Business Responsibility and Sustainability Report (BRSR)

Annexure-D

Section A - General Disclosures

I. Details of the listed entity

1	**Corporate Identity number**	L35100TN2008PLC069496
2	**Name of the Listed Entity**	Tube Investments of India Limited ("TII")
3	**Year of incorporation**	2008
4	**Registered office address**	"Chola Crest" 4th Floor, No.C54-55 & Super B-4, Thiru Vi Ka Industrial Estate, Guindy, Chennai 600 032
5	**Corporate address**	"Chola Crest" 4th Floor, No.C54-55 & Super B-4, Thiru Vi Ka Industrial Estate, Guindy, Chennai 600 032
6	**E-mail**	investorservices@tii.murugappa.com
7	**Telephone**	044 42177770-5
8	**Website**	www.tiindia.com
9	**Financial year for which reporting is being done**	1st April 2023 to 31st March 2024
10	**Name of the Stock Exchange(s) where shares are listed**	National Stock Exchange of India Ltd BSE Ltd.
11	**Paid up capital**	₹19.34 Crores
12	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	Ram Shankar C S 044 42177770-5 ramshankarcs@tii.murugappa.com
13	**Reporting boundary**	Standalone Basis
14	**Name of assurance provider**	Sundaram & Srinivasan, Chartered Accountants
15	**Type of assurance obtained**	Reasonable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Steel Strips & Tubes	A leading supplier of Electric Resistance Welded (ERW) and Cold Drawn Welded (CDW) precision tubes to automotive and non-automotive sectors.	60%
2	Metal Formed Products	A pioneer and market leader in sheet metal formed components, chains, fine blanked products, door frames, impact beams, windows and guide channels.	20%
3	Cycles and Accessories	Leading player in bicycle industry with a range of products including standards, specials, fitness equipment and accessories.	9%
4	Others	Others includes industrial sector chains, TMT and other businesses.	11%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Steel Strips & Tubes	2431	60%
2	Metal Formed Products	2511	20%
3	Cycles and Accessories	3092	9%
4	Others	2814/2410	11%

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	25	41	66
International	-	4	4

19 Markets served by the entity:

TII predominantly serves the Indian market. The Company exports tubes and industrial chains to countries in Asia, Europe and USA.

A Number of locations

Locations	Number
National (No. of States/Union Territories)	30
International (No. of Countries)	47

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

Exports contribute to around 15% of the total turnover of the entity.

C A brief on types of customers

TII has both B2B and B2C customers. In the B2B category, customers include auto and industrial OEMs and Tier 1 suppliers. In the B2C category, customers include dealers, sub-dealers and retailers.

IV. Employees

20 Details as at the end of Financial Year:

a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1	Permanent (D)	1,690	1,584	93.73%	106	6.27%
2	Other than permanent (E)	248	227	91.53%	21	8.47%
3	**Total employees(D + E)**	**1,938**	**1,811**	**93.45%**	**127**	**6.55%**
	WORKERS					
4	Permanent (F)	1,543	1,543	100.00%	-	0.00%
5	Other than permanent (G)	13,010	11,876	91.28%	1,134	8.72%
6	**Total workers (F + G)**	**14,553**	**13,419**	**92.21%**	**1,134**	**7.79%**

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	DIFFERENTLY ABLED EMPLOYEES					
1	Permanent (D)	2	2	100.00%	-	0.00%
2	Other than Permanent (E)	-	-	0.00%	-	0.00%
3	**Total differently abled employees (D + E)**	**2**	**2**	**100.00%**	**-**	**0.00%**
	DIFFERENTLY ABLED WORKERS					
4	Permanent (F)	-	-	0.00%	-	0.00%
5	Other than permanent (G)	4	4	100.00%	-	0.00%
6	**Total differently abled workers (F + G)**	**4**	**4**	**100.00%**	**-**	**0.00%**

21 Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.50%
Key Management Personnel (including 4 executive directors)	6	1	16.67%

22 Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Particulars	Turnover rate in current FY 2023-24			Turnover rate in previous FY 2022-23			Turnover rate in the year prior to previous FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16%	22%	17%	15%	12%	15%	15%	16%	15%
Permanent Workers	3%	-	3%	7%	0%	7%	9%	0%	9%

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

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

S. No	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Shanthi Gears Limited	Subsidiary	70.47%	No
2	Financiere C10	Subsidiary	95.00%	
3	Great Cycles Private Limited	Subsidiary	80.00%	
4	Creative Cycles Private Limited	Subsidiary	80.00%	
5	CG Power and Industrial Solutions Limited	Subsidiary	58.05%	
6	Aerostrovilos Energy Private Limited	Associate	27.78%	
7	TI Clean Mobility Private Limited	Subsidiary	99.99%	
8	Moshine Electronics Private Limited	Subsidiary	76.00%	
9	X2Fuels and Energy Private Limited	Joint Venture	50.00%	
10	TI Medical Private Limited (formerly known as Lotus Surgicals Private Limited)	Subsidiary	67.00%	
11	3xper Innoventure Limited	Subsidiary	95.00%	

VI. CSR Details

24 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes

(ii) Turnover (in ₹) 7,144 crores

(iii) Net worth (in ₹) 3,970 crores

VII. Transparency and Disclosures Compliances

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

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 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://tiindia.com/business-responsibility-policy/	-	-	-	-	-	-
Investors (other than shareholders)	Yes https://tiindia.com/business-responsibility-policy/	-	-	-	-	-	-
Shareholders	Yes https://tiindia.com/business-responsibility-policy/	10	1	-	6	-	-
Employees and workers	Yes. TII has a policy for prevention of sexual harassment in line with the requirements of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act). Daily shift assembly meetings, monthly communication meetings and union meetings at regular intervals provide avenues to raise and resolve grievances. Grievances are addressed by respective managers/ HR and taken up with the Internal Committee which deals with POSH policy.	-	-	-	-	-	-
Customers	Yes https://tiindia.com/business-responsibility-policy/	1,694	16	-	1,963	19	-
Value Chain Partners	Yes https://tiindia.com/business-responsibility-policy/	-	-	-	-	-	-

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

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	Climate Change Action	Risk and Opportunity	With increasing awareness and concern about climate across our key stakeholder groups like investors, customers, local communities and employees, TII treats this global risk as a Company risk and hopes to turn it into an opportunity.	TII has adopted a road map to increase renewable energy footprint and reduce use of low calorific fuels.	Negative
2	Water Management	Risk	TII is aware of its responsibility towards preserving and conserving fresh and clean water.	Rainwater harvesting mechanisms have been constructed across all TII's business units for use and to recharge ground water. Effluent treatment plants (ETPs) are used to treat water discharged from manufacturing operations and re-use the same after treatment. Multiple manufacturing process improvements are being studied to reduce specific water consumption.	Negative
3	Waste Management	Risk	TII's approach to waste management reflects the principles of a circular economy, namely Reduce, Reuse and Recycle.	Waste at all TII's plants are segregated as hazardous and non-hazardous and are disposed in appropriate ways, while adhering to the applicable safety norms and regulations for each type of waste. TII is committed to reducing waste generation from its operations.	Negative
4	Product Stewardship	Opportunity	TII strives to maintain its brand reputation and believes in producing and providing the best products and services to its customers.		Positive

