can lead to penal actions. Robust Environmental,	Committed to providing robust Health & Safety management system by: ✓ Providing safe and healthy working conditions for the prevention of work-related injury and ill health.	Positive Robust Occupational Health and Safety standards minimise or prevent the occurrence of untoward incidents and bring higher productivity. It also contributes to elevate

TIME TECHNOPLAST LIMITED

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>Health and Safety Management System with a comprehensive Occupational Health and Safety Risk Management and Mitigation Plan will showcase the Company's commitment towards the health and safety of its workforce. Fewer Health & Safety issues boost employee morale and results in higher efficiency and better-quality products.</p>	<p>✓ Meeting regulatory standards / requirements and taking steps for continued improvement.</p> <p>✓ Conducting periodic audits to identify Health and Safety risks and taking proactive steps to minimise and mitigate the same.</p>	<p>brand image of the Company amongst regulators and investors.</p> <p>Negative</p> <p>Poor Occupational Health and Safety will result in frequent untoward incidents and lower employee morale and productivity.</p>
2	Sustainable Supply Chain Management	Risk and Opportunity	<p>Sustainable supply chain management involves integrating environmentally and financially viable practices into the complete supply chain lifecycle; from product design and development to material selection, manufacturing, packaging, transportation, warehousing, distribution, consumption, return and disposal.</p> <p>Unprecedented situations may lead to disruptions in the supply chain and consequently impact business continuity.</p> <p>Supply chain not adhering to the Company principles may adversely affect the Company's dealing with them and thereby impact the business.</p> <p>Sustainable supply chain management assists in not only reducing total carbon footprint, but also in optimising the Company's end-to-end operations to achieve greater cost savings and profitability</p>	<p>The Company has established robust systems to assess the implication of unprecedented situations that can disrupt the supply chain and develop contingency plans to avoid material impact on the business.</p> <p>We undertake periodic assessment of suppliers to ensure that they adhere to the Company's principles on responsible business conduct and the regulatory framework governing human rights.</p>	<p>Positive</p> <p>Strong supply chain practices enable the Company to swiftly deal with unprecedented disruptions and thwart any adverse impact on operations.</p> <p>Sustainable supply chain enhances commitment to protection of human rights and integrating ESG parameters across the value chain.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Risk Management	Risk and Opportunity	<p>Deficiency of robust controls and lack of proper risk management & 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 & data security, economic and political etc.</p>	<p>Positive</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	Talent Management Risk	Risk and Opportunity	<p>Getting and retaining the right talent is crucial to the success of any organisation. Inability to meet the workforce expectations and well-being may impact the Company's retention rate and adversely affect business operations.</p> <p>The Company considers its employees as invaluable assets and is committed to provide a favourable environment that values their contribution and provides them opportunities to grow. This enables the Company to attract and retain the right talent.</p>	<p>The Company invests in training and professional development to equip employees with the necessary skills, domain expertise and latest technology in line with the business strategy. It also conducts employee engagement programmes to keep them motivated.</p> <p>The Company's employee compensation structure and yearly increase in the remuneration of employees coupled with congenial work environment considerably reduces the employee turnover.</p>	<p>Positive</p> <p>Right talent mix, highly motivated workforce and high retention rate provides the much needed consistency in the performance of the Company.</p> <p>Negative</p> <p>Inability to meet employee expectations and matching their remuneration to that of competitors may result in adverse impact on workforce productivity and the Company's growth plan.</p>

TIME TECHNOPLAST LIMITED

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
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>Positive</p> <p>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>Negative</p> <p>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>Positive</p> <p>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>Negative</p> <p>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
Policy and management processes									
1. a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b) Has the policy been approved by the Board? (Yes/No)	Yes, 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	http://www.timetechnoplast.com/investorcenter								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015 IAFT 16949:2016 ISO 14001:2015 ISO 22000:2018 ISO 45001:2018								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	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: <ul style="list-style-type: none"> ✓ Water Management: Target for Zero Liquid discharge at all locations. ✓ Health & Safety: Continue to have Zero Fatalities ✓ Business Ethics and Integrity and Code of Conduct: Increase the coverage of employees that are given training for POSH, Code of Conduct, Whistle-blower. 								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Board of Directors of the Company has empowered the Management to exercise oversight on the implementation of targets committed under ESG.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)	Company believes that doing business in a responsible and sustainable manner is a key imperative for the Company and it firmly believes that sound principles of governance are a necessary tool for creating long-term value for all stakeholders and promoting sustainability. Building a safe and sustainable environment with embedded Environment, Social and Governance (ESG) within our value creation and sustainability model is at the core of Company. We believe Sustainability is a journey, and while we believe there is more work to be done, we are also poised to take up challenges and improvements through transforming our ways of doing business.								

