

3rd August, 2024

BSE Limited (BSE)

The Department of Corporate Services
Phiroze Jeejeebhoy Towers
Dalal Street,
Mumbai – 400 001
Scrip Code: 532966

National Stock Exchange of India Limited (NSE)

The Listing Compliance Department
Exchange Plaza Bandra-Kurla Complex
Bandra (E), Mumbai – 400 051
Scrip Code: TITAGARH

Madam/Sir,

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

We hereby enclose, in terms of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, & other applicable Regulations, if any, the Business Responsibility and Sustainability Report of the Company for the financial year ended 31st March 2024, which also forms an integral part of the Annual Report of the Company for financial year 2023-24.

The same is available on the website of the Company at www.titagarh.in

Thanking you,
yours faithfully,
for TITAGARH RAIL SYSTEMS LIMITED
(formerly TITAGARH WAGONS LIMITED)

Dinesh Arya
Company Secretary & Chief Compliance Officer
M. No. 3665

Encl: as above

CIN: L27320WB1997PLC084819

Registered Office: Poddar Point, 10th Floor, 113 Park Street, Kolkata 700016, India
Corporate Office: Titagarh Towers, 756 Anandapur, E.M Bypass, Kolkata 700107, India
Phone: +91 33 40190800 Fax: +91 33 40190823 Email: corp@titagarh.in; Web: www.titagarh.in

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Business Responsibility & Sustainability Report

Section A: General Disclosures

I. Details of the listed entity

Sl. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L27320WB1997PLC084819
2.	Name of the Listed Entity	TITAGARH RAIL SYSTEMS LIMITED (formerly Titagarh Wagons Limited)
3.	Year of incorporation	1997
4.	Registered office address	Poddar Point, 10th Floor, 113 Park Street, Kolkata 700016
5.	Corporate office address	Titagarh Towers 756 Anandapur, E.M Bypass, Kolkata 700107
6.	Email	corp@titagarh.in;
7.	Telephone	033 40190800
8.	Website	www.titagarh.in
9.	Financial year for which reporting is being done	2023-2024
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11.	Paid-up capital (INR)	Rs. 26,93,47,536/-
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Mr Dinesh Arya Company Secretary & Chief Compliance Officer Phone: 9748477504 Email: dinesh.arya@titagarh.in;
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
14.	Name of assurance provider	N.A
15.	Type of assurance obtained	N.A

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	Percentage of Turnover of the entity
1	Freight Rail Systems	Consists of manufacturing of Wagons, Loco Shells, bogies, couplers, its components, designing and construction of Warships, Passenger Vessels, Tug and specialised equipment for Defence, Bridges Girders etc.	88.69
2	Passenger Rail Systems	Consists of designing and manufacturing of Metro, Passenger Coaches, EMUs, Train Sets, Mono Rail, Propulsion equipment, Traction Motors and its components.	11.31

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

Sl. No.	Product/Service	NIC Code	Percentage of total Turnover contributed
1	Manufacturing of Wagons, Loco Shells, bogies, couplers and construction of Warships, Passenger Vessels, Tug.	3020	88.69
2	Manufacturing of Metro Coaches, Passenger Coaches, EMUs, Train Sets, Mono Rail, Propulsion equipment, Traction Motors	3020	11.31

III. Operations

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

Location	Number of plants	Number of offices	Total
National	4	6	10
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	2

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

Response: 0

c. A brief on types of customers

Response: Indian Railways, Metro Authorities and Customers in private sector, Ministry of Defence (Indian Navy)

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1	Permanent (D)	723	680	94	43	6
2	Other than Permanent (E)	190	166	87	24	13
3	Total employees (D+E)	913	846	181	67	19
Workers						
4	Permanent (F)	147	147	0	0	0
5	Other than Permanent (G)	1634	1597	98	37	2
6	Total workers (F+G)	1781	1744	98	37	2

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled Employees						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D+E)	0	0	0	0	0

b. Differently abled Employees and workers (Contd):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled Workers						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/ Inclusion/ Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	2	17
Key Management Personnel (other than Managing/ Wholtime Directors)	2	0	0

22. Turnover rate for permanent employees and workers:

	Turnover rate of current FY 2023-24 (%)			Turnover rate of previous FY 2022-23 (%)			Turnover rate of the year prior to the previous FY 2021-22 (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25	36	61	43	2	45	7	2	9
Permanent Workers	3	-	3	-	-	-	-	-	-

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

23. (a) Names of holding/ subsidiary/ associate companies/ joint ventures

Sl. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	Percentage of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Titagarh Firema S.p.A	Associate Company	25.43	No
2	Titagarh Singapore Pte Limited	Subsidiary	100	No
3	Titagarh Mermec Private Limited	Joint Venture	50	No
4	Titagarh Firema Engineering Service Private Limited	Joint Venture	49	No
5	Ramkrishna Titagarh Rail Wheels Limited	Joint Venture	49	No
6	Shivaliks Mercantile Private Limited	Joint Venture	44.63	No