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)
5	Responsible Supply Chain	Risk and Opportunity	TII believes that a responsible supply chain is paramount to the business' survival. The Company actively engages with its supply partners to adopt and implement practices that align with its sustainability policies.	Presently, TII is working to formulate a sustainable supply chain program to assess social and environmental practices of its supply base. TII generates local employment by engaging and developing local suppliers around its manufacturing sites.	Positive
6	Occupational Health and Safety	Risk	Employees are the backbone of the organisation. TII emphasizes and safeguards the health and safety of its employees.	TII works to promote a 'Zero incident work culture' by providing health and safety training periodically to all employees.	Negative
7	Employee Wellbeing	Opportunity	TII continuously ensures physical, mental, emotional and financial well-being of employees through various welfare initiatives.		Positive
8	Human Rights	Opportunity	One of the core values that acts as an anchor for TII, is respect for individual rights and non-tolerance of discrimination. TII's commitment to fair and dignified treatment of those it engages with, draws from the Five Guiding Lights of the Murugappa Group.		Positive
9	Social Responsibility and Equitability	Opportunity	Social Responsibility is enshrined in the Murugappa Group's founding philosophy. TII recognizes the rights of communities around its operations and upholds them in the various social initiatives through which it engages.		Positive

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)
10	Customer Centricity	Opportunity	Customer centricity will remain a key driver to TII's growth initiatives. TII will continue to align its operations with internationally established standards to satisfy its customer needs and deliver zero defective products.		Positive
11	Economic Performance	Opportunity	TII continuously strives to improve its economic performance and create value to its stakeholders		Positive
12	Confidentiality	Risk	TII continuously emphasizes the need to protect its stakeholders' privacy and customers' business plans. TII has identified IT/ cyber security as a risk associated with the business as these can pose a threat to the confidentiality and integrity of data.	Currently, customer data and stakeholders' information are kept in a secure environment. Data is secured by firewall, private network and antivirus software installed in all systems. Data stored in cloud is protected by advanced threat protection software. Unauthorized programs, applications and suspicious objects are deleted immediately. Backup and restore mechanisms are enabled and scheduled on a daily basis.	Negative
13	Compliance	Risk and Opportunity	An uninterrupted adherence to applicable regulations and monitoring of upcoming regulations is a part of doing business at TII.	TII relentlessly strives to ensure compliance towards regulatory requirements and also uses various digital tools to ensure and track regulatory compliance and changes thereto.	Negative

Section B Management and Process Disclosures

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://tiindia.com/business-responsibility-policy/								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
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 45001 [OHSAS], ISO 14001 , ISO 9001, IATF 16949, ISO 3834 - 2, EN 15085 - 2 IRIS ISO/TS 22163 and Company's Environmental, Health and Safety (EHS) guidelines								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.		1. Supplier code of conduct. 2. Materiality assessment of key suppliers by FY 2024-25. 3. 75% of supplier assessment by FY 2025-26.	1. Encourage employees to participate in wellness initiatives such as yoga, sports, 10K challenge, etc. 2. To achieve 100% increase in training man days for all employees year-on-year. 3. 100% compliance towards OHSAS certification and ensure "Zero Incident work culture".		Zero non compliance to human rights principles and policies	1. Greenhouse Gas (GHG) Emissions: Reduce 50% by the year 2030. 2. Energy Intensity: Reduce 10% by 2030. 3. Water Intensity: Reduce 50% by 2030. 4. Waste Generation: Reduce 50% by 2030		1. Achieve 10% gender diversity by 2030. 2. Implement high impact CSR programs at grass roots in the areas of Education, Health and Community Development	1. Ensure customer satisfaction score of over 80%. 2. Monitor and improve on-time delivery by 10% and customer quality by 5%.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.		TII is in the process of evolving a sustainability framework for suppliers.	1. TII conducts numerous wellness initiatives for the benefit of employees. 2. Achieved over 100% increase in training man days for all employees year-on-year. 3. TII continues to pursue a culture towards zero incident workplace. 4. Over 95% of TII operations have achieved ISO 45001 certification.			1. Achieved 18.18% reduction in CO2 emission (baseline 2020-21 data). 2. Achieved 3.47% reduction in energy use intensity (baseline 2020-21 data). 3. Achieved 27.49% reduction in water use intensity (baseline 2020-21 data). 4. Achieved 23.72% reduction in waste generation intensity (baseline 2020-21 data).		Achieved 6% gender diversity in permanent employees	TII conducted customer satisfaction surveys for multiple businesses.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Please refer to https://tiindia.com/business-responsibility-policy/

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

1. Name	Mr. Mukesh Ahuja
2. Designation	Managing Director
3. DIN	09364667
4. Telephone number	044 42177770-5
5. E-mail id	MukeshAhuja@tii.murugappa.com

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.

No

10. Details of Review of NGRBCs by TII

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Internal Steering Committee								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Internal Steering Committee								

Subject for Review	Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Monthly and Quarterly								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Monthly and Quarterly								

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.

Yes. Sundaram & Srinivasan, Chartered Accountants

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	TII has policies covering every BRSR principle								
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	The Board is updated on ESG/BRSR development.	100.00%
Key Managerial Persons	22	1. Supply chain management (Principle1) 2. Leadership effectiveness (Principle3) 3. Employee engagement workshop (Principle5)	100.00%
Permanent employees other than BOD & KMP's	118	1. Awareness Training on ISO 45001-2018 (Principle3) 2. POSH Policy (Principle3) 3. Whistle blower policy (Principle3) 4. Employee relations training programme (Principle5) 5. Stakeholder Management (Principle4) 6. Lean techniques (Principle1)	84.44%
Permanent Workers	42	1. Lean Techniques (Principle1) 2. POSH policy (Principle3) 3. First aid measures (Principle3) 4. Environmental and industrial safety (Principle3) 5. Awareness Training on ISO 45001-2018 (Principle3) 6. Fire drill and occupational health and safety hazard (Principle3)	83.80%

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					
Settlement			Nil		
Compounding fee					

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

Sr.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Nil	

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.**

TII's governance policies are based on upholding ethics, being transparent with stakeholders and providing proper and timely disclosures. All stakeholders of TII – internal as well as external, are expected to work within the framework of the aforesaid policies/principles. TII's commitment to ethical and lawful business conduct is a fundamental shared value of the Board of Directors, Senior Management and all employees of TII. It encourages the stakeholders of the entity to take positive actions, which are in line with TII's values and beliefs. Further, the Code of Conduct is applicable to the Directors and Senior Management personnel which includes executives who are in the grade of General Manager and above, all executives directly reporting to the Chief Executive and Company Secretary. The Code of Conduct embodies the belief that acting always with TII's legitimate interest in mind and being aware of TII's responsibility towards its stakeholders is an essential element of TII's long-term excellence. In the selection of its vendors and contractors, TII ensures to identify and deal with those who can maintain and follow ethical standards. TII further on a regular basis endeavours to reiterate awareness and impart training on these values. The relevant stakeholders of TII are also made aware through different engagement channels of the said values from time to time.