TIME TECHNOPLAST LIMITED

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Bharat Kumar Vageria Managing Director & CFO
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 Company has formed CSR Committee which is responsible for the decision making on sustainability related issues.
10. Details of Review of NGRBCs by the Company:	
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee
	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)
	P1 P2 P3 P4 P5 P6 P7 P8 P9 P1 P2 P3 P4 P5 P6 P7 P8 P9
Performance against above policies and follow up action	The Company’s performance across all aspects of the nine principles of the NGRBC is regularly monitored by the Board, CSR Committee and reviewed by the CFO and respective departmental heads periodically.
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.

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	Whistle Blower Mechanism Corporate Governance SEBI Regulations Code of Conduct Workplace Harassment Employee Well-being Equitable and inclusive growth	100%
Key Managerial Personnel	3	Whistle Blower Mechanism Code of Conduct Corporate Governance SEBI Regulations Workplace Harassment Employee Well-being Equitable and inclusive growth	100%
Employees other than BOD and KMPs	5	Whistle Blower Mechanism Health and Safety Training Energy Efficiency Workplace Harassment Anti-bribery and corruption Human Rights	90%
Workers	9	Whistle Blower Mechanism Health and Safety Training Energy Efficiency Minimum Safe Behaviour Workplace Harassment	75%

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 institutions	Amount (In Rs.)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement			Nil		
Compounding fee					

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

TIME TECHNOPLAST LIMITED

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: www.timetechnoplast.com

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:

	FY 2022 – 23	FY 2021 – 22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022 – 23		FY 2021 – 22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	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

LEADERSHIP INDICATORS

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

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, directors do not participate in agenda items at the Board/Committee Meetings in which they are an interested or deemed to be interested party. Disclosures are also made by Directors regarding their Directorship/Committeeship/ Shareholding/Association on a timely basis.

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

ESSENTIAL INDICATORS

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

	FY 2022 – 23	FY 2021 – 22	Details of improvements in environmental and social impacts
R & D	3.45%	2.93%	We have undertaken various sustainability projects to increase energy efficiency, water conservation, waste reduction and sustainable sourcing of raw materials.
Capex	12.46%	10.34%	a) Installation of Roof Top Solar panel as an alternative source of energy resulting in reduction of electricity consumption and transition towards renewable source of energy. b) Energy efficiency initiatives i.e., replacement of old machine with latest trends in technology leading to significant energy saving and improved efficiency. c) Installation of Rainwater Harvesting leading to increased water conservation and resource efficiency.

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? – 4-5%**

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

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

Yes, Company had applied for EPR certification for PAN India on CPCB portal and obtained the certificate for certain state. Company had tie up with authorized re-processor who collects all kind of plastic waste from market and re-processed the same on behalf of Company.

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					

TIME TECHNOPLAST LIMITED

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 2022 – 23	FY 2021 – 22
Recycled in-house plastic waste generation	12.74%	10.23%

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 2022 – 23			FY 2021 – 22		
	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)
Permanent Employees											
Male	2458	473	19.24	2458	100.00	0	0	0	0	0	0
Female	44	15	34.09	44	100.00	44	100.00	0	0	0	0
Total	2502	488	19.50	2502	100.00	44	1.76	0	0	0	0
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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)
Permanent Workers											
Male	1480	0	0	1480	100.00	0	0	0	0	0	0
Female	9	0	0	9	100.00	9	100.00	0	0	0	0
Total	1489	0	0	1489	100.00	9	0.60	0	0	0	0
Other than Permanent Workers											
Male	2154	0	0	2154	100.00	0	0	0	0	0	0
Female	72	0	0	72	100.00	72	100.00	0	0	0	0
Total	2226	0	0	2226	100.00	72	3.23	0	0	0	0

2. Details of retirement benefits, for FY 2022-23 and FY 2021-22

Benefits	FY 2022 – 23			FY 2021 – 22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the Authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the Authority (Y/N/N.A.)
PF	100.00	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%	-	No Maternity Leave was recorded in this year	-

