

July 18, 2024

The Corporate Service
Department
BSE Limited
P J Towers, Dalal Street
Mumbai - 400 001
Scrip Code: **533553**

The Listing Department
The National Stock Exchange of India Ltd.
Exchange Plaza, Bandra- Kurla Complex
Bandra (East)
Mumbai - 400 051
Symbol: **TDPOWERSYS**

TD Power Systems Limited
(CIN -L31103KA1999PLC025071)

REGISTERED OFFICE & FACTORY:
27, 28 and 29, KIADB Industrial Area
Dabaspet, Nelamangala Taluk
Bengaluru Rural District
Bengaluru – 562 111 India

Tel +91 80 229 95700 / 6633 7700
Fax +91 80 7734439 / 2299 5718
Mail tdps@tdps.co.in
www.tdps.co.in

Sirs,

Sub: Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2023-24

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

Kindly take note of the above on record.

Thanking you,
For **TD Power Systems Limited**

Bharat Rajwani
Company Secretary & Compliance Officer

Encl: A/a

ANNEXURE - 11

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT FY 2023-24

SECTION A: GENERAL DISCLOSURES

1. Details of listed entity

Sr. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L31103KA1999PLC025071
2	Name of the Listed Entity	TD Power Systems Limited
3	Year of incorporation	April 16, 1999
4	Registered office address	# 27, 28 and 29, KIADB Industrial Area, Dabaspet,
	Corporate address	Nelamangala Taluk, Bangalore – 562111
5	E-mail	tdps@tdps.co.in
6	Telephone	080-22995700/6633 7700
7	Website	https://www.tdps.co.in/
8	Financial year for which reporting is being done	FY 2023-24
9	Name of the Stock Exchange(s) where shares are listed	BSE Ltd. (BSE) National Stock Exchange of India Ltd. (NSE)
10	Paid up capital	₹ 3,123.40 Lakhs
11	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BCSR report	Mr. Bharat Rajwani Email: investor.relations@tdps.co.in
12	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).	The disclosures under this report are made on a Standalone basis
	Name of assurance provider	Not applicable
	Type of assurance obtained	

II. Products/Services

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

Sr. no.	Description of Main Activity	Description of Business activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of Generator	92%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	AC Generator and its spares/components	27101	92%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	1	3
International	1	3	4

ANNEXURE - 11 (BRSR CONTD.)

4. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 states
International (No. of Countries)	105

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

Response: Exports contributed 43% of total sales.

c. A brief on types of customers

Response: TDPS is an original equipment manufacturer (OEM) of prime movers (AC Generators and Electric Motors) for captive plants.

IV. Employees

5. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	453	414	91%	39	9%
2.	Other than Permanent (E)	0	0	NA	0	NA
3.	Total employees (D + E)	453	414	91%	39	9%
WORKERS						
4.	Permanent (F)	252	252	100%	0	NA
5.	Other than Permanent (G)	156	152	97%	4	3%
6.	Total workers (F + G)	408	404	99%	4	9%

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	NA	0	NA
2.	Other than Permanent (E)	0	0	NA	0	NA
3.	Total employees (D + E)	0	0	NA	0	NA
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	NA	0	NA
5.	Other than Permanent (G)	0	0	NA	0	NA
6.	Total workers (F + G)	0	0	NA	0	NA

6. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.3%
Key Management Personnel	3	1	33.3%

Note: Key Management Personnel includes Managing Director, Chief Financial Officer and Company Secretary.

ANNEXURE - 11 (BRSR CONTD.)

7. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	0.9%	2%	1%	1.4%	2.6%	1.4%	1.1%	1.6%	1.1%
Permanent Workers	0.3%	0%	0.3%	0.1%	0%	0.1%	0.6%	0%	0.6%

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

8. Names of holding / subsidiary / associate companies / joint ventures

Response: Please refer to Annexure 1 (Form AOC-1) of the Annual Report for the details of subsidiaries, joint ventures and associate companies. The subsidiaries of the Company do not participate directly in the Business Responsibility initiatives. However, all these subsidiaries generally adopt the same practices as carried out by the Company.

