

# Business Responsibility and Sustainability Report

## Zero

No of fatalities during the year.

All

## 315

employees and workers are paid more than Minimum wages

## No

disciplinary action during the year taken against any Director, KMP, employee and worker.

## 100%

employees are covered by code of conduct and related awareness programs

Working on  
**'Zero Harm Theme'**



The BRSR Framework is based on 9 Principles, which include conducting business with integrity, providing sustainable and safe goods and services, respecting and promoting human rights, and promoting inclusive growth and equitable development, among others.

Sanitary Pad dispensing Machine installed in our mother plant

## Nil

complaints with regards to Sexual harassment or discrimination at work

## 100%

employees and workers are covered by organizational insurance and benefits

# Annexure G to the Directors' Report

## Business Responsibility & Sustainability Reporting

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L15420PN1933PLC133303
2. Name of the Listed Entity	Tilaknagar Industries Ltd
3. Year of incorporation	1933
4. Registered office address	P.O. Tilaknagar, Tal. Shrirampur, Dist. Ahmednagar, Shrirampur- 413 720
5. Corporate address	3 <sup>rd</sup> floor, Industrial Assurance Building, Churchgate, Mumbai - 400020
6. E-mail	<a href="mailto:investor@tilind.com">investor@tilind.com</a>
7. Telephone	022831716
8. Website	<a href="http://www.tilind.com">www.tilind.com</a>
9. Financial year for which reporting is being done	2022-23
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India
11. Paid-up Capital	₹ 185,33,99,990
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Abhinav Gupta, Tel: 022831716 <a href="mailto:investor@tilind.com">investor@tilind.com</a>
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).	All the disclosures made in this report are on standalone basis for Tilaknagar Industries Limited.

#### II. Products/services

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Manufacturing	The company is engaged in manufacture of Indian Made Foreign Liquor(IMFL) and Extra Neutral Alcohol (ENA)	99.64%

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

Product/Service	NIC Code	% of total Turnover contributed
Indian made foreign liquor (IMFL)	2208	99.64%

#### III Operations

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

Location	Number of plants	Number of offices	Total
National	19	6	25
International	NA	NA	NA

##### 17. Markets served by the entity:

###### a. Number of locations

Locations	Number	
National (No. of States and Union Territories)	28	Including states and union territories, where our brands are sold to Canteen Stores Dept (CSD).
International (No. of Countries)	5	

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

Particulars	₹ in Lacs
Export Turnover upon net turnover	0.54%

**c. A brief on types of customers**

The company is an established player in the Indian Made Foreign Liquor (IMFL) sector and is among India's leading alcohol business companies. It has a wide range of brands across the IMFL segments (Whisky, Brandy, Rum and Gin).

**A) State Corporation Markets**

In certain states in conformity with the state policies, the company supplies Indian Made Foreign Liquor (IMFL) brands manufactured by it to the public limited companies, controlled by the government of that state ("State Corporation"). The State Corporation, in turn sells the same to retailers, for final sale to end consumers.

**B) Private Markets**

In few states where permissible, the Company sells its products to retailers through distributor channels.

**C) Canteen Stores Department (CSD)**

The Company also supplies its brands to the Canteen Stores Department (CSD) in various states.

**D) International Consumers**

The Company also supplies its products in overseas markets.

**IV Employees**

**18. 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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	225	201	89.33%	24	10.67%
2.	Other than Permanent (E)	0	0		0	
3.	<b>Total employees (D + E)</b>	<b>225</b>	<b>201</b>	<b>89.33%</b>	<b>24</b>	<b>10.67%</b>
<b>WORKERS</b>						
4.	Permanent (F)	90	84	93.33%	6	6.67%
5.	Other than Permanent (G)	0	0		0	
6.	<b>Total workers (F + G)</b>	<b>90</b>	<b>84</b>	<b>93.33%</b>	<b>6</b>	<b>6.67%</b>

**b. Differently abled Employees and workers**

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently abled employees</b>						
1.	Permanent (D)					
2.	Other than Permanent (E)					
3.	<b>Total differently abled employees (D + E)</b>			Nil		
<b>Differently abled workers</b>						
4.	Permanent (F)					
5.	Other than permanent (G)					
6.	<b>Total differently abled workers (F + G)</b>			NIL		