TIME TECHNOPLAST LIMITED

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"> Any concerned employee or worker can inform the Complaints Committee through email or written complaint giving details of the incident. Once the complaint is received, it will be kept strictly confidential. 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. The Committee shall ensure that a fair and just investigation is undertaken immediately. 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 witness will need to provide the necessary information to assist in resolving the matter satisfactorily. 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.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022 – 23			FY 2021 – 22		
	Total employees /workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	74	45	60.81	75	46	61.33
Male	74	45	60.81	75	46	61.33
Female	0	0	0	0	0	0
Total Permanent Workers	45	45	100.00	46	46	100.00
Male	45	45	100.00	46	46	100.00
Female	0	0	0	0	0	0

8. Details of training given to employees and workers

Category	FY 2022 – 23					FY 2021 – 22				
	Total (A)	On Health Safety measures		On Skill Upgradation		Total (D)	On Health Safety measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	2458	2132	86.74	2344	95.36	2480	2253	90.85	2327	93.83
Female	44	40	90.91	43	97.73	41	34	82.93	38	92.68
Total	2502	2172	86.81	2387	95.40	2521	2287	90.72	2365	93.81
Workers										
Male	3634	3200	88.06	3634	100.00	3465	3000	86.58	3465	100.00
Female	81	70	86.42	81	100.00	66	57	86.36	66	100.00
Total	3715	3270	88.02	3715	100.00	3531	3057	86.58	3531	100.00

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

Benefits	FY 2022 – 23			FY 2021 – 22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2458	2458	100.00	2480	2480	100.00
Female	44	44	100.00	41	41	100.00
Total	2502	2502	100.00	2521	2521	100.00
Workers						
Male	3634	3634	100.00	3465	3465	100.00
Female	81	81	100.00	66	66	100.00
Total	3715	3715	100.00	3531	3531	100.00

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 2022-23	FY 2021-22
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

TIME TECHNOPLAST LIMITED

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

Health & safety is a consistent practice at our facilities. We have installed CCTVs and fire protection equipment’s, conducted fire safety training and always ensured factory hygiene. Moreover, fire evacuation drills are conducted once a month to raise awareness amongst workers to ensure the safety of people, plants and products.

The Company has laid down Environment Health and Safety Standard Operating Procedures (SOPs) highlighting the roles and responsibilities of individuals, groups, and committees along with do’s and don’ts. Company carries out safety related risk assessment exercises to identify potential safety challenges. Internal and external safety audits are carried out as planned to ensure compliance, identify areas of improvement and implement appropriate actions, as required to strengthen the safety measures at the workplace. The Company engages and communicates all EHS expectations through periodic trainings.

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

Particulars	FY 2022 – 23			FY 2021 – 22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	2	0	All complaints are resolved	3	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.

Compliance with statutory dues is tracked during routine assessments of suppliers. Currently, there are no pending complaints of statutory dues not being paid by the suppliers. Distributors/Vendors undergo GST checks and statutory compliance evaluations are conducted during their shortlisting process at 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 2022 – 23	FY 2021 – 22	FY 2022 – 23	FY 2021 – 22
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, the Company provides employee assistance. The employees who are close to retirement can get help and tips on how to manage their life post retirement.

5. Details on assessment of value chain partners

	% Of value chain partners that were assessed: (By value of business done with such partners)
Health and safety practices	60-70%
Working Conditions	60-70%

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 that have interests that are affected or could be affected by an organization's activities. The internal and external groups of key stakeholders have been identified based on their immediate impact on the operations and working of the company and where the business can have the greatest impact. The Company recognizes existing and potential customers, vendors/suppliers, employees, shareholders, investors, banks/financial institution, regulatory authorities, media, and community as its stakeholders.

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 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 Employee skills & training, employee performance, occupational health & safety issues, human rights, growth opportunities, etc.
Workers	Yes (Women and low economic status)	Meetings, notice board	Quarterly	Time Employee Welfare Trust provides support to workers and employees.
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 NGO	Need based	Support socially/by CSR Activities to satisfy needs of society/ communities.

TIME TECHNOPLAST LIMITED

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.

The Company firmly believes that stakeholder engagement is essential for building long-term relationships and identifying potential risks and opportunities. Company has established various channels to engage with the identified stakeholders on issues pertaining to Economic, Environmental and Social topics. The relevant information is shared with the board on a regular basis.

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

Yes, stakeholder consultation plays a crucial role in assisting the Company in identifying and managing environmental and social matters. The development of Company Policies related to the environment and social aspects is a direct outcome of ongoing engagements with various stakeholders, including government regulatory authorities, distributors, suppliers and the community. Through these consultations, Company gathers valuable insights and feedback from stakeholders, enabling a deeper understanding of environmental and social concerns. This input is then utilized to formulate robust policies that align with regulatory requirements, stakeholder expectations and industry best practices.

