

16 August, 2022

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

**Sub: Business Responsibility and Sustainability Report**

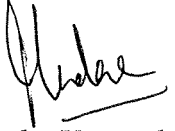
Pursuant to Regulation 34 of Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith Business Responsibility and Sustainability Report for FY 2021-22.

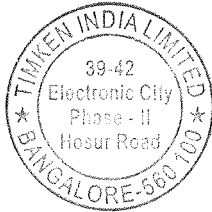
We request you to kindly take this on record.

Thanking you,

Yours sincerely,

For Timken India Limited

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



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

<b>I. Details of Company</b>		
1.	Corporate Identity Number (CIN) of Company	L29130KA1996PLC048230
2.	Name of the Company	Timken India Limited
3.	Year of incorporation	1987
4.	Registered office address	39-42, Electronic City, Phase II, Hosur Road, Bengaluru 560100
5.	Corporate address	39-42, Electronic City, Phase II, Hosur Road, Bengaluru 560100
6.	E-mail	tilinvestor@timken.com
7.	Telephone	080-4136200
8.	Website	<a href="https://www.timken.com/en-in">https://www.timken.com/en-in</a>
9.	Financial year for which reporting is being done	2021-22
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	INR 75.21 Million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Avishrant Keshava, Business Controller - India, CFO & Whole-time Director Email: avishrant.keshava@timken.com Phone : 080-41362000
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis or on a consolidated basis	Standalone basis for Timken India Limited (hereinafter referred to as Timken or Company).

<b>II. PRODUCTS/SERVICES</b>			
<b>14. Details of Business Activities (accounting for 90% of the entity's Turnover):</b>			
S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	C7-Metal & Metal Products - Manufacturing of bearings and components	92%
<b>15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)</b>			
S. No.	Product/Service	NIC Code (2008)	% of total Turnover contributed
1	Bearings and its components	2814	92%

<b>III.</b>	<b>OPERATIONS</b>			
<b>16.</b>	<b>Number of locations where plants and/or operations/offices of the entity are situated:</b>			
	<b>Location</b>	<b>Number of plants</b>	<b>Number of offices</b>	<b>Total</b>
	National	2	4	6
	International	-	-	-
<b>17.</b>	<b>Markets served by the entity:</b>			
a.	Number of locations			
	<b>Locations</b>	<b>Number</b>		
	National (No. of States)	PAN India		
	International (No. of Countries)	Timken serves customers across the world through its group companies.		
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	30%		
c.	A brief on types of customers	Timken serves (i) Automobile Industry mainly commercial / off highway vehicle manufactures & Original Equipment Manufacturers for (ii) Rail (iii) Process Industry such as manufacturers of cement, steel etc.		

<b>IV.</b>	<b>EMPLOYEES</b>						
<b>18.</b>	<b>Details as at the end of Financial Year:</b>						
a.	Employees and workers (including differently abled):						
	S. No.	Particulars	Total (A)	Male		Female	
				No. (B)	%(B/A)	No. (C)	%(C/A)
	<b>EMPLOYEES</b>						
	1.	Permanent (D)	441	425	96%	16	4%
	2.	Other than Permanent (E)	90	82	91%	8	9%
	3.	Total employees (D + E)	531	507	95%	24	5%
	<b>WORKERS</b>						
	4.	Permanent (F)	815	804	99%	11	1%
	5.	Other than Permanent (G)	156	148	95%	8	5%
	6.	Total workers (F + G)	971	952	98%	19	2%
b.	Differently abled Employees and workers:						
	<b>DIFFERENTLY ABLED EMPLOYEES</b>						
	1.	Permanent (D)	3	3	100%	-	-
	2.	Other than Permanent (E)	0	0	0	-	-
	3.	Total differently abled employees (D + E)	3	3	100%	-	-
	<b>DIFFERENTLY ABLED WORKERS</b>						
	4.	Permanent (F)	1	1	100%	-	-
	5.	Other than permanent (G)	4	4	100%	-	-
	6.	Total differently abled workers (F + G)	5	5	100%	-	-