## 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	11	3	27.27%
Key Management Personnel	4	2	50%

## 20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.95%	13.33%	16.54%	16.72%	6.06%	15.66%	16.88%	22.22%	17.31%
Permanent Workers	9.09%	0.00%	8.51%	3.49%	0.00%	3.26%	6.06%	15.38%	6.74%

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

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

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Prag Distillery (P) Ltd.	Subsidiary	100	No
2.	Vahni Distilleries Private Limited	Subsidiary	100	No
3.	Kesarval Springs Distillers Pvt. Ltd.	Subsidiary	100	No
4.	PunjabExpo Breweries Private Limited	Subsidiary	100	No
5.	Mykingdom Ventures Pvt. Ltd.	Subsidiary	100	No
6.	Studd Projects P. Ltd.	Subsidiary	100	No
7.	Srirampur Grains Private Limited	Subsidiary	100	No
8.	Shivprabha Sugars Ltd.	Subsidiary	90	No
9.	Mason and Summers Marketing Service Private Limited	Associate	26	No

**Note: All the disclosures made in this report are on standalone basis for Tilaknagar Industries Limited.**

## VI. CSR DETAILS

22. (i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (in ₹)	2,46,072.31 (₹ in Lacs)
(iii)	Net worth (in ₹)	48,636.39 (₹ in Lacs)

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		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, a mechanism is in place to interact with our designated officials to understand and address their concerns, if any.	Nil	Nil	Nil	Nil	Nil	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		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
Investors (other than shareholders)	Yes, a mechanism is in place to interact with our designated officials to understand and address their concerns, if any.	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Refer Note*	12	Nil	Nil	Nil	Nil	Nil
Employees and workers	Yes <a href="https://tilind.com/codes-and-policies/">https://tilind.com/codes-and-policies/</a>	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes, a mechanism is in place to interact with our designated officials to understand and address their concerns, if any.	89	Nil	Nil	114	Nil	Nil
Value Chain Partners	Yes, a mechanism is in place to interact with our designated officials to understand and address their concerns, if any.	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)		Nil	Nil	Nil	Nil	Nil	Nil

\*The shareholders write an email on [investor@tilind.com](mailto:investor@tilind.com) or directly contact the secretarial team for any matters related to shareholder grievances.

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Optimization and Management	Opportunity	Optimization of energy use leads to improve resource efficiency, cost saving, cleaner environment	<ol style="list-style-type: none"> <li>Usage of energy saving devices.</li> <li>Responsible usage of electricity and key initiatives to optimise energy efficiency.</li> <li>Usage of innovative technologies to optimize and improve energy efficiency in distillation processes</li> </ol>	Positive Implication
2.	Business Ethics	Risk	This may impact the corporate brand and trust of all our stakeholders	TI Code of Conduct monitors mechanism to ensure Ethical and transparent business conduct.	Negative Implications
3.	Health & Safety	Risk	In liquor industry, Health & Safety can directly impact people and community at large and disrupt the operations of the Company	Health & Safety Management Plan, Efficient Processes Safety and Risk Management	Negative Implications
4.	Responsible Consumption	Risk	Impact on Consumer	All our packaging and promotional items contain comprehensive details to promote responsible consumption amongst its consumers	Negative Implications
5.	Employee Development	Opportunity	Improvement of employee competence, skills and knowledge are a key for organisational growth	Upgrading skills, Learning and development opportunities for all levels of employees	Positive Implications



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://tilind.com/codes-and-policies/">https://tilind.com/codes-and-policies/</a>								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 14001:2015 ISO 9001: 2015								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company stands committed to enhanced manufacturing standards, consumer experience and overall organizational excellence.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each of the principles is reviewed periodically by the management committee of the Company.								
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<ul style="list-style-type: none"> <li>• TI is committed to make concerted efforts towards building a brighter future that transcends beyond the mainstream approach of profitability to sustainability, inclusivity, and prosperity.</li> <li>• TI stands committed to integrating environmental, social and governance (ESG) principles into its businesses which is central to improving the quality of life of the communities it serves.</li> <li>• The company believes in continual improvement of its different policies and processes to keep on achieving excellence in its manufacturing processes, environment and social responsibility along with ethical and transparent governance.</li> <li>• TI aims at enhancing health, safety and environmental impacts of its products across its lifecycle.</li> <li>• We strive to retain the trust of our stakeholders, and build a greener tomorrow. The BRSR report allows us to share the progress of our sustainability-related activities with our stakeholders and strengthen stakeholder trust.</li> <li>• The Company is committed to conducting beneficial and fair business practices to the labour, human capital and to the community. It provides employees and business associates with safe and healthy working conditions.</li> <li>• Our leadership team and the office staff are involved in multiple environmental and social welfare initiatives</li> <li>• We, at TI, take pride in our strong risk and opportunities-based process framework which helps our organization to proactively identify the risks and effectively mitigate the same to acceptable levels, while ensuring adequate leverage from the inherent opportunities to consistently drive our organization on the path of continual improvements.</li> <li>• The BRSR initiatives foster a culture of inclusion, diversity, ethical behavior and an opportunity to reduce our environmental footprint.</li> <li>• At the heart of our corporate purpose, we look forward to developing a sustainable growth trajectory that allows for a shared future for all our stakeholders.</li> </ul>								