VI. CSR Details

9. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes
(ii) Turnover (₹ in lakhs): 98,387.90
(iii) Net worth (₹ in lakhs): 70,111.64

VII. Transparency and disclosures compliances

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

		FY 2023-24			FY 2022-23		
Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the details are disclosed in Essential Indicator 3 of principle 8		Nil			Nil	
Investors (other than shareholders)	Yes, Company is registered on Scores portal of SEBI to redress grievance of shareholders also a tab is created on the Company's website exclusively for investors related queries & grievance		Nil			Nil	
Shareholders							
Employees and workers	Yes, group email ID, suggestion box, grievance form, drop box						
Customers	Yes, (A dedicated customer Support team is in place to address their complaints)		Nil			Nil	
Value Chain Partners Others	Yes, (A set procedure exists on the Company's intranet)						

ANNEXURE - 11 (BRSR CONTD.)

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

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

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1	Energy	Opportunity	With growing demand for efficient turbines and generators, product innovation and offering advanced solutions that cater to the expanding energy market can help us in positioning ourselves as a leader in sustainable energy technology.	-	Positive
2	Emissions	Risk	With our operations being energy intensive, emissions are bound to be significant. Investors are now becoming environmentally conscious, and therefore committing to reduce emissions can lead to a better progress towards sustainable efforts.	We have started to comprehensively account for our GHG emissions across Scope 1, 2 and have also identified relevant categories to report on Scope 3. In the subsequent years, we shall monitor our emissions intensity and set appropriate company wide targets to reduce them.	Negative
3	Occupational Health & Safety	Risk	The nature of our operations is risky and require the utmost precision on the shopfloor. Failure to comply with safety protocols can result in workplace accidents and hazards, causing production delays and increased employee absenteeism.	We maintain a Hazard Identification and Risk Assessment (HIRA) register that provides detailed information on safety activities, potential hazards, and associated risks.	Negative

ANNEXURE - 11 (BRSR CONTD.)

				We conduct regular safety meetings under the supervision of the safety committee. These meetings aim to identify workplace hazards, assess exposure to risks, and report any incidents that occur.	
4	Supply Chain	Opportunity	We cater to a diverse array of suppliers for raw materials being used in our products. Supplier diversity can enhance our sustainability efforts within our value chain by carrying out routine inspections and checks on environmental and social parameters and ensuring adherence to relevant regulations.	-	Positive
5	Product Quality & Safety	Opportunity	By adhering to relevant norms and regulations during production, we can ensure the product's safety and quality, meeting customer requirements effectively.		Positive

INTENTIONALLY LEFT BLANK

ANNEXURE - 11 (BRSR CONTD.)

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link of the Policies, if available									
	The company's policies can be found on the website: https://www.tdps.co.in/investor-relations/corporate-governance Code of Conduct for Directors and Senior Management: https://www.tdps.co.in/_files/ugd/83abf4_3d1441e4dbe64bc7ad5230a6f7c01376.pdf CSR Policy: https://www.tdps.co.in/_files/ugd/83abf4_7f6009b26c714b0ea45a98ccc1a713e6.pdf Whistleblower Policy: https://www.tdps.co.in/_files/ugd/83abf4_ae6907568e164692a00160fbdf95e2fa.pdf Board Diversity Policy: https://www.tdps.co.in/_files/ugd/83abf4_4807b997fb1749e3921dd5065141aab0.pdf Privacy Policy: https://www.tdps.co.in/_files/ugd/83abf4_b625db97e7a947a6a1100b924fde5707.pdf The following policies are on our intranet:								

ANNEXURE - 11 (BRSR CONTD.)

2.Whether the entity has translated the policy into procedures. (Yes / No)	Yes
3.Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes
4.Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust tea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The details of the certifications can be accessed at https://www.tdps.co.in/certifications
5.Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> - Enhance energy efficiency through process optimisation and technology adoption to reduce operating costs. - Initiate the utilisation of renewable energy sources and increase installation capacity as per requirement and feasibility to reduce reliance on conventional grid power during peak demand.

ANNEXURE - 11 (BRSR CONTD.)

