Annexure-D

Business Responsibility and Sustainability Report (BRSR)

The SEBI circular SEBI/HO/CFD/CMD-2/P/CIR/2021/562 has stated that with effect from the financial year 2022-2023, filing of BRSR shall be mandatory for the top 1,000 listed companies (by market capitalization) and shall replace the existing BRR.

The BRSR seeks disclosures from listed entities on their performance against the nine principles of the 'National Guidelines on Responsible Business Conduct' (NGBRCs) and reporting under each principle is divided into essential and leadership indicators. The essential indicators are required to be reported on a mandatory basis while the reporting of leadership indicators is on a voluntary basis.

Section A - General Disclosures

I. Details of the listed entity

Corporate Identity number:	L35100TN2008PLC069496
Name of the Listed Entity:	Tube Investments of India Limited
Year of incorporation:	2008
Registered office address:	Dare House, 234 N S C Bose Road, Chennai – 600001
Corporate address:	Dare House, 234 N S C Bose Road, Chennai – 600001
E-mail:	*investorservices@tii.murugappa.com*
Telephone:	044 42177770-5
Website:	*www.tiindia.com*
Financial year for which reporting is being done:	1st April 2022 to 31st March 2023
Name of the Stock Exchange(s) where shares are listed:	National Stock Exchange of India Ltd. BSE Ltd.
Paid-up Capital:	₹19.31 Crores
Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Ramanujam Rajagopalan Phone: 044-42286730 Email: *ramanujamr@tii.murugappa.com*
Reporting boundary:	The reporting boundary covers all the manufacturing plants of the Company in India for the period from 1st April 2022 to 31st March 2023

II. Products/services

14. 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
i	Steel Strips & Tubes	A leading supplier of precision tubes, including Electric Resistance Welded (ERW) and Cold Drawn Welded (CDW), to major automobile and non-automotive sectors in India and internationally. The Company is the leading name in CDW tubes for the automotive and non-automotive sectors in India.	63%
ii.	Metal Formed Products	A pioneer and market leader in precision sheet metal formed components with added value. Chains for Auto sector, Fine blanked products, Car door frames, Window and Guide channels, Impact beams and Yokes for various types of motor casings.	20%
iii.	Cycles and Accessories	Leading industry player in bicycle industry with a range of products in standards cycles, specials cycles, fitness equipment and accessories	11%

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

S. No.	Product/Service	NIC Code	% of total Turnovercontributed
i	Steel Strips & Tubes	NIC Code: 2431	63%
ii	Metal Formed Products	NIC Code: 2511	20%
iii.	Cycles and Accessories	NIC Code: 3092	11%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	25*	76	101
International	0	1	1

*including satellite units

17. Markets served by the entity:

The Company predominantly serves the Indian market. The Company also has sizable export of bicycles, tubes and industrial chains to other countries in Asia, Europe and the Americas.

a. Number of locations

Locations	Number
National (No. of states)	17
International (No. of countries)	20

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

Exports contribute around 13% of the total turnover of the entity.

c. A brief on types of customers:

The entity has B2B and B2C customers. In the B2B category, the entity supplies to auto and industrial OEM's. In the B2C category, the entity supplies to dealers, sub-dealers and retailers.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees (including differently abled):

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (MS/SS)	1512	1420	94%	92	6%
2	Workers (NMS/SGS)	1526	1525	100%	1	0%

b. Differently abled Employees:

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (MS/SS)	-				
2.	Workers (NMS/SGS)					

19. Participation/Inclusion/Representation of women

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel	6	0	0

20. Turnover rate for permanent employees

	Turnover rate in FY 2022-23			Turnover rate in previous FY			Turnover rate in the year prior to the previous FY		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees (MS/SS)	15%	12%	15%	15%	16%	15%	10%	9%	10%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / or 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%	Yes
2	Financiere C10	Subsidiary	100.00%	No
3	Great Cycles Private Limited	Subsidiary	80.00%	No
4	Creative Cycles Private Limited	Subsidiary	80.00%	No
5	CG Power and Industrial Solutions Limited	Subsidiary	58.05%	No
6	Aerostrovilos Energy Private Limited	Associate	27.78%	No
7	TI Clean Mobility Private Limited	Subsidiary	99.99%	Yes
8	Moshine Electronics Private Limited	Subsidiary	76.00%	No
9	X2Fuels and Energy Private Limited	Joint Venture	50.00%	Yes

VI. CSR Details

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

(ii) Turnover (in ₹): 6791.61 Crores

(iii) Net worth (in ₹): 3292.47 Crores

VI. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *(If Yes, then provide web-link for grievance redress policy)*	FY 2022-23 Current Financial Year		FY 2021-22 Previous Financial Year	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Communities	Yes https://tiindia.com/business-responsibility-policy/	0	0	0	0
Investors (other than shareholders)	Yes https://tiindia.com/business-responsibility-policy/	0	0	0	0
Shareholders	Yes https://tiindia.com/business-responsibility-policy/	6	0	4	0

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *(If Yes, then provide web-link for grievance redress policy)*	FY 2022-23 Current Financial Year		FY 2021-22 Previous Financial Year	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Employees and workers	Yes The company has in place 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). Apart from this, the Company conducts Communication meetings, Daily Shift Assembly meetings, POSH meetings, Monthly Communication Meeting and Union Meetings at regular intervals. Further, grievance redressal is acknowledged through respective manager / HR and direct discussion with HR head.	0	0	0	0
Customers	Yes https://tiindia.com/business-responsibility-policy/	0	0	0	0
Value Chain Partners	Yes https://tiindia.com/business-responsibility-policy/	0	0	0	0

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change Action	Risk and Opportunity	With the increasing awareness and concern about Climate across our key stakeholder groups like investors, customers, local communities, and employees, it becomes imperative that we treat this global risk as a company risk and turn it into an opportunity.	TII has adopted a clear road map to reduce its Green House Gas (GHG) footprint in its aim to reduce 40% GHG emission by 2030	Negative
2	Water Management	Risk	We are conscious that fresh water is a scarce resource and that we have a duty to our social and ecological ecosystems to ensure adequate availability of fresh and clean water including its conservation.	Rainwater harvesting mechanisms have been constructed across our business units in order to recharge ground water, while effluent treatment plants (ETPs) at our plants treat waste water and reuse it in the manufacturing processes. In a move to reduce fresh water consumption, we plan to upgrade existing ETPs at all business units to zero liquid discharge and estimate this will result in savings of 150 KL per day. We are also considering introducing processes that will minimize the use of water in and reduce water consumption.	Negative

