



**TTK Healthcare
LIMITED**

TTKH:SEC:SL:165:23

June 29, 2023

**BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai 400 001**

**National Stock Exchange of India Limited
Exchange Plaza
Bandra Kurla Complex, Bandra East
Mumbai 400 051**

Scrip Code: 507747

Scrip Code: TTKHLTCARE

Dear Sirs,

Re: Business Responsibility and Sustainability Report for the Financial Year 2022-23

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2022-23.

The BRSR also forms the part of the Annual Report for the Financial Year 2022-23, submitted to the exchanges vide letter dated June 28, 2023.

Kindly take the above information on record.

Thanking you

Yours faithfully
For TTK Healthcare Limited

(S KALYANARAMAN)

Wholetime Director & Secretary

Business Responsibility & Sustainability Report



TTK HEALTHCARE LIMITED

Regd. Office: No.6, Cathedral Road, Chennai 600 086
CIN: L24231TN1958PLC003647 Website: www.ttkhealthcare.com

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES		
I.	Details of the listed entity	
1	Corporate Identity Number (CIN) of the Listed Entity	L24231TN1958PLC003647
2	Name of the Listed Entity	TTK Healthcare Limited
3	Year of Incorporation	21 st May, 1958
4	Registered Office Address	No.6, Cathedral Road, Chennai 600 086, Tamil Nadu
5	Corporate Address	No.6, Cathedral Road, Chennai 600 086, Tamil Nadu
6	E-mail	info@ttkhealthcare.com
7	Telephone	044-28116106
8	Website	www.ttkhealthcare.com
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	Rs.14,13,03,330/-
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 S Kalyanaraman Wholetime Director & Secretary Tel: 044-28116106 E-mail: skr@ttkhealthcare.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).	Standalone

II. Products/services			
14	Details of business activities (accounting for 90% of the turnover): Your Company is engaged in the manufacturing / marketing / distribution of Consumer, Animal Welfare, Medical Devices, Protective Devices and Food Products.		
15	Products/Services sold by the entity (accounting for 90% of the entity's Turnover):		
	S. No.	Product / Service	% of total Turnover contributed
	1	Male Contraceptives	26.74
	2	Ayurvedic Preparations	16.54
	3	Food Products	15.38
	4	Animal Welfare Products	14.65
	5	Medical Devices	9.91
	6	Cosmetics and Deodorant	8.77

III. Operations			
16	Number of locations where plants and/or operations/offices of the entity are situated:		
	Location	Number of Plants	Number of Offices (incl. Regional Sales Office)
	National	9	35
	International	-	-
17	Markets served by the entity:		
a	Number of locations		
	Locations	Number	
	National (No. of States)	28 States and 8 Union Territories	
	International (No. of Countries)	36	



Business Responsibility & Sustainability Report (Contd.)

	International (No. of Countries)	
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	9.27%
c.	A brief on types of customers	Direct Customers, Distributors, Cardiothoracic and Orthopaedic Surgeons, Hospitals (both Government and Private), Fryers, Institutional Customers and Farms (including Poultry).

IV. Employees

18	Details as at the end of the Financial Year (2022-23)										
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)	1,060	998	94.15	62	5.85				
	2	Other than Permanent (E)	121	91	75.21	30	24.79				
	3	Total Employees (D+E)	1,181	1,089	92.21	92	7.79				
	Workers:										
	1	Permanent (F)	234	234	100.00	-	-				
	2	Other than Permanent (G)	2,007	1,333	66.42	674	33.58				
	3	Total Workers (F+G)	2,241	1,567	69.92	674	30.08				
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)	2	1	50.00	1	50.00				
	2	Other than Permanent (E)	-	-	-	-	-				
	3	Total Differently Abled Employees (D+E)	2	1	50.00	1	50.00				
	Differently Abled Workers:										
	1	Permanent (F)	-	-	-	-	-				
	2	Other than Permanent (G)	-	-	-	-	-				
	3	Total Differently Abled Workers (F+G)	-	-	-	-	-				
19	Participation/Inclusion/Representation of women										
	Particulars		Total (A)	No. and Percentage of Females							
				No. (B)	% (B/A)						
	Board of Directors		10	1	10						
	Key Management Personnel		3	-	-						
20	Turnover rate for permanent employees and workers										
	(Disclose trends for the past 3 years)										
	Particulars	2022-23			2021-22			2020-21			
		(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in previous FY)			
		Male	Female	Total	Male	Female	Total	Male	Female	Total	
	Permanent Employees		5.50	0.50	6.00	23.30*	0.30	23.60	13.92	-	13.92
	Permanent Workers		-	-	-	0.30	-	0.30	-	-	-
	*Include the employees of the Human Pharma Division which was transferred w.e.f. 9 th May, 2022.										

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

21	(a)	Names of holding / subsidiary / associate companies / joint ventures			NIL	
		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)
		NIL				

Business Responsibility & Sustainability Report (Contd.)