<b>19.</b>	<b>Participation/Inclusion/Representation of women</b>									
		<b>Total (A)</b>			<b>No. and percentage of Females</b>					
					<b>No. (B)</b>		<b>% (B / A)</b>			
	Board of Directors	6			1		16.66			
	Key Management Personnel	3			0		-			
<b>20.</b>	<b>Turnover rate for permanent employees and workers:</b>									
		<b>FY 2021-22</b>			<b>FY 2020-21</b>			<b>FY 2019-20</b>		
		<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
	Permanent Employees	9%	13%	9%	5%	6%	5%	3%	6%	3%
	Permanent Workers	7%	0%	7%	3%	0%	3%	3%	0%	3%
<b>V.</b>	<b>Holding, Subsidiary and Associate Companies (including Joint Venture)</b>									
<b>21.</b>	<b>(a) Names of holding / subsidiary / associate companies / joint ventures:</b>									
	<b>S. No.</b>	<b>Name of the holding/ subsidiary/ associate companies/joint ventures (A)</b>		<b>Indicate whether holding/ Subsidiary/ Associate/ Joint Venture</b>		<b>% of shares held by listed entity</b>		<b>Does the entity indicated at column A, participate in the Business Responsibility initiatives of Company? (Yes/No)</b>		
	1	Timken Singapore Pte Ltd		Holding Company		67.80%		No		
<b>VI.</b>	<b>CSR DETAILS</b>									
<b>22.</b>	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)							Yes		
	(ii) Turnover (INRM)							22,032.44		
	(iii) Net worth (INRM)							16,569.49		
<b>VII.</b>	<b>TRANSPARENCY AND DISCLOSURES COMPLIANCES</b>									
<b>23.</b>	<b>Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:</b>									
	<b>Stakeholder group from whom complaint is received</b>	<b>Grievance Redressal Mechanism in Place (Yes/ No)</b>		<b>FY 2021-22</b>			<b>FY 2020-21</b>			
		<b>Number of complaints filed during the year</b>	<b>Number of complaints pending resolution at close of the year</b>	<b>Remarks</b>		<b>Number of complaints filed during the year</b>	<b>Number of complaints pending resolution at close of the year</b>	<b>Remarks</b>		
	Communities	-	-	-		-	-	-		
	Investors (other than shareholders)	-	-	-		-	-	-		
	Shareholders	Shareholders do raise queries /grievance mainly about their securities. Details of such queries/ complaints received from shareholders are filed with Stock Exchanges on quarterly basis.								
	Employees and workers	1	0	Complaint received was investigated and closed since no merit was found.		2	1	One pending issue was resolved in FY 21-22		
	Customers	-	-	-		-	-	-		
	Value Chain Partners	-	-	-		-	-	-		
		Note: The Company has Quality Issue Management System (QIM) wherein Customers of the Company can lodge issues/complaints about quality and related issues. These issues are resolved by Customer Service Team from time to time. For reporting above, issues/complaints raised by Customers in QIM are not considered as these are not directly related with Principle 1 to 9.								
		-	-	-		-	-	-		
Notes : For reporting hereinabove, complaints received through Vigil Mechanism of the Company are only considered. Suppliers, Customers, other stakeholders may have raised issues/concerns/complaints which may indirectly cover Principle 1 to 9 above with associates of Timken in course of their business dealings. Timken and its associates take utmost care to resolve such issues, complaints.										

24. Overview of the entity's material responsible business conduct issues					
Material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications :					
Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Carbon neutral supply chain	Risk as well as Opportunity	Most of the countries are taking positive steps towards carbon neutrality and companies are also willingly joining efforts in this direction globally. Corporates are willing to pay some extra price for products coming from carbon neutral supply chain. Timken operates in mechanical power transmission products mainly bearings and in this space, many global companies operate including with base in India. If Timken's supply chain is carbon neutral, it will give competitive advantage in long run. This is an opportunity. If other players achieve carbon neutral supply chain and Timken does not, then it will present risk to business.	Timken has been aiming for carbon neutrality and efforts are being made towards this which include (i) increased usage of clean energy (ii) preference to engagement with suppliers who are working towards carbon neutrality.	Timken expects that Product costs will go up slightly to achieve carbon neutral supply chain however, it will also yield some premium in price as well as in volume of products which should benefit in long run.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b.	Has the policy been approved by the Board? (Yes/No)	The Board of Directors of the Company has approved these Policies. Mr. Keshava has been specifically authorized by the Board to adopt and review Polices relating to this Report and Principles covered herein. Mr. Keshava has reported to the Board about such Polices and the Board has taken note of the same & approved it.								
c.	Web Link of the Policies, if available	<a href="https://www.timken.com/en-in/investors/policies/">https://www.timken.com/en-in/investors/policies/</a>								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/ No)	Timken expects its value chain partners to adhere to these Policies.								
4.	Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 14001 & ISO 50001, ISO 45001, ISO 9001, IRIS Certification, IATF 16949 certification, M-1003 Certification.								

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9								
<b>Policy and management processes</b>																		
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-								
<b>Governance, leadership and oversight</b>																		
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	<p>Globally, sustainability has been at the core of all Timken products and processes for more than 120 years and we extend the same leadership to our operations in India. As a socially responsible citizen, Timken makes every possible effort to reduce the carbon footprint of its operations in India. Sustainable growth has been ingrained in our value system and percolates to every aspect of our processes – from design to engineering and to the shipping of Timken final product.</p> <p>At Timken, we’re always looking for ways to operate in a more efficient and environmentally friendly manner. In continuous drive to make our manufacturing operations more sustainable, we have reduced our energy consumption by more than 12 per cent and energy cost by more than 21 per cent in 2021. We could achieve this feat primarily by increasing our productivity, adopting low-energy-consumption technologies, and using renewable sources of energy. We also reduced the hazardous waste disposal by more than 28 per cent in the year, thereby helping to protect the environment from pollutants.</p> <p>I thank all the stakeholders for their contributions in taking us one step closer to our goals in our journey to engineer a more sustainable future.</p>																
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Avishrant Keshava, Business Controller – India, CFO & Whole-time Director Email: <a href="mailto:avishrant.keshava@timken.com">avishrant.keshava@timken.com</a> Phone : 080-41362000																
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. Mr. Avishrant Keshava, Business Controller – India, CFO & Whole-time Director is made responsible for decision making on sustainability related issues.																
<b>10. Details of Review of NGRBCs by the Company:</b>																		
Subject for review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Business Sustainability Policies : Adoption and Review	By Mr. Avishrant Keshava : Whole-time Director									Annually								
Timken India HR Policies and Procedures : Overview	By Board of Directors									Annually								
Corporate Social Responsibility Initiatives	By Sanjay Koul, Chairman and Managing Director and Avishrant Keshava, Whole-time Director									Half Yearly								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
										No								