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

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

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

Particulars	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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.

There were no complaints received during FY 2023-24 therefore no corrective action plan has been undertaken.

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

Particulars	FY 2023-24	FY 2022-23
Number of days of accounts payables	76	82

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	17.40%	18.88%
	b. Number of dealers/distributors to whom sales are made	2,481	2,282
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	11.28%	10.32%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0.00%	0.48%
	b. Sales (Sales to related parties/Total Sales)	0.40%	0.40%
	c. Loans & advances(Loans & advances given to related parties/Total loans & advances)	9.69%	80.89%
	d. Investments (Investments in related parties/ Total Investments made)	91.06%	85.20%

Leadership Indicators

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

TII is, at present formulating a sustainable value chain program to assess social and environmental practices of its value chain partners.

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? If yes, Provide details of the same

Yes. The Code of Conduct specifies avoidance of conflict of interest. However, this is only a guiding principle and in case of any potential conflict, it will be disclosed and necessary action will be considered by the Board and the management. Further, the Board of Directors provide necessary disclosures about entities/firms in which they and/or their relatives are interested. Any transactions with these entities/firms gets prior approval of the Audit Committee or the Board as part of Related Party Transactions. If a Director is interested, he or she does not participate in the discussion in which this item is considered.

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

Essential Indicators

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	
Capex	₹16.20 crores (6.88%)	₹1.27 crores (0.64%)	1. ETP plant 2. Emission control devices 3. Fire hydrant system

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?**

   TII always advocates for sustainable supply chain. TII is actively working to create a sustainable supply chain program that will formalise environmental and social assessments for suppliers.

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

   (d) other waste

   TII factories have environmental management system with operational control procedures to generate, handle, store and dispose hazardous and non-hazardous wastes. Reclamation of product is not applicable due to the nature of business.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

   Yes, with respect to Extended Producer Responsibility, TII has registered with Central Pollution Control Board (CPCB) for plastics, e-waste and is in the process of registering for electric cycle batteries. TII is working with CPCB authorized plastic waste processing entities to fulfil its EPR obligations.

Leadership Indicators

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

   TII has appointed a consultant and initiated the process of conducting life cycle assessments for its major products.

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

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

   TII has initiated the process of conducting life cycle assessments for its major products. However, TII takes necessary steps to ensure that there are no significant social or environmental concerns and/or risks arising from production activities.

Name of Product/Service	Description of the risk/concern	Action Taken
-	-	-

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

Sr.	Indicate input material	Recycled or re-used input material to total material	
		FY 2023-24	FY 2022-23
1	Steel	4.75%	4.24%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Reclamation of product is not applicable due to the nature of business.

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

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

Reclamation of product is not applicable due to the nature of business.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category

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

Essential Indicators

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

Category	Total (A)	% of employees covered by											
		Health insurance		Accident insurance		Life 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)	Number (G)	% (G/A)
Permanent employees													
Male	1,584	1,584	100.00%	1,584	100.00%	1,584	100.00%	-	0.00%	1,584	100.00%	973	61.43%
Female	106	106	100.00%	106	100.00%	106	100.00%	106	100%	-	0.00%	38	35.85%
Total	**1,690**	**1,690**	**100.00%**	**1,690**	**100.00%**	**1,690**	**100.00%**	**106**	**6.27%**	**1,584**	**93.73%**	**1,011**	**59.82%**
Other than permanent employees													
Male	227	227	100.00%	227	100.00%	227	100.00%	-	0.00%	-	0.00%	-	0.00%
Female	21	21	100.00%	21	100.00%	21	100.00%	-	0.00%	-	0.00%	-	0.00%
Total	**248**	**248**	**100.00%**	**248**	**100.00%**	**248**	**100.00%**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**

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

Category	Total (A)	% of workers covered by											
		Health insurance		Accident insurance		Life 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)	Number (G)	% (G/A)
Permanent workers													
Male	1,543	-	0.00%	1,543	100.00%	1,543	100.00%	-	0.00%	-	0.00%	1,117	72.39%
Female	-	-	0.00%	-	0.00%	-	0.00%	-	0.00%	-	0.00%	-	0.00%
Total	**1,543**	**-**	**0.00%**	**1,543**	**100.00%**	**1,543**	**100.00%**	**-**	**0.00%**	**-**	**0.00%**	**1,117**	**72.39%**
Other than permanent workers													
Male	11,876	-	0.00%	11,876	100.00%	11,876	100.00%	-	0.00%	-	0.00%	10,973	92.40%
Female	1,134	-	0.00%	1,134	100.00%	1,134	100.00%	-	0.00%	-	0.00%	1,111	97.97%
Total	**13,010**	**-**	**0.00%**	**13,010**	**100.00%**	**13,010**	**100.00%**	**-**	**0.00%**	**-**	**0.00%**	**12,084**	**92.88%**

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of TII	0.12%	0.13%

2. Details of retirement benefits

Benefits	FY 2023-24			FY 2022-23		
	No.of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	100.00%	The provident fund contributions are deposited in the Trusts established by the Company and also deposited with Provident Fund authority.	100.00%	100.00%	The provident fund contributions are deposited in the Trusts established by the Company and also deposited with Provident Fund authority.
Gratuity	100.00%	100.00%	TII does not deposit the amount with the authority but has opted for a Gratuity Scheme with Life Insurance Corporation of India	100.00%	100.00%	TII does not deposit the amount with the authority but has opted for a Gratuity Scheme with Life Insurance Corporation of India
ESI	100.00%	100.00%	Y	100.00%	100.00%	Y
Others - Please Specify						

Note - With respect to retirement benefits, 100% of total employees and workers who are eligible have been covered.

3. Accessibility of workplaces

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes. Elevators, ramps, and other conveniences are present in corporate office buildings and manufacturing facilities to accommodate people with diverse abilities. In all significant sites and occupational health centres, wheelchairs are available.