6. at Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> - Significant energy conservation and energy efficiency measures have been adopted, leading to power savings of 73,055 units, and cost savings of 7 Lakhs. - Process automation increased the productivity by 50%. - Employee LTIFR reduced by 7% compared to previous FY.
Governance, leadership and oversight	
7.	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p> <p><i>"Sustainability, at its core, is about meeting our present needs without compromising the ability of future generations to meet theirs. Our commitment to ESG principles is not merely a strategic decision but a fundamental aspect of our identity as a responsible and forward-thinking organization. In order to achieve this, we remain focused on overcoming challenges, achieving our targets, and driving sustainable growth.</i></p> <p><i>We are actively implementing strategies to reduce our environmental impact. This includes utilizing advanced technologies in manufacturing, optimizing energy use in our workspace and promoting responsible electricity consumption. These efforts aim to streamline our operations and conserve energy.</i></p> <p><i>We strongly believe in providing equal opportunities for all and fostering diversity and inclusion within our workforce. We have implemented various initiatives that prioritize the safety, well-being and development of our employees. These include safeguarding their health and safety along with continuous skill development programs to prepare them for the future.</i></p> <p><i>As a part of our CSR activities for the year, the Company has also empowered government-run schools with solar power systems to become self-reliant in meeting their energy needs. This initiative reduces their dependency on fossil fuels and ultimately contributing to a reduction in carbon emissions and combating climate change.</i></p> <p><i>The Company is committed to ensuring sustainable and inclusive growth by taking a balanced approach to create a long-term value for all our stakeholders."</i></p>
8.	<p>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p> <p>The Board of Directors holds responsibility for implementing and overseeing business responsibility initiatives, which encompass a range of policies aligning with our company's code of conduct and operational standards.</p>

TD Power Systems Limited

ANNEXURE - 11 (BRSR CONTD.)

<p>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.</p>	No, we do not have a dedicated committee. The Board of Directors assumes responsibility for making decisions regarding sustainability-related matters.
--	--

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)									
	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		
Performance against above policies and follow up action											All our policies are reviewed by the Board of directors on an Annual Basis.									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances											The Board of Directors reviews the compliance of statutory requirements on a quarterly basis.									

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.

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
No								

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

Question The entity does not consider	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No								

ANNEXURE - 11 (BRSR CONTD.)

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors		Presentation on Company's sales, marketing, business outlook and strategies.	
Key Managerial Personnel	4	Update on compliance status of the applicable laws and Cost Audit Report. Amendments under SEBI Listing Regulations. Setting up an extended/Additional Manufacturing facility Regulatory amendments under MCA & Statutory Compliances.	100%
Employees other than BoD and KMPs	71	Safety awareness programs, 8D methodology problem solving program, Business &	71%
Workers	40	Communication skills, Mentorship, Technical trainings, Safety programs , MSDS, POSH, Employee wellness program, Financial literacy, PPEs training.	62%

ANNEXURE - 11 (BRSR 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					
	NGBRC 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			Nil		
Settlement					
Compounding fee					
Non-monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment					
Punishment		Not applicable			

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable	

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.

Response: Yes, the Company has an anti-bribery policy that highlights the categories of bribery and corruption, provides guidance to employees for adhering to the policy, and outlines actions pertaining to violation of the policy. The policy is available on the Company intranet.

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

	FY 2023-24	FY 2022-23
Directors		
KMPs		
Employees	Nil	
Workers		Nil

ANNEXURE - 11 (BRSR CONTD.)

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

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

Response: Not applicable

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	77 days	80 days

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.60%	0.65
	b. Sales (Sales to related parties / Total Sales)	14.12%	13.77%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	62.37%	45.37%

ANNEXURE - 11 (BRSR CONTD.)

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
5	Human rights and fair working conditions; Environment responsibilities and sustainability; Business integrity; Data security; Code of Conducts; Regulatory requirements.	40%

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.

Response: Within its governance framework, the Company has adopted best practices for reviewing Directors' conflicts of interest. The Company regularly assesses disclosures provided by Board members regarding their involvement with other entities, ensuring that necessary approvals are obtained before engaging in transactions with such entities.

PRINCIPLE 2:

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

Essential Indicators

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	100%	100%	Consumption of inhouse designed and manufactured air to air, air to water coolers, lube oil and jack oil system in motors and generators ranging from 40 MW to 90MW.
Capex	86%	100%	Inhouse design and development of vertical thrust bearings for use in Large Vertical Hydro Generators or Motors used in Pump applications with reduced losses in bearing, thereby resulting in bearing temperature reduction and improvement in energy efficiency. Designed, manufactured, and supplied cage rotor induction motors for vertical water pump application. Operating at lower speeds, and with high efficiency and increased temperature, there is a reduction in the losses, hence resulting in energy conservation. Established high end analysis methodologies such rotor dynamics analysis of high-speed rotors with dynamic stiffness, seismic analysis for complete machine to optimize the Generator or Motor Designs for efficient and highly reliable operation.

ANNEXURE - 11 (BRSR CONTD.)

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

Response: Yes, a policy for sustainable sourcing has been developed in FY 2023-24. Additionally, relevant training and awareness sessions will be conducted for the suppliers.

- b. If yes, what percentage of inputs were sourced sustainably?

