



September 08, 2025

To,
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai 400001
Scrip Code : 507205

To,
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block-G,
Bandra-Kurla Complex, Bandra (East),
Mumbai-400 051.
Symbol : TI

Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-25

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2024-25, which also forms part of the Annual Report of the Company for the financial year 2024-25.

The same is available on the website of the Company at www.tilind.com.

Kindly take the above on your record.

Thanking you,

Yours faithfully,

For Tilaknagar Industries Ltd.

Minuzeer Bamboat
Company Secretary & Compliance Officer

Encl: a/a

Corp. Office: Industrial Assurance Building, 3rd Floor,
Churchgate, Mumbai, Maharashtra - 400 020, India
P +91 (22) 2283 1716/18 **F** +91 (22) 2204 6904
E tiliquor@tilind.com
CIN: L15420PN1933PLC133303

Regd. Office: P.O. Tilaknagar, Tal. Shrirampur,
Dist. Ahilyanagar, Maharashtra - 413 720, India
P +91 (2422) 265 123 / 265 032 **F** +91 (2422) 265 135
E regoff@tilind.com
Web: www.tilind.com

Annexure G

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. Ahilyanagar, Shrirampur- 413 720
5.	Corporate address	Industrial Assurance Building, 3 rd floor, Churchgate, Mumbai – 400020
6.	E-mail	investor@tilind.com
7.	Telephone	022 22831716
8.	Website	www.tilind.com
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India
11.	Paid-up Capital	₹ 193,63,39,500
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 : 022 22831716 investor@tilind.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	All the disclosures made in this report are on standalone basis for Tilaknagar Industries Limited. However, we have included environmental data of the four subsidiaries as part of disclosure in P6 of the report.
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

II. Products/services

16. 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)	100%

17. 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	100%

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	21	9	30
International	NA	NA	NA

Note: Out of the 21 plants, only 4 are owned by TI. Other plants operate on a contract brewing basis with 100% third party ownership

19. Markets served by the entity:**a. Number of locations**

Locations	Number	
National (No. of States and Union Territories)	27 states and 4 union territories	Including states and union territories, where our brands are sold to Canteen Stores Dept (CSD).
International (No. of Countries)	10	

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

1.25%

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 products 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 select overseas markets.

IV Employees**20. Details as at the end of Financial Year:****a. Employees and Workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	294	265	90%	29	10%
2.	Other than Permanent (E)					
3.	Total employees (D + E)	294	265	90%	29	10%
WORKERS						
4.	Permanent (F)	94	88	94%	6	6%
5.	Other than Permanent (G)					
6.	Total workers (F + G)	94	88	94%	6	6%

b. Differently abled Employees and Workers

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)					
2.	Other than Permanent (E)			Nil		
3.	Total employees (D + E)					

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
WORKERS						
4.	Permanent (F)					
5.	Other than Permanent (G)			Nil		
6.	Total workers (F + G)					

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	3	37.5%
Key Management Personnel	5	1	20%

22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.08%	11.11%	11.99%	11.51%	16.00%	11.99%	16.95%	13.33%	16.54%
Permanent Workers	2.38%	16.67%	3.33%	6.10%	0.00%	5.68%	9.09%	0.00%	8.51%

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

23. (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.	PunjabExpo Breweries Private Limited	Subsidiary	100	No
4.	Shivprabha Sugars Ltd.	Subsidiary	90	No
5.	Mason and Summers Marketing Service Private Limited	Associate	26	No
6.	Round the cocktails Pvt. Ltd (w.e.f. September 19, 2024)	Associate	36.17	No

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

VI. CSR Details

(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (in ₹)	3,19,154.82 (₹ in Lacs)
(iii)	Net worth (in ₹)	90,264.18 (₹ in Lacs)

VII. Transparency and Disclosures Compliances

24. 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)	FY 2024-25			FY 2023-24		
	(If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, a mechanism is in place to interact with our designated officials to understand and address their concerns, if any.	Nil	Nil	Nil	Nil	Nil	-
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	-
Shareholders	Refer Note*	2	Nil	Nil	5	Nil	-
Employees and workers	Yes https://tilind.com/codes-and-policies/	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.	62	Nil	Nil	77	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	-
Other (please specify)		Nil	Nil	Nil	Nil	Nil	-

*The shareholders write an email on investor@tilind.com or directly contact the secretarial team for raising any grievances or any other shareholder-related matters.