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)
3	Waste Management	Risk and Opportunity	Our approach to waste management at TII reflects the principles of a circular economy, namely Reduce, Reuse and Recycle. We operate to zero defect standard in our manufactured products in order to minimize the generation of waste and maximize its reuse and recycling after the completion of manufacturing processes	Waste at all of our units is segregated as hazardous and non-hazardous and disposed in appropriate ways, while adhering to the applicable safety norms and regulations for each type of waste. Going forward, we are committed to reducing landfill wastes from TII operations.	Negative
4	Product Stewardship	Opportunity	TII believes in producing and providing the best to its customers. At TII, we strive to maintain our brand reputation and produce products that ensure customer and end user safety		Positive
5	Responsible Supply Chain	Risk and Opportunity	We understand that a responsible supply chain is paramount to a business' survival. More importantly, in today's world, it extends to protecting our partners in value chain. It is our responsibility to build responsible supply chains, towards which we engage with our supply partners to adopt and implement practices that align with our ESG requirements and policies.	Presently, we are looking into formulating a sustainable supply chain program to assess social and environmental practices of our suppliers. We generate local employment by engaging with local suppliers and service providers and actively develop and manage local supply chains around our manufacturing sites.	Positive
6	Occupational Health and Safety	Risk	Employees are the backbone of our organisation. We emphasize and safeguard the health and safety of our employees. We are constantly working towards ensuring total adherence to the Company's safety, health, and environmental policy.	Our Safety policies (EHS) are instrumental in ensuring our employee performance. We work to promote a 'Zero incident work culture' and provide health and safety training to all our employees on how to maintain safety in the workplace environment.	Negative
7	Employee Wellbeing	Opportunity	We continuously ensure the physical, mental, emotional and financial well-being through various employee welfare initiatives.		Positive
8	Human Rights	Risk	One of the core values that acts as an anchor for TII is respect for individual rights and non-tolerance of discrimination. Our commitment to fair and dignified treatment of those we engage-with draws from the Five Guiding Lights of the Murugappa Group.	Our Company's Code of Conduct covers our respect for Human Rights and encompasses both our internal as well as external stakeholders and extends to subsidiaries as well. The Company also encourages suppliers, contractors and others to follow the values enshrined in our founding philosophy. We also follow 'Zero non-compliance to human rights.	Negative
9	Social Responsibility and Equitability	Opportunity	Social Responsibility is enshrined in our founding philosophy. We recognize the rights of communities around our operations and uphold these in the various social initiatives through which we engage with them.		Positive
10	Customer Centricity	Opportunity	Customer centricity will remain a key driver of our growth initiatives and we will continue to align all our operations with internationally established standards to address dynamic customer needs and deliver zero deficit products		Positive
11	Economic Performance	Opportunity	TII continuously strives to improve its economic performance and create value to its stakeholders		

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)
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 their business as these can pose a threat to the confidentiality and integrity of TII's data.	Demonstrating our respect for people's privacy, TII's Mobile Privacy Policy discloses how personal data is collected from customers/stakeholders on our proprietary mobile app ROTOGRO, as well as how it is used, shared and protected. We also make it public that we use data collection devices like cookies on certain pages of the application to help analyse the flow of the app, measure promotional effectiveness and promote trust and safety. The policy covers customer rights, such as the choice to opt out of Google Analytics for Display Advertising and customize Google Display network advertisements using the Ads Preferences Manager.	Negative
13	Compliance	Risk and Opportunity	An uninterrupted adherence to applicable regulations and monitoring of upcoming regulations is crucial in the sustenance of TII.	TII relentlessly strives to ensure zero noncompliance 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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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								
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 9001, ISO 14001, OHSAS 45001 and Company's Environment, Health and Safety (EHS) Guidelines								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.		100% suppliers to be assessed on supplier code of conduct by 2030	Encourage employees to participate in 10K Challenge by 2025 Improve employee volunteering by 5% Year on Year To achieve 100% increase in training & development to all employees from the baseline by 2025 Sustain 100% operations of TI compliance towards OHSAS certification (Either ISO 18001 / 45001) and ensuring "Zero Incident work culture"		Zero non-compliance to human rights principles and policies	Reduce Greenhouse Gas (GHG) Emission to 40% by increasing Renewable energy share by the year 2030 Reducing 10% of energy intensity by 2030 (kWh/ ton of product) Intend to reduce waste generation based on 3R principles (Reduce, Reuse & Recycle) by 2030 Reducing 20% of water intensity by 2030 Achieve Zero liquid discharge by 2030		Achieve 10% gender balance by 2025 Implement high impact CSR programs at grass roots in the areas of Education, Health and Community Development	Achieve & sustain 85% + customer satisfaction rate by 2030

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. **Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**		The Company is in the process of formulating its Supplier Code of Conduct	Achieved 51% Improvement in training man-days year on year. Over 90% of TI operation has achieved ISO 45001 certification			Achieved 14% reduction in CO2 emission (baseline 2020-21 data) Achieved 3% reduction in energy use intensity Achieved 19% reduction in waste generation intensity Achieved 19% reduction in water use intensity Achieved zero liquid discharge across operation		Achieved 6% female to male employee ratio	The Company regularly conducts satisfaction survey, intend to enhance by including multiple dimensions in the survey process
Governance, leadership and oversight									
7. **Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:**									
8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**	1. DIN (if applicable) 09364667 2. Name Mr. Mukesh Ahuja 3. Designation: Managing Director 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 the Company:**

	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half-yearly/ Quarterly / Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board Committee									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Internal Steering Committee									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.

No

The Company has in place an internal task force which evaluates the working of this policy.

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)									

Principle wise Disclosures

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the BRSR 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	The Board is updated on ESG/BRSR development at regular intervals		
Key Managerial Personnel	2	Business Ethics, Bribery & Corruption, Gifts and Entertainment policy, Conflict of Interest, etc.,	100%
Employees other than BoD and KMPs	60	Employees of the Company undergo various training programmes throughout the year. New joinees are trained on a series of programmes as a part of induction program. Various trainings were undertaken during the year such as Prevention of Sexual Harassment at the Workplace (Principle 5), Policy on Conduct and Vision Mission on Five Lights of Murugappa. There are programs to orient employees to various policies, processes and ways of working.	75.5%

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	Amount (in INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil				
Settlement					
Compounding Fee					
Non-Monetary					
	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil				
Punishment					

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

   There were no fines or penalties being imposed during FY22.