Response: Since the company is in the process of conducting trainings for the suppliers on sustainable sourcing, the percentage for fiscal 2024 has not been measured yet.

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.

Response: There are no products or parts that require recycling back into the manufacturing process within the company. Once dispatched to the site/customer, it is the customer's responsibility to adhere to the Operation and Maintenance manual and comply with relevant regulatory requirements based on local regulations.

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.

Response: Yes, all operations of TDPS fall under the purview of Extended Producer Responsibility (EPR), and the waste collection plan aligns with the EPR proposal submitted to the Karnataka State Pollution Control Board (KSPCB). Following this submission, the company obtained consent from the KSPCB.

Leadership Indicators:

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

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
No LCA has been conducted					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Since no product life cycle assessment has been conducted and certified by the NIC code, it is not applicable. However, processed waste items such as copper, steel, resin, oil, cotton waste mixed with oil/resin are disposed off via authorized agencies.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Construction waste	We use original mill certified material to achieve the specified efficiency results. Hence, no input material is recycled/reused.	

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:

ANNEXURE - 11 (BRSR CONTD.)

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Including packaging)						
E waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
All products are packaged using new materials such as plywood and pinewood before being shipped to customers located in both our domestic and international business markets. Retrieving scrapped or damaged parts after delivery is neither practical nor cost-effective. Consequently, we have not implemented any product reclamation processes at the end of their lifecycle.	

PRINCIPLE 3:

Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		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	414	-	-	414	100%	NA	NA	-	-	-	-
Female	39	-	-	39	100%	39	100%	NA	NA	-	-
Total	453	-	-	453	100%	39	9%	NA	NA	-	-
Other than Permanent Employees											
Male	-	-	-	-	-	NA	NA	-	-	-	-
Female	-	-	-	-	-	-	NA	NA	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

ANNEXURE - 11 (BRSR CONTD.)

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

Category	Total (A)	% of workers covered by									
		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	252	252	100%	252	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	252	252	100%	252	100%	0	0%	0	0%	0	0%
Other than Permanent Workers											
Male	152	0	0%	152	100%	0	0%	0	0%	0	0%
Female	4	0	0%	4	0%	0	0%	0	0%	0	0%
Total	156	0	0%	156	100%	0	0%	0	0%	0	0%

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.21%	0.24%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Pf	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y
Others – please specify	Nil			Nil		

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.

Response: Yes, our premises are accessible to differently abled employees and workers. Additionally, Unit II has a lift facility for further convenience.

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.

Response: Yes, the policy is available on the Company's intranet.

ANNEXURE - 11 (BRSR 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	NA	NA	NA	NA	
Female	0	NA	0	NA	
Total	0	NA	0	NA	

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.

		Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers		Workers can directly raise any grievances to the Human Resources/Investor Relations (HR/IR) departments.
Other than Permanent		
WorkersPermanent Employees		Employees can submit their grievances either via email or through individual discussions.
Other than Permanent Employees		

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) 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	453	0	Nil	386	0	Nil
Male	414	0	Nil	349	0	Nil
Female	39	0	Nil	37	0	Nil
Total Permanent Workers	252	227	90%	268	262	97.7%
Male	252	227	90%	268	262	97.7%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers

Category	FY 2023-24				FY 2022-23					
	Total (AL)	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)
Employee										
Male	120	57	13.9	90	75	355	39	10.9	170	47.9
Female	39	0	0	20	51.3	40	0	0	22	55
Total	159	57	13.9	110	69.1	395	39	9.8	192	48.6

ANNEXURE - 11 (BRSR CONTD.)

Workers										
Male	290	83	28.6	180	44.6	528	266	50.3	64	12.1
Female	22	12	54.5	12	54.5	17	0	0	0	0
Total	312	95	30.4	192	61.5	545	266	48.8	64	11.74

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	414	398	96	337	305	91
Female	39	38	97	38	38	100
Total	453	436	96	375	343	91
Workers						
Male	252	0	NA	268	0	NA
Female	0	0	NA	0	0	NA
Total	252	0	NA	268	0	NA

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?

Response: Yes, we have integrated an occupational health and safety management system across all our operations. We have established comprehensive policies and procedures to ensure compliance with these systems, including the Integrated Management System (IMS) policy. According to this policy, we adhere to and operate in accordance with the ISO 45001:2018 standard for health and safety management systems.

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

Response: We maintain a Hazard Identification and Risk Assessment (HIRA) register that provides detailed information on safety activities, potential hazards, and associated risks. This register also outlines preventive measures to mitigate hazards and minimize safety risks.