25. 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 reduced carbon foot print of the overall operations of the Company. Decreased direct and indirect use of fossil fuels Reduced indirect impact on environment	Multiple action plans have been initiated and executed to improve energy efficiency: 1. Transition to use of more efficient devices with 5-star rating, 2. Responsible usage of electricity, 3. Usage of innovative technologies to optimize and improve energy efficiency in distillation processes (improving efficiency of fermentation process to give more alcohol)	Positive implication

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)
2	Transparency in Business conduct	Opportunity	Ethical business conduct Respecting interests of all stakeholders	Following "code of conduct for directors and senior management" to ensure ethical, transparent business conduct.	Positive implications
3	Efficient waste management		Efficient waste management helps manage and reduce overall waste generated from the Company operations, which in-turn reduces its overall environmental impact. Safe handling and disposal of waste reduces risk to the community and environment.	<p>Organization is presently segregating the waste produced at the source itself and has authorized vendors to further safely handle different types of wastes. The entity is also deploying controls to ensure compliance with the environmental consents obtained.</p> <p>Further, new ways are being devised to recycle, reuse and deploy the effluent and process waste for safe application and disposal.</p> <p>Further, alternate ways to use spent raw material to ensure better waste management are being explored.</p> <p>Waste management strategies involving colour coding of bins, waste segregation, giving e-waste to authorised vendors for recycling and safe disposal & safely handling of hazardous waste are also followed.</p>	Positive implications
4	Responsible Consumption	Risk	Impact on Consumer	Initiated various programmes with an objective to promote responsible consumption of its products in all the markets and key customers the Company caters to.	Negative
5	Efficient Water Management	Risk/ Opportunity	To ensure efficient & effective management of water usage as part of the Company operations.	Committed to improve its water use efficiency and to replenish more water than it consumes in its process. Also makes provisions of drinking water facilities, construction of toilets, improving drainage under Water Health & Sanitation (WASH)	Positive
6.	Supply Chain Resiliency	Risk/ Opportunity	<p>To ensure efficient high-quality product at reasonable price from vendor which follows high standards for environment. Further it has taken few steps towards the same :-</p> <p>Removal of mono-carton in certain brands reducing paper usage leading to saving of natural resources.</p> <p>Use of PET bottles in few brands instead of glass bottles reducing energy consumption and landfills.</p> <p>Weight Reduction in existing glass bottles there by reducing pressure on depleting of natural resources and cost optimization.</p>	Committed to provide respond quickly to operational disruptions through flexible contingency planning and forecasting – from material sourcing to logistics and the final delivery of products and services.	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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://tilind.com/codes-and-policies/								
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)	N	N	N	N	N	N	N	N	N
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"> • 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. • 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. • 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. • TI aims at enhancing health, safety and environmental impacts of its products across its lifecycle. • 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. • 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. • Our leadership team and the office staff are involved in multiple environmental and social welfare initiatives • 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. • The BRSR initiatives foster a culture of inclusion, diversity, ethical behavior and an opportunity to reduce our environmental footprint. • 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. 								

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:									
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)			
Performance against above policies and follow up action –	All the Policies under the principles are reviewed according 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)									
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	1. Updates and discussion on ESG and Sustainability aspects of the business operations.	100%
Key Managerial Personnel	1	1. Updates and discussion on ESG and Sustainability aspects of the business operations.	100%
Employees other than BoD and KMPs	7	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 7. Sales Training (Soft Skills)	58%
Workers	4	1. First Aid Training. 2. Road Safety 3. Safety Mock drill 4. Fire fighting training	56%

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 ₹)	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 2024-25	FY 2023-24
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 2024-25		FY 2023-24	
	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.