VI. CSR Details			
22	(i)	Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes / No)	Yes
	(ii)	Turnover (Rs. in lakhs)	72,511.03*
	(iii)	Net Worth (Rs. in lakhs)	92,917.26

* Excludes Turnover pertaining to Human Pharma Division

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 2022-23			FY 2021-22	
			Current Financial Year			Previous Financial Year	
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
							Remarks
	Communities	Yes www.tkhealthcare.com	-	-	-	-	-
	Investors (other than shareholders)		-	-	-	-	-
	Shareholders		21	-	-	26	-
	Employees and Workers		-	-	-	-	-
	Customers		247	-	-	221	-
	Value Chain Partners		-	-	-	-	-
	Others (Please specify)		-	-	-	-	-
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	Employee Wellbeing	Risk & Opportunity	Occupational Health and Safety, Employee wellness, Employee Training and Development	OHS Management Systems, Employee Development Programmes	Risk: negative implications. Opportunity: positive implications - employee morale and retention.		
2	Customer Relationships	Risk & Opportunity	Maintain competitive edge	Sustained focus on Product quality and customer satisfaction	Risk: negative implications. Opportunity: positive implications – customer retention and growth		
3	Product innovation	Opportunity	Enhance competitive edge	Investment in R&D, Development of new products	Opportunity: positive implications		
4	Energy and environment	Risk	Energy resource, compliance	Energy efficient operations	Risk: negative implications.		
5	Regulatory Compliance	Risk	Dynamic regulatory landscape	Compliance with all applicable laws and regulations	Risk: negative implications.		
6	Cost Pressures	Risk	Pressure on Margins	Focus on operational efficiency, resource conservation and reduction	Risk: negative implications.		



Business Responsibility & Sustainability Report (Contd.)

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									
	b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									
	c.	Web Link of the Policies, if available	https://ttkhealthcare.com/investorlist/policies/																
2	Whether the entity has translated the policy into procedures. (Yes / No)		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									
3	Do the enlisted policies extend to your value chain partners? (Yes/No).		No Will be carried out subsequently																
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.		Yes <i>The various policies are captured in the current documents relating to Code of Conduct and Governance Philosophy of the Company. The principles contained in various laws and conventions are also incorporated into these policies. Further, the various standards adopted and certifications obtained such as ISO 9001, ISO 13485, ISO 14001, ISO 45001, CE Marking, BSCI / SEDEX, Forest Stewardship Council Certification, etc., obtained by the Company also incorporate these principles, as applicable.</i>																
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.		The Company is committed to protecting the environmental and social aspects while conducting its business operations. Periodical review meetings on these aspects are being conducted in order to foster a culture of doing business in the interests of environment, society and all other stakeholders. The Company is also working on several energy efficiency, resource conservation, and waste reduction projects.																
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.		The performance on the environment and social aspects are being monitored and met as per various standards and Company objectives.																
Governance, leadership and oversight																			
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)		The Company believes in Sustainability as a basic principle with efficient and profitable operations. The Company also seeks to ensure the satisfaction of all its stakeholders. Besides focusing on the holistic well-being of its employees through various Health and Safety initiatives in all its plants and providing continuous learning and development opportunities within the organization, the Company also places great importance on the development of communities around its manufacturing units. The Company is also committed to resource efficiency and minimizing the environmental footprint.																
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).		Board of Directors of the Company																
9	Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.		The Board of Directors are members of the various Board Committees who are vested with responsibility for decision making on sustainability and other related issues. The Committees with well-defined responsibilities, oversee the governance in the Company. The Committee members are nominated by the Board of Directors, based on their areas of expertise and experience.																
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		Directors									The Board meets once in every quarter or as and when required to review and discuss key issues relevant to the organization and its stakeholders.								



Business Responsibility & Sustainability Report (Contd.)

Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Key concerns are identified at the Unit / Business level and communicated by senior executives to the Board for discussion, advice and decisions. The board collectively ensures along with the senior and operating management that all the compliance and statutory requirements are met.							
		P1		P2		P3		P4		P5		P6		P7		P8		P9
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No																
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:																	
	Questions	P1		P2		P3		P4		P5		P6		P7		P8		P9
	The entity does not consider the Principles material to its business (Yes/No)	Not Applicable																
	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
	Board of Directors (BoDs)	1	All Principles of BRSR
	Key Managerial Personnel (KMP)	2	All Principles of BRSR
	Employees other than BoD and KMPs	7	All Principles of BRSR
	Workers	1	Principle 2 of BRSR (Safety Measures)
			%age of persons in respective category by the awareness programmes
			100.00
			66.67
			3.45
			65.00



Business Responsibility & Sustainability Report (Contd.)

2	Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies / judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):				
Monetary					
	NGRBC Principle	Name of the Regulatory / Enforcement Agencies / Judicial Institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred (Yes / No)
Penalty / Fine	4	Stock Exchanges (BSE and NSE)	2,86,000 plus GST to each of the Stock Exchanges	The Nomination and Remuneration Committee of the Company originally consisted of 50% of Independent Directors, in accordance with the Regulation 19(1) of the SEBI (LODR) Regulations, 2015. In terms of the amendment dated 3 rd August, 2021 to the above regulations which took effect from 1 st January, 2022, the Members of the Nomination and Remuneration Committee should consist of at least two-thirds of Independent Directors. Accordingly, the said Committee was reconstituted by inducting one more Independent Director as Member effective 1 st January, 2022, duly following the general principles of rounding off of the decimal / fraction. However, the Stock Exchanges took the view that any decimal / fraction should be rounded off only to the next higher number and therefore, the Committee did not conform to the amended regulations. BSE and NSE also levied a fine amounting to Rs.2,86,000/- plus GST each, for the period of non-compliance (i.e.) from 1 st January, 2022 to 24 th May, 2022 on the basis of the SEBI Circular dated 22nd January, 2020 on SOP for imposing fines in case of non-compliance with the Listing Regulations. The Company duly paid this amount after deducting TDS and also filed a waiver application with BSE, being the designated Stock Exchange, as the above violation is purely a matter of interpretation and the same is pending.	Yes
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-
Non-Monetary					
			Name of the Regulatory / Enforcement Agencies / Judicial Institutions	Brief of the Case	Has an appeal been preferred (Yes / No)
Imprisonment			-	-	-
Punishment			-	-	-
3	Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.				
Case Details			Name of the Regulatory / Enforcement Agencies / Judicial Institutions		
The Nomination and Remuneration Committee of the Company originally consisted of 50% of Independent Directors, in accordance with the Regulation 19(1) of the SEBI (LODR) Regulations, 2015. In terms of the amendment dated 3 rd August, 2021 to the above regulations which took effect from 1 st January, 2022, the Members of the Nomination and Remuneration Committee should consist of at least two-thirds of Independent Directors. Accordingly, the said Committee was reconstituted by inducting one more Independent Director as Member effective 1 st January, 2022, duly following the general principles of rounding off of the decimal / fraction. However, the Stock Exchanges took the view that any decimal / fraction should be rounded off only to the next higher number and therefore, the Committee did not conform to the amended regulations. BSE and NSE also levied a fine amounting to Rs.2,86,000/- plus GST each, for the period of non-compliance (i.e.) from 1 st January, 2022 to 24 th May, 2022 on the basis of the SEBI Circular dated 22nd January, 2020 on SOP for imposing fines in case of non-compliance with the Listing Regulations. The Company duly paid this amount after deducting TDS and also filed a waiver application with BSE, being the designated Stock Exchange, as the above violation is purely a matter of interpretation and the same is pending.			Stock Exchanges (BSE and NSE)		