Disclosure Questions	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).	The Chairman & Managing Director, under the guidance of the Board of Directors, is responsible for implementation and oversight of the Business Responsibility Policies.								
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.	Currently, TI has not appointed a separate ESG Committee, however, we are under the process to evaluate and constitute the committee in next year.								
10. Details of Review of NGRBCs by the Company:									
<b>Subject for Review</b>	<b>Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee</b>				<b>Frequency (Annually/Half yearly/Quarterly/Any other – please specify)</b>				
Performance against above policies and follow up action –	All the Policies under the principles are reviewed periodically or on a need basis, by the respective department heads and Senior Management.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances –	The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Managing Director/Chief Financial Officer/Company Secretary to the Board of Directors.								
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.	TI has not carried out an independent assessment/evaluation of the working of its policies by an external agency. However, the Company conducts periodic review of the policies internally by the Senior Management which drives the policies, projects and performance of the laid down aspects of business responsibility and sustainability.								
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:									
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

### PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

#### Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Recent Amendments in Companies Act, 2013: Key Amendments in Disclosures in Financial Statements and CARO	100%
Key Managerial Personnel	1	Recent Amendments in Companies Act, 2013: Key Amendments in Disclosures in Financial Statements and CARO	100%

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
Employees other than BoD and KMPs	6	1. Details of Insider Trading - Dos and Don'ts. 2. POSH Training 3. First Aid Training. 4. Road Safety 5. Safety Mock drill 6. Fire fighting training	90.6%
Workers	4	1. First Aid Training. 2. Road Safety 3. Safety Mock drill 4. Fire fighting training	36.25%

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	NIL	NIL	NIL	NIL	
Settlement	NIL	NIL	NIL	NIL	
Compounding Fee	NIL	NIL	NIL	NIL	

#### Non-Monetary

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

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.

Yes, the Company has formulated Code of Conduct, to conduct the business in an ethical manner as well as to create a work environment that is conducive to all stakeholders.

Further, the Company has adopted a Whistle Blower Policy through which its stakeholders can report their genuine concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct. It also provides adequate safeguards against victimisation of persons who uses such mechanism.

The policy is available on the following web link: <https://tilind.com/wp-content/uploads/2022/04/Code-of-conduct-Policy-1.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 2022-23	FY 2021-22
Directors	No disciplinary action was taken by any law enforcement agency on our directors, KMPs, staff & workers for the charges of bribery/corruption.	
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not applicable	Nil	Not applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not applicable	Nil	Not applicable

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

Nil as there were no fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

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

### Essential Indicators

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
Capex	Nil	Nil	NA

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

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

The Company strives regularly to source materials locally like Extra Neutral Alcohol (ENA), Pet Bottles, Labels and Shipping Cartons.

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.

Sr. No	Category	Processes in Place
1.	Plastics (including packaging)	Plastics (including packaging) are sent to Registered Scrap Dealers who directly sell to Re-Processors for Re-use.
2.	E-Waste	E-Waste are sent to authorised recyclers.
3.	Hazardous Waste	Used Oils are sent to authorised recyclers.
4.	Other Waste	Not Applicable

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.

Extended Producer Responsibility (EPR) is currently not applicable to our company.

### PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

#### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
<b>Permanent Employees</b>											
Male	201	201	100%	201	100%	Nil	Nil	Nil	Nil	Nil	Nil
Female	24	24	100%	24	100%	24	100%	Nil	Nil	Nil	Nil
<b>Total</b>	<b>225</b>	<b>225</b>	<b>100%</b>	<b>225</b>	<b>100%</b>	<b>24</b>	<b>10.67%</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>
<b>Other than Permanent employees</b>											
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>

##### b. Details of measures for the well-being of employees:

Category	% 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)	
<b>Permanent Employees</b>											
Male	84	84	100%	84	100%	Nil	Nil	Nil	Nil	Nil	Nil
Female	6	6	100%	6	100%	All	All	Nil	Nil	Nil	Nil
<b>Total</b>	<b>90</b>	<b>90</b>	<b>100%</b>	<b>90</b>	<b>100%</b>			<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>
<b>Other than Permanent employees</b>											
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>

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

Benefits	FY 2022-23			Y	FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	98.67%	100%	Y	99.43%	100%	Y	
Gratuity	100%	100%	Y	100%	100%	Y	
ESI	13.78%	43.33%	Y	16.47%	Nil%	Y	
Others – please specify							

##### 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.

Both head office and factory offices continue in its endeavors to make its premises accessible to differently abled employees and workers.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes. TI code of conduct includes equal opportunities for all.

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

No parental leave was taken in the financial year 2022-23.

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.

	<b>Yes/No (If Yes, then give details of the mechanism in brief)</b>
Permanent Workers	All workers and employees address their grievances to corporate HR and local HR for redressal.
Other than Permanent Workers	The Company has a Whistle-blower policy under which the employees and workers are encouraged to report violations of applicable laws and regulations and the Code of Conduct without fear of any retaliation.
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Permanent Employees</b>						
- Male	Nil	Nil	Nil	Nil	Nil	NA
- Female	Nil	Nil	Nil	Nil	Nil	NA
<b>Permanent Workers</b>	90	90	100%	99	99	100%
- Male	84	84	100%	93	93	100%
- Female	06	06	100%	06	06	100%

8. Details of training given to employees and workers:

	FY 2022-23					FY 2021-22				
	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)
<b>Employees</b>										
Male	201	69	34.33%	Nil	Nil	155	10	6.45%		
Female	24	18	75%	Nil	Nil	49	2	4.08%		
<b>Total</b>	<b>225</b>	<b>87</b>	<b>38.67%</b>			<b>204</b>	<b>12</b>	<b>5.88%</b>		
<b>Workers</b>										
Male	84	65	77.38%	Nil	Nil	92	6	6.52%		
Female	6	6	100%	Nil	Nil	6	3	50%		
<b>Total</b>	<b>90</b>	<b>71</b>	<b>78.88%</b>			<b>98</b>	<b>9</b>	<b>9.18%</b>		

Note: Although there were no formal skill upgradation programmes, the Departmental and Functional Heads regularly upgrade the skills of its employees to improve their productivity.

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

Category	FY 2022-23			FY 2021-2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	201	201	100%	155	155	100%
Female	24	24	100%	49	49	100%
<b>Total</b>	<b>225</b>	<b>225</b>	<b>100%</b>	<b>204</b>	<b>204</b>	<b>100%</b>
<b>Workers</b>						
Male	84	84	100%	92	92	100%
Female	06	06	100%	06	06	100%
<b>Total</b>	<b>90</b>	<b>90</b>	<b>100%</b>	<b>98</b>	<b>98</b>	<b>100%</b>

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?

The company has adequate Environment and Health Policy (EHS) in place to ensure health & safety aspects are taken care of.

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

Currently, there is no established formal system, however, every new job that involves a risk assessment before commencing, entails obtaining the essential approvals & work permits.

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

While there is no formal process as such, but appropriate measures are taken to address any identified risk based on visual observation or assessment, ensuring its elimination or mitigation.

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

Yes. TI understands the significant impact of its employees' physical and mental well-being on the company's growth objectives and success. In addition to provide competitive salaries, we believe in rendering a supportive work environment. As part of our commitment to their overall well-being, all employees are entitled to a variety of health and wellness perks, such as accident and medical insurance coverage.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees		
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		Nil
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

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

- International Women’s Day on 08<sup>th</sup> March, 2023 was celebrated with zeal and enthusiasm. All the women of Shirampur Factory were imparted training in financial education thereby empowering their financial literacy, inculcate savings habit and making them financially independent.
- In order to promote hygiene and safety amongst women, a sanitary pad dispensing machine was installed in the premises of Shirampur Factory.
- A Safety week from 04<sup>th</sup> March, 2023 to 11<sup>th</sup> March, 2023 was conducted in Shirampur with the theme of “Zero Harm” along with Flag Hoisting & Safety Pledge, Stage Play on Road Safety, Mock Drill, and Helmet Awareness & Rewards.

