

Annexure to the Directors' Report

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING

The Directors present the Business Responsibility and Sustainability Reporting as per SEBI Circular dated 10th May, 2021 for the financial year ended on 31st March, 2023.

SECTION A: GENERAL DISCLOSURE

I. Details of Listed Entity

1	Corporate Identity Number (CIN) of the Company	L22210MH1987PLC044505
2	Name of the Company	TCPL Packaging Limited
3	Year of Incorporation	1987
4	Registered Office address	Empire Mills Complex 414, Senapati Bapat Marg, Lower Parel Mumbai 400013 Maharashtra, India
5	Corporate Address	Empire Mills Complex 414, Senapati Bapat Marg, Lower Parel Mumbai 400013 Maharashtra, India
6	Email ID	info@tcpl.in
7	Telephone	+91 22 61646000
8	Website	www.tcpl.in
9	Financial year of which Reporting is being done	1 st April 2022 to 31 st March 2023
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange Limited and National Stock Exchange of India Limited
11	Paid Up Capital	₹ 9,10,00,000
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Harish Anchan +9122 61646000 harish.anchan@tcpl.in
13	Reporting boundary	Disclosures are on a standalone basis

II. Products/Services

14. Details of business activities (accounting for 90% of the entity's turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing of packaging materials	The Company manufactures paperboard-based packaging materials and flexible packaging products.	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Packaging Materials	1702 / 2220	100%

III. Operations

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

Location	Number of Plant Locations	Number of Offices Locations	Total
National	4	4	8
International	-	-	-

17. Markets served by the entity:

a. Number of locations

	Location
National (No. of States)	India
International (No. of countries)	Countries in Asia/ Europe/ Africa/ USA

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

Exports contribute to 26% of the total turnover of the Company

c. A brief on types of customers:

The Company offers a wide range of packaging solutions for various industries. The Company's major customer segments include FMCG, Pharmaceuticals, Tobacco, Liquor, Ecommerce, Consumer Durables, etc.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	461	432	93.70%	29	6.29%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	461	432	94.74%	29	6.29%
WORKERS						
4.	Permanent (F)	1,622	1,616	99.63%	6	0.36%
5.	Other than Permanent (G)	880	878	99.77%	2	0.23%
6.	Total workers (F + G)	2,502	2,494	99.68%	8	0.32%

b. Differently abled Employees and workers:

The company has one permanent differently abled male employee

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel	6	0	0%

20. Turnover rate for permanent employees and workers

	FY 2022-23	FY 2021-22	FY 2020-21
Permanent Employees & Workers	8.27%	9.31%	8.76%

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 (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	TCPL Innofilms Private Limited	Subsidiary	100%	No
2	TCPL Middle East FZE	Subsidiary	100%	No
3	Creative Offset Printers Private Limited	Subsidiary	87.66%	No

V. CSR DETAILS

22. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes
- (ii) Turnover (in ₹) for the year ended 31st March 2023 – 1,400.01 Crore
- (iii) Net worth (in ₹) as at 31st March 2023 – 452.44 Crore

TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

There have been no complaints from stakeholders including Communities, Employees and Workers, Customers, Value Chain Partners, etc. There were 5 complaints during the current year from Shareholders/ Investors which have been addressed and resolved satisfactorily.

24. Overview of the entity's material responsible business conduct issues (ESG)

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Management	Opportunity	The Company's focus on energy-efficient technologies and exploring renewable energy projects presents a promising sustainability opportunity. These projects not only contribute to mitigating climate change impacts but also offer a compelling return on investment.	NA	Positive
2.	Occupational Health and Safety	Risk and Opportunity	Risk: Occupational health and safety practices, if not managed properly, can expose employees to risks connected therewith, ergonomic injuries, fire hazardous and other similar risks. Opportunity: By prioritizing health and safety in the workplace, companies can protect their workers and reduce accidents.	The Company has robust processes in place to use only safe and approved inputs to mitigate any risks. Employees receive continuous training on safety procedures and protocols. This, along with our robust hazard management process ensures that effective mitigation techniques are in place	Positive & 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	Opportunity	Effective waste management presents an opportunity to improve operational efficiency while reducing the environmental footprint. Focusing on Reduce, Recycle and Reuse through materials such as paperboards contribute to a more sustainable future. Further, a significant amount of the paper board the company uses is from certified sources.	NA	Positive
4.	Emissions Management	Risk and Opportunity	Risk: Globally, greenhouse gas emissions continue to rise at a time when there is an urgent need to be rapidly declining. Opportunity: Effectively controlling GHG emissions could create significant economic, environmental, and social benefits.	The Company recognizes the importance of reducing its GHG emission footprint and has implemented various emission management programs to achieve this. The program focuses on identifying emission hotspots and reducing GHG emissions through optimal fuel usage and cleaner alternatives in our production process, wherever possible.	Positive & Negative
5.	Community and Society	Opportunity	The Company's CSR initiatives presents opportunities to engage with the communities around its facilities, and create value for both the Company and the community. Our commitments are to spend on healthcare, sports, women empowerment, education, and help by contributing to the betterment of society.	NA	Positive
6.	Responsible Sourcing	Opportunity	Efficient supply chain management, including procuring from local suppliers, and sourcing raw material responsibly presents a significant opportunity for the Company. As a standard practice we get all business associates to commit to standard Supplier Code of Conduct and Business Conduct Guidelines.	NA	Positive