Business Responsibility & Sustainability Report (Contd.)

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 Ethics, Bribery and Anti-corruption Policy in place and the importance of complying with such policy is disseminated to all the employees, customers, vendors and other stakeholders. The Policy is available in the website of the Company. WebLink - https://tkhealthcare.com/investorlist/policies/		
5	Number of Directors / KMPs / Employees / Workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption:			NIL
				2022-23
				2021-22
	Directors	-		-
	KMPs	-		-
Employees	-		-	
Workers	-		-	
6	Details of complaints with regard to conflict of interest:	NIL		
		2022-23		2021-22
		Number	Remarks	Number
				Remarks
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-
	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-
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.	NIL No such cases of corruption and conflicts of interest.		
	Leadership Indicators			
	1	Awareness programmes conducted for value chain partners on any of the Principles during the financial year:	All Suppliers are covered through the Company's Code of Conduct, Anti-bribery Policy and Environment, Health and Safety, etc., and on our various policies and statutory obligations.	
		Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
	-	-	-	
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 The Company has a Code of Conduct for Board Members and Senior Management Personnel, Whistle Blower Policy for establishing Vigil Mechanism and Grievance Redressal Policy for redressal of all kind of grievances.		
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.		NIL	
		Current Financial Year	Previous Financial Year	Details of Improvements in environmental and social impacts
	R&D	NIL		
Capex				
2	a.	Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes. The Company's supplier selection, assessment and evaluation process include elements of sustainability. This includes initial supplier survey and periodic audits. The Company follows sustainable procurement practices and endeavours to source materials locally to the maximum extent possible, to reduce emissions and control costs.	
	b.	If yes, what percentage of inputs were sourced sustainably?	Almost 100%	



Business Responsibility & Sustainability Report (Contd.)

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	Generally, as Brand Owner & Importer, we ensure end of life disposal of the plastic packaging waste only through methodologies specified in rule 5 (1) (b) of the Plastic Waste Management Rules, 2016, as amended. Scraps generated from PDD facility is collected separately, accounted and stored in the designated area, shredded and disposed off to re-cyclers / authorized vendors. In CPD, Recycle Logo mentioned on all the packs wherever applicable. Plastic item reference numbers mentioned on the containers. Hazardous symbol mentioned on the packs wherever required. Hazardous waste disposed through authorised certified vendors.					
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. EPR is applicable and the Waste Collection Plan is in line with EPR.					
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?	Life cycle perspectives are kept in mind in product development, manufacture and distribution, though no separate LCA has been conducted.					
	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.	
	-	-	-	-	-	-	
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.	Safe operating procedures have been laid down for workers in all manufacturing operations. Safe handling, storage and disposal instructions are given for all products as applicable.					
	Name of Product / Service	Description of the risk concern			Action Taken		
	-	-			-		
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).	Recycled or re-used input material to total material					
	Indicate input material	2022-23			2021-22		
	Foods	5.06%			5.90%		
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:						
		2022-23			2021-22		
	Re-used Recycled Safely Disposed	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
	Plastics (including packaging)	-	597.08	-	-	596.44	-
	E-waste	-	-	-	-	-	-
	Hazardous Waste	-	-	-	-	-	-
	Other Waste	-	-	-	-	-	-
5	Reclaimed products and their packaging materials (as percentage of products sold) for each product category:	Not Applicable					
	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category					
	-	-					

Business Responsibility & Sustainability Report (Contd.)

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:										
	% of Employees covered by										
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	998	899	90.08	924	92.59	–	–	751	75.25	296	29.66
Female	62	57	91.94	57	91.94	46	74.19	–	–	3	4.84
Total	1,060	956	90.19	981	92.55	46	4.34	751	70.85	299	28.21
Other than Permanent Employees											
Male	91	13	14.29	35	38.46	–	–	–	–	4	4.40
Female	30	1	3.33	1	3.33	–	–	–	–	3	10.00
Total	121	14	11.57	36	29.75	–	–	–	–	7	5.79
	b. Details of measures for the well-being of workers:										
	% of Workers covered by										
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	234	36	15.38	36	15.38	–	–	228	97.44	190	81.20
Female	–	–	–	–	–	–	–	–	–	–	–
Total	234	36	15.38	36	15.38	–	–	228	97.44	190	81.20
Other than Permanent Workers											
Male	1333	96	7.20	100	7.50	–	–	2	0.15	46	3.45
Female	674	7	1.04	8	1.19	3	0.45	–	–	383	56.82
Total	2007	103	5.13	108	5.38	3	0.15	2	0.10	429	21.38
2	Details of retirement benefits, for Current Financial Year and Previous Financial Year										
		2022-23			2021-22						
Benefits	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	Y	99.00	100.00	Y					
Gratuity	100.00	10.00	Y	100.00	11.00	Y					
ESI	18.00	96.00	Y	39.00	87.00	Y					
Others – Superannuation	21.00	1.00	Y	15.00	1.00	Y					
3	Accessibility of workplaces										
	Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.						Yes, it is accessible to all employees and workers. The Company has provided facilities such as Wheelchairs, Lift and means of access such as Pathways, Ramps, Signages and Pedestrian Crossings.				
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.						Though there is no separate policy, the Company is an equal opportunity employer encouraging diversity in the workplace.				