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.**

   The Company's governance policies are based on upholding ethics, being transparent with stakeholders, providing proper and timely disclosure, etc. All of the Group's entities have similar policies in place. All stakeholders of the Company – internal as well as external are expected to work within the framework of the aforesaid policies/principles. The Company's commitment to ethical and lawful business conduct is a fundamental shared value of the Board of Directors, the Senior Management and all other employees of the Company. It encourages the stakeholders of the entity to take positive actions, which not only are commensurate with the Company's values and beliefs but are also perceived to be so.

   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 the Company's legitimate interest in mind and being aware of the Company's responsibility towards its stakeholders is an essential element of the Company's long-term excellence. In the selection of its vendors and contractors, the Company ensures to identify and deal with those who can maintain and follow ethical standards. The Company further on a regular basis endeavour to reiterate awareness and impart training on these values to its employees. The relevant stakeholders of the Company are also made aware through different engagement channel 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 2021-22	FY 2022-23
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Total number of complaints received in relation to issues of conflict of interest	FY 2021-22	FY 2022-23
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 FY22-23 therefore no corrective action plan has been undertaken.

Leadership Indicators:

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with each partner) under the awareness programmes
FY 2022-23	Safety, Workplace ethics and discipline. The company has engaged with its value chain partners to conduct these awareness programs covering all our manufacturing locations	90% of the major value chain partners engaged in facility management are covered

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

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, she or he 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 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	-	-	1. Conversion of Liquid fuel at Tube Products of India and TI Cycles
Capex	127.72 Lakhs (0.64%)	59.15 Lac (0.44%)	2. LED Lights for Tube Products of India and Metal Formed Products Division 3. Evaporator, ATFD for waste-water to achieve Zero liquid discharge at Avadi location 4. ETP improvement at Tube Products of India, Metal Formed Products Division & TI Cycles 5. Improvement in Rain-water harvesting system at Tube Products of India and Metal Formed Products Division 6. Energy efficient EC motor implementation for AHUs 7. Replacing LPG burners in canteen by Induction cook stoves – In progress 8. Roof-top solar power generation – In progress

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

Yes, TII always advocates for sustainable supply chain. Vendors/service providers are encouraged to follow management practises outlined in international standards such as ISO 9001 and ISO 14001. In the future, the company plans to create a sustainable supply chain programme 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 and (d) other waste.

We have environmental management system where we have operational control procedures to generate, handle, store and disposal of wastes like plastics, E waste, hazardous wastes and other 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.**
EPR is now required for all plastic packaging materials used in businesses. As a result, the organisation is in the process of and registering for the EPR. The SOP's for recycling plastic waste is under development and it will be established across all operations after the registration process

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 manufactures products based on OEM specifications, we are in the process of shortlisting few products aligning business demands. TII intends to evaluate the life cycle impact of those products in the near future.

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 intends to evaluate the life cycle impact of products in future. Hence, this is not applicable at the moment.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Steel (TPI)	10%	10%

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.

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.

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees (MS, SS, NMS & SGS)											
Male	2945	2945	100%	2945	100%	0	0%	1420	48%	Nil	
Female	93	93	100%	93	100%	93	100%	0	0%		
Total	3038	3038	100%	3038	100%	93	3.06%	1420	47%		

2. **Details of retirement benefits, for Current FY.**

Benefits	FY 22-23		FY 21-22	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/NA)
PF	70%	Y	69.98%	Y
Gratuity	52.18%	NA The Company does not deposit it with authority but has opted for a Gratuity Scheme with Life Insurance Corporation of India	56.16%	NA The Company does not deposit it with authority but has opted for a Gratuity Scheme with Life Insurance Corporation of India
ESI	18.96%	Y	24.87%	Y

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, the venues where the Company conducts business are accessible to those with disabilities. Elevators, ramps, and other infrastructure are present in corporate office buildings and manufacturing facilities to accommodate people with diverse abilities. In all significant sites, occupational health centres have wheelchairs 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. We have implemented equal opportunity policy across all our operating facilities in accordance with the Rights of Persons with Disabilities Act, 2016. The policy is available to all our employees through the company portal. https://tiindia.com/wp-content/uploads/2023/07/Policy-for-equal-employment-opportunity.pdf

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

			Permanent Employees			
Gender	Total number of people returned after parental leave in FY22 (A)	Total Number of people who took parental leave in FY22 (B)	Return to work rate (A/B)	Total Number of people retained for 12 months after returning from parental leave (C)	Total number of people returned from parental leave in prior FY (D)	Retention rate (C/D)
Male	28	28	100%	28	28	100%
Female	0	0	0	0	0	0
Total	28	28	100%	28	28	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	The Company has in place the Whistle Blower policy and Welfare Committee that takes care of employee grievances. It also conducts POSH Meetings and Monthly Communication Meeting and Monthly Union Meetings, Canteen / Works / Safety Committee meetings. 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	All non-permanent employees who work in TII manufacturing locations are covered as part of TII's policy frameworks. We have dedicated channels to capture the grievances of non-permanent employee (if any).

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)
Total Permanent Employees	Nil					
- Male						
- Female						
Total Permanent Workers	1526	1331	88%	1531	1370	89%
- Male	1525	1331	88%	1531	1370	89%
- Female	1	0	0	0	0	0

8. Details of training given to employees:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Male	1420	384	27%	1136	80%	1497	129	9%	1225	82%
Female	92	33	36%	73	79%	84	11	13%	59	70%
Total	1512	417	28%	1209	80%	1581	140	8.86%	1284	81%
Workers										
Male	1525	1186	77%	738	48%	1531	1287	84%	703	46%
Female	1	0	0	0	0	0	0	0	0	0
Total	1526	1186	78%	738	48%	1531	1287	84%	703	46%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees						
Male	1420	1358	96%	1497	1294	86%
Female	92	79	86%	84	72	86%
Total	1512	1437	95%	1581	1366	86%
Workers*						
Male	–					
Female						
Total						

Note: *Performance and Career Development reviews are not applicable as per Wage Settlement

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. 90% of our employees are covered under the OH&S management system. All the major plants are certified for ISO 45001 (Occupational health & Safety standards) and ISO 14001 (Environmental Management standards).

Management standards	Total plant locations	Certified	Planned certification by Q3'23	Remarks
ISO 14001	22	16	1	3 new units certification will applied for in phased manner
ISO 45001	22	14	3	

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

For identifying work related hazards and assess risks, on a routine basis safety patrol / walk through audits are conducted. Apart from this, the following actions are taken:

a) Hazard identification and risk assessment is being carried out for identifying potential hazards/risks. Risk reduction programs are taken up for elimination/minimizing risks.

b) Safety audits are also being planned and conducted for identifying potential hazards / risks.

c) EHS committee meetings are conducted with equal participation from workmen, management & contractors for addressing safety hazards & risks.

d) Safety critical installations such as limit switches, sensors etc., are covered under PM checklist and their working conditions are ensured.

e) Apart from internal safety audits, annual safety audit through external experts are also planned for all plant locations from this year onwards.

f) Work permit system to ensure safety during hazardous and non-routine activities.