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. TII has implemented equal opportunity policy across all its operating facilities in accordance with the Rights of Persons with Disabilities Act, 2016. The policy is available to all our employees through TII portal. https://tiindia.com/wp-content/uploads/2024/07/Policy-for-equal-employment-opportunity.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00%	77.42%	N.A	N.A
Female	0%	N.A	N.A	N.A
Total	**96.77%**	**77.42%**	**N.A**	**N.A**

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	Yes. TII has in place the Whistle Blower policy and Welfare Committee that takes care of employee and worker grievances. Regular meetings of the POSH committee, monthly communication meetings, monthly union meetings, canteen and safety committee meetings are conducted. Dedicated channels for raising such grievances have been put in place and communicated to all the concerned stakeholders for smooth and direct communication.
Other than Permanent Workers	Yes. All non-permanent employees and workers who work in TII's manufacturing locations are covered as part of TII's policy frameworks. The Company has dedicated channels to capture the grievances of non-permanent workers.
Permanent Employees	Yes. TII has in place the Whistle Blower policy and Welfare Committee that takes care of employee and worker grievances. Regular meetings of the POSH committee, monthly communication meetings, monthly union meetings, canteen and safety committee meetings are conducted. Dedicated channels for raising such grievances have been put in place and communicated to all the concerned stakeholders for smooth and direct communication.
Other than Permanent Employees	Yes. All non-permanent employees and workers who work in TII's manufacturing locations are covered as part of TII's policy frameworks. The Company has dedicated channels to capture the grievances of non-permanent employees.

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

Category	FY 2023-24			FY 2022-23		
	Total employees/ workers in respective category (A)	No.of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	**1,690**	**-**	**0.00%**	**1,512**	**-**	**0.00%**
Male	1,584	-	0.00%	1,420	-	0.00%
Female	106	-	0.00%	92	-	0.00%
Total Permanent Workers	**1,543**	**1,323**	**85.74%**	**1,526**	**1,331**	**87.22%**
Male	1,543	1,323	85.74%	1,526	1,331	87.22%
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1,811	1,205	66.54%	1,182	65.27%	1,657	384	23.17%	1,136	68.56%
Female	127	83	65.35%	78	61.42%	111	33	29.73%	73	65.77%
Total	**1,938**	**1,288**	**66.46%**	**1,260**	**65.02%**	**1,768**	**417**	**23.59%**	**1,209**	**68.38%**
Workers										
Male	13,419	1,360	10.13%	1,209	9.01%	12,900	1,186	9.19%	738	5.72%
Female	1,134	-	0.00%	-	0.00%	748	-	0.00%	-	0.00%
Total	**14,553**	**1,360**	**9.35%**	**1,209**	**8.31%**	**13,648**	**1,186**	**8.69%**	**738**	**5.41%**

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
Employees						
Male	1,811	1,441	79.57%	1,657	1,358	81.96%
Female	127	87	68.50%	111	79	71.17%
Total	**1,938**	**1,528**	**78.84%**	**1,768**	**1,437**	**81.28%**
Workers						
Male	13,419	-	0.00%	12,900	-	0.00%
Female	1,134	-	0.00%	748	-	0.00%
Total	**14,553**	**-**	**0.00%**	**13,648**	**-**	**0.00%**

Note- Performance and career development reviews are not applicable to workers.

10. Health and safety management system:

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

Yes, Occupational health & safety management system has been implemented in all major plant locations. All major plants are certified for ISO 45001 (Occupational health & Safety standards) and ISO 14001 (Environmental Management standards).

Management Standards	Total Plant Locations	Eligible Locations	Certified	To be certified in the upcoming year	Remarks
ISO 14001	25	23	22	1	
ISO 45001	25	23	22	1	
IATF 16949 (QMS)	25	12	11	1	

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

The following actions are taken for identifying work related hazards and risks :-

1. Periodic safety patrol/walk-through audits to identify hazards and risks.
2. Periodic audits to ensure compliance of safety mechanisms.
3. EHS committee meetings are conducted with equal participation from workmen, management & contractors for addressing safety hazards & risks.
4. Annual safety audit through external experts.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?

Yes. Workers' participation to report work related hazards are covered as part of Safety Committee meetings. Reporting of unsafe conditions and acts are being piloted through a mobile app.

d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services?

Yes. The employees/workers have access to non-occupational medical and health care services. For smaller issues/ concerns they get treated at factory occupational health centres. For other issues, on a need basis they are referred to hospitals and get covered under medical insurance.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.04	0.02
Total recordable work-related injuries	Employees	-	-
	Workers	14	15
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	14	15

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

For ensuring a safe and healthy workplace, the following actions are being taken :

1. For preventing re-occurrence of same phenomenon, each accident is being analysed, root causes are identified and corrective measures are taken.
2. As a proactive approach, for eliminating potential hazards and risks the following actions are being taken:
   a. Leadership team reviews on Safety performance.
   b. Safety patrol/walkthroughs/tool box talks.
   c. Safety audit (Internal and External experts).
   d. Process-wise hazard identification and risk assessment.
   e. Cross plant safety audit by leadership team.
   f. Safety training to all categories of employees including safety induction.
   g. Incident alerts (Safety flash reports covering internal/external incidents).
   h. Fire drills and mock drills for emergency preparedness and handling.
   i. Health camps and medical check-ups.
   j. Consequence management for safety.
   k. Lockout-Tagout (LOTO) system for electrical safety.
   l. Work permit system.
   m. Safety checks and testing on material handling equipment, pressure vessels, earth pits, power presses for ensuring safe operation.
   n. Acoustic enclosures for identified high noise equipment and presses.
   o. Two-hand control switch for manual operation.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	Nil	-	-	Nil
Health & Safety	-	-	Nil	-	-	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	100.00%
Working Conditions	100.00%

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.

The following corrective measures have been taken wherever necessary :-

1. New oil storage yard constructed with fire resistant construction and sprinkler system.
2. Camera systems equipped with artificial intelligence, installed to aid material loading and identify unsafe acts.
3. Light curtains installed at press machines to eliminate finger injures.
4. Gas detector system implemented at all manifolds and integrated with the fire alarm system.
5. All barrels fabricated or changed with latches to put hooks for material handling.
6. Lifting and tilting drum system for oil or grease tank top up.
7. Replacement of all old gas pipelines (Ammonia, LPG) from manifold to furnace.
8. New lightning arrestor installed as per guidelines.
9. Wheel chokes, spark arrestors provided to vehicles at the time of sparking and during unloading.
10. Fire line extension completed with foam monitor connection.
11. Auto loading of tubes provision at electrical furnace to eliminate manual loading of tubes into the furnace.
12. Two-hand operating system provided for preventing finger injury.
13. Safety guard provided for pedestal grinders.
14. 360 degree guarding for machines.

Leadership Indicators

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

(A) Employees (Y/N)

Yes,TII extends life insurance coverage package in the event of death of its employees

(B) Workers (Y/N).

Yes,TII extends life insurance/compensatory package in the event of death of its workers

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

TII ensures that the contractors deduct and deposit statutory dues to the Government authorities on a timely basis.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	-	-	-	-
Workers	14	15	6	1

4. **Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)**

   Yes. Support required by any employee superannuating from TII is provided to the extent possible.

5. **Details on assessment of value chain partners:**

   TII is, at present, looking into formulating a sustainable value chain program to assess social and environmental practices of our value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

6. **Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

   Nil

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.**

   At TII, input and feedback from stakeholders are given high importance and are essential to evolving business strategies and practices. Key stakeholders were identified and prioritised during the materiality assessment by independent third party consultants. TII engages with stakeholders to uncover the economic, environmental and social issues that are material to them. TII considers its employees, business associates, suppliers, dealers, customers, shareholders or investors and communities surrounding its operations and regulatory authorities who have the potential to impact the organisation, as its key stakeholders.