VI. CSR Details

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

- (ii) Turnover (INR in lakhs): Rs. 3,85,330.04
(iii) Net worth (INR in lakhs): Rs. 2,22,820.93

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide weblink for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaint filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. For shareholders: the Company has a dedicated email ID: investors@titagarh.in ;	Nil	Nil	Nil	Nil	Nil	Nil
Investors (Other than shareholders)	Email ID of the Registrar & Share Transfer Agent is: mdpldc@yahoo.com	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	For other stakeholders we have a Vigil Mechanism policy/Whistle Blower Policy and the same has been uploaded on website of the Company.	2	Nil	Nil	5	Nil	Nil
Employees and workers		Nil	Nil	Nil	Nil	Nil	Nil
Customers	The email address is: vigil.auditcommittee@titagarh.in .	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Further, all stakeholders can also email to ethics.compliance@titagarh.in .	Nil	Nil	Nil	Nil	Nil	Nil
Others (Contract Employees)	The Board has approved policies which can be accessed at weblink: https://www.titagarh.in/investors-information	Nil	Nil	Nil	Nil	Nil	Nil

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

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

Sl. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or Negative implications)
1	Economic Performance	Opportunity & Risk	Core purpose of a business organization is to generate economic value for all stakeholders. The sustained profitability and growth of the company directly impact its employees and other stakeholders	Company has strong focus on maintaining cost leadership, optimizing unit cost, enhancing revenue performance, and ensuring healthy liquidity.	Positive/Negative
2	Sustainable Supply Chain	Opportunity	Implementing strong ESG practices throughout the value chain enables the organization to bolster local businesses, minimize its indirect environmental footprint, and foster good governance among partner organizations.	NA	Positive
3	Product Safety and Quality	Opportunity & Risk	Optimizing resource utilization plays a key role in producing high-quality and safe products. This offers us a significant opportunity to meet various requirements, leveraging our diverse product portfolio and innovative approaches. Neglecting to uphold the safety and quality of our products has the potential to harm our brand image. This, in turn, could influence our operational activities, customer contentment, and financial performance.	<ul style="list-style-type: none"> We have Implemented robust quality control processes throughout the manufacturing, assembly, and maintenance phases to ensure that products meet safety and quality standards. All our products undergo a proper testing and certifications from relevant authorities to validate their safety and performance claims. 	Positive/Negative
4	Innovation and R&D	Opportunity	The creation of sustainable products and solutions has the potential to deliver lasting social and environmental advantages, while also generating economic benefits for the company in the long term	NA	Positive

Sl. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or Negative implications)
5	Regulatory Compliance	Opportunity & Risk	<p>Failure to comply with regulatory requirements can lead to legal fines, penalties, and reputational damage for the organization.</p> <p>Adhering to regulations can enhance the company's reputation and foster positive relationships with other business entities.</p>	The Company has established robust mechanisms and a management system to ensure compliance with applicable laws, regulations, standards, and ethical practices within the organization and the industry.	Positive/Negative
6	Corporate Governance and Ethics	Risk	Strong corporate governance and ethical practices are crucial for Investor Confidence, Public Perception, and Industry Reputation. Weak governance can lead to reduced investor confidence and potential impacts on the company's financial performance and reputation.	To ensure transparency, responsibility, compliance, ethics, and trust across business processes, as well as accountability to stakeholders, the company has established policies, a Code of Conduct, and various management systems.	Negative
7	Energy and Emission Management	Risk	Managing energy consumption and reducing emissions are vital steps to address climate change. Embracing low-carbon technologies not only helps the organization contribute to mitigating climate change but also prepares for potential future regulations and taxes related to energy and emissions.	<ul style="list-style-type: none"> Implemented energy-efficient practices in operations and maintenance to reduce energy consumption and emissions. Renewable Energy Integration into operations. 	Negative
8	Water Use and Recycling	Risk	Water is a crucial and limited resource. Climate change has led to unpredictable weather patterns, posing a risk to ensuring a consistent and sufficient water supply for business operations.	<ul style="list-style-type: none"> Maintained a systematic and strong approach to manage and monitor water conservation efforts. Initiatives are aimed to achieve net water positivity by emphasizing groundwater recharge and rainwater harvesting. 	Negative