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

Particulars	FY 2024-25	FY 2023-24
Number of days of accounts payables	48	38

9. Open-ness of business

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

(₹ in lacs)

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentra-tion of Purchases	a. Purchases from trading houses as % of total purchases	Not Applicable	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentra-tion of Sales	a. Sales to dealers / distributors as % of total sales	100%	
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		

(₹ in lacs)

Parameter	Metrics	FY 2024-25	FY 2023-24
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.21%	0.38%
	b. Sales (Sales to related parties / Total Sales)	0.01%	0.01%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	6.99%	9.23%
	d. Investments (Investments in related parties / Total Investments made)	66.73%	83.56%

Note:

- For the above purposes, we have considered 'trading houses' as companies that specialize in export, import and trading of goods and services.
- Given the regulated sector the Company operates in, 100% of its sales are through accredited dealers / distributors which includes state government and government-owned corporations operating in the IMFL sector. govt corporation as well.

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

Essential Indicators

- 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 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
Capex	Nil	1.13%	This includes investment in energy efficient machinery and technology improvements during the financial year

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 in order to reduce the carbon footprint of the logistics activity. The Company is considering formalizing an approach to sustainable sourcing and engaging with its suppliers on environmental and wider social and governance parameters.

- 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)	Plastic waste (including packaging) generated from the operations is sent to Registered Scrap Dealers who directly sell to Re-Processors for Re-use.
2.	E-Waste	E-Waste is sent to authorised recyclers.
3.	Hazardous Waste	Used Oils are sent to authorised recyclers.
4.	Other Waste	Not Applicable

- 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.

EPR is applicable to the Company's end-to-end operations. During FY 2024-25, the Company obtained registration under EPR regulations. During FY 2024-25, the waste collection plan has been in line with the submissions made to MPCB as part of EPR Registration.

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										
	Health insurance			Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Total (A)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	265	265	100%	265	100%	Nil	Nil	Nil	Nil	Nil	Nil
Female	29	29	100%	29	100%	29	100%	Nil	Nil	Nil	Nil
Total	294	294	100%	294	100%	29	100%	Nil	Nil	Nil	Nil
Other than Permanent employees											
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

Category	% of employees covered by										
	Health insurance			Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Total (A)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	88	88	100%	88	100%	Nil	Nil	Nil	Nil	Nil	Nil
Female	6	6	100%	6	100%	6	100%	Nil	Nil	Nil	Nil
Total	94	94	100%	94	100%	6	100%	Nil	Nil	Nil	Nil
Other than Permanent workers											
Male	Nil	Nil	100%	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	100%	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	100%	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures (₹ in lacs)	52.36	29.8
Total Revenue (₹ in lacs)	3,19,154	297194
%	0.02%	0.01%

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

Benefits	FY 2024-25			FY 2023-24		
	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	99.66%	100%	Y	99.59%	100%	Y
Gratuity	100%	100%	N	100%	100%	Y
ESI	1.70%	30.85%	Y	4.10%	24.42%	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.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	—	—	—	—
Female	—	—	01	100%
Total	—	—	01	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Yes/No (If Yes, then give details of the mechanism in brief)	
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
Permanent Employees	without fear of any retaliation.
Other than Permanent Employees	

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

Benefits	FY 2024-25			FY 2023-24		
	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)
Permanent Employees						
- Male	Nil	Nil	Nil	Nil	Nil	Nil
- Female	Nil	Nil	Nil	Nil	Nil	Nil
Permanent Workers	94	94	100	86	86	100
- Male	88	88	100	80	80	100
- Female	06	06	100	6	6	100

8. Details of training given to employees and workers:

	FY 2024-25					FY 2023-24				
	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	265	70	26.81%	100	38.31%	216	34	15.74%	-	-
Female	29	19	65.51%	20	68.96%	26	4	15.35%	-	-
Total	294	89	30.69%	120	41.37%	242	38	15.70%	-	-
Workers										
Male	88	60	68.18%	55	62.5%	80	29	36.25%	-	-
Female	6	3	50%	2	33.33%	6	5	83.33%	-	-
Total	94	63	67.02%	59	62.76%	86	34	39.53%	-	-