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

	FY 2022-23			FY 2021-2022		
	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						
Health & Safety			Nil			

14. Assessments for the year:

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

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

Not applicable as no incident requiring any corrective action was reported during the reporting period.

**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.

In order to meet stakeholders’ expectations and company strategies, the company identifies and interacts with variety of stakeholders. Employees, Shareholders, Suppliers, communities, Government Authorities and Vendors/Suppliers among the internal and external groupings of important stakeholders defined based on their immediate impact on the operations and working of the company.

2. List stakeholder groups identified as key for your entity and the frequency of engagement

Stakeholder Group	Whether Identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (SMS, Email, Newspaper, Advertisement, Community meetings , Notice Board, Website)	Frequency of Engagement (Annually / Half Yearly / Quarterly, others – please specify)	Purpose and Scope of Engagement including Key topics and concern raised during such engagement
Shareholders	No	Email, Newspapers, website, advertisements	As stipulated by law	a) Updating the financial results, sending general meeting notices, letters for completion of KYC and nomination details and such other statutory communication b) To keep investors updated about the organisations performance and corporate developments

Stakeholder Group	Whether Identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (SMS, Email, Newspaper, Advertisement, Community meetings, Notice Board, Website)	Frequency of Engagement (Annually / Half Yearly / Quarterly, others – please specify)	Purpose and Scope of Engagement including Key topics and concern raised during such engagement
Employees	No	Emails, SMS, Meetings, Feedback, Letters, Website and HRMS	Ongoing	a) To understand and motivate employees by periodically interacting with them and seeking their opinions and feedback b) To keep employees informed about the organisation's vision, targets, plans and procedures
Customers	No	Emails and telephonic calls	Ongoing	Product quality and availability and responding to market needs.
Suppliers	No	Meetings, Annual Reports or Compliance Filings	Ongoing	To improve service levels, delivery schedules from the suppliers and address their commercial issues.
Government	No	Website / portal, Emails, Filings.	Ongoing	To ensure compliance and seek permissions/ approval wherever necessary
Communities	No	Meetings, Field visits by programme teams	Ongoing	Creating awareness of nutrition programmes, education and waste management methods

## 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:

	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	225	225	100%	204	204	100%
Other than permanent	Nil	Nil	NA	Nil	Nil	NA
<b>Total Employees</b>	<b>225</b>	<b>225</b>	<b>100%</b>	<b>204</b>	<b>204</b>	<b>100%</b>
<b>Workers</b>						
Permanent	90	90	100%	98	98	100%
Other than permanent	Nil	Nil	NA	Nil	Nil	NA
<b>Total Workers</b>	<b>90</b>	<b>90</b>	<b>100%</b>	<b>98</b>	<b>98</b>	<b>100%</b>

**Note:** TI Code of Conduct and our Complaint Committee for dealing with complaints of sexual harassment in work place in accordance with the statutory guidelines laid down, covers the aspects of human rights. All our employees are mandated to abide by these policies before joining the company. Additionally, we prohibit child/bonded Labour from being employed at any of our offices and factories.



2. Details of minimum wages paid to employees and workers :

	FY 2022-23				FY 2021-22					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>225</b>			<b>225</b>	<b>100%</b>	<b>176</b>			<b>176</b>	<b>100%</b>
Male	201			201	100%	156			156	100%
Female	24			24	100%	20			20	100%
<b>Other Permanent</b>	<b>Nil</b>			<b>Nil</b>		<b>Nil</b>			<b>Nil</b>	
Male	Nil			Nil		Nil			Nil	
Female	Nil			Nil		Nil			Nil	
<b>Workers</b>										
<b>Permanent</b>	<b>90</b>			<b>90</b>	<b>100%</b>	<b>98</b>			<b>98</b>	<b>100%</b>
Male	84			84	100%	92			92	100%
Female	6			6	100%	6			6	100%
<b>Other Permanent</b>										
Male	Nil			Nil		Nil			Nil	
Female	Nil			Nil		Nil			Nil	

All our employees and workers are paid as per statutory minimum wages or more than minimum wages.