Sl. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or Negative implications)
9	Waste Management	Opportunity & Risk	<p>Through our extensive efforts in waste management with forthcoming regulatory standards, we can effectively showcase the Company's commitment to sustainability and proactively mitigate potential financial risks such as fines and penalties.</p> <p>Insufficient waste management and re-utilization practices may result in operational inefficiencies and impede product manufacturing.</p>	<ul style="list-style-type: none"> A portion of the waste is repurposed as raw material for the Foundry division. Hazardous waste produced during operations is appropriately disposed of through authorized vendors. 	Positive/Negative
10	Community Development	Opportunity	Engaging in community development activities enables a company to make a positive difference in society through meaningful initiatives that yield significant benefits for various communities.	NA	Positive
11	Employment	Opportunity	By implementing right hiring, retention, and talent development practices to create a diverse, inclusive, and sustainable work environment, organizations can deliver exceptional value to customers and maintain a leadership position in the industry.	NA	Positive
12	Occupational Health and Safety	Risk	Neglecting the health, safety, and wellbeing of our workforce can have a direct impact on productivity, leading to potential disruptions in business operations, reduced customer satisfaction, and overall profitability.	<ul style="list-style-type: none"> Our team is dedicated to prioritizing Occupational Health and Safety by conducting frequent internal audits, and our plants have obtained certifications under ISO 14001:2015 and ISO 14001:2018. We ensure regular safety trainings are provided to all employees and workers. 	Negative

Sl. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or Negative implications)
13	Respect for Human Rights	Risk	Respecting human rights is crucial for safeguarding the well-being of our communities, employees, and stakeholders, while also mitigating regulatory risks and liabilities.	<ul style="list-style-type: none"> We have cultivated an inclusive environment that promotes diversity and embraces employees' various capabilities, eliminating any form of discrimination. The Company's dedication to human rights is evident in its governance practices, procurement processes, and social strategy. 	Negative
14	Industrial Labour Relations	Risk	Implementing robust labour practices enables the organization to prevent regulatory scrutiny, circumvent penalties, and empower its employees and workers	<ul style="list-style-type: none"> The Company is fully compliant with all labour laws and regulations. There is no use of forced, child, or compulsory labour within the Company. Our policy framework is designed to foster a diverse, safe, and empowered workforce. 	Negative

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 Section	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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.titagarh.in/investors-information								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	The policies are based on prescribed principles, conformance to the spirit of international standards like ISO 9000, ISO 14001, ISO 45001, UNGC guidelines, GRI – standards etc. relevant and applicable.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	We have identified key performance indicators (KPIs) for the material issues finalized through the stakeholder engagement and materiality assessment. The goals and targets against these KPIs are currently under development.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	We have identified key performance indicators (KPIs) for the material issues finalized through the stakeholder engagement and materiality assessment. The goals and targets against these KPIs are currently under development.								
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)	TRSL is engaged in providing mobility solutions for both freight and passengers, while remaining conscientious of the environmental, social, and governance responsibilities that come with it. The Company boasts of a diversified Board committed to incorporating the principles of responsible business conduct into its policies, with the aim of enhancing the well-being of the communities it serves. Beyond ethical behavior, as outlined in the Titagarh Code of Conduct, TRSL is dedicated to improving health, safety, and environmental impacts associated with its operations. The company places a particular emphasis on ESG factors, encompassing climate, energy, water, waste management, and resource utilization. This approach ensures that Titagarh's products not only offer desired benefits to customers but also contribute to environmental preservation, address social obligations, and uphold governance standards, including equitable business practices and human rights. To this end, the Company has well-defined policies such as the Titagarh Code of Conduct, Sustainability Policies, and CSR Policy, among others, to which stakeholders are committed to adhering.								

Disclosure Section	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Shri J.P. Chowdhary - Executive Chairman; (DIN 00313685) Shri Umesh Chowdhary - Vice Chairman & Managing Director; (DIN 00313652) Shri Prithish Chowdhary- Deputy Managing Director; (DIN 08509158) Shri Anil Kumar Agarwal- Deputy Managing Director & CEO; (DIN 01501767)								
9. Does the entity have a specified Committee of the Board/ Directors responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the ESG Committee was constituted by the Board with the terms of its reference including the BRSR with the then Director (Finance) & CFO nominated as the coordinator. The ESG Committee was subsequently merged into CSR Committee w.e.f. May 24, 2023. The responsibility for the implementation and review of the BRSR Principles in the Company assigned to the ESG Committee has thus been vested in the CSR Committee to which the executive management is required to present a report on such implantation from time to time. CSR Committee updates the Board periodically.								

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.	All the policies are reviewed periodically or on a need basis by department heads, business heads, senior management personnel/ respective committees and placed before the BoD as and when required. In the assessment, the efficacy of these policies is also reviewed and necessary changes to policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with the extant regulations as applicable. In case of any non-compliances, the Company investigates and rectifies the issues with focus on the system to ensure that the same does not recur																	

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.