Note : Although there were no formal skill upgradation program, 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 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	265	265	100%	216	216	100%
Female	29	29	100%	26	26	100%
Total	294	294	100%	242	242	100%
Workers						
Male	88	88	100%	80	80	100%
Female	06	06	100%	06	06	100%
Total	94	94	100%	86	86	100%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

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 that addresses employees' financial needs. 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 2024-25	FY 2023-2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

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

- TI does full medical check up for all its corporate staff and workers at its brewing facilities
- Regular safety trainings are imparted to the entire workforce
- The Company mandates compulsory use of PPE (Personnel Protective equipment) in all high-risk processes and areas within its brewing facilities
- It is compulsory for all the workers to wear safety shoes issued when on duty.
- All safety related norms in line with ISO standards are followed.
- A Safety week was conducted 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 2024-25			FY 2023-2024		
	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						

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% by Internal Team
Working Conditions	100% by Internal Team

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, Customers & 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 & Investors	No	Email, Newspapers, website, advertisements	As stipulated by law	<p>Expectation</p> <ul style="list-style-type: none"> • Profitability and Transparency • Growth & Expansion • Efficiencies <p>Mode of Engagement</p> <ul style="list-style-type: none"> • AGM • Press conferences • Stock exchange announcements • Updates on company websites <p>Value Created</p> <ul style="list-style-type: none"> • Appreciation in return on investment and capital employed. • Growth & Expansion
Employees	No	Emails, SMS, Meetings, Surveys, Feedback, Letters, Website and Internal portals	Ongoing	<p>Expectations</p> <ul style="list-style-type: none"> • Safety & Job Security • Employee well being • Positive work environment • Growth opportunity <p>Mode of Engagement</p> <ul style="list-style-type: none"> • Training & Performance mgmt. • Employee engagement events • Regular updates <p>Value Created</p> <ul style="list-style-type: none"> • Fair wages • Opportunity for learning & Growth
Customers / Government Authorities	No	Emails, Phone Calls, Meetings, Surveys, Web Portals, Newspapers	Ongoing	<p>Expectations</p> <ul style="list-style-type: none"> • Superior quality products • Eco friendly products • Ethical business practices <p>Mode of Engagement</p> <ul style="list-style-type: none"> • Conferences, Trade fairs & Customer meets • Websites • Customer visits <p>Value Created</p> <ul style="list-style-type: none"> • Timely delivery • Partnership for growth • Differentiated products

Stakeholder Group	Whether Identified as Vulnerable & Marginalized Group(Yes/No)	Channels of Communication (SMS, Email, Newspaper, Advertisement, Community meetings, Notice Board , Website) specify)	Frequency of Engagement (Annually / Half Yearly / Quarterly, others – please specify)	Purpose and Scope of Engagement including Key topics and concern raised during such engagement
Suppliers	No	Meetings, Annual Reports or Compliance Filings	Ongoing	Expectations <ul style="list-style-type: none"> • Resource efficiency • Revenue growth & Fair margins • Long term partnership Mode of Engagement <ul style="list-style-type: none"> • Supplier development • On boarding process Value Created <ul style="list-style-type: none"> • Development opportunities • Secure operations

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 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	294	294	100%	242	242	100%
Other than permanent	Nil	Nil	NA	Nil	Nil	NA
Total Employees	294	294	100%	242	242	100%
Workers						
Permanent	94	94	100%	86	86	100%
Other than permanent	Nil	Nil	NA	Nil	Nil	NA
Total Workers	94	94	100%	86	86	100%

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

	FY 2024-25					FY 2023-24				
	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	294	-	-	294	100%	242	-	-	242	100%
Male	265	-	-	265	100%	216	-	89%	216	100%
Female	29	-	-	29	100%	26	-	11%	26	100%
Other Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