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

Response: Yes, we conduct regular safety meetings under the supervision of the safety committee. These meetings aim to identify workplace hazards, assess exposure to risks, and report any incidents that occur.

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

Response: Yes. We have on-going partnerships with two medical centres: Ravi Kirloskar Hospital and Narayana Nethralaya. All our employees and workers have access to the medical facilities offered by both centres. Additionally, the Company has an occupational medical and healthcare centre in its premises, which is also accessible for medical services addressing general health and wellness needs, not just work-related injuries or illnesses.

ANNEXURE - 11 (BRSR CONTD.)

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.4	1.5
	Workers	6.2	6.04
Total recordable work-related injuries	Employees	1	2
	Workers	9	8
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

*Including in the contract workforce

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

Response: To ensure a safe and healthy workplace, we have various initiatives and measures in place, some of which are very proactive in approach. We display the PPE matrix for everyone on the facility to ensure their safety. We also conduct capacity building programs that include training and awareness on various safety related aspects. A list of dos and don'ts as well as other engineering controls are put in place to ensure safe handling of any equipment or product.

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

FY 2023-24			FY 2022-23			
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	42	7	Unsafe working conditions leading to replacement of certain equipment.	36	6	Unsafe working conditions leading to replacement of certain equipment.
Health & Safety	12	1	Physical health (sprains and strains) leading to retrofits in equipment (use of trolleys)	9	2	Physical health (sprains and strains) leading to retrofits in equipment (use of trolleys)

14. Assessments for the year:

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

ANNEXURE - 11 (BRSR CONTD.)

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.

Response: We provide comprehensive training on a range of safety topics to mitigate potential risks. A key initiative includes the organization of the 'National Safety Week' to raise awareness of safety issues. Safety posters are strategically placed throughout the facility to guide and remind all employees and workers of safety protocols, minimizing the likelihood of unsafe incidents. Moreover, we have automated specific areas of our facility through the deployment of robots, further reducing the risk of exposure to hazardous working conditions.

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).

Response: Yes. we offer statutory coverages such as Employees' Deposit Linked Insurance, Gratuity, and Employee General Insurance.

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

Response: The Company monitors the GST charged by value chain partners to ensure they comply with statutory regulations. We track all GST transactions carefully to verify that partners deposit the collected GST with the Government. This helps maintain accurate records and ensures we can claim input tax credit without any complications. For additional check and to ensure compliance with all statutory obligation throughout the value chain, the Company includes a compliance clause in agreements with its partners whenever possible. By these measures, we ensure partners meet statutory requirements, supporting our overall compliance efforts.

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

Response:

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

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)

Response: Yes

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	52%
Working Conditions	

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.

Response: There were no risks or concerns identified post the assessment.

ANNEXURE - 11 (BRSR CONTD.)

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.
Response: Stakeholder groups are determined according to their level of involvement with the entity. Core stakeholders encompass individuals, groups, or institutions that contribute value to the Company's business chain. This includes employees, investors, customers, suppliers, and various other stakeholders.
2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	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	Emails, suggestion boxes, Annual Town Hall	Employee engagement surveys, career development surveys conducted annually	Information about company's business growth plan and performance
Investors		Emails, post	Need based and quarterly	To understand company's major events, and results
Customers		Emails, communication from customer care department, social networking	Need based	Information on business offerings
Suppliers		Emails	Need based	To get information about new market trends and responsible procurement

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.
Response: Consultation between stakeholders, such as investors, and the Board of Directors is done through conference calls to discuss the company's financial performance every quarter. These interactions are led by the Managing Director. For Social and Environmental Responsibility initiatives, the Company collaborates with NGOs that act as intermediaries. These NGOs assess stakeholders needs in areas such as education, healthcare and environmental conservation and propose projects aligned with the Company's CSR goals. The Board of Directors reviews these projects while granting approval. Additionally, the Company provides the Board with a comprehensive report detailing the impact of each project.
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.
Response: No

ANNEXURE - 11 (BRSR CONTD.)

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Response: None of our stakeholders represent vulnerable/marginalised groups. Hence, no concerns have been raised.

PRINCIPLE 5:

Businesses should respect and promote human rights.