Response: 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
1. The entity does not consider the Principles material to its business (Yes/ No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
2. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/ No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
3. The entity does not have the financial or/ human and technical resources available for the task (Yes/ No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
4. It is planned to be done in the next financial year (Yes/ No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
5. Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

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	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	2	All	100
Key Managerial Personnel	5	Corporate Laws, Compliances, Finances, Taxation, Marketing, Operations and other areas in respective domain.	100
Employees other than BoD and KMPs	7	In their respective domain	100
Workers	5	In their respective domain	100

Note: All the principles laid down in BRSR are covered by TRSL's mandatory training which is availed by Board of Directors, Key Managerial Personnel, and all employees.

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	NA	NA	NA	NA	NA
Settlement		Commercial Court, Rajarhat	Rs. 1,14,045/- (Rupees One Lakh Fourteen Thousand Forty-Five only)	Dispute with regard to transportation of materials was settled amicably.	No
Compounding fee		N.A.	N.A.	N.A.	N.A.
Non-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)
Imprisonment			N.A.		
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
N.A.	N.A.

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, our business code of conduct (Titagarh Code of Conduct) covers anti-corruption or anti-bribery related requirements. The Company has a Vigil Mechanism framed under Section 177 of Companies Act, 2013, to deal with any instances of corruption or bribery.

Weblink: https://titagarh.in/storage/report/actual/1679458487_G9qJH_titagarh-code-of-conductpdf.pdf

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

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

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	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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: NA

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	39	55

9. Open-ness of business

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	NA	NA
	b. Number of trading houses where purchases are made	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	NA	NA
	b. Number of dealers/ distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	NA	NA
Share of RPT in	a. Purchases (Purchases with related parties/ Total Purchases) (%)	0.96	1.34
	b. Sales (Sales to related parties/ Total Sales)	0.03	0.07
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	NA	NA
	d. Investments (Investments related parties/ Total Investments made) (%)	76.65	NA

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	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
6	All principles	90

The awareness programs of TRSL for value chain partners can be broadly classified into safety, ethics, and sustainability. Value chain partners are made aware of the high standards of safety, integrity in their dealings with the Company and adhere to its sustainability policies with emphasis on providing safe and healthy work environment to the people who work for the value chain partners.

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: Yes. TRSL has formulated a Code of Conduct for the Directors & Senior Management requiring all the directors to act in the interest of the Company and eliminate any scope of conflict. The Code is affirmed by the directors and further annual declaration and disclosure of interest as and when the same arises is made by directors. The members of the Board are made aware of their statutory duties and responsibilities including their fiduciary relationship with the Company and its stakeholders. The directors recuse themselves from the proceedings when an item involving any entity is being transacted where they may even deem to be interested.

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	The R&D expenses is in nature of employee cost incurred towards development of new design for metro coaches having social impacts on the society.
Capex	3.75	1.78	The capital expenditure incurred having positive impacts on both environment and society.

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

Response: Yes

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

Response: Not Available

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: NA

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: NA

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?

Response: NA

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.

Response: NA

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
Returns from Foundry	21	20

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: NA

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

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

PRINCIPLE 3

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

Essential Indicators:

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

Category	Percentage of employees covered by										
	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	680	680	100	680	100	0	0	680	100	0	0
Female	43	43	100	43	100	43	100	0	0	43	100
Total	723	723	100	723	100	43	100	680	100	43	100
Other than Permanent Employees											
Male	166	166	100	166	100	0	0	166	100	0	0
Female	24	24	100	24	100	24	100	0	0	24	100
Total	190	190	100	190	100	24	100	166	100	24	100

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

Category	Percentage of Workers covered by										
	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	147	147	100	147	100	0	0	147	100	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	147	147	100	147	100	0	0	147	100	0	0
Other than Permanent Workers											
Male	1597	1597	100	1597	100	0	0	1597	100	0	0
Female	37	37	100	37	100	37	100	0	0	37	100
Total	1634	1634	100	1634	100	37	100	1597	100	37	100

c. Spending measures towards well-being of employees and workers (including permanent and other than) in the following format:

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.03	0.02

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

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 percentage of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	87	100	Y
Gratuity	100	100	Y	88	9	Y
ESI (eligible employees/workers)	100	100	Y	25	100	Y
Others- please specify	NA	NA	NA	NA	NA	NA

Note: Only the permanent employees and workers have been considered while arriving at the % for FY 2022-23

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. We ensure that the persons with disabilities enjoy the right to equality, life with dignity and respect for his or her integrity equally with others.

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: We don't have any disabled employee in our organization. However, the Titagarh Code of Conduct (accessible at the link given hereinabove) provides equal opportunity to differently abled persons.

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

Gender	Permanent Employees (%)		Permanent Workers (%)	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	NA	NA
Female	100	100	NA	NA
Total	100	100	NA	NA

Note: No permanent worker availed parental leave.