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	2	5,902,106	1	15,346,145
Key Managerial Personnel	1	6,326,454	1	3,514,167
Employees other than BoD and KMP	198	563,110	22	518,748
Workers	84	388,718	6	543,267

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)

The individuals can raise their concerns related to human rights issues with the HR function at the Head Office and respective factories.

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

- TI regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed.
- We are committed to maintain a safe and harmonious business environment and workplace for everyone and has aimed to provide reasonable safeguards for the benefit of employees at the workplace, while having due regard for their privacy and dignity.
- TI has zero tolerance towards and prohibit all forms of slavery, child labour, human trafficking, violence or physical, and all kinds of sexual, psychological or verbal abuse.
- Grievances related to human rights are handled by HR function as and when the complaints are received.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						Nil
Wages						
Other human rights related issues						

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

To promote a culture of transparency and accountability, we have implemented a robust Whistleblower policy. This policy enables individuals to confidently raise concerns or complaints on any matter without a fear of reprisal. As a company, we prioritize maintaining the confidentiality and anonymity of the complainant, ensuring that their identity remains protected throughout the process.

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

(Yes/No)

Yes. TI Code of conduct has broad aspects of human rights covered in all its pecuniary transactions with its stakeholders.

9. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Not assessed - as TI does not have child labour in employment.
Forced/involuntary labour	Not assessed – as there is no forced/involuntary labour in employment.
Sexual harassment	100% by TI's Complaints Committee.
Discrimination at workplace	100% assessed by our HR department.
Wages	100% by our internal auditors.

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

Nil

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**

**Essential Indicators**

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	38,45,997	32,55,809
Total fuel consumption (B)	35,516	25,531
Energy consumption through other sources (C)	1,04,288	56,384
<b>Total energy consumption(A+B+C)</b>	<b>39,85,801</b>	<b>33,37,724</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)		
Energy intensity (optional) – the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No independent assessment has been carried out by an external agency.

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable.

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water	4,36,079	4,07,762
(iv) Seawater/desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	4,36,079	4,07,762
<b>Total volume of water consumption (in kilolitres)</b>		
<b>Water intensity per rupee of turnover</b> (Water consumed/turnover)		
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

**No independent assessment has been carried out by an external agency.**

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

Yes, we have implemented a mechanism for Zero Liquid Discharge as per the details given below:

#### Effluent Treatment and disposal Plant (ETP) Details (ZLD)

##### Effluent Treatment Plant-

Effluent treatment through anaerobic digestion or bio-methanation: TI has installed and commissioned three anaerobic reactors or digesters having combined treatment capacity of 400 Kilo Liters (KL) effluent (Raw Spent Wash) per day.

##### Effluent Disposal Systems-

- A] Separation of clear water from BME through Disc Tube Reverse Osmosis (DTRO) Separation System: TI has installed a DTRO plant having treatment capacity of 250 KL effluent per day.
- B] Effluent disposal through Concentration and Incineration System:
- Effluent Concentration through Multiple Effect Evaporator (MEE) plant: TI has installed Multiple Effect Evaporator for the concentration of effluent. Its installed treatment capacity is 475 KL effluent per day.
  - Effluent Incineration in bagasse-fired boiler: TI has installed and commissioned a bagasse-fired boiler which is specially designed to use a mixture of effluent concentrate and bagasse.

To achieve this, effluent concentrate coming out of MEE plant and bagasse is mixed manually in the proportion of 40:60. The mixture is dried and used as fuel in boiler.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	Mg/Nm <sup>3</sup>	4.48	4.22
Sox	Mg/Nm <sup>3</sup>	7.68	5.93
Particulate matter (PM)	Mg/Nm <sup>3</sup>	26.29	23.50
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others – please Specify	-	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.

Yes, Polytest Laboratories (Pune) - an external agency had carried out an independent assessment/evaluation/assurance.

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	NA	NA
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	NA	NA
<b>Total Scope 1 and Scope 2 emissions per rupee of Turnover</b>			
<b>Total Scope 1 and Scope 2 emission intensity</b> (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.