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

1.	Percentage coverage by training and awareness programmes on any of the Principles during the financial year:				
	<b>Segment</b>	<b>Total number of training and awareness programmes held</b>	<b>Topics / principles covered under the training and its impact</b>	<b>%age of persons in respective category covered by the awareness programmes</b>	
	Board of Directors	One	Timken India HR Policies and Procedures : Overview	100%	
	Key Managerial Personnel	At least one	Online training on regular basis is provided to employees in the areas such as IT Security, POSH, Ethical behavior etc. based on their role and work profile.	100%	
	Employees other than BoD and KMPs				
	Workers	At least one	POSH Training	100%	
2.	Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year				
	<b>Monetary</b>				
		<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	<b>Amount (In INR)</b>	<b>Brief of the Case preferred? (Yes/No)</b>
	Penalty/ Fine	Not applicable			
	Settlement				
	Compounding fee				
	<b>Non-Monetary</b>				
		<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	<b>Amount (In INR)</b>	<b>Brief of the Case preferred? (Yes/No)</b>
	Imprisonment	Not Applicable			
	Punishment				
3.	Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.				
	<b>Case Details</b>		<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>		
	Not applicable				
4.	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.		Yes. Anti -corruption principles are covered in Company's Code of Conduct. <a href="https://www.timken.com/en-in/investors/policies/">https://www.timken.com/en-in/investors/policies/</a>		
5.	Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:				
		<b>FY 2021-22</b>		<b>FY 2020-21</b>	
	Directors	Nil		Nil	
	KMPs	Nil		Nil	
	Employees	Nil		Nil	
	Workers	Nil		Nil	

6.	Details of complaints with regard to conflict of interest:				
		<b>FY 2021-22</b>		<b>FY 2020-21</b>	
		<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA
7.	Corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.			Not Applicable	
<b>Leadership Indicators</b>					
1.	Awareness programmes conducted for value chain partners on any of the Principles during the financial year:				
	<b>Total number of awareness programmes held</b>	<b>Topics / principles covered under the training</b>	<b>%age of value chain partners covered (by value of business done with such partners) under the awareness programmes</b>		
	No Program was conducted for value chain partners during FY 21-22.				
2.	Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.		The Company has a process to check conflict of interest in transactions involving Members of the Board. Members of the Board at start of the year disclose their interests in other entities. The Company prefers not to enter into transaction with such entities where Directors have interests. When the Company has to enter into transaction with entities where Directors are interested, non interested Directors take decisions on such transactions based on recommendation or evaluation of department heads. It is ensured that such transactions are entered on arm's length price.		

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

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



Essential Indicators	
	<p>Additionally, Timken works very closely with suppliers and develop them on EHS Systems. Presently, 38 suppliers (31%) are certified to ISO 14001 (Environment mgmt. systems ) and 22 Supplier (18%) are certified to ISO 45001 on safety management systems. Timken India plans to work aggressively with its direct material suppliers to improve this percentage in coming times.</p> <p>Timken is also working with suppliers to develop systems and processes on energy management systems in line to ISO 50001 to keep our sustainable sourcing drive to a next level in coming times.</p>
3.	<p>Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.</p> <p>The Company has put in place procedure for reusing, recycling and disposing of hazardous waste, e-waste and plastic waste. Hazardous waste and e-waste generated is handed over to Agency authorized by Pollution Control Board for treatment and safe disposal. Product waste is melted and reused in steel making process. Grinding Sludge is recycled in cement kilns. Wood waste is recycled to alternate applications including new pallet making. Further, Jamshedpur and Bharuch plants of the Company are zero liquid discharge plants. The Company mandates its suppliers of plastic packaging items for collection (buy back), treatment and disposal of plastic packaging items.</p>
4.	<p>Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/ No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.</p> <p>The Company uses plastic packaging items for wrapping of products and hence to that extent, Extended Producer Responsibility would be applicable to the Company. The Company has been using plastic items of more than 51 micron and recyclable plastic. Further, the plastic packaging contains details of manufacturer of plastic, registration number with pollution control board and buy back price. The Company relies on its suppliers of plastic packaging items for collection, treatment and disposal of plastic packaging items.</p>
Note : Information for Leadership Indicators under this Principle is not provided being voluntary in nature.	

**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:											
	<b>Category</b>	<b>Total (A)</b>	<b>Health insurance</b>		<b>Accident insurance</b>		<b>Maternity benefits</b>		<b>Paternity Benefits</b>		<b>Day Care facilities</b>	
			<b>Number (B)</b>	<b>% (B/A)</b>	<b>Number (C)</b>	<b>% (C/A)</b>	<b>Number (D)</b>	<b>% (D/A)</b>	<b>Number (E)</b>	<b>% (E/A)</b>	<b>Number (F)</b>	<b>% (F/A)</b>
	<b>Permanent employees</b>											
	Male	425	425	100%	425	100%	-	-	425	100%	-	-
	Female	16	16	100%	16	100%	16	100%	-	-	-	-
	Total	441	441	100%	441	100%	16	100%	425	100%	-	-
	<b>Other than Permanent employees</b>											
	Male	82	82	100%	82	100%	-	-	-	-	-	-
	Female	8	8	100%	8	100%	8	100%	-	-	-	-
	Total	90	90	100%	90	100%	8	100%	-	-	-	-