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

Yes, workers' participation to report work related hazards are covered as part of Safety Committee meetings. Reporting of unsafe conditions & acts are also piloted in one plant through a mobile app. Going forward this is planned to be horizontally deployed in other locations.

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

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 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	All categories of employees	0.0229	0.0245
Total recordable work-related injuries	All categories of employees	15	14 (Including fatal)
No. of fatalities	All categories of employees	0	1
High consequence work-related injury or ill-health (excluding fatalities)	All categories of employees	15	13

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

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 & risks the following actions are being taken:
   a) Leadership reviews on Safety performance.
   b) Safety patrol / walkthroughs / Tool box talks.
   c) Safety audit (Internal & External experts)
   d) Process-wise hazard identification & risk assessment.
   e) Leadership cross plant safety audit (under progress).
   f) Safety training to all categories of employees including safety induction.
   g) Incident alerts (Safety flash reports covering internal / external incidents)
   h) Fire drills & mock drills for emergency preparedness and handling.
   i) Health camps & medical check-ups.
   j) Consequence management for safety.
   k) LOTO system for electrical safety
   l) Work permit system,
   m) Safety checks & testing on material handling equipment, pressure vessels, earth pits, Power presses for ensuring safe operation.
   n) Acoustic enclosures for identified high noise equipment (presses).
   o) Two hand control switch for manual operation.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	**Pending resolution at the end of year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
Working Conditions	53	1	Currently, TII is in the process of resolving the pending complaints	60	0	
Health & Safety	90	0		65	1	

14. Assessments for the year:

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

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

Corrective actions completed:

1) Double earthing provided for propane yard unloading station.
2) Emergency shut off valve provided for Propane storage tank.
3) UPVC sheets replaced at pickling section.
4) Secondary containment provided for HSD tank
5) Portable cylinder handling trolleys provided for safe movement.
6) ELCB provided at welding points.
7) Acid blower replaced for preventing build-up of fumes in working area.
8) LPG leak detection system provided in manifold area.
9) Dust collectors installed to prevent grinding dust.
10) Safety sensor with interlock provided for quench tank lid.
11) Additional turbo ventilators provided for improving air circulation.

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, the Company extends life insurance/compensatory package in the event of death of its employees

   (B) Other than Permanent Employees (Y/N):

   Yes, the Company extends life insurance/compensatory package in the event of death of its other than permanent employees

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

   This is not applicable at the moment

3. **Provide the number of employees /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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	0	0
Workers	1	1	1	0

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):**

   No. TII does not provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

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

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

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

   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, stakeholders' inputs and feedback are given high importance and is considered in the formulation of business strategy and in our practices. We engage with stakeholders to uncover the economic, environmental and social issues that are material to them and employ various formal and informal channels to do so. These include digital and social media channels, internal learning and development delivery platforms, statutory reports and presentations, Corporate Social Responsibility (CSR) initiatives, dealer conferences etc.

The Company considers its employees, business associates, suppliers, dealers, customers, shareholders/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.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Digital platforms and social media Retail outlets Customer satisfaction survey	Regular	• High standards of product quality and service delivery • Consistent improvement in customer satisfaction
Local communities	No	Corporate Social Responsibility initiatives	Regular	• Improved access to healthcare, education • Skill development and livelihood opportunities • Disaster management and relief • Community development • Environmental preservation
NGO partners	No	Corporate Social Responsibility initiatives	Regular	• Improved access to healthcare, education • Skill development and livelihood opportunities • Disaster management and relief • Community development • Environmental preservation
Investors	No	Investor calls/ presentations Press releases and publications Statutory reports Annual General Meeting Stock Exchange announcements	Regular	• Financial performance • Business updates • Growth plans and product pipeline • Sustainability performance
Regulators	No	Mandatory compliance reports	Regular	• Statutory compliance requirements; governance, social, environmental
Employees	No	Internal communication platforms Digital learning platforms and career progression programs engagement initiatives Talent Management Engine	Regular	• High Performance Work Culture • Talent development and retention • Fulfilment of Company's vision, mission and achieving sustainability objectives • Professional capacity building • Cordial industrial relation • Occupational health and safety and safe working environment

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.**

   The Company leverages various formal as well as informal channels communication to engage its stakeholders with 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 (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

   Yes. Stakeholder Consultation plays a pivotal role in arriving at the material issues for Tube Investments. Each of the stakeholder group bring a different perspective on materiality and the Company has developed the strategy basis 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.**

   The Company recognizes its responsibility and identifies underprivileged communities around its business locations as disadvantaged, vulnerable and marginalized stakeholders and continuously engages with all such stakeholders identifying, prioritising and serving their needs accordingly. The systems and processes are in place for understanding their concerns and engaging with them which are reviewed from time to time. In its holistic approach towards serving the underprivileged and disadvantaged sections of the community, the Company is focused on Education, Infrastructure, Healthcare, Community development and related areas. The Company is involved in projects like community development, infrastructure support in the local areas around the factories. The Company on a periodical basis undertakes dedicated activities as a part of its CSR initiatives for the disadvantaged, vulnerable and marginalized stakeholders in and around the Company's factories/ plants. Education, sports and health aids are provided to schools in rural/under-developed areas. Through the Company's Group trust, it has established hospitals, schools, colleges such as Sir Ramaswamy Mudaliar Higher Secondary school, AMM school, TI Matriculation Higher Secondary school, Murugappa Polytechnic college, etc. Vellayan Chettiar Higher Secondary school caters to 2200+ students providing English and Tamil Medium education. Due to pandemic, online classes were conducted for the students throughout the year. The Company through AMM Foundation has established AMMC Centenary scholarship that provides full fee scholarships to poor, meritorious students who are pursuing Professional/ Arts and Science courses. Trainings like soft skills were imparted to the scholars. Some of them have cleared the TNPSC Group–II and IV exams. 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. The Company also pursues other local community assistance programmes in and around its plants and office locations.