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 2022 – 23			FY 2021 – 22		
	Total (A)	No. employees/ workers covered (B)	% (B/A)	Total (C)	No. employees/ workers covered (D)	% (D/C)
Employees						
Permanent	2502	2502	100.00	2521	2521	100.00
Other than Permanent	0	0	0	0	0	0
Total Employees	2502	2502	100.00	2521	2521	100.00
Workers						
Permanent	1489	1489	100.00	1277	1277	100.00
Other than Permanent	2226	2226	100.00	2254	2254	100.00
Total Workers	3715	3715	100.00	3531	3531	100.00

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

Category	Total (A)	FY 2022 – 23				Total (D)	FY 2021 – 22			
		Equal to minimum wage		More than minimum wage			Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	2458	0	0	2458	100.00	2480	0	0	2480	100.00
Female	44	0	0	44	100.00	41	0	0	41	100.00
Total	2502	0	0	2502	100.00	2521	0	0	2521	100.00
Other than Permanent Employees										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0

Category	Total (A)	FY 2022 – 23				Total (D)	FY 2021 – 22			
		Equal to minimum wage		More than minimum wage			Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Workers										
Male	1480	0	0	1480	100.00	1267	0	0	1267	100.00
Female	9	0	0	9	100.00	10	0	0	10	100.00
Total	1489	0	0	1489	100.00	1277	0	0	1277	100.00
Other than Permanent Workers										
Male	2154	0	0	2154	100.00	2198	0	0	2198	100.00
Female	72	0	0	72	100.00	56	0	0	56	100.00
Total	2226	0	0	2226	100.00	2254	0	0	2254	100.00

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs.)	Number	Median remuneration/ salary/ wages of respective category (Rs.)
Board of Directors (BOD)	4	44,57,435	0	0
Key Managerial Personnel (KMP)	1	20,54,424	0	0
Employees other than BOD and KMP	2453	306,314	44	321,326
Workers	1480	173,524	9	163,182

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 2022 – 23			FY 2021 – 22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
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	

TIME TECHNOPLAST LIMITED

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

In compliance with regulatory requirements, we have established a whistle blower mechanism and have formulated Whistle Blower Policy (“Policy”) in order to provide a framework for responsible and secure whistle blowing/ vigilance mechanism. The Policy provides a channel to directors, employees, customers and all stakeholders to report genuine concerns about unethical behaviour, actual or suspected fraud or violation of the Code of Conduct or Policy. In order to maintain highest standards, we encourage all who have genuine concerns about suspected misconduct to be fearless and come forward and express these concerns without fear of punishment for such disclosure or unfair treatment.

8. 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.

9. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

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

We implement necessary measures and take corrective actions in accordance with the applicable laws. 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

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

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 (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022 – 23	FY 2021 – 22
Total electricity consumption (A)	12,43,13,961	12,05,23,648
Total fuel consumption (B)	10,15,480	8,63,158
Energy consumption through other sources (C)	39,18,843	23,51,306
Total energy consumption (A+B+C)	12,92,48,284	12,37,38,112
Energy intensity per rupee of turnover (Total energy consumption, KJ/turnover in rupees)	20.78	21.93

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 2022 – 23	FY 2021 – 22
Water Withdrawn by the source (in kilolitres)		
(i) Surface water	70,030	65,422
(ii) Ground Water	1,16,718	1,06,340
(iii) Third Party Water	43,430	38,617
(iv) Seawater/desalinated water	-	-
(v) Other sources	3,258	1,943
Total Volume of Water Withdrawn (in kilolitres)(i + ii + iii + iv + v)	2,33,436	2,12,322
Total Volume of Water Consumption (in kilolitres)	2,33,436	2,12,322
Water intensity per rupee of turnover (Water consumed/turnover)	0.0000104	0.00001045

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. 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.

TIME TECHNOPLAST LIMITED

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

Parameter	Please specify unit	FY 2022 – 23	FY 2021 – 22
NOx	µg/m ³	15.23	20.35
SOx	µg/m ³	22.40	21.50
Particulate matter (PM)	µg/m ³	30.00	40.00
Persistent organic pollutants (POP)	µg/m ³	Nil	Nil
Volatile organic compounds (VOC)	µg/m ³	Nil	Nil
Hazardous air pollutants (HAP)	µg/m ³	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

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

Parameter	Unit	FY 2022 – 23	FY 2021 – 22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Nil	Nil
Total Scope 2 emissions Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Nil	Nil
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	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

7. 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, thereby optimizing energy usage and strives to reduce the carbon footprint of the product. We are proactively boosting the utilization of renewable energy in our units across all plants. We achieved this through the implementation of our own roof-top solar installations and by procuring clean energy through Power Purchase Agreements (PPAs) for solar projects at various locations throughout India. These efforts enable us to reduce our dependence on non-renewable energy sources and contribute to a more sustainable energy ecosystem.