	FY 2024-25					FY 2023-24				
	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)
Workers										
Permanent	94	-	-	94	100%	86	-	-	86	100%
Male	88	-	-	88	100%	80	-	-	80	93%
Female	6	-	-	6	100%	6	-	-	6	7%
Other Permanent										
Male	Nil	-	-	-	-	Nil	-	-	-	-
Female	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 (in ₹)	Number	Median remuneration/ salary / wages of respective category (in ₹)
Board of Directors (BoD)	2	60,59,987	1	1,88,15,200
Key Managerial Personnel (Including Executive directors)	3	1,55,74,708	1	1,88,15,200
Employees other than BoD and KMP	265	6,19,139	26	7,24,208
Workers	88	3,98,734	5	4,36,260

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

	FY 2024-25	FY 2023-24
Gross wages paid to female workers	22,58,616	21,31,108
Total wages paid to all workers	3,39,90,431	2,71,21,717
Gross wages paid to females as % of total wages	6.64%	7.86%

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 2024-25			FY 2023-2024		
	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	100%
Forced/involuntary labour	100% - Internal Auditor visit our brewing facilities on regular basis
Sexual harassment	100% by TI's Complaints Committee.
Discrimination at workplace	100% assessed by our corporate and brewing-level HR department/team
Wages	100% - by internal auditor

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 Mega Joules) and energy intensity, in the following format:

(₹ in lacs)

Parameter	FY 2024-25	FY 2023-24
From renewable sources	-	-
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	5,628,254.40	5,306,673.60
Total fuel consumption (E)	1,439,764.96	1,116,360.62

(₹ in lacs)

Parameter	FY 2024-25	FY 2023-24
Energy consumption through other sources (F)	-	-
Total energy consumed from Non-renewable sources (D+E+F)	7,068,019.36	6,423,034.22
Total energy consumed (A+B+C+D+E+F)	7,068,019.36	6,423,034.22
Turnover (₹ Lacs)	319,154.82	297,194.13
Energy intensity per rupee of turnover (Total energy consumption in Mega Joules/ turnover in ₹ lacs)	22.15	21.61
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed in Mega Joules / Revenue from operations in ₹ lacs adjusted for PPP)	452.89	437.00
Energy intensity in terms of physical output (Total energy consumption in Mega Joules/ total output in Cases)	0.59	0.58

Note:

For consistency with the Revenue recognition principles, the Company has considered energy consumption at corporate office, sales offices and four subsidiaries as part of the disclosures. Corresponding numbers for FY 2023-24 have been revised, as required, for comparison purposes.

The revenue from operations has been adjusted for PPP based on the factors for India published by World Bank. Factor of 20.22 is considered for FY 2023-24 and 20.45 for 2024-25.

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

No 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 :**

(₹ in lacs)

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	88,803	1,55,774
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	88,803	1,55,774
Water intensity per rupee of turnover (in lacs) (Water consumed (KL)/ turnover in ₹ lacs)	0.278	0.53
Water intensity per rupee of turnover (in lacs) adjusted for Purchasing Power Parity (PPP) (Total water consumed in KL / Revenue from operations in lacs adjusted for PPP)	5.69	10.65
Water intensity in terms of physical output (Total water consumed/ total output in Cases)	0.007462437	0.013958244

Note: The revenue from operations has been adjusted for PPP based on the factors for India published by World Bank. Factor of 20.22 is considered for FY 2023-24 and 20.45 for 2024-25.

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. Provide the following details related to water discharged (mention the level of treatment for each category):

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater/ desalinated water	Nil	Nil
Others – with treatment	Nil	Nil
- Reused in plant operations (EPT treated)	Nil	Nil
- Used for gardening (STP treated)		
Total Water Discharge (in kilolitres)	Nil	Nil

Note : Plant was shut down during the year 2024-25

5. 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 at Shrirampur plant 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 :

i) 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.

ii) 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.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Mg/Nm ³	5	5
Sox	Mg/Nm ³	7.58	8.02
Particulate matter (PM)	Mg/Nm ³	26.90	27.46
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.