   The Company in the recent times has taken initiatives of providing infrastructure support to Government schools in the form of smart digital learning tools, refurbishing classrooms to upgrade the facilities available to students, worked with local authorities for conservation of water bodies, engaged with premier educational institutes like IIT Madras for dedicated social projects, and projects in partnership with organizations dealing with differently abled children.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (A)	No. of employees / workers covered (B)	% (B / A)
Employees						
Permanent (MS/SS)	1512	1141	75.5%	1581	920	58.2%
Workers						
Permanent (NMS)	1526	1186	77%	1610	1287	84%
Others	-	-	-	-	-	-

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

Category	Total (A)	FY 2022-23				Total (A)	FY 2021-22			
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (B)	% (B / A)	No. (C)	% (C / A)
Employees										
Permanent	1512	0	0%	1512	100%	1581	0	0	1497	100%
Male	1420	0	0%	1420	100%	1497	0	0	1413	100%
Female	92	0	0%	92	100%	84	0	0	84	100%
Workers										
Permanent	1526	0	0%	1526	100%	1531	0	0	1531	100%
Male	1525	0	0%	1525	100%	1531	0	0	1531	100%
Female	1	0	0	1	100%	0	0	0	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in INR)	Number	Median remuneration/ salary/ wages of respective category (in INR)
Board of Directors (BoD)	7	₹ 1.31 Cr.	1	₹ 0.09 Cr.
Key Managerial Personnel	6	₹ 2.41 Cr.	0	-
Employees other than BoD and KMP	1420	₹ 0.08 Cr.	92	₹ 0.08 Cr.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Internal Complaints Committee (w.r.t POSH) and the human resources departments are responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

An MIS on customer complaints is circulated to the customer grievance redressal committee ("the committee").

The Company has a POSH policy in place that acts as a blanket in addressing grievances related to human rights issues.

Further, TII's Whistle Blower Policy and Code of Conduct provides guidelines for the committee formation and working should there be an investigation.

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

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

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

The Company has an internal committee (w.r.t POSH policy) which addresses grievances related 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.

Code of Conduct addresses grievances related to employee's conduct at work.

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

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

9. Assessments for the year:

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

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

Nil

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

Nil

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

Yes, the Company's operating locations are accessible to differently abled employees, workers and visitors. Corporate office locations and plants have Ramps, sidewalks and elevators and all the necessary infrastructure to support differentially abled. Sign-boards are placed at every location to assist employees/workers with hearing aids. Wheel-chairs are available in Occupational Health Centres in all major facilities.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
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 2022-23	FY 2021-22
Total electricity consumption (in GJ)	5,54,530	5,36,237
Total fuel consumption (in GJ)	7,21,393	6,71,626
Energy consumption through other sources (C)		
Total energy consumption (A+B+C) excluding aux consumption (in GJ)	12,75,923	12,07,863
Energy intensity per rupee of turnover *(Total energy consumption/ turnover in rupees)*	188 GJ/₹ Cr.	190 GJ/₹ Cr.

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

No assessment was carried out by any external agencies, however internal control points are adhered to keep track of data

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

Not Applicable

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	43,398	52,103
(ii) Groundwater	2,27,602	1,93,744
(iii) Third party water *(Municipal Water Supply)*	3,43,209	4,02,309
(iv) Seawater / desalinated water	--	--
(v) Others *(Rainwater Harvesting structures)*	14,386	8,584
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6,28,595	6,56,740
Total volume of water consumption (in kilolitres)	6,28,595	6,56,740
Water intensity per rupee of turnover *(Water consumed / turnover)*	92.6 kl/₹ Cr.	103.3 kl/₹ Cr.

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

No assessment was carried out by any external agencies, however internal control points are adhered to keep track of data

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

More than 80% facilities of TII are ensuring ZLD, and the rest of the plants are in process of implementation. The plants are equipped with effluent treatment plants for treating the process effluents and the treated water is recycled and reused for the process. Relevant consent to operate with the state pollution control boards are obtained with the limits of operations and usage of the water.

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

Parameter	*Please specify unit*	*FY 2022-23*	FY 2021-22
NOx	**Metric Tons**	**56**	**40**
Sox	**Metric Tons**	**16**	**15**
Particulate matter (PM)	**Metric Tons**	**52**	**65**
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.

No assessment was carried out by any external agencies, however internal control points are adhered to keep track of data

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

Parameter	*Unit*	*FY 2022-23*	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	*Metric tonnes of CO2 equivalent*	**42,063**	**41,557**
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	*Metric tonnes of CO2 equivalent*	**66,839**	**62,422**
Total Scope 1 and Scope 2emissions per rupee of turnover	*Metric tonnes of CO2 Equivalent/ Million Rs*	**16.0 tCO2e/₹ Cr.**	**16.4 tCO2e/₹ Cr.**

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

- Conversion of Liquid fuel (LPG, FO, Kerosene, C9) to Gaseous fuel (propane & PNG)
- Power purchase agreement enhancement for procurement of more renewable energy
- Solar Capacity of 305KWp and additional 200KWp initiated in TI Cycle, will become operational by next financial year
- Green Belt development up to 1.26 hectares completed. Additionally, Miyawaki Forestation Method Implemented with a coverage of more than 4500 sqft with 450 numbers of trees of native species
- Using CNG fuel Company trucks for BO material receiving from local suppliers
- All lightings changed to LED

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste ***(A)***	**424**	**365**
E-waste ***(B)***	**1.1**	**3.6**
Battery waste ***(C)***	**5.1**	**3.3**
Other Hazardous waste. Please specify, if any. ***(D)***		
1. Used Oil	496	644
2. ETP Sludge	3,320	3,887
3. Waste containing oil	326	292
4. Phosphate Sludge	432	543
5. Empty Containers	180	168
6. Paint Sludge	210	188
7. Acid Residues	8,351	8,663
Other Non-hazardous waste generated ***(E).*** *Please specify, if any.*		
Boiler ash	303	304
Wooden Scrap	179	164
Paper/ Gunny	942	985
Degradable waste - bio/non-bio	365	321
(Break-up by composition i.e., by materials relevant to the sector)		
Total (A+B + C + D + E)	**15,534**	**16,530**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Recycled	**11,246**	**11,620**
(ii) Re-used		
(iii) Other recovery operations	**484**	**453**
Total	**11,731**	**12,073**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	**52**	**27**
(ii) Landfilling	**3,752**	**4,430**
(iii) Other disposal operations		
Total	**3,804**	**4,457**

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

No assessment was carried out by any external agencies, however internal control points are adhered to keep track of data.

9. a. Briefly describe the waste management practices adopted in your establishments.