Business Responsibility & Sustainability Report (Contd.)

5	Return to work and Retention rates of permanent employees and workers that took parental leave.				
		Permanent Employees		Permanent Workers	
	Gender	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
	Male	–	–	–	–
	Female	3	100	–	–
	Total	3	100	–	–

6	Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.	
		Yes / No (If Yes, then give details of the mechanism in brief)
	Permanent Workers	Yes (As per Policy)
	Other than Permanent Workers	Yes (As per Policy)
	Permanent Employees	Yes (As per Policy)
	Other than Permanent Employees	Yes (As per Policy)

7	Membership of employees and worker in association(s) or Unions recognized by the listed entity:						
	Category	2022-23			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/A	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or union	% B/A
	Total Permanent Employees	1,060	–	–	2,354	374	15.89
	- Male	998	–	–	2,240	365	16.29
	- Female	62	–	–	114	9	7.89
	Total Permanent Workers	234	234	100.00	234	234	100.00
	- Male	234	234	100.00	234	234	100.00
	- Female	–	–	–	–	–	–

8	Details of training given to employees and workers:										
	Category	2022-23					2021-22				
		Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (A)	On Health and Safety Measures		On Skill Upgradation	
			No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees										
	Male	1,089	52	4.78	29	2.66	2,297	–	–	208	9.06
	Female	92	15	16.30	6	6.52	121	–	–	22	18.18
	Total	1,181	67	5.67	35	2.96	2,418	–	–	230	9.51
	Workers										
	Male	1,567	954	60.88	1,053	67.20	1,410	801	56.81	940	66.67
	Female	674	648	96.14	198	29.38	631	607	96.20	174	27.58
	Total	2,241	1,602	71.49	1,251	55.82	2,041	1,408	68.99	1,114	54.58

9	Details of performance and career development reviews of employees and worker:						
	Category	2022-23			2021-22		
		Total (A)	No.(B)	%(B/A)	Total (A)	No.(B)	%(B/A)
	Employees						
	Male	1,089	780	71.63	2,297	878	38.22
	Female	92	52	56.52	121	72	59.50
	Total	1,181	832	70.45	2,418	950	39.29
	Workers						
	Male	1,567	234	14.93	1,410	232	16.45
	Female	674	–	–	631	–	–
	Total	2,241	234	10.44	2,041	232	11.37

Business Responsibility & Sustainability Report (Contd.)

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 implemented Occupational Health and Safety Management System at all locations. Maintaining, fostering and improving the safety and well-being of employees is embedded in the Company-wide risk management and control process.				
	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 system includes risk identification, risk assessment, risk mitigation and controls, training of employees, internal and external audits, management reviews, corrective and preventive actions.				
	c.	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Yes. The process is available at all locations.				
	d.	Do the employees / workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes. Available in all units to all category of employees.				
11	Details of safety related incidents, in the following format:						
	Safety Incident / Number		Category				
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)		2022-23				
			2021-22				
			2021-22				
	Total recordable work-related injuries		Employees				
			Workers				
	No. of fatalities		Employees				
		Workers					
High consequence work-related injury or ill-health (excluding fatalities)		Employees					
		Workers					
12	Describe the measures taken by the entity to ensure a safe and healthy work place.		Compliance with statutory requirements, safety systems, engineering controls, observing safety week, safety training and promoting safety cultures.				
13	Number of complaints on the following made by employees and workers:						
	Category	2022-23			2021-22		
		Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
	Working Conditions	–	–	None	–	–	None
Health and Safety	–	–	None	–	–	None	
14	Assessment for the year:						
	Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)					
	Working Conditions	100%					
	Health and Safety	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			NIL			
	Leadership Indicators						
	1	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)		Employees	Yes. ESI and Group Personal Accident Policy (Staff GPA & Life Policy)		
				Workers	Yes - Employee Compensation (EC Policy)		
	2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.		Yes, the measures are being taken care of by the contract organizations and validated by the HR.			
	3	Provide the number of employees / workers having suffered high consequences work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:					
Total No. of affected employees / workers			No. of Employees / Workers				
2022-23		2021-22	2022-23	2021-22			
Employees		–	–	–	–		
Workers	–	–	–	–			



Business Responsibility & Sustainability Report (Contd.)

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 motivates the employees on their learning and growth curve and supports them in all possible means.	
5	Details on assessment of value chain partners:		
		% of value chain partners (by value of business done with such partners) that were assessed	
	Health and Safety practices	100	All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation during the vendor induction process and while signing Work Order Agreement.
Working Conditions	100		
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.	No significant risk / concern was reported on health, safety and / or working conditions in value chain partners.	