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

Sr.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Customers	No	Digital platforms, social media, retail outlets and customer satisfaction survey.	Regular	• High standards of product quality, service and delivery • Consistent improvement in customer satisfaction
2	Local Communities	Yes	Corporate Social Responsibility initiatives through website, community meetings and other channels.	Regular	• Improved access to healthcare and education • Skill development and livelihood opportunities • Disaster management and relief • Community development • Environmental preservation

Sr.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
3	NGO Partners	Yes	Corporate Social Responsibility initiatives through website, community meetings and other channels.	Regular	• Improved access to healthcare and education • Skill development and livelihood opportunities • Disaster management and relief • Community development • Environmental preservation
4	Investors	No	Investor calls/ presentations, Press releases and publications, Statutory reports, Annual General Meeting, Stock Exchange announcements.	Regular	• Financial performance • Business updates • Growth plans • Sustainability performance
5	Regulators	No	Mandatory compliance reports and Statutory filings with authorities.	Regular	• Statutory compliance requirements
6	Employees	No	Internal communication platforms, digital learning platforms, career progression programs, engagement initiatives, Talent Management Engine. The engagement programmes are done annually through Annual Communication Meet and other periodic interventions as necessary throughout the year.	Regular	• High Ambition Work Culture • Talent development and retention • Fulfilment of Company's vision, mission and achieving sustainability objectives • Professional capability building • Cordial industrial relations • Occupational health and safety
7	Suppliers	No	Supplier visits and supplier meetings	Regular	• Vendor development • Improvement in quality of products and services • Supply Chain Management
8	Dealers	No	Dealer meets and visits by sales personnel	Regular	• Business development • Product promotion • Understanding customer preferences

Leadership Indicators

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

   TII leverages various formal as well as informal channels of communication to the Board. These encompass digital means as well as Corporate Social Responsibility (CSR) initiatives, statutory report, learning and development platforms and events for internal communications. Other significant topics are communicated to the Board at regular intervals through various channels.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

   Yes. Stakeholder Consultation plays a pivotal role in arriving at the material issues for TII. Each of the stakeholder group brings a different perspective on materiality and TII has developed the strategy basis the stakeholder priorities. Further, action plan and roadmap have been set in place to fulfil the requirements of expectations of stakeholders.

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

   TII recognizes its responsibilities towards underprivileged and disadvantaged communities around its business locations. In its holistic approach towards serving the community, TII focuses on education, infrastructure, healthcare and community development. The Murugappa Group has established hospitals, schools and colleges that cater to educating over 2000 students. TII through the AMM Foundation has established AMMC Centenary scholarship that provides full fee scholarships to poor and meritorious students pursuing arts and science courses. TII has recently started a skill development center to help impart training and real world problem solving skills for technicians. The center is open to the public. Sir Ivan Stedford Hospital serves the community in and around Ambattur, Chennai by rendering excellent medical care facilities at free of cost or a nominal charge for special facilities to the community. TII regularly pursues other local community assistance programmes in and around its plants and office locations. Some of the initiatives include providing support to Government schools in the form of smart digital learning tools, refurbishing classrooms to upgrade the facilities available to students, working with local authorities for conservation of water bodies, engaging with premier educational institutes like IIT Madras for dedicated social projects and partnering with organizations dealing with differently-abled children.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1,690	1,489	88.11%	1,512	1,141	75.46%
Other than permanent	248	-	0.00%	256	-	0.00%
Total Employees	**1,938**	**1,489**	**76.83%**	**1,768**	**1,141**	**64.54%**
Workers						
Permanent	1,543	1,395	90.41%	1,526	1,186	77.72%
Other than permanent	13,010	-	0.00%	12,122	-	0.00%
Total Workers	**14,553**	**1,395**	**9.59%**	**13,648**	**1,186**	**8.69%**

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent										
Male	1,584	-	0.00%	1,584	100.00%	1,420	-	0.00%	1,420	100.00%
Female	106	-	0.00%	106	100.00%	92	-	0.00%	92	100.00%
Other than Permanent										
Male	227	-	0.00%	227	100.00%	237	-	0.00%	237	100.00%
Female	21	-	0.00%	21	100.00%	19	-	0.00%	19	100.00%
Workers										
Permanent										
Male	1,543	-	0.00%	1,543	100.00%	1,526	-	0.00%	1,526	100.00%
Female	-	-	0.00%	-	0.00%	-	-	0.00%	-	0.00%
Other than Permanent										
Male	11,876	-	0.00%	11,876	100.00%	11,374	-	0.00%	11,374	100.00%
Female	1,134	-	0.00%	1,134	100.00%	748	-	0.00%	748	100.00%

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category (₹ in Cr.)	Number	Median remuneration/ salary/wages of respective category (₹ in Cr.)
Board of Directors (BOD)	7	2.03	1	0.20
Key Managerial Personnel	5	3.48	1	0.22
Employees other than BoD and KMP	1,806	0.08	126	0.05
Workers	13,419	0.02	1,134	0.02

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	5.63%	4.20%

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, the respective human resources departments are responsible for addressing human rights issues caused or contributed to by the business.

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

Complaints are documented, investigated and resolved by the local unit management. POSH complaints are referred to the Internal Complaints Committee for investigation, escalation and redressal.

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

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

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

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

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

TII has an internal committee which addresses grievances related to discrimination and harassment cases. Whistle-blower Policy provides Directors, Employees, Customers and Vendors an avenue to raise concerns, in line with the commitment of TII to the highest possible standards of ethical, moral and legal business conduct and its commitment to open communication.

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

Yes, TII gives human rights high importance thereby making it an integral part of its business agreements and contracts.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00%
Forced/involuntary labour	100.00%
Sexual harassment	100.00%
Discrimination at workplace	100.00%
Wages	100.00%
Others – please specify	Nil

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

There were no significant risks identified. Hence, no corrective action has been taken.

Leadership Indicators

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

There were no human rights grievances/complaints. Hence no business processes were modified.

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

   Nil

3. **Is the premise or office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

   Yes, TII's operating locations are accessible to differently-abled employees, workers and visitors. Corporate office locations and plants have ramps, sidewalks, elevators and necessary infrastructure to support the differently-abled. Wheel-chairs are available in Occupational Health Centres in all major facilities.