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 the business units for handling the wastes generated in the respective areas. We have environmental management system where we have operational control procedures for control, segregation, storage, and safe disposal of waste generation. Training is provided to all employees for identifying and disposal of Bio-degradable, Non-biodegradable and hazardous waste.

All wastes are disposed in identified drums with colour (Blue for plastic waste, Green for bio degradable waste like paper, wood and Red for Hazardous waste like oil / Paint / Thinner / Acid / Chemical / Coolant Soaked cloth waste / Gloves. Segregated waste in the respective bins is safely moved to the concerned storage area without spillage. The waste is disposed to authorised waste handlers for recycling and co processing. Hazardous waste authorisations are obtained from the respective State Pollution control boards for the safe and authorised disposals with the specified quantities.

b. **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.**

We have environmental management system where we identify the aspect, impact and its significance to the environment, basis the significance, we take objectives to reduce hazardous and toxic chemicals usage in the processes.

Examples:

- Reduction of acid consumption and spent acid generation.
- Surface coating process improvement.

c. **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

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

d. **Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:** Not Applicable

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

e. **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. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (in GJ) (A)	**2,50,400**	**2,51,784**
Total fuel consumption (B)	**56,472**	**53,969**
Energy consumption through other sources (C)	**--**	**--**
Total energy consumed from renewable sources (A+B+C) (in GJ)	**3,06,872**	**3,05,753**
From non-renewable sources		
Total electricity consumption (in GJ) (D)	**3,04,130**	**2,84,453**
Total fuel consumption E (in GJ)	**6,64,922**	**6,17,657**
Energy consumption through other sources (F)	--	--
Total energy consumed from non-renewable sources (D+E+F)	**9,69,051**	**9,02,110**

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

No assessment was carried out by any external agencies, however internal control points are adhered to keep track of data

2. Provide the following details related to water discharged: Not Applicable

	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	
- 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	NA	
- 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.

No assessment was carried out by any external agencies, however internal control points are adhered to keep track of data

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

The Avadi plant comes under over exploited category, however TII does not withdraw and discharge any surface or ground water in that area.

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

(i) Name of the area: Not Applicable

(ii) Nature of operations: Not Applicable

(iii) Water withdrawal, consumption and discharge in the following format: Not Applicable

	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	NA	
(ii) Groundwater		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (KL Water consumed / INR Crore turnover)		
Water discharge by destination and level of treatment (in kilolitres)		
Total water discharged (in kilolitres)	NA	

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

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

Not Available

Parameter	Unit	FY (Current FinancialYear)	FY (Previous Financial Year)
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 anexternal agency? (Y/N) If yes, name of the external agency.

5. 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

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy Efficiency	• Power factor and Harmonics improvement in the load side distribution • Replacement of MH lights with LED lights • Furnace insulation improvements for heat loss elimination. • Day light improvement by providing polycarbonate sheets. Auto cut off sensors in lighting.	Reduction in Max demand by 100Kva. Rs 12 Lacs saving per annum. 30% Energy saving. Rs 18 lacs saving/ annum Energy saving Rs 4 lacs/annum Energy Saving Rs 0.5 lacs/annum
2	Renewable Energy	• In-house Roof top solar power generation • Third party power purchase	Reduction in Carbon emission
3	Alternate fuel	• Conversion of Liquid fuel to Gaseous fuel and C9) to Gaseous fuel • Conversion of fuel used from HSD to LPG • Conversion of LPG burners to electric induction cook stoves	Reduction in Carbon emission
4	Water Efficiency	• Low temperature Evaporator, Agitate Thin Film Dryer for waste-water to achieve Zero liquid discharge Effluent water recycled to process up to 97% by ETP combined with RO and MEE. • Sludge dryer to reduce moisture in the ETP sludge • Surface coating process improvement.	Condensate water is reused in process to reduce fresh-water consumption and salt extracted to achieve zero liquid discharge Reduced moisture in ETP sludge

7. Does the entity have a business continuity and disaster management plan? Give details in100 words/ web link.

The organization is working towards developing a disaster management plan in the future.

8. 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?

The value chain of TII has no significant adverse impact on the environment. However, the Company stays vigilant and promotes awareness on environment sustainability.

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

We are, at present, looking into formulating a sustainable supply chain program to assess social and environmental practices of our suppliers.

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. The list of major affiliations are as below.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	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 anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

No issues related to anticompetitive conduct by the entity has been identified by regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Not Applicable		
Note: There has not been any such adverse action from regulatory authorities.		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Over the course of this year, we haven't advocated for any particular public policies.					

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.

Not Applicable, as we have not crossed the threshold limit of ₹10 Crores.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
AMM Foundation	NA				
TI – Medical Outreach Clinic, Tiruttani					
IIT-Madras Avishkar Hyperloop Project					
Rotary Club Of Madras Temple City					
Little Theatre Events					
Rukmani Devi Fine Arts College					
Arvi Early Intervention Center for the Deaf, Dindigul					
Indian Evangelical Lutheran Church School for the Deaf, Ambur					
Roja Muthaiah Research Library					
EEGAI PROJECT - Food Freezer at Ambattur and Avadi areas					
Short Term Projects - BU Driven Projects					
ITNT Foundation - Tamil Nadu Technology Hub - **Year 1**	NA				
District Development Officer, Ponpadi village					
Municipal High School (Thirumullaivoyal Government school)					
Municipal High School, Kallikuppam					
District Collector, tiruvallur					
Government Primary School, Ponpadi					
Sevabharathi Tamilnadu - Mobile Medical Units					

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

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

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

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. The Company 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. The Company has set in place a CSR Committee which streams down to personnel who act as key point of contacts for any communication from the communities.

The Company 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 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	Nil	
Sourced directly from within the district and neighbouring districts		

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
NA	

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 Cr.)
1	AMM Foundation	AMM-Chennai MCRC - Chengalpet, Thiruvallur, Villupuram, Cuddalore, Sivaganga, Pudukottai, Karur, Dindigul, Coimbatore	4.58
2	TI – Medical Outreach Clinic, Tiruttani	Tirutanni	0.30
3	IIT-Madras Avishkar Hyperloop Project	Chennai	1.00
4	Rotary Club Of Madras Temple City	Chennai	0.08
5	Little Theatre Events	Chennai	0.10
6	Rukmani Devi Fine Arts College	Chennai	0.05
7	Arvi Early Intervention Center for the Deaf, Dindigul	Dindigul	0.07
8	Indian Evangelical Lutheran Church School for the Deaf, Ambur	Ambur	0.08
9	EEGAI PROJECT - Food Freezer at Ambattur and Avadi areas	Chennai	0.28
10	Roja Muthaiah Research Library	Chennai	0.05
11	ITNT Foundation - Tamil Nadu Technology Hub - Year 1	Chennai	0.50
12	District Development Officer, Ponpadi village	Tiruvallur	0.04
13	Municipal High School (Thirumullaivoyal Government school)	Chennai	0.07
14	Municipal High School, Kallikuppam	Chennai	0.32
15	District Collector, Tiruvallur	Tiruvallur	0.03
16	Government Primary School, Ponpadi	Tiruvallur	0.03
17	Sevabharathi Tamilnadu - Mobile Medical Units	Chennai	0.12
18	Other BU Driven Projects	Chennai/Tiruvallur	1.34