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

Parameter	Unit	FY 2024-25	FY 2023-24
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	107.04	83.00
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	1,136.59	1,053.96
Total Scope 1 & Scope 2 emissions		1,243.64	1,136.96
Total Scope 1 and Scope 2 emission intensity per ₹ of turnover (Metric tonnes of CO ₂ equivalent/ turnover in ₹ lacs)		0.0039	0.0038
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (in lacs) adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in lacs adjusted for PPP)		0.080	0.0778
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Metric tonnes of CO₂ equivalent/ total output in cases)		0.00010	0.00010

Note:

- For consistency with the Revenue recognition principles, the Company has considered Scope 1 and Scope 2 emissions from electricity consumption and fuel usage at corporate office, sales offices and four subsidiaries. Corresponding numbers for FY 2023-24 have been revised, as required, for comparison purposes.

Scope 1 calculations are undertaken using guidelines and emissions factors prescribed by IPCC (2006 version). Latest GWP factors published as part of AR6 are used for the calculations. Scope 2 calculations are undertaken using the emission factor prescribed by Central Electricity Authority (version 20). The Company activities do not involve any process or fugitive emissions.

The revenue from operations has been adjusted for PPP based on the factors for India published by World Bank. Factor of 20.22 is considered for FY 2023-24 and 20.45 for 2024-25.

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

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

Not Applicable

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	23.84	10.180
E-waste (B)	Nil	0.160
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)		
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)	Nil	Nil
Total (A+B + C + D + E + F + G + H)	23.84 MT	10.34 MT
Turnover (₹ in Lacs)	319154.82	297,194.13
Waste intensity per rupee of turnover (Waste generated (in MT)/ turnover in ₹ lacs)	0.000074	0.000035
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP) (Total waste generated in MT/Revenue from operation adjusted for PPP)	0.0015	0.0007
Waste intensity in terms of physical output (Total waste generated in MT/Total output in cases)	0.0000020034	0.0000009274

Parameter	FY 2024-25	FY 2023-24
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	23.84	10.34
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	23.84	10.34
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations		
Total	0.00	0.00

Note: The revenue from operations has been adjusted for PPP based on the factors for India published by World Bank. Factor of 20.22 is considered for FY 2023-24 and 20.45 for 2024-25.

10. **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.

11. **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.

12. **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	Not applicable	-	-
2	Not Applicable	-	-

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

There has been no requirement for the Company to conduct an environmental impact assessments for the fiscal year 2024-25.

14. **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
--------	---	--	---	----------------------------------

During the year, there were no instances of 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
-------------------	-------------------	-------------------------

During the year, there have been no adverse orders from regulatory authorities in relation to anti-competitive conduct by the Company.

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:**

Parameter	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	22.05%	16.66%
Directly from India	100%	

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. [New question introduced]**

Location	FY 2024-25	FY 2023-24
Rural	21.00%	21.37%
Semi-urban	16.00%	2.57%
Urban	8.00%	5.93%
Metropolitan	55.00%	70.13%

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

Essential Indicators

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

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

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

As a percentage to total turnover	
a) Environmental and Social parameters relevant to the Product	100% of our products have note on responsible consumption. Additionally all of our packaging also includes a note on recycling and safe disposal.
b) Safe and responsible usage	
c) Recycling and/or safe disposal	

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

	FY 2024-25			FY 2023-2024		
	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	62	Nil	Nil	77	Nil	-

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

	Number	Reason for Recall
Voluntary recalls		Nil
Forced recalls		

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

The Company 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/>

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. –

During the year, there have been no instances of any penalty / action taken by regulatory authorities in relation to safety of the Company's products.

7. Provide the following information relating to data breaches:

	FY 2024-25	FY 2023-24
Number of instances of data breaches		
Percentage of data breaches involving personally identifiable information of customers		-
Impact, if any, of the data breaches		