4. **Details on assessment of value chain partners:**

   TII is, at present, looking into formulating a sustainable value chain program to assess social and environmental practices of our value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	-
Discrimination at workplace	-
Child Labour	-
Forced Labour/Involuntary Labour	-
Wages	-
Others – please specify	-

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

   Not Applicable

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

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (in GJ) (A)	2,99,835	2,50,400
Total fuel consumption (in GJ) (B)	57,327	56,471
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (in GJ) (A+B+C)	**3,57,162**	**3,06,871**
From non-renewable sources		
Total electricity consumption (in GJ) (D)	3,16,449	3,04,130
Total fuel consumption (in GJ) (E)	7,46,411	6,64,922
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**10,62,860**	**9,69,052**
Total Energy Consumed (A+B+C+D+E+F)	**14,20,022**	**12,75,923**
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	**199**	**188**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) (GJ/USD Crore)	4,582	4,303
Energy intensity in terms of physical output (GJ/Tonne)	2.61	2.63
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.

Yes. Sundaram & Srinivasan, Chartered Accountants

2. **Does the entity have any sites/facilities identified as designated consumer (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? 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 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	2,08,492	2,71,000
(iii) Third party water	3,86,539	3,43,209
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**5,95,031**	**6,14,209**
Total volume of water consumption (in kilolitres)	**5,95,031**	**6,14,209**
Water intensity per rupee of turnover (Total Water consumption/Revenue from operations)	83	90
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Water consumption/Revenue from operations adjusted for Purchasing Power Parity (PPP)	1,920	2,071
Water intensity in terms of physical output (KL/Tonne)	1.09	1.27
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes. Sundaram & Srinivasan, Chartered Accountants

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

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

Yes. Sundaram & Srinivasan, Chartered Accountants

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

TII is a 100% Zero Liquid Discharge Company. All factories are equipped with effluent and sewage treatment plants for treating process effluents and sewage wastes. Effluent treated water is reused for operations and sewage treated water is used for gardening.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	Metric Tons	45	56
SOx	Metric Tons	18	16
Particulate matter (PM)	Metric Tons	60	52
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

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. Sundaram & Srinivasan, Chartered Accountants

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tonnes of CO2 equivalent	46,252	42,063
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	Metric Tonnes of CO2 equivalent	62,081	66,839
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	-	15	16
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)		350	367
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.20	0.21
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

Yes. Sundaram & Srinivasan, Chartered Accountants

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

Yes

- Conversion of Liquid fuels (LPG, FO, Kerosene, C9) to Gaseous fuels (propane & PNG).
- Increased procurement of renewable power.
- Additional 4MW rooftop solar power installations across multiple TII plants.
- All lightings changed to LED.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	308	424
E-waste **(B)**	1	1
Bio-medical waste **(C)**	0.05	0.05
Construction and demolition waste **(D)**	-	-
Battery waste **(E)**	3	5
Radioactive waste **(F)**	-	-
Other Hazardous waste. Please specify, if any. (G)	**14,315**	**13,315**
Used oil/Oil soaked cotton	738	496
ETP Sludge	2,496	3,320
Waste containing oil	346	326
Phosphate sludge	570	432
Empty containers	171	180
Paint sludge	212	210
Acid Residue	9,783	8,351
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	**1,868**	**1,789**
Boiler Ash	339	303
Wooden Scrap	154	179
Paper/Gunny	933	942
Degradable waste- bio/non bio	442	365
Total (A+B + C + D + E + F + G + H)	**16,495**	**15,534**
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	**2**	**2**
Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (Total waste generated/Revenue from operations adjusted for PPP)	**53**	**52**
Waste intensity in terms of physical output	**0.03**	**0.03**
Waste intensity (optional) - the relevant metric may be selected by the entity	**-**	**-**

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2023-24	FY 2022-23
(i) Recycled	12,839	11,246
(ii) Re-used	-	-
(iii) Other recovery operations	783	484
Total	**13,622**	**11,730**

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2023-24	FY 2022-23
(i) Incineration	57	52
(ii) Landfilling	2,817	3,752
(iii) Other disposal operations	-	-
Total	**2,874**	**3,804**

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. Sundaram & Srinivasan, Chartered Accountants

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

TII has adopted the 3R principles (Reduce, Reuse & Recycle) to effectively manage and reduce its waste generation. Safe and effective practices are employed across all business units for control, segregation, storage, and safe disposal of wastes. Segregated waste is disposed to authorised waste handlers for recycling and co-processing. Authorisations are obtained from the respective State Pollution Control Boards for safe and authorised disposal of hazardous wastes. Every effort is made to effectively reduce hazardous waste generation. For example, use of dryer to reduce moisture in sludge waste. Training is provided to all employees for identifying and disposal of biodegradable and hazardous waste.

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

Not Applicable

Sr No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.

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

Not Applicable

Sr No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)

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

Yes, we comply with all applicable environmental laws/regulations.

S. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non- compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): For each facility/plant located in areas of water stress, provide the following information:

(i) Name of the area

(ii) Nature of operations

(ii) Water withdrawal consumption and discharge in the following format:

TII adheres to the directions of the regulatory authorities towards use of ground water in areas where plants are located.

S. No.	Particulars	FY 2023-24	FY 2022-23
	Water withdrawal by source (in kilolitres)	-	-
	(i) Surface water	-	-
	(ii) Groundwater	-	-
	(iii) Third party water	-	-
	(iv) Seawater/desalinated water	-	-
	(v) Others	-	-
	Total volume of water withdrawal (in kilolitres)	**-**	**-**
	Total volume of water consumption (in kilolitres)	**-**	**-**
	Water intensity per rupee of turnover (Water consumed/Turnover)	**-**	**-**
	Water intensity (optional) – the relevant metric may be selected by the entity	-	-
	Water discharge by destination and level of treatment (in kilolitres)	-	-
	(i) Into Surface water	-	-
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
	(ii) Into Groundwater	-	-
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
	(iii) Into Seawater	-	-
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
	(iv) Sent to third-parties	-	-
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
	(v) Others	-	-
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
	Total water discharged (in kilolitres)	**-**	**-**

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

Yes. Sundaram & Srinivasan, Chartered Accountants

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tonnes of CO2 equivalent	We have established a GHG accounting framework (Scope 1 & 2) and working towards accounting of value chain emissions (Scope-3).	
Total Scope 3 emissions per rupee of turnover	-		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-		

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

Yes. Sundaram & Srinivasan, Chartered Accountants

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

   None of the operations/offices of TII are located in/around ecologically sensitive areas

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

Sr No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Energy Efficiency	• Right-sizing of motors based on application. • Power factor and Harmonics improvement. • Replacement of metal halide lights with LED lights. • Insulation and brick lining improvements for furnace heat loss reduction. • Day light improvement by providing polycarbonate sheets. • Auto cut off sensors in lighting. • Use of brushless direct current fans.	Reduction in specific power consumption.	
2	Renewable Energy	• Roof top solar power installations on-site. • Third party power purchase.	Reduction in Carbon emissions	
3	Alternate fuel	• Conversion of Liquid fuel to Gaseous fuel. • Conversion of fuel used from high speed diesel to liquified petroleum gas.	Reduction in Carbon emissions	
4	Water Efficiency	• Low temperature Evaporator. • Agitated Thin Film Dryer.	Achieve 100% zero liquid discharge.	
5	Waste Reduction	• Dryer to reduce moisture in sludge.	Reduced hazardous waste.	