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

Parameter	FY 2022 – 23	FY 2021 – 22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2478	2347
E-waste (B)	1	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)	114	98
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	154	114
Total (A+ B + C + D + E + F + G + H)	2,747	2,560

Parameter	FY 2022 – 23	FY 2021 – 22
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2,571	2,412
(ii) Re-used	52	38
(iii) Other recovery operations	-	-
Total	2,623	2,450
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of disposal Method		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	124	110
Total	124	110

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

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

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.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: Not Applicable

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

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

The Company has not conducted any environmental impact assessments (EIA) of projects in FY 22-23.

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					

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

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

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022 – 23	FY 2021 – 22
From Renewable Sources		
Total electricity consumption (A)	39,18,843	23,51,306
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	39,18,843	23,51,306
From Non-Renewable Sources		
Total electricity consumption (A)	12,43,13,961	12,05,23,648
Total fuel consumption (B)	10,15,480	8,63,158
Energy consumption through other sources (C)	0	0
Total energy consumed from non-renewable sources (A+B+C)	12,53,29,441	12,13,86,806

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. Provide the following details related to water discharged:

Parameter	FY 2022 – 23	FY 2021 – 22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface Water		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(iii) To 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
Total Water discharged (in kilolitres)	0	0

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

3. 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 2022 – 23	FY 2021 – 22
Water withdrawal by source (in kilolitres)		
(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
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)		
Water discharge by destination and level of treatment (in kilolitres)		
(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
Total water discharged (in kilolitres)	0	0

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

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

Parameter	Unit	FY 2022 – 23	FY 2021 – 22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Will be published in Sustainability Report	Not Computed
Total Scope 3 emissions per rupee of turnover			

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

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not Applicable

TIME TECHNOPLAST LIMITED

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

S. 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 panel	Installation of Roof Top solar panel 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 12.74% of the total waste generated by value in FY23. Improved material efficiency

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

Yes, all manufacturing sites have a comprehensive business continuity plan and disaster management plan to effectively manage disaster and crisis. The identified risks and the corresponding remedial actions are covered in the plan. The procedure to be followed is established. The resilience of these plans under different disruption scenarios are tested on an on-going basis. 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. We are committed to maintaining a safe and secure working environment for all our employees and stakeholders and our business continuity and disaster management plan plays a crucial role in achieving this goal.

8. Disclose any significant adverse impact to the environment arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard? 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.

9. 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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (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 authorities.		

LEADERSHIP INDICATORS

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

S. No.	Public policy advocated	Method resorted for such advocacy domain? (Yes / No)	Whether information available in public (Annually/ Half	Frequency of review by board 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					

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

The Company extensively engages with the community on a regular basis during annual program review, community meetings, and focused group discussions. These exercises provide a platform for any individual or groups to raise their concerns. All meetings between the CSR representatives and teams along with NGOs/Tursts and communities are recorded in a structured manner to gauge impacts, strengths, challengers and scope for improvement.

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

	FY 2022 – 23	FY 2021 – 22
Directly sourced from MSMEs/ small producers	2.03%	1.65%
Sourced directly from within the district and neighboring districts	44.65%	41.34%

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	Aspirational District	Amount spent (in Rs.)
Not Applicable			

TIME TECHNOPLAST LIMITED

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis 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 Boards' 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 and consumers 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 2022 – 23		Remarks	FY 2021 – 22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	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	3	0	Related to products and bills, all these have been resolved	5	0	Related to products and bills, all these have been resolved



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

	Number	Reasons for recall
Voluntary Recall	0	NA
Forced Recall	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.

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

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.

Our Team maintain regular communication with our customer to provide updates and information related to our products and services. While some of our products and services fall under the category of essential services, we understand the importance of keeping our customers informed about any relevant developments or changes that may impact their experience with our offerings.

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 uses a survey feedback system that is intended to assess customer experience. This is used for customer loyalty and satisfaction in order to improve its services.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact: Nil
- b. Percentage of data breaches involving personally identifiable information of customers: Not Applicable

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

Date: May 29, 2023
Place: Mumbai

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

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