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.		Stakeholder groups are identified based on the nature of their engagement with the entity. The process is qualitative, and is conducted in consultation with operating departments and senior management and the Board.		
2	List Stakeholder Groups identified as key for your entity and the frequency of engagement with each stakeholder group				
	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually / Half Yearly / Quarterly / Others – Please Specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
	Employees	No. TTKHCL is an equal opportunity employer encouraging diversity in the workplace.	1. E-mails – Monthly updates, Newsletters 2. Notice Boards in factories 3. Company intranet and website 4. Regular updates on internal social media group. 5. Townhalls and virtual meetings.	1. Employee satisfaction survey periodically 2. Business specific monthly/quarterly meetings 3. Annual meeting	1. Information about Company's business growth plans and business performance 2. Top-down communication about important changes, policies, wellbeing initiatives. 3. Platform for gathering informal feedback. 4. Workplace diversity is encouraged through various diversity, equity and inclusion initiatives.
	Shareholders	No	E-mails, newspaper, notice board, website, stock exchanges, RTA.	Quarterly and need based	Shareholder related communication
	Customers/ Service partners	No	E-mails, website, webinars.	As and when required.	Information on business offerings.
	NGOs & Communities	Yes	Meetings, quarterly and annual reports	Quarterly / periodic review meetings based on the characteristics of each CSR projects	To develop the CSR project along with the community according to the need of the community.
	Suppliers	No TTKHCL encourages suppliers from all sections. However, final engagement depends upon the quality and timely delivery.	E-mails, conference calls, virtual meetings	Need basis for any centrally driven topic	To understand the new market trends and educating the suppliers.



Business Responsibility & Sustainability Report (Contd.)

		Leadership Indicators
1	Provide the processes for consultation between stakeholders and the Board on economic, environmental and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.	<p>NIL</p> <p>The Company has formulated several Committees of which Board Members are a part to address stakeholders concerns. These are as follows:</p> <ol style="list-style-type: none"> Audit Committee: The Committee is entrusted with the Business, Economic and Environmental responsibilities of the organization. The Audit Committee supervises the Company's financial reporting and disclosures ensuring timeliness and compliance with regulatory requirements. Nomination and Remuneration Committee: The Committee recommends suitable persons for the post of Directors, Key Managerial Personnel and their remuneration. The Board of Directors considers their recommendation and seek the approval of the shareholders for the appointment of Directors. This Committee also lays down performance evaluation criteria for Independent Directors based on expertise and value offered and attendance at Committee meetings. Stakeholders Relationship Committee: This Committee oversees the timely and appropriate resolution of investor complaints. Members of this Committee also formulate policies to service this stakeholder group. Risk Management Committee: The Committee is responsible for reviewing and evaluating all business risks identified by the Company's management, including those pertaining to the environment. Members of this Committee oversee the formulation of the Company's Risk Management Policy and also provide strategic direction to minimize potential risks. They also oversee the establishment, implementation and monitoring of the organization's risk management system. CSR Committee: The Committee is entrusted with the social responsibility obligations of the Company. This Committee is responsible for developing and modifying the organization's CSR policy, as well as for identifying the CSR programs and related expenditure for the Company to undertake. The monitoring of CSR projects implemented including the financials is in the purview of this Committee, as is keeping the Board updated of the organization's CSR activities. <p>As part of agenda to the Board meetings, the Board is being apprised regularly on the CSR Projects and its impact to the society. Further, the Board is also being briefed on various aspects including economic, environment and social aspects, by the Wholetime Director and CFO as part of their presentation to the Board.</p>
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. The stakeholder consultation is used to support the identification and management of environmental and social topics of importance.
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 its manufacturing units promotes education and takes required steps for uplifting of under privileged in the society.

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	2022-23			2021-22		
		Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees							
	Permanent	1,060	1,060	100.00	2,354	2,354	100.00
	Other than permanent	121	121	100.00	64	64	100.00
	Total Employees	1,181	1,181	100.00	2,418	2,418	100.00
Workers							
	Permanent	234	234	100.00	234	234	100.00
	Other than permanent	2,007	2,007	100.00	1,807	1,807	100.00
	Total Workers	2,241	2,241	100.00	2,041	2,041	100.00



Business Responsibility & Sustainability Report (Contd.)

2	Details of minimum wages paid to employees and workers, in the following format:										
Category	2022-23					2021-22					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage		
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)	
Employees											
Permanent:											
Male	998	-	-	998	100.00	2,240	54	2.41	2,186	97.59	
Female	62	-	-	62	100.00	114	7	6.14	107	93.86	
Total	1,060	-	-	1,060	100.00	2,354	61	2.59	2,293	97.41	
Other than Permanent:											
Male	91	-	-	91	100.00	57	-	-	57	100.00	
Female	30	-	-	30	100.00	7	-	-	7	100.00	
Total	121	-	-	121	100.00	64	-	-	64	100.00	
Workers											
Permanent:											
Male	234	-	-	234	100	234	-	-	234	100.00	
Female	-	-	-	-	-	-	-	-	-	-	
Total	234	-	-	234	100	234	-	-	234	100.00	
Other than Permanent:											
Male	1,333	639	47.94	694	52.06	1,176	583	49.57	593	50.43	
Female	674	218	32.34	456	67.66	631	194	30.74	437	69	
Total	2,007	857	42.70	1,150	57.30	1,807	777	43.00	1,030	57.00	
3	Details of remuneration / salary / wages, in the following format:										
	Male				Female						
		Number	Median Remuneration / Salary / Wages of respective category (in Rs.)		Number	Median Remuneration / Salary / Wages of respective category					
Board of Directors (BoDs)	10			1							
- Non-Executive Directors (Sitting Fees)	8	4,10,000.00		1	3,20,000.00						
- Executive Directors	2	3,56,04,938.00		-	-						
Key Managerial Personnel (KMPs)	3	3,01,75,871.00		-	-						
Employees other than BoD and KMPs	995	4,81,692.00		62	6,47,310.00						
Workers	234	2,90,130.00		-	-						
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. At the Factories - the Factory Managers. Company, as a whole - Head HR.									
5	Describe the internal mechanisms in place to redress grievances related to human rights issues.	Any grievance related to human rights issues would be addressed through whistle blower mechanism. Also, we have Internal Complaints Committee under POSH Policy to redress the grievances, if any.									