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.

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. TRSL has a grievance redressal mechanism available to the employees and workers. The intent of the mechanism is to ensure that the grievance is dealt in a fair and just manner whilst being in compliance with the Company's Policies. The Company's practices encourage fair resolution of the grievances, and the aim is to promote a positive work environment. The Company's Vigil mechanism encourages employees to report unethical business practices at workplace without reprisal. The Employees both at corporate and factory level, can report their grievances to the HR team. In case any grievance is unresolved, the same can be escalated to the CHRO/ Compliance Officer.
Other than Permanent Workers	
Permanent Employees	
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						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total Permanent Workers						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	846	450	53	94	11	122	31	25	60	49
Female	67	31	46	14	21	19	4	21	9	47.3
Total	913	481	53	108	12	141	35	24.8	69	48.94
Workers										
Male	1744	921	52	527	30	1219	81	6.6	580	47.5
Female	37	21	57	29	78	64	5	7.8	35	54.6
Total	1781	942	52	556	31	1283	86	6.7	615	47.93

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	846	484	57	478	304	63.5
Female	67	22	33	18	16	88.88
Total	913	506	55	496	320	64.5
Workers*						
Male	147	NA	NA	NA	NA	NA
Female	0	NA	NA	NA	NA	NA
Total	147	NA	NA	NA	NA	NA

Note: The numbers disclosed includes only permanent workers. The performance and career development reviews are not applicable for other than permanent workers.

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 implemented an occupational health and safety management system that is certifiable to ISO 14001:2015 and ISO 14001:2018. The management system is reviewed internally every year, and it is also externally certified at operating units. The efficacy of the management system is maintained and improved as part of the company-wide risk management and control process, and it is aligned with our safety principle.

- 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: At TRSL, the process of hazards prevention and control in the workplace involves collecting existing information about hazards, inspecting the workplace for safety and health risks, conducting incident investigations, identifying hazards during emergencies and non-routine tasks, characterizing hazards, defining control measures, and prioritizing hazards based on severity and exposure potential. This systematic approach ensures the identification and mitigation of workplace hazards, maintaining a safe environment, and complying with safety regulations through ongoing monitoring and adaptation. Furthermore, we are compliant with West Bengal Factories Rules, 1958 and accordingly also have a safety manual SOP present.

- 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 have well defined systems and processes for workers to report work-related hazards and remove themselves from such risks. The methods used by different plants include Near miss/unsafe condition reporting, shopfloor safety meeting, safety committee meeting, daily Safety Toolbox Talk, observation reporting system through "Safety Portal", reporting of near miss incident from shop floor workmen, and interaction with workers during daily plant inspection and internal mail and phone communication.

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

Response: Yes, all the employees/workers have access to non-occupational medical and healthcare services. All our plants have either dedicated occupational health centres (OHC) or medical consultants, visiting specialist doctors, and trained paramedic staff to ensure uninterrupted emergency medical services round the clock.

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	0.56	0.76
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	69	106
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	13	Nil

* Including the contract workforce

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

Response: At TRSL, we ensure a safe and healthy workplace through multiple measures:

Induction Trainings: New employees and workers receive comprehensive induction training that covers safety protocols and workplace hazards.

PPE: Personal Protective Equipment, including helmets, safety shoes, goggles, etc., is provided to every worker, ensuring their safety in various roles.

Departmental Training: Safety awareness training is conducted department-wise, enhancing employees' role-specific safety understanding.

Health Check-ups: Regular health assessments are conducted to monitor employees' well-being and identify health issues early.

Safety Posters: Awareness posters across the premises reinforce safety messages and promote a vigilant culture.

Equipment Provision: Job-specific safety gear, routine workplace cleaning, proper lighting, and clean water are provided.

External Audits: Periodic safety, electrical, and structural audits by authorized vendors identify and address potential hazards.

Preventive Maintenance: Routine maintenance of movement and lifting tools ensures their reliability and reduces accident risks.

Regulatory Compliance: The entity follows state government provisions like OSEP, toolbox talks, and SOPs for machine operation.

These measures collectively create a secure work environment, ensuring employees' well-being, compliance with regulations, and a culture of safety.

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	0	0	NA	1	0	Resolved immediately
Health & Safety	0	0	NA	Nil	Nil	NA

14. Assessments for the year:

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

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

Response: The injuries to workers have been minor, mainly while working on welding as part of fabrication. Corrective measures have been taken promptly to improve the safety protocols which include inter alia greater emphasis on adherence to safety gear being mandatorily worn by the workers, monitoring of the same with renewed focus. Safety awareness programmes have been increased and attention of the workers is regularly drawn to the information on safety displayed strategically and prominently in the areas concerned. Safety Officers present at each plant are encouraged to put forth innovative and practical safety measures for avoiding any threat to wellbeing of workers as part of continuous improvement and core approach to preventing future injuries at workplace.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(a) **Employees (Y/N):** Yes, Suitable benefit is extended by TRSL on a case to case basis.