Essential Indicators:

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

Category	FY 2023-24			2022-23		
	Total (A)	No. of Employees/ Workers (B)	%(B/A)	Total (C)	No. of Employees/ Workers (D)	%(D/C)
Employees						
Permanent	453	453	100	395	395	100
Other than Permanent	0	0	NA	34	0	NA
Total Employees	453	453	100	429	395	92.90
Workers						
Permanent	252	252	100	545	545	100
Other than Permanent	156	156	100	199	152	76.05
Total	408	408	100	744	697	93.60

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

Category	FY 2023-24				FY 2022-23					
	Total (A)	Equal to Minimum 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	414	0	NA	414	100	349	0	NA	349	100
Female	39	0	NA	39	100	37	0	NA	37	100
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Workers										
Permanent										
Male	252	0	NA	252	100	268	0	NA	268	100
Female	0	0	NA	0	NA	0	0	NA	0	NA
Other than Permanent										
Male	152	NA	NA	152	100%	268	0	0%	268	100%
Female	4	NA	NA	4	100%	16	0	0%	16	0%

ANNEXURE - 11 (BRSR CONTD.)

3. Details of remuneration/salary/wages

a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective	Number	Median remuneration/ salary/ wages of respective
		category		category
Board of Directors (BoD)	4	₹ 8 LPA	2	₹ 6.5 LPA
Key Managerial Personnel	2	₹ 170.69 LPA	1	₹ 70.54 LPA
Employees other than BoD and KMP	405	₹ 6.11 LPA	37	₹ 5.29 LPA
Workers	404	₹ 5.79 LPA	4	₹ 2.28 LPA

*Key Management Personnel includes Managing Director, Chief Financial Officer and Company Secretary.

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	5%	5%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Response: Yes, our human resources department serves as the focal point for addressing human rights impacts and issues.

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

Response: We have a grievance policy in place, which outlines the procedure to addresses grievances related to human rights.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour		NIL			NIL	
WagesOther human rights related issues						

ANNEXURE - 11 (BRSR CONTD.)

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

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

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

Response: Yes, we have a grievance policy which guides us to take necessary actions and prevent adverse consequences for complainants in discrimination and harassment cases.

9. Do human rights requirements form part of your business agreements and contracts?

Response: Yes, we consider all pertinent human rights criteria when engaging in business activities and entering into contracts.

10. Assessments for the year

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

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

Response: No significant risks or concerns were identified during the assessment. Therefore, corrective actions are not currently necessary.

Leadership Indicators:

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

Response: None of our business processes have been modified, since there have been no complaints/grievances relating to human rights.

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

Response: The Company prioritizes human rights and has established a comprehensive human rights due diligence process as an integral part of various policies. Our process focuses on identifying, preventing, mitigating and accounting for potential human rights impacts throughout our operations. We also consider the valuable feedback and due diligence conducted by our customers and auditors. This combined approach helps us ensure a comprehensive understanding and management of human rights risks.

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?

Response: Yes, our premises are accessible to differently abled visitors. Additionally, Unit II has a lift facility for further convenience.

ANNEXURE - 11 (BRSR CONTD.)

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	52%
Discrimination at workplace Child Labour	
Child Labour	
Forced Labour	
Involuntary Labour Wages	
Others-please specify	

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

Response: No significant risks or concerns were identified during the assessment. Therefore, corrective actions are not currently necessary.

PRINCIPLE 6:

Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From Renewable sources		
Total electricity consumption (A)		
Total fuel consumption (B)		
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)		
From Non-renewable sources		
Total electricity consumption (D)	35,487.9 GJ	29,746.4 GJ
Total fuel consumption (E)	2,289.7 GJ	597.8 GJ
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	37,777.7 GJ	30,344.2 GJ
Total energy consumed (A+B+C+D+E+F)	37,777.7 GJ	30,344.2 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000003840 GJ/₹	0.000003694 GJ/₹
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000085115	0.000083381
Energy intensity in terms of physical output	3	3.23
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

ANNEXURE - 11 (BRSR CONTD.)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency.

Response: 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.

Response: Not Applicable

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(I) Surface water	0	0
(ii) Groundwater	56,800kl	45,500kl
(iii) Third party water	7,171kl	6,823kl
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	63,971 kL	52,323 kL
Total volume of water consumption (in kilolitres)	63,971 kL	52,323 kL
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00000650 kL/₹	0.00000636 kL/
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00014413	0.00014377
Water intensity in terms of physical output	5.09	5.57
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.

Response: No.

ANNEXURE - 11 (BRSR CONTD.)

4. Provide the following details related to the water discharged.

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)	-	-
I. To Surface Water	Not used	Not used
- No Treatment	-	-
- With treatment- 2 stage treatment	-	-
ii. To Groundwater	1050KL	705KL
- No Treatment	-	-
- With treatment- please specify level of treatment		
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		
v. Others	-	-
- No Treatment	-	-
- With treatment- please specify level of treatment		
Total water discharged (in kilo litres)	1050KL	705KL

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.