Business Responsibility & Sustainability Report (Contd.)

6	Number of complaints on the following made by employees and workers:						
		2022-23			2021-22		
		Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
	Sexual Harassment	NIL			NIL		
	Discrimination at workplace						
	Child Labour						
	Forced Labour / Involuntary Labour						
	Wages						
Other human rights related issues							
7	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.			Internal Complaints Committee constituted under POSH Policy is a mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.			
8	Do human rights requirements form part of your business agreements and contracts? (Yes / No)			Statutory and regulatory requirement clauses stipulate regarding human values, child labour, equal remuneration and social security.			
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			100			
	Sexual Harassment			100			
	Discrimination at workplace			100			
	Wages			100			
	Others – Please specify			None			
10	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.			None			
Leadership Indicators							
1	Details of business process being modified / introduced as a result of addressing human rights grievances / complaints.			The Company has not received any complaint on the human rights issues.			
2	Details of the scope and coverage of any Human rights due-diligence conducted.			Through Awareness and Robust legal and regulatory requirements compliances at all levels through our Internal Audit system, and Safety Audit on periodical basis.			
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 - As per legal requirements			
4	Details on assessment of value chain partners:			% of your plants and offices that were assessed (by entity or statutory authorities or third parties)			
	Sexual Harassment			100%			
	Discrimination at workplace			100%			
	Child Labour			100%			
	Forced / Involuntary Labour			100%			
	Wages			100%			
	Others – Please specify			100%			
5	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.			Not Applicable			



Business Responsibility & Sustainability Report (Contd.)

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		2022-23 (in Gigajoule)	2021-22 (in Gigajoule)	
	Total Electricity Consumption (A)		62,337	57,041	
	Total Fuel Consumption (B)		77,250	57,298	
	Energy consumption through other sources (C)		1,261	1,382	
	Total Energy Consumption (A+B+C)		1,40,849	1,15,721	
	Energy intensity per rupee of turnover in crores (Total energy consumption / turnover)		194.30	145.80	
	Energy intensity (optional) – the relevant metric may be selected by the entity		–	–	
	Note:	Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.		No	
2	Does the entity have any sites / facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (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.			No	
3	Provide details of the following disclosures related to water, in the following format:				
	Parameter		2022-23	2021-22	
	Water withdrawal by source (in kilolitres)				
	(i) Surface Water		–	–	
	(ii) Groundwater		16,638	18,012	
	(iii) Third party water		26,477	26,639	
	(iv) Seawater / Desalinated water		–	–	
	(v) Others		–	–	
	Total volume of water withdrawal (in kilolitres) (I + ii + iii + iv + v)		43,115	44,651	
	Total volume of water consumption (in Kilolitres)		41,841	43,097	
	Water intensity per rupee of turnover in crores (Water consumed / turnover)		57.70	54.30	
	Water intensity (optional) – the relevant metric may be selected by the entity		–	–	
	Note:	Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.		No	
4	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.			Yes. This is being handled in PDD Puducherry factory only. Treated water is being used for garden and toilet flushing within Puducherry.	
5	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:				
	Parameter		Please specify unit	2022-23	2021-22
	NOx		Kgs	339	148
	Sox		Kgs	30	18
	Particulate Matter (PM)		Kgs	35	21
	Persistent Organic Pollutants (POP)		Kgs	–	–
	Volatile Organic Compounds (VOC)		Kgs	–	–
	Hazardous Air Pollutants (HAP)		Kgs	319	100
	Others – Please specify		Kgs	–	–
	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.		Prasad Enviro Labs Pvt. Ltd. (Foods)	
	6	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Parameter		Unit	2022-23	2021-22	
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		Metric tonnes of CO2 equivalent	7809	5778	

Business Responsibility & Sustainability Report (Contd.)

	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	14392	12844
	Total Scope 1 and Scope 2 emissions per rupee of turnover in crores		30.60	23.50
	Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		–	–
	Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.		No	
7	Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details:		No. (Energy reduction projects are on the anvil.)	
8	Provide details related to waste management by the entity, in the following format:			
	Parameter		2022-23	2021-22
	Total Waste generated (in metric tonnes)			
	Plastic Waste (A)		725.75	725.11
	E-waste (B)		0.54	0.15
	Bio-medical Waste (C)		0.14	0.21
	Construction and Demolition Waste (D)		0.70	1.00
	Battery Waste (E)		–	0.24
	Radioactive Waste (F)		–	–
	Other Hazardous Waste. Please specify, if any (G)		2.83	2.49
	Other Non-Hazardous Waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector.		889.15	755.47
	Total (A + B + C + D + E + F + G + H)		1,619.11	1,484.67
	For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
	Category of waste		2022-23	2021-22
	(i) Recycled		1,630	1,241
	(ii) Re-used		–	–
	(iii) Other recovery operations		–	–
	Total		1,630	1,241
	For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
	Category of waste		2022-23	2021-22
	(i) Incineration		0.24	0.25
	(ii) Landfilling		0.70	1.00
	(iii) Other disposal operations		0.00	0.00
	Total		0.94	1.25
	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.	TTK Healthcare Limited recycles plastic waste through authorized recyclers. Further, all plant locations have STP or waste water treatment plant. There are no hazardous and toxic chemicals being used in our products. Hazardous wastes are disposed off through authorised collection vendors.		
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. None of our operations are in ecologically sensitive areas.	
	S. No.	Location of operations / offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	–	–	–	–



Business Responsibility & Sustainability Report (Contd.)