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 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:**

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

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

Name of authority	Brief of the Case	Corrective action taken
	-	

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	AMM Foundation – Ramasamy Mudaliar School	2075	100%
2	AMM Foundation Valliammai Achi Hospital	15406	100%
3	AMM Foundation VCHSS	2326	100%
4	AMM Foundation - MCRC		
5	TI – Medical Outreach Clinic, Tiruttani	1105	100%
6	IIT-Madras Avishkar Hyperloop Project	70+	-
7	Rotary Club Of Madras Temple City	535	100%
8	Little Theatre Events	200	100%
9	Rukmani Devi Fine Arts College	19	
10	Arvi Early Intervention Center for the Deaf, Dindigul	36	100%
11	Indian Evangelical Lutheran Church School for the Deaf, Ambur	95	100%
12	Roja Muthaiah Research Library	100 books	-
13	EEGAI PROJECT - Food Freezer at Ambattur and Avadi areas	70	100%
14	ITNT Foundation - Tamil Nadu Technology Hub - Year 1	20 startups	-
15	District Development Officer, Ponpadi village	1000	100%
16	Municipal High School (Thirumullaivoyal Government school)	60	100%
17	Municipal High School, Kallikuppam	460	100%
18	District Collector, Tiruvallur	15 villages	100%
19	Government Primary School, Ponpadi	55	100%
20	Sevabharathi Tamilnadu - Mobile Medical Units	1801	100%
21	Nemilichery High School - Table chairs	10	100%
22	Protective woolen clothing for students during winter-Charodi Gram Panchayat Local School, Sanand Gujarat	300	100%
23	Facilitate Govt. school infrastructure at Kalyanapuram, Ambattur	200	100%
24	Basic Infrastructure support for Public Health center Gumididhalla, Kazipally	20000	33%
25	Government Boys Hr Sec School, Kamrajnagar	389	100%
26	Avadi Municipal Primary School, Kamrajnagar, Avadi	495	100%
27	CSI Primary School,Ponpadi	25	100%
28	Aganwadi, Ponpadi	10	100%
29	Primary School, Golakuppam	21	100%
30	Infrastructural Support for local Primary School near Mohali factory.	250	80%
31	Municipal School, Chakan	875	100%
32	Municipal High School, Cholapuram, Ambattur	1000	100%
33	E KART Rickshaw for waste collection in Nemillicherry Panchayat	5000	95%
34	Placing CCTV's Cameras on Laksar Highway	50000	21%
35	Anganwadi, Brindavan Nagar, Avadi - Child Development School	75	100%
36	Primary Health Centre, Ponpadi	500	100%
37	Medical Facilities for ICU Ward at Prabh Aasara, Village Padiyala	436	16%

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 Quality team with each of its business divisions in order to facilitate faster resolution. Further, the Company also carries out periodical consumer surveys and mapping of customer satisfaction trends. The results of these activities are considered and utilized as effective business strategy tools to better understand the customers and their needs. The Company also keeps track of customer satisfaction with respect to quality on a regular basis. It encourages customer feedback on product improvement and is committed to fulfilling requisites defined by customers on environment (water management, waste management, ISO 14001, etc), social (improved LTIFR, adherence to Human Rights, ISO 26000, etc) and quality (Zero defects, ISO 9001, etc) aspects.

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
	NA
Environmental and social parameters relevant to the product	
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Tube Investments focuses on delivering exceptional experiences for its customers through various customer centric initiatives. There are no pending complaints for both FY 2021-22 and FY 2022-23.					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other (Product related)						

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

	Number	Reasons for recall
	The company manufactures safety critical products which are supplied directly supplied to automobile and non-automobile sectors as well as to Tier 1 and Tier 2 vendors manufacturing components for OEMs. The Company follows high quality standards which are monitored through productivity and quality metrics like internal and external rejections – Parts Per Million (PPM), On Time in Full (OTIF) through Lean, 5S and 6-Sigma tools. Any quality issues are addressed through the above methods to reduce the impact of safety concerns for its products.	
Voluntary recalls		
Forced recalls		

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

The Company has in place its Mobile Privacy policy that discloses how personal data is collected from customers/ stakeholders on our proprietary mobile app ROTOGRO, as well as how it is used, shared and protected. TII also makes it public that it uses data collection devices like cookies on certain pages of the application to help analyse the flow of the app, measure promotional effectiveness, and promote trust and safety, customer rights, such as the choice to opt out of Google Analytics for Display Advertising and customize Google Display network advertisements using the Ads Preferences Manager.

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 have no instances of 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.

Leadership Indicators

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

   Mobility: TI Cycles of India – TII (https://tiindia.com/)

   Engineering: Tube Products of India – TII (https://tiindia.com/); TPI CRSS – TII (https://tiindia.com/); TI Machine Building – TII (https://tiindia.com/)

   Metal Formed Products: TI Machine Building – TII (https://tiindia.com/); TIDC Fine Blanking – TII (https://tiindia.com/); TI Metal Forming – TII (https://tiindia.com/); TIMF Railways – TII (https://tiindia.com/)

   Other products: TI Macho TMT Bars – TII (https://tiindia.com/); TIDC India – TII (https://tiindia.com/)

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

   While TII manufactures safety critical auto component products, a significant part of these are supplied to Tier 1 and Tier 2 vendors who supply auto components to OEM customers who ultimately take care of the safety aspects.

   TII's mobility division manufactures bicycles and fitness products which are consumer facing. Our website has a dedicated section https://bsahercules.com/biking-safety/ which educates our customers on many parameters on the safety aspects of the products. We also use packing material which enhance environment and safety facets.

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

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

4. a. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**

      Our Company follows standard procedures as applicable to display product information confirming to legal requirements e.g. Legal Metrology Act.

   b. **Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

      The Company uses formal and informal channels to ensure we take care of customer satisfaction. Regular market interactions with our dealer and distributor community on the end customer needs and demands are undertaken to address this.