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

   The Internal Steering Committee evaluates Business Continuity and Disaster Management.

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

   TII's value chain has no significant adverse impact on the environment. However, TII stays vigilant and promotes environmental sustainability awareness.

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

   TII is, at present, looking into formulating a sustainable value chain program to assess social and environmental practices of our value chain partners.

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 entity is associated with 6 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/International)
1	Confederation of Indian Industry	National
2	Southern India Chamber of Commerce & Industry	State
3	Madras Management Association	State
4	All India Cycle Manufacturers' Association	National
5	Employers Federation of Southern India	State
6	Federation of Indian Chamber of Commerce and Industry	National

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.

No issues related to anti-competitive conduct by the entity have been identified by regulatory authorities.

Sr.	Name of authority	Brief of the case	Corrective action taken

Leadership Indicators

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

Over the course of this year, TII has not advocated for any particular public policies.

Sr no.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web link, if available

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.

The laws applicable to TII's operations do not necessitate conducting an SIA of projects and hence TII has not done any assessment.

Sr.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link

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

Not Applicable

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

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

Community development is embedded in the DNA of the Murugappa Group and the Group's social upliftment initiatives date back as far as 1924, nearly a century ago. TII continuously endeavours for the improvement of communities around its operating locations. All CSR programmes are closely monitored through field visits, comprehensive documentation and regular interaction with beneficiary communities. TII has set in place a Internal Committee which streams down to personnel who act as key point of contacts for any communication from the communities. TII also conducts needs assessment studies and accordingly focuses its efforts on community development projects in the vicinities of its operating locations.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	7.69%	7.51%
Directly from within India	94.41%	98.07%

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

Location	FY 2023-24	FY 2022-23
Rural	19.78%	18.29%
Semi-urban	9.47%	9.83%
Urban	3.73%	3.98%
Metropolitan	67.02%	67.90%

Leadership Indicators

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

Not Applicable

S.no	Details of negative social impact identified	Corrective action taken

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

S. No.	State	Aspirational District	Amount spent (In INR)
		Nil	

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

The nature of business does not involve preferential sourcing of material from marginalized/vulnerable groups.

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

Not Applicable

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

Not Applicable

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

Sr.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
		Nil		

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

Sr.	Name of authority	Brief of the Case	Corrective action taken
		Nil	

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project/Implementation Agency	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	TI – Medical Outreach Clinic, Tiruttani	10,200	100.00%
2	Skill Development Centre (to impart job oriented, real-world problem solving and technical skills to college students)	287	100.00%
3	Provide street lights in Kazipally village	2,930	50.00%
4	Construction of compound wall and library for schools	350	100.00%
5	Avishkar Hyperloop Project (Research project by IIT Madras team)	N.A.	N.A.
6	For setting up Tamil Nadu Technology (iTNT) Hub accelerator cum incubator	N.A.	N.A.
7	Creative therapy workshops for cancer patients at Institute of Child Health and Hospital for Children, Egmore	537 beds	100.00%
8	Scholarships for promoting Arts, Culture/Education	16	100.00%
9	Providing sanitary napkins to girl students studying in Govt schools in and around Chennai	28,000	100.00%
10	For setting up solar power plant at Adyar Cancer Institute.	N.A.	N.A.
11	Sponsorship for badminton player	1	N.A.
12	Land-filling and laying of paver block at Govt. Sr. Secondary School, Desu Mara, Mohali.	300	100.00%
13	Building of new block at TI School, Ambattur.	1,430	50.00%

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.

Customer complaints are monitored and resolved by TII's operations and quality team in each of its business divisions. Every effort is made to resolve complaints in a timely fashion. TII carries out periodical surveys to better understand customers' feedback and their needs.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	N.A.
Safe and responsible usage	N.A.
Recycling and/or safe disposal	N.A.

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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other product related	1,694	16	-	1,963	19	-

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

	Number	Reasons for recall
Voluntary recalls		TII manufactures safety critical products which are supplied directly to automotive and non-automotive sectors as well as Tier 1 and Tier 2 suppliers for OEMs. TII follows high quality standards which are monitored through established quality systems to reduce the impact of safety concerns for its products.
Forced recalls		

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy

Currently, customer data and stakeholders' information are kept in a secure environment. Data is secured by firewall, private network and antivirus software installed in all systems. Data stored in cloud is protected by advanced threat protection software. Unauthorized programs, applications and suspicious objects are deleted immediately. Backup and restore mechanisms are enabled and scheduled on a daily basis.

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.

There are no instances or 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.

7. Provide the following information relating to data breaches

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

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

c. Impact, if any, of the data breaches

No instances have been encountered to with respect to data breaches

Leadership Indicators

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

https://tiindia.com/

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

A significant part of TII's safety critical auto components are made to print and are supplied to Tier 1 and Tier 2 customers who inturn sell complete systems to OEM customers. TII's mobility division manufactures bicycles and fitness products which are consumer facing. The website has a dedicated section which educates customers on the safety aspects of the products.

https://bsahercules.com/biking-safety/

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

Not applicable as TII's products are not considered as essential from the consumer perspective.

4. Does the entity display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole?

TII follows standard procedures as applicable to display product information conforming to legal requirements e.g. Legal Metrology Act . The Company uses formal and informal channels to ensure customer satisfaction. Customer needs and demands are addressed through regular market interactions.

INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION ("BRSR")

To the Board of Directors of Tube Investments of India Limited

We have undertaken to perform a reasonable assurance engagement, for Tube Investments of India Limited ("the company/ TIIL") vide engagement letter dated 17th October 2023 in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information") in accordance with the criteria stated below. This Sustainability Information is as included in the BRSR of the Company for the year ended March 31, 2024.

Identified Sustainability Information

The Identified Sustainability Information as specified in Annexure 1 to SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122 dated July 12, 2023, for the year ended March 31, 2024 is summarized below:

Sr. No	Attribute/Parameter	Measurement	Reference to BRSR
1.	**Green-house gas (GHG) footprint –** Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	GHG (CO2e) Emission in Mn MT/ KT/MT Direct emissions from organization's owned or controlled sources	Principle 6, Question 7 of Essential Indicators
	Green-house gas (GHG) footprint – Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	GHG (CO2e) Emission in Mn MT/ KT/MT Indirect emissions from the generation of energy that is purchased from a utility provider	Principle 6, Question 7 of Essential Indicators
	Green-house gas (GHG) footprint – GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (MT)/Total Revenue from Operations adjusted for PPP Total Scope 1 and Scope 2 emissions (MT)/Total Output of Product or Services	Principle 6 Question 7 of Essential Indicators
2	**Water footprint –** Total water consumption	Mn Lt or KL	Principle 6, Question 3 of Essential Indicators
	Water footprint – Water consumption intensity	a. Mn Lt or KL/Rupee adjusted for PPP b. Mn Lt or KL/Product or Service	Principle 6, Question 3 of Essential Indicators
	Water footprint – Water Discharge by destination and levels of Treatment	Mn Lt or KL	Principle 6, Question 4 of Essential Indicators
3	**Energy footprint –** Total energy consumed. % of energy consumed from renewable sources	In Joules or multiples In % terms	Principle 6, Question 1 of Essential Indicators
	Energy footprint – Energy intensity	Joules or multiples/Rupee adjusted for PPP Joules or multiples/Product or Service	Principle 6, Question 1 of Essential Indicators