11	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:					No
	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
	-	-	-	-	-	-
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 and Environment Protection Act and Rules thereunder (Y/N). If not provide details of all such non-compliances, in the following format:			Yes, the Company complies with the applicable environmental laws / regulations / guidelines and there is a robust mechanism to monitor and report its compliances. There is no non-compliance.		
	S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by the regulatory agencies such as Pollution Control Boards or by Courts	Corrective action taken, if any	
	-	-	-	-	-	
Leadership Indicators						
1	Provide break-up of the total energy consumed (in Joules and multiples) from renewable and non-renewable sources, in the following format:					
	Parameter			2022-23 (in Gigajoule)	2021-22 (in Gigajoule)	
	From renewable sources					
	Total electricity consumption (A)			17,527	15,391	
	Total fuel consumption (B)			72,737	53,465	
	Energy consumption through other sources (C)			-	-	
	Total energy consumed from renewable sources (A+B+C)			90,264	68,856	
	From non-renewable sources					
	Total electricity consumption (D)			44,810	41,650	
	Total fuel consumption (E)			4,513	3,833	
	Energy consumption through other sources (F)			1,261	1,382	
	Total energy consumed from non-renewable sources (D+E+F)			50,585	46,865	
	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			2022-23	2021-22	
	Water discharge by destination and level of treatment (in kilolitres)					
	(i) To Surface Water					
	No treatment			-	-	
	With treatment – Please specify level of treatment			818	662	
	(ii) To Groundwater					
	• No treatment			1,099	1,275	
	With treatment – Please specify level of treatment			339	541	
	(iii) To Seawater					
	No treatment			-	-	
	With treatment – Please specify level of treatment			-	-	
	(iv) Sent to third-parties					
	No treatment			-	-	
	• With treatment – Please specify level of treatment			48	24	



Business Responsibility & Sustainability Report (Contd.)

	(v) Others		
	No treatment	232	246
	With treatment – Please specify level of treatment	14,294	14,609
	Total water discharged (in kilolitres)	16,830	17,357
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):	Not Applicable None of the manufacturing locations is in the water stressed locations and hence this section is not applicable.	
	For each facility / plant located in areas of water stress, provide the following information:	Not Applicable	
	(i) Name of the area	–	
	(ii) Nature of operations	–	
	(iii) Water withdrawal, consumption and discharge in the following format:		
	Parameter	2022-23	2021-22
	Water withdrawal by source (in kilolitres)		
	(i) Surface Water	–	–
	(ii) Groundwater	–	–
	(iii) Third Party Water	–	–
	(iv) Seawater / Desalinated water	–	–
	(v) Others	–	–
	Total volume of water withdrawal (in kilolitres)	–	–
	Total volume of water consumption (in kilolitres)	–	–
	Water intensity per rupee of turnover (Water consumed / turnover)	–	–
	Water intensity (optional) – the relevant metric may be selected by the entity	–	–
	Water discharge by destination and level of treatment (in kilolitres)	–	–
	(i) Into Surface Water	–	–
	• No treatment	–	–
	With treatment – Please specify level of treatment	–	–
	(ii) Into Groundwater	–	–
	No treatment	–	–
	With treatment – Please specify level of treatment	–	–
	(iii) Into Seawater	–	–
	• No treatment	–	–
	With treatment – Please specify level of treatment	–	–
	(iv) Sent to third-parties	–	–
	No treatment	–	–
	With treatment – Please specify level of treatment	–	–
	(v) Others	–	–
	No treatment	–	–
	With treatment – Please specify level of treatment	–	–
	Total water discharged (in kilolitres)	–	–
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	



Business Responsibility & Sustainability Report (Contd.)

4	Please provide details of total Scope 3 emissions & its intensity, in the following format:		Scope 3 emissions are indirect GHG emissions that occur outside the organization, including both upstream and downstream emissions. We do not yet measure Scope 3 emissions.	
	Parameter	Unit	2022-23	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	–	–
	Total Scope 3 emissions per rupee of turnover	–	–	–
	Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	–	–	–
Note:	Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.			No
5	With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities		Not Applicable	
6	If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:		Not Applicable	
	S. No.	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
7	Does the entity have a business continuity and disaster management plan? Give details in 100 words / web link.		<p>Yes. All our Manufacturing units are having emergency preparedness plans to handle any disaster. The plans are designed to contain the incident, minimize casualties and prevent further injuries, mitigation measures, quick and streamlined relief and rescue operation, speed up restoration of normalcy and ensure each member of the emergency operation including response team and employees are aware of their role in emergency. It is critical also to ensure the Plants can manage these risks well.</p> <p>This is achieved by: developing a comprehensive emergency plan to handle various identified and potential emergencies, implementing the plan and training the people, improving response through regular conduct of mock drills, and monitoring implementation by inspecting and auditing controls to ensure that the system is working as planned.</p>	
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?		Value chain partners have not been assessed for environmental impacts. This process will be initiated in the coming years.	
9	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.		Value chain partners have not been assessed for environmental impacts. This process will be initiated in the coming years.	