b. Details of measures for the well-being of workers:												
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities		
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
<b>Permanent workers</b>												
Male	804	804	100%	804	100%	-	-	-	-	-	-	
Female	11	11	100%	11	100%	11	100%	-	-	-	-	
Total	815	815	100%	815	100%	11	100%	-	-	-	-	
<b>Other than Permanent workers</b>												
Male	148	148	100%	148	100%	-	-	-	-	-	-	
Female	8	8	100%	8	100%	8	100%	-	-	-	-	
Total	156	156	100%	156	100%	8	100%	-	-	-	-	
2.	Details of retirement benefits, for Current FY and Previous FY											
<b>Benefits</b>		<b>FY 2021-22</b>			<b>FY 2020-21</b>							
		<b>No. of employees covered as a % of total employees</b>	<b>No. of workers covered as a % of total workers</b>	<b>Deducted and deposited with the authority (Y/N/N.A.)</b>	<b>No. of employees covered as a % of total employees</b>	<b>No. of workers covered as a % of total workers</b>	<b>Deducted and deposited with the authority (Y/N/N.A.)</b>					
PF		100%	100%	Y	100%	100%	Y					
Gratuity		100%	100%	Y	100%	100%	Y					
ESI		7%	19%	Y	4%	39%	Y					
Superannuation		100%	100%	Y	100%	100%	Y					
3.	<b>Accessibility of workplaces</b>											
Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.						Registered office : yes						
4.	Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.						Yes. This is part of Code of Conduct which can be accessed at <a href="https://www.timken.com/en-in/investors/policies/">https://www.timken.com/en-in/investors/policies/</a> .					
5.	Return to work and Retention rates of permanent employees and workers that took parental leave.											
<b>Gender</b>		<b>Return to work rate</b>	<b>Retention rate</b>	<b>Return to work rate</b>		<b>Retention rate</b>						
Male		100%	100%	100%		100%						
Female		100%	100%	100%		100%						
<b>Total</b>		100%	100%	100%		100%						
6.	Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.											
Permanent Workers						Please refer Vigil Mechanism section under the Board's Report and Section A-VII (23) of this Report.						
Other than Permanent Workers												
Permanent Employees												
Other than Permanent Employees												

7. Membership of employees and workers in association(s) or Unions recognised by Company:										
Category	FY 2021-22					FY 2020-21				
	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	441	0		0%		414	0		0%	
- Male	425	0		0%		400	0		0%	
- Female	16	0		0%		14	0		0%	
Total Permanent Workers	815	211		26%		814	224		28%	
- Male	804	211		26%		804	224		28%	
- Female	11	0		0%		10	0		0%	
8. Details of training given to employees and workers:										
	FY 2021-22					FY 2020-21				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	425	15	4%	66	16%	400	41	10%	52	13%
Female	16	1	6%	2	13%	14	2	14%	1	7%
Total	441	16	4%	68	15%	414	43	10%	53	13%
Workers										
Male	804	289	36%	606	75%	804	307	38%	585	73%
Female	11	7	64%	11	100%	10	6	60%	10	100%
Total	815	296	36%	617	76%	814	313	38%	595	73%
9. Details of performance and career development reviews of employees and workers:										
	FY 2021-22			FY 2020-21						
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)				
Employees										
Male	425	425	100%	400	400	100%				
Female	16	16	100%	14	14	100%				
Total	441	441	100%	414	414	100%				
Workers										
Male	804	804	100%	804	804	100%				
Female	11	11	100%	10	10	100%				
Total	815	815	100%	814	814	100%				

10.	Health and safety management system:							
	a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes. The Company has adopted ISO 45001.					
	b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company uses (i) HIRA : Hazard Identification and Risk Assessment (ii) JBRA : Job based risk assessment and GEMBA walk by the management team/leadership team to identify work-related hazards and assess risks.					
	c.	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Yes. Any worker who has grievance can report to Safety Committee of particular location. Safety Committee is entrusted with powers to resolve such issues.					
d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes						
11.	Details of safety related incidents:							
	<b>Safety Incident/Number</b>		<b>Category</b>		<b>FY 2021-22</b>		<b>FY 2020-21</b>	
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)		Employees		0		0	
			Workers		0		0	
	Total recordable work-related injuries		Employees		0		0	
			Workers		0		0	
	No. of fatalities		Employees		0		0	
			Workers		0		0	
High consequence work-related injury or ill-health (excluding fatalities)		Employees		0		0		
		Workers		0		0		
12.	Describe the measures taken by the entity to ensure a safe and healthy work place.		The Company has adopted ISO 45001 to ensure safe and healthy workplace. Associates are trained from time and again to follow documented work instructions related to safety. The Company provides to associates PPEs as per hazard identification and associates have to use PPEs while working in the premises.					
13.	Number of Complaints on the following made by employees and workers:							
		FY 2021-22			FY 2020-21			
		<b>Filed during the year</b>	<b>Pending resolution at the end of year</b>	<b>Remarks</b>	<b>Filed during the year</b>	<b>Pending resolution at the end of year</b>	<b>Remarks</b>	
	Working Conditions	0	0	0	0	0	0	
Health & Safety	0	0	0	0	0	0		
14.	Assessments for the year:							
	<b>% of your plants and offices that were assessed</b>							
	Health and safety practices			100%				
Working Conditions			100%					

15.	Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health & safety practices and working conditions.	No significant risks/concerns were identified during assessment and hence, no corrective actions as such were required to be undertaken during FY 2021-22.		
<b>Leadership Indicators</b>				
1.	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).	Mostly Yes for employees and workers.		
2.	Measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	The Company ensures that contract labours working at company premises are paid statutory dues by their employers. The Company either on its own or through third party conducts audit, on sample basis, of records of contractors to ensure compliance in this area.		
3.	Number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:			
	<b>Total no. of affected employees/ workers</b>	<b>No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment</b>		
	<b>FY 2021-22</b>	<b>FY 2020-21</b>	<b>FY 2021-22</b>	<b>FY 2020-21</b>
	Employees	0	0	0
	Workers	0	0	0
4.	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)	The Company may provide transition assistance program to certain employees on case to case basis.		
5.	Details on assessment of value chain partners:	<b>% of value chain partners that were assessed</b>		
	Health and safety practices	For contractors working at company premises : 100%. We encourage our suppliers to achieve ISO 45001.		
	Working Conditions	For contractors working at company premises : 100%. We encourage our suppliers to achieve ISO 45001.		
6.	Details of any corrective actions taken or underway to address significant risks/ concerns arising from assessments of health and safety practices and working conditions of value chain partners	No significant risks/concerns were identified during assessment of contractors working at Company premises and hence, no corrective actions as such were required to be undertaken during FY 2021-22. For suppliers, the Company may take actions, if required, on case to case basis.		