Response: No.

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

Response: Yes, we operate both a sewage treatment plant (STP) and an effluent treatment plant (ETP) to manage common effluents (CETP). Additionally, we recycle water for gardening to reduce discharge. Any sludge produced during operations is transferred to authorized agencies for safe disposal.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
Nox	Ppm	17.1	17.4
Sox	Ppm	6.8	7.6
Particulate Matter (PM)	Mg/Nm ³	73.4	72.8
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0
Others – please specify	-	0	0

ANNEXURE - 11 (BRSR CONTD.)

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.

Response: Bangalore Analytical Research Centre Pvt. Ltd.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into Co2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of Co2 equivalent	1,078.45	191.9
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of Co2 equivalent	5,990.6	6,734.2
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MTCO2e/	0.00000072	0.00000084
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Power Purchasing Parity (PPP)		0.00001590	0.00001903
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.56	0.73
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.

Response: No.

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

Response: Yes, the Company is actively committed to reducing greenhouse gases emission. This includes, implementing various strategies into operations such as utilizing advanced technologies in manufacturing, optimizing energy use in our workspace and promoting responsible electricity consumption. As a part of our CSR commitments, we donated solar panel systems to government schools, promoting renewal energy and reducing their reliance on fossil fuels. This results in a reduction of emissions and combats climate change.

The Company will continue to make efforts in this area, which includes;

1. Setting a goal to install Solar rooftops at Unit-2 and Unit-3 of the Company in the year 2025-26.
2. Reducing transportation related emission by sourcing materials locally where feasible.
3. Exploring and developing supply chain emission reductions projects.
4. Encouraging the use of recycled materials within the supply chain, where feasible, to lower the overall carbon footprint.
5. Focusing the business towards renewable energy sources such as Hydro, Geothermal, Biomass, Waste to Energy, Waste Heat Recovery, Gas based power plants and Wind to minimize our environmental footprint.

ANNEXURE - 11 (BRSR CONTD.)

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

Parameter	FY 2023-24	FY 2022-23
Total waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	1.27	3.3
Bio-medical waste	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other hazardous waste. Please specify, if any (G)	29.90	362.37
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	31.17	365.67
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000032	0.0000000446
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000007	0.000001
Waste intensity in terms of physical output	0.0024	0.038
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)	0..00	0.00
Category of waste	0.00	0.00
Recycled	31.17	366.60
Reused	0.00	0.00
Other recovery options	0.00	0.00
Total	31.17	366.60
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
Incineration	0.00	0.00
Landfilling	0.00	0.00
Other disposal options	0.00	0.00
Total	0.00	0.00

ANNEXURE - 11 (BRSR CONTD.)

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. **Response:** No.

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

Response: We maintain a scrap yard for the storage of hazardous waste and closely monitor the volume of scrap generated. However, at present, we have not established any reduction targets aimed at minimizing the quantity of waste generated.

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

Sr. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
We do not have any operations/offices in/around ecologically sensitive areas.			

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

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

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

Response:

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

Leadership Indicators

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

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

(I) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption, and discharge in the following format

ANNEXURE - 11 (BRSR CONTD.)

	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
Surface water		
Groundwater		
Third party water		
Seawater/desalinated water	Nil	Nil
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)		
Surface water		
No treatment		
With treatment – please specify level of treatment		
Groundwater		
No treatment		
With treatment – please specify level of treatment		
Seawater	Nil	Nil
No treatment		
With treatment – please specify level of treatment		
Sent to third parties		
No treatment		
With treatment – please specify level of treatment		
Others		
No treatment		
With treatment – please specify level of treatment		

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.

ANNEXURE - 11 (BRSR CONTD.)

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Whether total Scope 3 emissions & its intensity is applicable to the company?

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if	tCO ₂ e	34,338.02	0.00
Total Scope 3 emissions per rupee of	tCO ₂ e / Rs.	0.00000335	0.00
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)		No	

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

Response: Not Applicable.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	CETP, Rain Harvesting	We utilized wastewater treated by the Common Effluent Treatment Plant (CETP) for gardening purposes and recharged the groundwater by channeling rainwater into bore wells, thereby enhancing our groundwater resources.	The outcomes of these initiatives were quite negligible to quantify.
2.	LED Lightings, Exciter Frame	By replacing conventional or CFL lamps with LED lights, we achieved a 50% reduction in power consumption.	
3.	Exciter frame heating insertion eliminated	The exciter frames were subjected to a heating insertion process before completion. However, we have now eliminated this heating process entirely through cold pressing, resulting in significant power savings and the elimination of emissions.	
4.	OXY Hydro gas generator implemented instead of oxy acetylene gas brazing process	We previously utilized oxy-acetylene gas for brazing purposes. However, we have transitioned to using an oxy-hydrogen generator, resulting in reduced emissions, heat generation, and overall cost. On average, this shift has led to a 50% reduction in our operational expenses compared to the oxy-acetylene process.	