5. **Provide the following information relating to data breaches:**

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

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

      No significant instances have been encountered to with respect to data breaches.

Annexure-E

DISCLOSURE OF REMUNERATION UNDER SECTION 197(12) OF THE COMPANIES ACT, 2013 READ WITH RULE 5(1) OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014

The details of remuneration during the financial year 2022-23 as per Rule 5(1) of the Companies (Appointment & Remuneration of Managerial Personnel) Rules, 2014 as amended, are as follows:

(i) Ratio of remuneration* of each Director to the median remuneration of the employees of the Company for the financial year 2022-23:

Name	Designation	Ratio#
Mr. M A M Arunachalam	Executive Chairman	78.85
Mr. Vellayan Subbiah	Executive Vice Chairman	121.83
Mr. Sanjay Johri	Director	2.47
Mr. Anand Kumar	Director	2.34
Ms. Sasikala Varadachari	Director	1.86
Mr. Tejpreet Singh Chopra	Director	2.43
Mr. Mukesh Ahuja	Managing Director	39.46
Mr. K R Srinivasan	Whole Time Director	25.26

* Remuneration includes sitting fees

Number of times the median remuneration

(ii) Percentage increase in remuneration of each Director, Chief Executive Officer, Chief Financial Officer & Company Secretary in the financial year 2022-23:

Name	Designation	% increase
Mr. M A M Arunachalam#	Executive Chairman	-
Mr. Vellayan Subbiah	Executive Vice Chairman	11.4%
Mr. Sanjay Johri	Director	(3.3%)
Mr. Anand Kumar	Director	10.5%
Ms. Sasikala Varadachari@	Director	-
Mr. Tejpreet Singh Chopra@	Director	-
Mr. Mukesh Ahuja$	Managing Director	-
Mr. K R Srinivasan	Whole Time Director	13.7%
Mr. S Suresh	Company Secretary	18.8%
Mr. K Mahendra Kumar*	Chief Financial Officer	-
Mr. AN Meyyappan*	Chief Financial Officer	-

Mr. M A M Arunachalam was appointed as Executive Chairman w.e.f 01.04.2022. In the financial year 2021-22, he was a Non-Executive Director.

$ Mr. Mukesh Ahuja was appointed as Managing Director w.e.f 01.04.2022.

@ Part of the financial year 2021-22

* Part of the financial year 2022-23

(iii)	**Percentage increase / (decrease) in median remuneration of employees in the financial year 2022-23**	17.4%
(iv)	**Number of permanent employees on the rolls of the Company as on 31.03.2023**	3,038

(v) **Average per centile increase already made in the salaries of employees other than the managerial personnel in the last financial year and comparison with the per centile increase in the managerial remuneration and justification thereof. Whether there are any exceptional circumstances for increase in the managerial remuneration.**

Parameters	
Average % increase in the salaries of employees other than managerial personnel in the financial year 2022-23	11.2%
Average % increase in the managerial remuneration[@] in the financial year 2022-23	11.5%
Remarks	The Executive Chairman's, Executive Vice Chairman's, Managing Director's and Whole Time Director's remuneration comprises of fixed and variable components. The annual increment in salary for the financial year 2022-23 is determined by the Nomination & Remuneration Committee on the basis of Company financials, level of responsibility, experience and scales prevailing in the industry. The remuneration of Non-Executive Directors (NEDs) consists of commission and sitting fees. The change in remuneration is on account of the sitting fees for the board & committee meetings attended during the year.

[@] Managerial remuneration includes the remuneration of the Whole Time Directors and those NEDs who were on the Board as Directors for the full year in both the financial years, 2021-22 and 2022-23

(vi) **Affirmation**

It is affirmed that the remuneration paid to the employees during the financial year, 2022-23 is as per the Remuneration Policy of the Company.

On behalf of the Board

Place : Chennai
Date : 15th May 2023

M A M Arunachalam
Executive Chairman

Certificate of Non-Disqualification of Directors

Pursuant to Regulation 34 (3) read with Schedule V Para-C Sub clause (10) (i) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended

The Members,
TUBE INVESTMENTS OF INDIA LIMITED
CIN: L35100TN2008PLC069496
Dare House,
234, N S C Bose Road,
Chennai - 600001

We have examined the relevant registers, records, forms, returns and disclosures received from the Directors of **TUBE INVESTMENTS OF INDIA LIMITED (CIN: L35100TN2008PLC069496)** having its Registered Office at Dare House, 234, N S C Bose Road, Chennai – 600001 (hereinafter referred to as ("the Company") produced before us by the Company for the purpose of issuing this certificate, in accordance with Regulation 34 (3) read with Schedule V Part-C Sub clause 10 (i) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

In our opinion and to the best of our knowledge and according to the verifications (including Director Identification Number (DIN) Status at the portal www.mca.gov.in) and based on such examination as well as information and explanations furnished to us, which to the best of our knowledge and belief were necessary for the purpose of issue of this certificate and based on such verification as considered necessary, we hereby certify that none of the Directors as stated below on the Board of the Company as on 31st March 2023 have been debarred or disqualified from being appointed or continuing as Directors of Companies by the Securities and Exchange Board India/ Ministry of Corporate Affairs or any such other statutory authority.

S.NO.	DIN	NAME OF THE DIRECTOR	DESIGNATION	DATE OF APPOINTMENT
1.	00202958	M A M Arunachalam	Executive Chairman	11/11/2020
2.	01138759	Vellayan Subbiah	Executive Vice Chairman	19/08/2017
3.	09364667	Mukesh Ahuja	Managing Director	01/04/2022
4.	08215289	K R Srinivasan	President & Whole-time Director	11/11/2020
5.	00032015	Sanjaya Shyam Johri	Non-Executive - Independent Director	14/08/2018
6.	00818724	Anand Kumar	Non-Executive - Independent Director	24/03/2021
7.	07132398	Sasikala Varadachari	Non-Executive - Independent Director	17/06/2021
8.	00317683	Tejpreet Singh Chopra	Non-Executive - Independent Director	16/03/2022

Ensuring the eligibility, for the appointment/ continuity, of every Director on the Board is the responsibility of the management of the Company. Our responsibility is to express an opinion on these based on our verification. This certificate is neither an assurance as to the future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs of the Company.

For R.SRIDHARAN & ASSOCIATES
COMPANY SECRETARIES
CS R.SRIDHARAN
CP No. 3239
FCS No. 4775
PR.NO.657/2020
UIN: S2003TN063400
UDIN: F004775E000289323

Place : Chennai
Date : 15th May 2023