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

<b>Essential Indicators</b>				
1.	Describe the processes for identifying key stakeholder groups of the entity.	Mr. Avishrant Keshava, Business Controller – India, CFO & Whole-time Director has been entrusted with overall responsibility for this report. Mr. Keshava had detailed discussion with senior management personnel and heads of various departments and after deliberation, identified key stakeholders group.		

2.	List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.				
	<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication</b>	<b>Frequency of engagement (Annually / Half yearly / Quarterly / others - please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
	Shareholders - Investors	No	Email, newspaper advertisement, conferences, meeting, website notifications	Quarterly	Company communicates important developments, updates, financial results
	Value Chain Partners - Forging/heat treatment/steel suppliers	No	Conferences/ Meetings/ General Communication through mails	on need basis	Update about Company policies, procedures, business plans, expectation from value chain partners
	Customers : OEs & Distributors	No	Conferences/ Meetings/ General Communication through mails	on need basis	Update about Company policies, procedures, business plans
	Employees and workers	Overall : No Note : Disabled / women employees are identified as vulnerable group.	General HR Communication / Women's International Network (WIN), POSH Trainings / awareness programs	less than month.	Update about Company policies, procedures, major updates, initiatives for employees
	Communities nearby where we operate	Overall : No Note : Tribal Community around JSR Plant : Yes	Newspaper advertisements, CSR initiatives, website	on need basis	Update about Company initiatives, performance, knowing requirements / expectations from members of Community
<b>Leadership Indicators</b>					
1.	Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.			Stakeholders are encouraged to give their feedback to respective department heads. For example, Suppliers are encouraged to give feedback to General Manager – Supply Chain. Respective department head has responsibility to communicate to Mr. Keshava who has been entrusted with responsibility of Business Responsibility and Sustainability. Mr. Keshava would in turn inform relevant feedback and action taken thereon to the Board.	
2.	Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/ No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.			Timken does consult with stakeholders for identification and management of environmental, and social topics. Timken is aiming to increase consumption of clean energy over a period of time and for the same, is consulting with generators/suppliers of clean energy. Inputs given by these stakeholders have been taken into consideration while setting up roof top solar or availing clean energy from other sources. Also, Timken is specifically focusing on usage of recyclable packaging materials instead of plastic packaging. We are not only increasing usage of recyclable packaging materials but also encouraging our suppliers to do so. SCM & SQD team of Timken has been consulting, advising, guiding suppliers to take steps in this direction.	

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

Essential Indicators										
1.	Employees and workers who have been provided training on human rights issues and policy(ies) of the entity									
<b>Category</b>	<b>FY 2021-22</b>					<b>FY 2020-21</b>				
	<b>Total (A)</b>	<b>No. of employees / workers covered (B)</b>		<b>% (B / A)</b>		<b>Total (C)</b>	<b>No. of Employees / workers covered (D)</b>		<b>% (D / C)</b>	
<b>Employees</b>										
Permanent	441	441		100%		414	414		100%	
Other than permanent	90	90		100%		59	59		100%	
Total Employees	531	531		100%		473	473		100%	
<b>Workers</b>										
Permanent	815	815		100%		814	814		100%	
Other than permanent	156	156		100%		78	78		100%	
Total Workers	971	971		100%		892	892		100%	
2.	Details of minimum wages paid to employees and workers:									
<b>Category</b>	<b>FY 2021-22</b>					<b>FY 2020-21</b>				
	<b>Total (A)</b>	<b>Equal to Minimum Wage</b>		<b>More than Minimum Wage</b>		<b>Total (D)</b>	<b>Equal to Minimum Wage</b>		<b>More than Minimum Wage</b>	
		<b>No. (B)</b>	<b>% (B/A)</b>	<b>No. (C)</b>	<b>% (C/A)</b>		<b>No. (E)</b>	<b>% (E/D)</b>	<b>No. (F)</b>	<b>% (F/D)</b>
<b>Employees</b>										
<b>Permanent</b>	441	-	-	441	100%	414	-	-	414	100%
Male	425	-	-	425	100%	400	-	-	400	100%
Female	16	-	-	16	100%	14	-	-	14	100%
<b>Other than Permanent</b>	90	-	-	90	100%	59	-	-	59	100%
Male	82	-	-	82	100%	53	-	-	53	100%
Female	8	-	-	8	100%	6	-	-	6	100%
<b>Workers</b>										
<b>Permanent</b>	815	-	-	815	100%	814	-	-	814	100%
Male	804	-	-	804	100%	804	-	-	804	100%
Female	11	-	-	11	100%	10	-	-	10	100%
<b>Other than Permanent</b>	156	-	-	156	100%	78	-	-	78	100%
Male	148	-	-	148	100%	70	-	-	70	100%
Female	8	-	-	8	100%	8	-	-	8	100%