PRINCIPLE 7		Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent		
Essential Indicators				
1	a.	Number of affiliations with trade and industry chambers / associations.		10
	b.	List of 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 / Nationals)	
	1	The Confederation of Indian Industry (CII)	National & State	
	2	Indo German Chamber of Commerce (IGCC)		
	3	India-ASEAN-Sri Lanka Chamber of Commerce & Industry		
	4	Pharmaceutical Manufacturers Association (PMA)		
	5	Delhi Chambers of Commerce (DCC)		

Business Responsibility & Sustainability Report (Contd.)

	6	Association of Indian Medical Device Industry (AIMED)				
	7	Ambattur Industrial Estate Manufacturers' Association (AIEMA)				
	8	Kerala Small Scale Industries Association (KSSIA)				
	9	KINFRA Entrepreneurs Forum (KEF)				
	10	The Advertising Standards Council of India (ASCI)				
2	Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.					NIL
	Name of Authority		Brief of the case		Corrective action taken	
	-		-		-	
Leadership Indicators						
1	Details of public policy positions advocated by the entity:					
	S. No.	Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually / Half Yearly / Quarterly / Others – Please specify)	Web link, if available
		Regulatory Reforms for Pharmaceutical Sector	PMA	No	Need basis	No
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:				Not Applicable	
	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
	-	-	-	-	-	-
2	Provide information on Project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:				Not Applicable	
	S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (RAFs)	% of PAFs covered by R&R
	-	-	-	-	-	-
3	Describe the mechanisms to receive and redress grievances of the community				All the units have a designated person team to interact with the community at large and address any grievances by planning projects towards the same. The teams have a good rapport with all stakeholders like the community, district administration & political parties and work towards finding the best solution.	
4	Percentage of input material (inputs to total inputs by value) sourced from suppliers:					
				2022-23	2021-22	
	Directly sourced from MSMEs / Small Producers			23.46	26.65	
	Sourced directly from within the district and neighbouring districts					
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):				Not Applicable	
	Details of negative social impact identified				Corrective action taken	
	-				-	
2	Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by Government Bodies:				NIL	
	S. No.	State	Aspirational District		Amount Spent (In INR)	
	-	-	-		-	



Business Responsibility & Sustainability Report (Contd.)

3	a.	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes / No)	No such preferential procurement policy exists as of now.				
	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 your entity (in the current financial year), based on traditional knowledge:		Not Applicable				
	S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit Shared (Yes / No)	Basis of calculating benefit share		
	-	-	-	-	-		
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.		Not Applicable				
	Name of Authority		Brief of the case	Corrective action taken			
	-		-	-			
6	Details of beneficiaries of CSR Projects:						
	S. No.	CSR Project	No. of Persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups			
	1	For providing educational / medical assistance to the deserving people	234	100%			
	2	For financial support for providing medical assistance to the children born with cleft lip and palate, maxillofacial and craniofacial disorders.	14	100%			
	3	For procurement of Sphinctopress and Videoproctoscope equipment for use in the coloproctology services	135	100%			
	4	For providing financial assistance to the underprivileged children for education, nutrition, personality development and to carry out infrastructural development in schools in and around Hosakote rural areas.	212	100%			
	5	For providing quality education to and free food for the children from villages / rural areas	200	100%			
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 carries out periodic customer satisfaction surveys, through interaction with end users and the information is utilised to improve the business operations / services.				
2	Turnover of products and / services as a percentage of turnover from all products / service that carry information about.		As a percentage to total turnover				
	Environmental and social parameters relevant to the product		100				
	Safe and responsible usage		100				
	Recycling and / or safe disposal		100				
3	Number of consumer complaints in respect of the following:						
		2022-23		Remarks	2021-22		Remarks
		Received during the year	Pending resolution at end of the year		Received during the year	Pending resolution at end of the year	
		Data privacy	NIL	NIL	NIL	NIL	
		Advertising	NIL	NIL	NIL	NIL	
		Cyber-security	NIL	NIL	NIL	NIL	
		Delivery of essential services	NIL	NIL	NIL	NIL	
		Restrictive Trade Practices	NIL	NIL	NIL	NIL	
		Unfair Trade Practices	NIL	NIL	NIL	NIL	
	Other	247	0	221	0		



Business Responsibility & Sustainability Report (Contd.)

4	Details of instances of product recalls on account of safety issues:	NIL	
		Number	Reasons for recall
	Voluntary recalls	–	–
	Forced recalls	–	–
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 have many IT security policies, addressing the risks related to cyber security and data privacy. www.ttkhealthcare.com	
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.	As part of the Information Security Policy of the Company, Vulnerability assessments on the Cloud servers are regularly undertaken and are also in the process of doing the same in firewalls and fixing the vulnerabilities based on their severity.	
Leadership Indicators			
1	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	Details can be obtained by sending a mail to customer service. www.ttkhealthcare.com	
2	Steps taken to inform and educate consumers about safe and responsible usage of products and / or services.	Information regarding usage of product and end use applications are given in the respective Product catalogue, IFUs, Website of the Company, etc.	
3	Mechanisms in place to inform consumers of any risk or disruption / discontinuation of essential services.	The products and services offered by the Company are not under the category of essential services and hence this disclosure is 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 required information are given on all the products of the Company as required by the applicable laws. For some products, information over and above the mandated requirement is also provided. Customer satisfaction survey and the feedback is a continuous process as the distributors are in constant touch with the customers to ensure that this is communicated transparently across the value chain.	
5	Provide the following information relating to data breaches:	No instances of data breach in FY 2022-23	
	a. Number of instances of data breaches along with impact		
	b. Percentage of data breaches involving personally identifiable information of customers.		

Place : Chennai
Date : May 23, 2023

For and on behalf of the Board
T T RAGHUNATHAN
Executive Chairman