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

Not Applicable

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	NIL	NIL
E-waste (B)	NIL	NIL
Bio-medical waste (C)	NIL	NIL
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	NIL	NIL
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G)	NIL	NIL
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Coal Ash - 1285.920 MT Yeast sludge - 272.49 MT	Coal ash 1327.00 MT Yeast sludge 666 MT
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1558.41 MT</b>	<b>1993 MT</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	NIL	NIL
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
<b>Total</b>		

Parameter	FY 2022-23	FY 2021-22
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	NIL	NIL
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	Coal Ash - 1285.920 MT used for bricks manufacture Yeast Sludge 272.49 MT used as manure	Coal ash 1327.00 MT used for bricks manufacture Yeast sludge 666 MT used as manure
<b>Total</b>	<b>1558.41</b>	<b>1993</b>

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 independent assessment/evaluation/assurance has been carried out by an external agency.

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

Not Applicable.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	FO TILAKNAGAR	Molasses based distillery	Y
2	FO TILAKNAGAR	Grain based Distillery	Y

11. 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 Agency(Yes/No)	Results Communicated in Public Domain (Yes/No)	Relevant Web Link
-----------------------------------	---------------------	------	---	--	-------------------

As per Environment Impact Assessment (EIA) notification, the establishment or expansion of an integrated manufacturing facility is required to conduct an EIA study. However, no projects underwent environmental impact assessments for the fiscal year 2022-23.

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

Yes, the company is in compliance with the applicable environmental related applicable laws.

S. No.	Specify the Law/regulation guidelines which was not complied with	Provide details of the Non -Compliance	Any fines/penalties/actions taken by regulatory agencies such as pollution control boards or by court	Corrective action taken, if any
--------	---	--	---	---------------------------------

Nil as there were no non-compliances/fines/penalties/actions taken by regulatory agencies.

## PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

### Essential Indicators

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	ISWAI (International Spirits & Wines Association of India)	National
2	CIABC (Confederation of Indian Alcoholic Beverage Companies)	National
3	Association for Distilleries and IMFL Manufacturers	State (Andhra Pradesh, Telangana, Karnataka and Maharashtra)

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
-------------------	-------------------	-------------------------

Nil as there are no adverse orders from regulatory authorities

## 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 agency (Yes/No)	Result communicated in public domain (Yes/No)	Relevant web link
Not applicable					

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

Sr. No	Name of Project which R&R in on going	State	District	No of Project affected families(PAF)	% of PAF covered by R&R	Amt paid to PAF in the FY
Not applicable						

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

Our CSR processes keep in mind the specific needs of the communities that it operates in. Accordingly, the Company finalises its community initiatives after an understanding of the specific needs of each community through stakeholder engagement. We also strive to employ contractors and workmen from the local communities.

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

	FY 2022-23 ₹ in lacs	FY 2021-22 ₹ in lacs
Directly sourced from MSMEs/small producers	12,264.63	6,461.62
Sourced directly from within the district and neighbouring districts	Not available	Not available



## PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

### Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company receives and responds to consumer complaints and obtains feedback through a) Telephonic calls and b) Emails on Customer Care ID.

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

#### As a percentage to total turnover

a) Environmental and Social parameters relevant to the Product	Not applicable. However, the information pertinent to environment and social parameters are printed on labels as well as secondary packaging of our brands
b) Safe and responsible usage	
c) Recycling and/or safe disposal	

- Number of consumer complaints in respect of the following:

	FY 2022-23			FY 2021-22		
	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	NIL	NIL	NIL	
Advertising	NIL	NIL	NIL	NIL	NIL	
Cyber-security	NIL	NIL	NIL	NIL	NIL	
Delivery of essential Services	NIL	NIL	NIL	NIL	NIL	
Restrictive Trade Practices	NIL	NIL	NIL	NIL	NIL	
Unfair Trade Practices	NIL	NIL	NIL	NIL	NIL	
Other	89	NIL	NIL	114	NIL	

- Details of instances of product recalls on account of safety issues:

	Number	Reason for Recall
Voluntary recalls		
Forced recalls		NIL

- Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

The Company has a comprehensive IT Risk Management policy which addresses the issues related to risk management of TI's Information Assets and supporting infrastructures. The web link of the IT Risk Management Policy can be accessed at <https://tilind.com/codes-and-policies/>

- 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.

Nil as there were no penalty/action taken by regulatory authorities on safety of products/services.