3.	Details of remuneration/salary/wages:						
		Male			Female		
		Number	Median remuneration/ salary/wages of respective category		Number	Median remuneration/ salary/wages of respective category	
	Board of Directors (BoD) (sitting fees excluded)	2	14,344,902				
	Key Managerial Personnel	3	7,007,604				
	Employees other than BoD and KMP	422	1,152,894		16	926,868	
	Workers	804	387,384		11	270,084	
4.	Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)			Yes			
5.	Describe the internal mechanisms in place to redress grievances related to human rights issues.			Refer vigil mechanism section under Board's Report and Section VII (23) of this Report.			
6.	Number of Complaints on the following made by employees and workers:						
		FY 2021-22			FY 2020-21		
		Received	Resolved	Pending	Received	Resolved	Pending
	Sexual Harassment	0	0	0	0	0	0
	Discrimination at workplace	0	0	0	0	0	0
	Child Labour	0	0	0	0	0	0
	Forced Labour/ Involuntary Labour	0	0	0	0	0	0
	Wages	0	0	0	1	1	0
	Other human rights related issues	0	0	0	1	0	1
7.	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.			Complainant has a choice to make anonymous complaint by calling dedicated toll free number. The Company does not ask for details of complainant for anonymous complaint. Further, details of complainant are not disclosed unless necessary. The Company follows Non retaliation Policy and adequately safeguards against victimization of reporting person. The Company does not tolerate acts of retaliation against anyone who makes report in good faith.			
8.	Do human rights requirements form part of your business agreements and contracts? (Yes/No)			This requirement forms part of Code of Conduct which is expected to be followed by business partners.			
9.	Assessments for the year:						
		<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>					
	Child labour	100% by the Company					
	Forced/involuntary labour	100% by the Company					
	Sexual harassment	100% by the Company					
	Discrimination at workplace	100% by the Company					
	Wages	100% by the Company plus external agency on sample basis.					
10	Details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above			Since no significant risks were identified, corrective actions were not required during FY 2021-22.			



Leadership Indicators		
1.	Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	There was no requirement to modify business process during FY 2021-22.
2.	Details of the scope and coverage of any Human rights due-diligence conducted.	The Company did not conduct any human rights due diligence in FY 2021-22.
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?	Registered office : Yes.
4.	Details on assessment of value chain partners:	
		% of value chain partners (by value of business done with such partners) that were assessed
	Sexual Harassment	100% for contractors working on Company premises
	Discrimination at workplace	100% for contractors working on Company premises
	Child Labour	100% for contractors working on Company premises
	Forced Labour/Involuntary Labour	100% for contractors working on Company premises
5.	Details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	No corrective actions were required to be taken during FY 2021-22.

**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:		
	<b>Parameter</b>	<b>FY 2021-22</b>	<b>FY 2020-21</b>
	Total electricity consumption (A)	198678.96	146643.29
	Total fuel consumption (B)	68435.48	40575
	Energy consumption through other sources (C)	4745.45	4795.86
	<b>Total energy consumption (A+B+C)</b>	<b>271859.89</b>	<b>192014.15</b>
	Energy intensity per rupee of turnover ( <i>Total energy consumption/ turnover in rupees</i> )	0.000012GJ/INR	0.0000136GJ/INR
2.	Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.		
Not applicable			
3.	Details related to water:		
	<b>Parameter</b>	<b>FY 2021-22</b>	<b>FY 2020-21</b>
	Water withdrawal by source (in kilolitres)	0	0
	(i) Surface water	0	0
	(ii) Groundwater	56200	52700
	(iii) Third party water	141702	103532
	(iv) Seawater / desalinated water	0	0
	(v) Others	0	0
	<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>197902</b>	<b>156232</b>
	<b>Total volume of water consumption (in kilolitres)</b>	<b>197902</b>	<b>156232</b>
	<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.0000088KL/INR</b>	<b>0.000011KL/INR</b>
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	<b>–</b>	<b>–</b>	

4.	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	Yes. Both Jamshedpur and Baruch Plants are zero liquid discharge plants. ETPs have been setup at plants to treat effluents coming from heat treatment, grind operations. Domestic effluents are sent outside to permitted agencies for treatment.		
5.	Details of air emissions (other than GHG emissions):			
	<b>Parameter</b>	<b>Please specify unit</b>	<b>FY 2021-22</b>	<b>FY 2020-21</b>
	NOx	µg/m3	37.3	16.6
	SOx	µg/m3	23.9	16.7
	Particulate matter (PM) 10 /2.5	µg/m3	76.6 / 38.1	67.4 / 35.3
	Persistent organic pollutants (POP)	-	-	-
	Volatile organic compounds (VOC)	-	-	-
	Hazardous air pollutants (HAP)	-	-	-
	O3	µg/m3	DL:5	<10
	Lead	µg/m3	0.01	0.02
	Carbon monoxide	µg/m3	1.2	DL:2
	Ammonia	µg/m3	DL:20	DL:20
	Benzene	µg/m3	<2.0	<2.0
	Benzo	µg/m3	<0.2	<0.2
	Arsenic	µg/m3	<2.0	<2.0
	Nickel	µg/m3	<2.0	9.16
6.	Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:			
	<b>Parameter</b>	<b>Unit</b>	<b>FY 2021-22</b>	<b>FY 2020-21</b>
	<b>Total Scope 1 emissions</b>	Metric tonnes of CO2 equivalent	6486.6	3067.8
	<b>Total Scope 2 emissions</b>	Metric tonnes of CO2 equivalent	39072.76	29832.2
	<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.00000204MT/INR	0.00000233MT/INR
7.	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.	Yes. The Company has a focused energy Reduction programs that aims at reducing the energy consumption. At the end the Company could achieve improved Co2 emissions.		
8.	Details related to waste management by the entity:			
	<b>Parameter</b>		<b>FY 2021-22</b>	<b>FY 2020-21</b>
	<b>Total Waste generated (in metric tonnes)</b>			
	Plastic waste (A)		140.7	94.45
	E-waste (B)		15.0	7.097
	Bio-medical waste (C)		0.006	0.0103
	Construction and demolition waste (D)		0	0
	Battery waste (E)		0	2.78
	Radioactive waste (F)		0	0
	Other Hazardous waste. Please specify, if any. (G)		2125.3	1708.67
	Other Non-hazardous waste generated (H). <i>Please specify, if any.</i> (Break-up by composition i.e. by materials relevant to the sector)		2319.9	1433.65
	<b>Total (A+B + C + D + E + F + G + H)</b>		4600.9	3246.66