Sr. No	Attribute/Parameter	Measurement	Reference to BRSR
4	**Embracing circularity - details related to waste management by the entity** Plastic waste (A) E-waste (B) Bio-medical waste (C) Construction and demolition waste (D) Battery waste (E) Radioactive waste (F) Other Hazardous waste. Please specify, if any. (G) Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) Total waste generated (A+B + C + D + E + F + G + H)	Kg/MT Kg/MT	Principle 6, Question 9 of Essential Indicators
	Embracing circularity - details related to waste management by the entity – Waste intensity	Kg or MT/Rupee adjusted for PPP Kg or MT/Unit of Product or Service	Principle 6, Question 9 of Essential Indicators
	Embracing circularity - details related to waste management by the entity – Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	Kg or MT Intensity	Principle 6, Question 9 of Essential Indicators
	Embracing circularity - details related to waste management by the entity – For each category of waste generated, total waste disposed by nature of disposal method	Kg or MT Intensity	Principle 6, Question 9 of Essential Indicators
5	**Enhancing Employee Wellbeing and Safety** Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	In % terms	Principle 3, Question 1(c) of Essential Indicators
	Enhancing Employee Wellbeing and Safety Details of safety-related incidents for employees and workers (including contract-workforce e.g., workers in the company's construction sites)	Number of Permanent Disabilities Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) No. of fatalities	Principle 3, Question 11 of Essential Indicators
6	**Enabling Gender Diversity in Business** Gross wages paid to females as % of wages paid.	In % terms	Principle 5, Question 3(b) of Essential Indicators
	Enabling Gender Diversity in Business Complaints on POSH	Total Complaints on Sexual Harassment (POSH) reported. Complaints on POSH as a % of female employees/workers. Complaints on POSH upheld	Principle 5, Question 7 of Essential Indicators

Sr. No	Attribute/Parameter	Measurement	Reference to BRSR
7	**Enabling Inclusive Development** a. Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/small producers and from within India	In % terms – As % of total purchases by value	Principle 8, Question 4 of Essential Indicators
	Enabling Inclusive Development b. Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non- permanent/on contract) as % of total wage cost	In % terms – As % of total wage cost	Principle 8, Question 5 of Essential Indicators
8	**Fairness in Engaging with Customers and Suppliers-** a. Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events	In % terms	Principle 9, Question 7 of Essential Indicators
	Fairness in Engaging with Customers and Suppliers- b. Number of days of accounts payable	(Accounts payable *365)/Cost of goods/services procured	Principle 1, Question 8 of Essential Indicators
9	**Openness of business** Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	• Purchases from trading houses as % of total purchases • Number of trading houses where purchases are made from • Purchases from top 10 trading houses as % of total purchases from trading houses • Sales to dealers/distributors as % of total sales • Number of dealers/distributors to whom sales are made • Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors Share of RPTs (as respective %age) in - • Purchases • Sales • Loans & advances • Investments	Principle 1, Question 9 of Essential Indicators

Our reasonable assurance engagement was with respect to the year ended March 31, 2024 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR and, therefore, do not express any conclusion thereon.

In connection with our assurance on the ISI, our responsibility is to read the other information identified above when it becomes available, and in doing so, consider whether other information is materially inconsistent with the Identified Sustainability Information, or our knowledge obtained in the assurance, or otherwise appears to be materially misstated.

Criteria

The criteria used by the company to prepare the Identified Sustainability Information is based on the International Framework, Global Reporting Initiative ("GRI") Standards, Greenhouse Gas (GHG) protocol and National Guidelines on Responsible Business Conduct ("NGRBC"). In addition, Business Responsibility and Sustainability Reporting (BRSR) as per Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 was also considered while developing this Report.

Reporting Period: April 1, 2023 to March 31, 2024

Boundary

The reporting boundary covers all the manufacturing plants of the Company in India for the period from 1st April 2023 to 31st March 2024.

Management's Responsibility

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, Identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India and have the required competencies and experience to conduct this assurance engagement.

The firm applies Standard on Quality Control (SQC) 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a reasonable assurance conclusion on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India. This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information is prepared, in all material respects, in accordance with the Criteria. A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

(i) Reviewed the approach to stakeholder engagement and materiality determination process.

(ii) Conducted interviews with selected representatives responsible for management of sustainability issues and implementation of the NGRBC Principles and carried out reviews of selected evidence to support topics and claims disclosed in the Report. We were free to choose interviewees and interviewed those with overall responsibility to deliver TIIL's overall sustainability objectives

(iii) Carried out onsite verification of sustainability performance data and sample evidence related to the sampled plants of TIIL to review the processes and systems for aggregating site-level sustainability information, as well as overall aggregation and consolidation of data from sites by the sustainability team at the Corporate Office at Chennai in Tamil Nadu.

(iv) Reviewed the process of reporting on BRSR requirements including Section A: General Disclosures, Section B: Management and Process Disclosures, and Section C: Principle-wise Performance Disclosures.

(v) Carried out an assessment of the processes for gathering and consolidating performance data related to the NGRBC Principles and, for a sample, checked the processes of data consolidation to assess the Reliability and Accuracy of performance disclosures reported based on BRSR requirements.

(vi) An independent assessment of the reports of non-financial information against the requirements of BRSR and the guidance notes.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our reasonable assurance conclusions.

Exclusions:

Our assurance scope excludes the following and therefore we do not express a conclusion on the same:

- Operations of the Company other than those mentioned in the Identified Sustainability Information.
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the Identified Sustainability Information.
- Data and information outside the defined reporting period i.e., March 31, 2024
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.
- Mapping of the Report with reporting frameworks other than those mentioned in Criteria above

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

Opinion

Based on the procedures performed as above, and the evidences obtained, and the information and explanations given to us along with the representation provided by the management and subject to inherent limitations outlined elsewhere in this report, in our opinion the Identified Sustainability Information for the year ended March 31, 2024 (as stated under "Identified Sustainability Information") are prepared in all material respects, in accordance with the criteria.

Restriction on use

Our Reasonable Assurance report has been prepared and addressed to the Board of Directors of the company at the request of the company solely, to assist the company in reporting on Company's sustainability performance and activities. Accordingly, we accept no liability to anyone other than the company. Our Deliverables should not be used for any other purpose or by any person other than the addressees of our Deliverables. The firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

For **Sundaram & Srinivasan**
Chartered Accountants
FRN 004207S

S Usha
Partner
Membership Number: 211785
UDIN: 24211785BKCSNL2800

Date: 13/05/2024
Place: Chennai