(b) **Workers (Y/N):** Yes, Suitable benefit is extended by TRSL on a case to case basis.

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 payment of statutory dues by the value chain partners is verified from the supporting papers required to be provided by them before their payment is made by the Company. Further, the online portals of the authorities concerned are also browsed for random confirmation to the extent possible.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	Nil	0	NA
Workers	13	Nil	13	NA

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:

	Percentage of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100
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:

Response: Periodic visits are made by the TRSL's personnel to the site of value chain partners to verify the risks/concerns, if any, on health and safety practices and if/where required, corrective actions discussed through such engaging events.

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: Key stakeholder groups of the entity are identified based on pre-determined criteria including strategic, financial and others and updated from time to time by the senior management.

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 and Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Vendors	No	Email, Meetings and Website	Need based/ any time as per mutual convenience/monthly/quarterly	Efficient and sustainable use of natural resources, improvement in inputs, encourage small enterprises, competency development.
Employees		Email, Town Hall Meetings and Website	Need based/ any time as per mutual convenience/monthly/quarterly	To discuss updated SOP's, Policies, Programmes and events from time to time.

Stakeholder group	Whether identified as Vulnerable and Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders and Investors	No	Email, Meetings and Website	Analysts meet -Quarterly One to one investor-as and when requested.	To discuss the performance of the Company and obtain consent/approval of the shareholders as is stipulated by law and ensure smooth operation. Transparent communication/queries of the investors/corporate governance.
Customers		Email, Meetings and Website	Need based/ any time as per mutual convenience/monthly/quarterly	Customer needs, ways to improve services, infrastructure, satisfaction survey, regular updates.

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: The executive management at TRSL has been delegated the task of engaging with stakeholders on economic, environmental, and social topics and feedback is reported to the Board through CSR Committee.

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: Yes, For environment - expert firm and for CSR - Titagarh Municipality are consulted for identifying the environmental and social aspects respectively. The inputs received from stakeholders are kept in view by the company for appropriate updation in its policies as is deemed fit.

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

Response: In addition to the entities named above, Chairperson of CSR Committee engages with the stakeholders concerned for implementing the projects to benefit the marginalized stakeholder groups.

PRINCIPLE 5

Businesses should respect and promote human rights.

Essential Indicators:

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of Employees/Workers covered (B)	% (B/A)	Total (A)	No. of Employees/Workers covered (B)	% (B/A)
Employees						
Permanent	723	680	94	593	474	80
Other than Permanent	190	179	94	49	39	80
Total	913	859	94	642	513	80
Workers						
Permanent	147	137	93	151	121	80
Other than Permanent	1634	1095	67	1600	1286	80
Total	1781	1232	69	1751	1407	80

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	680	0	0	680	100	513	0	0	513	100
Female	43	0	0	43	100	21	0	0	21	100
Other than Permanent										
Male	166	0	0	166	100	68	0	0	68	100
Female	24	0	0	24	100	6	0	0	6	100
Workers										
Permanent										
Male	147	0	0	147	100	151	0	0	151	100
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	1597	0	0	1597	100	1600	1600	100	0	0
Female	37	0	0	37	100	30	30	100	0	0

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

a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category (In INR)	Number	Median remuneration/salary/ wages of respective category (In INR)
Board of Directors (BoD)	12	24,60,000	2	85,80,000
Key Managerial Personnel	2	6,17,506	0	0
Employees other than BoD and KMP	673	5,11,037	43	4,20,225
Workers	147	2,89,304	0	0

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	5.33	2.91

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)

Response: Yes, HR team is authorized to monitor the human rights impact or issues caused or contributed to by the business and report to CSR Committee through CHRO/ Compliance Officer.

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

Response: The Human Resource/Industrial Relation personnel at each facility and Head Office are required to take note of grievance, if any related to human rights issues and resolve them at their level or wherever necessary escalate to the CSR Committee through Compliance Officer.

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

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

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)	Nil	Nil
Complaints on POSH as a % of female employees/ workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

Response: The Company is committed to create a workplace that is inclusive and free from any type of discrimination or harassment. To achieve this goal, we have drafted a comprehensive ESG Policy that sets the guidelines to ensure that all employees are treated equally and with dignity.

The Company also has a grievance mechanism in place to report cases related to discrimination and harassment and ensure that they are addressed by an appropriate authority. Additionally, the Company regularly conducts internal meetings to educate and sensitize its employees on the prevention of sexual harassment in the workplace. The Company ensures complete protection to a Whistle Blower against any fear of reprisal or retaliation of any kind and ensures protection against victimisation. The Company condemns any kind of discrimination, harassment, victimization, or any other unfair employment practice being adopted against Whistle Blowers.