<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>			
<b>Parameter</b>		<b>FY 2021-22</b>	<b>FY 2020-21</b>
<b>Category of waste</b>			
(i) Recycled		3905.576	2901.3
(ii) Re-used		0	0
(iii) Other recovery operations		0	2.78
<b>Total</b>		3905.576	2904.1
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>			
<b>Category of waste</b>			
(i) Incineration		0.0058	0.0103
(ii) Landfilling		696.05	343.26
(iii) Other disposal operations		0	0
<b>Total</b>		696.0558	343.27
9.	Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.		Wastes are segregated and collected at source of generation, accumulated in designated area and disposed to authorized recycler / coprocessing. Reduce - Reuse - Recycle are the principles followed in reducing the waste.
10.	If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details:		
<b>S. No.</b>	<b>Location of operations/offices</b>	<b>Type of operations</b>	<b>Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.</b>
Not Applicable			
11.	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the :		
<b>Name and brief details of project</b>	<b>EIA Notification No.</b>	<b>Date</b>	<b>Whether Conducted by independent external agency (Yes / No)</b>
			<b>Results communicated in public domain (Yes / No)</b>
			<b>Relevant Web link</b>
Not Applicable			
12.	Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N) : Yes		
<b>Leadership Indicators</b>			
1.	Break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources:		
<b>Parameter</b>		<b>FY 2021-22</b>	<b>FY 2020-21</b>
<b>From renewable sources</b>			
Total electricity consumption (A)		4745.46	4795.86
Total fuel consumption (B)		0	0
Energy consumption through other sources (C)		0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>		4745.46	4795.86
<b>From non-renewable sources</b>			
Total electricity consumption (D)		198678.96	146643.29
Total fuel consumption (E)		68435.48	40575
Energy consumption through other sources (F)		0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>		267114.44	187218.29

2.	Details related to water discharged:			
	<b>Parameter</b>		<b>FY 2021-22</b>	<b>FY 2020-21</b>
	<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
	(i) To Surface water			
	– No treatment		0	0
	– With treatment		0	0
	(ii) To Groundwater			
	– No treatment		0	0
	– With treatment		0	0
	(iii) To Seawater			
	– No treatment		0	0
	– With treatment		0	0
	(iv) Sent to third-parties			
	– No treatment		0	0
	– With treatment		0	0
	(v) Others			
	– No treatment		0	0
	– With treatment – ETP		10645 - KL	8955 – KL
	<b>Total water discharged (in kilolitres)</b>		10645 - KL	8955 – KL
3	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not applicable			
4.	Details of total Scope 3 emissions & its intensity:			
	<b>Parameter</b>	<b>Unit</b>	<b>FY 2021-22</b>	<b>FY 2020-21</b>
	<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)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	The Company at this stage is unable to provide details.	
	<b>Total Scope 3 emissions per rupee of turnover</b>			
	<b>Total Scope 3 emission intensity</b> ( <i>optional</i> ) – the relevant metric may be selected by the entity			
5.	With respect to the ecologically sensitive areas reported at Question10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.		Not applicable	
6.	If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:			
	Sr. No	Initiative undertaken	Details of the initiative ( <i>Web-link, if any, may be provided along-with summary</i> )	Outcome of the initiative
	The Company at this stage is unable to provide details.			

7	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.	The Company has Disaster recovery Plan that outlines each level of disaster and recommended / planned mitigation plan to remove or reduce the impact on Customer performance. This is reviewed by ERT members as part of annual review and then modified as required.
8.	Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.	The Company is not aware of any adverse impact arising from the value chain of the Company.
9.	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	The Company did not carry out any assessment of value chain partners for environmental impact in FY 2021-22.

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

Essential Indicators						
1.	a. Number of affiliations with trade and industry chambers/ associations. b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.					
	<b>S. No.</b>	<b>Name of the trade and industry chambers/ associations</b>		<b>Reach of trade and industry chambers/ associations (State/National)</b>		
	1	Confederation of Indian Industries		National		
	2	American Chamber of Commerce in India		National		
	3	Heavy Duty Manufacturers Association		National		
	4	Engineering Export Promotion Council		National		
2.	Details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.					
	<b>Name of authority</b>	<b>Brief of the case</b>		<b>Corrective action taken</b>		
	Not applicable					
Leadership Indicators						
1.	Details of public policy positions advocated by the entity:					
	<b>Sl. No.</b>	<b>Public Policy Advocated</b>	<b>Method resorted for such advocacy</b>	<b>Whether information available in public domain ? (Yes/No.)</b>	<b>Frequency of Review by Board (Annually / Half yearly / Quarterly / other (Please Specify)</b>	<b>Web link, if available</b>
	The Company has not exclusively advocated any Public Policy during the financial year 2021-22. The Company as a member of aforementioned bodies participates in meeting of such bodies regularly and also gives suggestions, inputs for improvement of public good mainly in the area of corporate social responsibility, environment health and safety, quality etc. Various employees as part of their work function give suggestions, raise issues with Government bodies for improvement of their systems and to bring ease into day to day operations.					