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

Response: Yes, we at TDPS have developed a comprehensive business continuity and disaster management plan, which encompasses three key business areas: manufacturing activities, data and IT infrastructure, and outsourced process materials. Each area within the plan identifies potential disaster scenarios, categorized by their probability of occurrence (ranging from 'Low' to 'Medium') and severity (ranging from 'Low' to 'Very High').

ANNEXURE - 11 (BRSR CONTD.)

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

Response: The release of carbon emissions into the environment has a significant impact. Considering this, we at TDPS have initiated regular interactive sessions with our suppliers to educate and provide awareness on emission reduction strategies and techniques.

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

Response: 77%

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.

Response: 2

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bangalore Chamber of Industry and Commerce (BCIC)	National
2	Indo German Chambers of Commerce	International

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.

Response: Not Applicable

Leadership Indicators

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

Sr. 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
Nil					

PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

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

ANNEXURE - 11 (BRSR CONTD.)

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

Sl. No.	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable					

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

Response: Our dedicated Industrial Relations department effectively addresses community grievances through various channels, including one-on-one and group discussions with beneficiaries. We also utilize meetings and correspondence to provide opportunities for receiving and resolving grievances.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	48%*	24.77%
Directly from within India	81%	80%

*In FY 2022-23, not all our suppliers had submitted the certificates. However, in FY 2023-24, there was a conscious effort from our side to collect the certificates due to certain changes in the Income tax policies. Hence, there is an increase in % of sourcing from MSMEs.

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

	FY 2023-24	FY 2022-23
Rural	26%	24%
Semi-urban	25%	29%
Urban	49%	47%
Metropolitan	0%	0%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (in)
		Nil	

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No).

Response: No

(b) From which marginalized /vulnerable groups do you procure?

Response: Not Applicable

ANNEXURE - 11 (BRSR CONTD.)

(c) What percentage of total procurement (by value) does it constitute?

Response: Not Applicable

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

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

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

Name of the authority	Brief on the case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
The brief details of each CSR project undertaken by the company during FY 2023-24 are disclosed in Annexure 6 of the Annual Report.			

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.

Response: The company's customer care department is responsible for addressing consumer grievances and complaints. To ensure efficient handling, we have established standard operating procedures for managing these issues, including warranty claims. Details regarding these procedures can be found in our documentation.

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		Not applicable

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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

There were no consumer complaints pertaining to any of these aspects.

There were no consumer complaints pertaining to any of these aspects.

ANNEXURE - 11 (BRSR CONTD.)

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

	Number	Reasons for recall
Voluntary Recalls	Nil	-
Forced Recalls	Nil	-

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.

Response: Yes, the Company has policies on cyber security and data privacy. These policies are available on the Company's intranet.

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.

Response: Not applicable, as no complaints were received.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches

Response: Nil

- b. Percentage of data breaches involving personally identifiable information of customers

Response: Not applicable

- c. Impact, if any, of the data breaches

Response: Since there were no data breaches, there was no impact.

Leadership Indicators:

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

Response: Details regarding our products and services are available on the company's website <https://www.tdps.co.in/>.

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

Response: Many initiatives are undertaken to ensure consumer safety when handling our products and responsibly utilizing our services. For instance, when supplying generators, we include an operation and maintenance manual detailing equipment operation. Additionally, we affix warning stickers as needed on the generators.

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

Response: In case of any such risk/discontinuations, customers will be notified via email.

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 the 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).

Response: Yes, we provide comprehensive product information on the nameplate, which includes details such as power rating, machine serial number, purchase order number, and adherence to statutory requirements like CE/CSA certifications. Any additional statutory requirements mandated by the destination country's guidelines are also compiled and noted on the nameplate. Furthermore, we conduct customer satisfaction surveys, utilizing feedback to enhance both our service and product performance, as necessary.

For and on behalf of the Board of Directors

Ahmedabad
May 23, 2024

Mohib N. Khericha
Chairman