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

Response: Yes. All contracts bear the affirmation from the awardee about adherence to the Titagarh Code of Conducts wherein the Company's policy on human rights is defined.

10. Assessments for the year:

	Percentage of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child Labour	100, the Company's operational areas are subject to periodic assessment and process control reviews. The Company's internal team verifies that that policies and procedures are being followed according to defined processes, and ensure that human rights aspects, such as child labour, sexual harassment, and minimum wages, are properly justified and reported.
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: NA

Leadership Indicators:

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

Response: NA

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

Response: NA

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.

4. Details on assessment of value chain partners

	Percentage of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	The Company has not conducted any assessment of value chain partners for Human Rights
Discrimination at workplace	
Child Labour	
Forced/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: NA

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:

Parameters	FY 2023-24 (GJ)	FY 2022-23 (GJ)
From renewable sources		
Total electricity consumption (A)	4617	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	4617	0
From non-renewable sources		
Total electricity consumption (D)	134079	131485
Total fuel consumption (E)	182335	67138
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable resources (D+E+F)	316414	198623
Total energy consumed (A+B+C+D+E+F)	321031	198623
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) (GJ/ INR lac)	0.83	0.71
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP) (GJ/ INR lac adjusted for PPP)	18.66	15.84
Energy intensity in terms of physical output PRS: 701.69 (GJ per coach) PRS: 20.07 (GJ per wagon)		-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: For India, PPP conversion factor is 22.4 and 22.17 for the years 2024 and 2023 respectively as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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.

Response: NA

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	616
(ii) Groundwater	398732	66446
(iii) Third party water	281237	8604
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	679969	75666
Total volume of water consumption (in kilolitres)	679969	75666
Water intensity per rupee of turnover (Total Water consumption/Revenue from operation) (KL/ INR lac)	1.76	0.27
Water intensity per rupee of turnover adjusted from Purchasing Power Parity (PPP)	39.53	6.03
(Total water consumption/ Revenue from operation adjusted for PPP) (KL/ INR lac)		
Water intensity in terms of physical output	FRS: - FRS: 6.15 (KL per wagon)	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: For India, PPP conversion factor is 22.4 and 22.17 for the years 2024 and 2023 respectively as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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

4. Provide the following details related to water discharged:

Parameters	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface Water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		
- No treatment	398731.75	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA

4. Provide the following details related to water discharged (Contd.):

Parameters	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(iv) Sent to third parties		
- No treatment	281237.20	0
- With treatment – please specify level of treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	679968.95	NA

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

Response: NA

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	Mg/ Nm3	9013.31	10358.45
Sox	Mg/ Nm3	6328.37	4743.90
Particulate Matter (PM)	Mg/ Nm3	24647.72	38650.23
Persistent organic pollutants (POP)	Mg/ Nm3	NA	NA
Volatile organic compounds (VOC)	ppm	NA	NA
Hazardous air pollutants (HAP)	ppm	NA	NA
Others – please specify	NA	NA	NA

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

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

Parameter	Unit	FY2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	35985	5566
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	30539	24742
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric tonnes of CO ₂ equivalent / INR lac	0.17	0.11
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Metric tonnes of CO ₂ equivalent / INR lac adjusted for PPP	3.87	2.42
(Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output		PRS: 25.7 (Metric tonnes per coach) FRS: 0.60 (Metric tonnes per wagon)	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: For India, PPP conversion factor is 22.4 and 22.17 for the years 2024 and 2023 respectively as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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

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

Response: As a company committed to environmentally responsible practices, we acknowledge the importance of taking action to reduce greenhouse gas emissions. At Titagarh Rails Systems Limited, we have undertaken a range of initiatives aimed at emissions reduction.

One of our key initiatives involves the replacement of traditional light fixtures with energy-efficient LED lights across our office and manufacturing facilities. Additionally, we have strategically placed solar energy generation units at various locations. Notably, we have successfully installed an 803 KW solar plant at our TWL and TSL facilities, which became operational during FY 22-23. This solar plant generated a total of 841,537 Kwh and 834,634 Kwh of power during the fiscal year. Importantly, this clean energy production represents approximately 15% and 4% of the respective plant's total power consumption for the same financial year, delivering a positive environmental impact.