**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 .					
	<b>Name and brief details of project</b>	<b>SIA Notification No.</b>	<b>Date of notification</b>	<b>Whether conducted by independent external agency (Yes / No)</b>	<b>Results communicated in public domain (Yes / No)</b>	<b>Relevant Web link</b>
	The Company is not required to carry out Social Impact Assessments of CSR Projects undertaken during FY 2021-22.					
2.	Information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:					
	<b>S. No.</b>	<b>Name of Project for which R&amp;R is ongoing</b>	<b>State</b>	<b>District</b>	<b>No. of Project Affected Families (PAFs)</b>	<b>% of PAFs covered by R&amp;R</b>
	Not applicable					
3.	Describe the mechanisms to receive and redress grievances of the community.			<p>The Company operates at various locations in India. Members of community where the Company operates often request for help for betterment of society. The Company appropriately considers needs of the society and selects various projects for overall betterment of people. The Company works with many implementing agencies across India to implement CSR Projects. The Company also undertakes various projects over and above mandatory CSR requirement as part of its Global initiatives and policies.</p> <p>The Company follows open door Policy. Any stakeholder or member of Community having problem with projects or its implementation can lodge their grievance through vigil mechanism details provided on the website of the Company.</p>		
4.	Percentage of input material (inputs to total inputs by value) sourced from suppliers:					
				<b>FY 2021-22</b>	<b>FY 2020-21</b>	
	Directly sourced from MSMEs/ small producers			20% from MSME and balance 80% NON MSME	16% from MSME and balance 84% NON MSME	
	Sourced directly from within the district and neighbouring districts			41% from within local districts 59% Outside local districts	43% from within local districts, 57% Outside local districts	
Leadership Indicators						
1.	Details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):					
	<b>Details of negative social impact identified</b> <b>Corrective action taken</b>					
	Not applicable					
2.	Information on CSR projects undertaken by Company in designated aspirational districts as identified by government bodies:					
	<b>S. No.</b>	<b>State</b>	<b>Aspirational District</b>		<b>Amount spent (In INR)</b>	
	1	Jharkhand	East Singhbhum		91,00,000/-	

3.	(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? No			
	(b) From which marginalized / vulnerable groups do you procure? Not applicable			
	(c) What percentage of total procurement (by value) does it constitute? Not applicable			
4.	Details of the benefits derived and shared from the intellectual properties owned or acquired by Company in financial year based on traditional knowledge:			
	<b>S. No.</b>	<b>Intellectual Property based on traditional knowledge</b>	<b>Owned / Acquired (Yes/No)</b>	<b>Benefit shared (Yes / No)</b>
	Not applicable			
5.	Details of beneficiaries of CSR Projects:			
	<b>Name of authority</b>	<b>Brief of the Case</b>	<b>Corrective action taken</b>	
	For details, please refer Annexure III of the Board's report and refer <a href="https://www.timken.com/en-in/investors/statutory-compliances/">https://www.timken.com/en-in/investors/statutory-compliances/</a>			

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

Essential Indicators						
1.	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.			The Company has dedicated Customer Service team, Service Engineering team, Quality team which are responsible to look into consumer complaints and feedback. Contact Details of Customer Service Team are provided on Product Packaging. Details about Service Engineering, Quality and Warranty team executives are provided to OE, Institutional Customers on case to case basis. Customer Service Team regularly interacts with OE, Industrial, Institutional Consumers to resolve their queries and also takes their feedback to improve our systems.		
2.	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:			<b>As a percentage to total turnover</b>		
	Environmental and social parameters relevant to the product			The Company provides the information about safe and responsible usage along with almost all products. Such information is also provided to customers in form of products maintenance manuals. Most of Products manufactured and sold by the Company as such don't require information about environmental and social usage and recycling. However, wherever applicable, the Company does attempt to provide such information.		
	Safe and responsible usage					
	Recycling and/or safe disposal					
3.	Number of consumer complaints in respect of the following:					
	FY 2021-22		Remarks	FY 2020-21		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
	Data privacy	-	-	-	-	-
	Advertising	-	-	-	-	-
	Cyber-security	-	-	-	-	-
	Delivery of essential services	-	-	-	-	-
	Restrictive Trade Practices	-	-	-	-	-
	Unfair Trade Practices	-	-	-	-	-
	Others – Quality issues	14	2	11	0	-

4.	Details of instances of product recalls on account of safety issues:		
		Number	Reasons for recall
	Voluntary recalls	0	0
	Forced recalls	0	0
5.	Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.	The Company being subsidiary of The Timken Company has adopted a global policy for cyber security and risks related to data privacy. This Policy is available at <a href="https://www.timken.com/timken-global-data-privacy-policy-training/">https://www.timken.com/timken-global-data-privacy-policy-training/</a> .	
6.	Details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.	The Company during FY 21-22 did not encounter any issue relating to cyber security and data privacy of customers, product recalls and no penalty has been levied by regulatory authority in relation to safety of Products.	
<b>Leadership Indicators</b>			
1.	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	<a href="https://www.timken.com/portfolio/">https://www.timken.com/portfolio/</a>	
2.	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.	Product related safety information (if any) are published in the product catalog. MSDS sheet are published wherever applicable. Additionally, product safety and safe practices are explained in product seminars and training sessions to customers.	
3.	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.	Not applicable.	
4.	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)	The Company provides information on products as required under the Legal Metrology (Packaged Commodities) Rules, 2011. The Company also provides information such as product usage, safety precautions, features of product on certain product packaging. The Company did not carry out any survey for end consumer satisfaction in FY 2021-22. A survey for Industrial Distributors was carried out identifying the areas of improvement.	
5.	Provide the following information relating to data breaches:		
	a. Number of instances of data breaches along-with impact	Nil	
	b. Percentage of data breaches involving personally identifiable information of customers	Not applicable	

For and on behalf of the Board of Directors

Sd/-

**Sanjay Koul**

Chairman &amp; Managing Director

DIN: 05159352

Date: 1 July, 2022

Place: Bengaluru