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

Parameter	FY 2023-24	FY 2022-23
Plastic waste (A)	81.8	74.55
E-waste (B)	6.27	0
Bio- medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste Please specify, if any (G)	32.4	38.71
Other Non-hazardous waste generated (H). Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)	16920	17973.37
Total ((A+B+C+D+E+F+G+H) (in metric tonnes)	17040.47	18086.63
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations) (Metric tonne/ INR lac)	0.04	0.06
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP) (metric tonne/ INR lac adjusted for PPP)	0.99	1.44
Waste intensity in terms of physical points	PRS: 4.21 (Metric Tonnes per coach) FRS: 0.039 (Metric Tonnes per wagon)	
Water 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)		
Category of waste		
(i) Recycled	0	405.47
(ii) Re-used	16500	14,517.28
(iii) Other recovery operations	0	0
Total	16500	14,922.75
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	1.3	0
(ii) Landfilling	0	0
(iii) Other disposal operations	19.9	3158.89
Total	21.2	3158.89

Note: For India, PPP conversion factor is 22.4 and 22.17 for the years 2024 and 2023 respectively as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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

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

Response: In our entity, hazardous waste category falls in Schedule I code no.21.1 Process waste, residues and sludges, code no.33.1 Empty barrels/containers/liners contaminated with hazardous chemicals/wastes. The waste is stored in a separate storage site. Furthermore, with respect to one of our units, we have membership of UCCI, Udaipur which has proper hazardous waste disposal facility, and we engage with government authorised vendors for safe waste disposal.

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:

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)
1	Mal Godown Road, Bharatpur	Fabrication work	Yes

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 weblink
NA					

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:

Sl. 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
The Company has stringent internal controls for ensuring compliance to all guidelines and standards set by CPCB / SPCCBs. The Company aims at surpassing the minimum standards at every manufacturing stage.				

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:

Response: NA

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

Response: Not available

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

Response: No significant direct or indirect impact.

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	Outcome of the initiative
1.	APCD (Air Pollution control Device)		As per statutory

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

Response: OSEP as per provision u/s 41 B of the Factories Act 1948, carried out by PDCE Group. OSEP defines hazardous & risk points at the plant premise. Action plan during emergency time. Preparation for potential and unexpected incidents at workplace are part thereof. As per report on plant on site crisis would be raise basis of man-made cause, natural cause & extraneous. Classification of emergency L1, L2 & L3 has prepared.

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: NA

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

Response: 90%

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: 4

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.

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chamber of Commerce & Industry	National
2	Confederation of Indian Industry	National
3	Indian Chamber of Commerce	National
4	Bharat Chamber of Commerce	State

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.

Name of authority	Brief of the case	Corrective action taken
NA		

Leadership Indicators:

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

Response: NA

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

Sl. No.	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
NA						

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

S. No.	Name of Project for which R & R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
NA						

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

Response: The personnel at the sites of manufacturing facilities are trained to coordinate with the local community to receive and redress grievances, if any. Furthermore, 4 Schools in and around the manufacturing facilities at Titagarh are being developed/assisted under CSR activities with Titagarh Municipality as the Company's Implementation partner. To address concerns of these programmes also we have designated personnels who are available to address concerns raised to them.

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	12.45	85.36
Directly from within India	94.69	99.99

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

Location	FY 2023-24	FY 2022-23
Rural	482	326
Semi-urban	319	212
Urban	67	78
Metropolitan	45	26

(Location categorised as per RBI classification System – rural/ semi urban/ urban/ metropolitan)

Leadership Indicators:

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

Response: NA

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

Response: NA

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

Response: Yes. At TRSL, the policy is not to discriminate between the suppliers based on their size and provide equal opportunities to all.

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

Response: MSMEs, local vendors etc.

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

Response: Not Available

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:

Response: NA

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.

Response: NA

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	South Kolkata Hamari Muskan (SKHM)	230	100
2.	Society for Indian Children Welfare (SICW)	9	100
3.	Annamrita	1000	100
4.	Muskan School	55	100
5.	Titagarh Municipality	1685	100
6.	Apprentices under NAPS	224	73
7.	Noise Pollution Device for PCB	NA	NA

Note: * Noise Pollution Device for PCB facilitated research on noise created by various firecrackers to enable it to formulate/adjust its policy on noise pollution and help improve the environment. Public at large would be the beneficiaries.

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: On receipt of customer complaints and feedback, the same is shared with the Quality and Warranty Departments. Quality and Warranty Depts. analyses the complaints for check on warranty obligations, warranty limitations in terms of period of warranty. Thereafter, communication with the customer is imparted with necessary visits and obligations are being imparted. On completion a joint note is prepared and the same is closed.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

Particulars	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:

	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	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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 at <https://titagarh.in/policies-and-codes>

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: Nil

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches: Nil

b. Percentage of data breaches involving personally identifiable information of customers: Nil

c. Impact, if any, of the data breaches: NA

Leadership Indicators:

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

Response: www.titagarh.in

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

Response: NA

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

Response: NA

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)

Response: NA

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

b. Percentage of data breaches involving personally identifiable information of

Response: NA. No such instance of breach has happened.