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)	Y	Y	Y	Y	Y	Y	Y	Y
	b.	Has the policy been approved by the Board? (Yes/No)	Yes							
	c.	Web Link of the Policies, if available	https://www.tcpl.in/investor-relations/							
2.		Whether the entity has translated the policy into procedures. (Yes / No)	Yes. The Company has developed guidelines & procedures in line with the National Guidelines on Responsible Business Conduct Principles							
3.		Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company encourages its value chain partners to adopt National Guidelines on Responsible Business Conduct principles and other responsible business practices							
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.	The policies adhere to the principles of NGRBC and align with the essence of international standards, such as ISO, BRC, The FSC Chain of Custody, SEDEX etc.							
5.		Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company sets goals and targets for different business divisions and corporate functions and review them periodically.							
6.		Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance evaluation is an integral component of all functions across the organization. The details are highlighted in the Director's report and accompanying annexures that form part of the annual report.							
Governance, leadership and oversight										
7.		Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements <i>(listed entity has flexibility regarding the placement of this disclosure)</i>	The Management of the Company is committed to sustainability in all aspects of the business operations. As a leading packaging company, we recognize our responsibility towards the environment and society, and we strive to minimize our impact on the planet while delivering high-quality products and services to our customers. Our commitment to sustainability starts with our products. We are constantly exploring new ways to reduce our environmental footprint and ensure that our products are sustainable and environmentally friendly. We also recognize the importance of our end customers and their sustainability goals. To achieve this, we are continuously researching and innovating on paper-based packaging solutions that can replace plastic while maintaining the same quality. Furthermore, we are continuously striving to promote sustainability across our operations and value chain partners. We believe that sustainability is not just a responsibility but an opportunity to create value for all stakeholders. We will continue to work towards our sustainability goals and make a positive impact on the environment and society.							
8.		Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Managing Director							
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.	Mr. S G Nanavati Executive Director DIN Number: 00023526 022-61646000 info@tcpl.in							

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/Quarterly/ Any other – please specify)								
Performance against above policies and follow up Action	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Yes. The policies are reviewed and evaluated for their effectiveness by department heads, business heads, and executive directors of the Company. Based on the findings necessary changes to policies and procedures are implemented promptly.									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes. The Company complies with all the existing applicable regulations.									Ongoing								

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	The processes and compliances undergo regular reviews from internal auditors. Additionally, department heads and business heads periodically evaluate and update these policies with management or board approval.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE:

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 Principles during the financial year:

Segment	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	Organisation structure, vision, mission, objectives, processes, and systems	100%
Key Managerial Personnel	- Current regulatory and statutory developments, amendments, issues and challenges - Strategy/Business Plan including yearly targets, commercial issues etc. - Details of existing and on-going projects	
Employees other than BoD and KMPs	- Training and orientation on business ethics along with specific job training. - Trainings related to safety measures at facilities and workplaces. - Skill enhancement programs with help of inhouse as well as external agencies	
Workers and operative staff	- Training at various levels related to performance of job, and awareness of safety measures - Orientation on best practices adopted by various entities in the industry, supply chain and customers.	100%

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

There are no fines, penalties, punishments, awards, compounding fees or settlement amounts paid by the Company or by Directors/KMPs to regulators/law enforcement agencies/judicial institutions in the financial year. There are no non-monetary penalties were paid by the Company during the year.

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.

Not Applicable.

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

The Company has a zero tolerance for bribery and corruption in its business dealings. The Company's Code of Conduct and Business Ethics policy ensures that all the directors and employees maintain high ethical standards in their business dealings. The company doesn't engage with anyone in the value chain who doesn't align with the principles of ethical and responsible conduct.

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

There are no disciplinary actions against any Directors, KMPs, employees, or workers by any enforcement agency for charges related to bribery or corruption during the current and previous financial years.

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

There are no complaints received in relation to issues of Conflict of Interest of the Directors and KMPs.

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:

Not Applicable

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

The Company encourages its value chain partners to uphold high ethical standards in their business dealings. The Company deposes personnel at various levels to interact with Value chain partners and the programs and events conducted by them. To facilitate this, the Company deposes personnel at different levels to engage with them and promote awareness programs among them.

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.

The Company's Code of Conduct emphasizes that the Board of Directors act in the Company's best interest, fulfilling fiduciary obligations, and avoid conflicts of interest that may hinder their performance. The Directors and KMPs are required to disclose any interests they or their relatives have in other entities, and such transactions are reported as Related Party Transactions (RPTs). If a director has a personal interest, they abstain from participating in related discussions.

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.**

The Company has a specialized product development team that is focused on creating innovative products and solutions aimed at optimizing raw materials usage, especially the reliance on virgin materials, and promoting a higher proportion of recyclable material in the newer products. These initiatives could reduce the environmental footprint.

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

The Company's sustainable sourcing processes focuses on engaging with local vendors, wherever possible, and sourcing raw materials responsibly. The process of vendor registration places emphasis on ensuring safe working conditions, preventing child labour, adhering to business ethics, and maintaining general housekeeping standards.

The raw materials and other inputs are procured from well-reputed manufacturers or producers who prioritize quality and consistency. Adequate measures are taken to ensure safety during transportation and optimize logistics to minimize the impact on the climate. These practices align with regulatory requirements as well as reflect the Company's commitment to ethical and sustainable business practices

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

A significant portion of raw materials used in paperboard consumption are sourced through certified and sustainable channels.

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.**

The Company is committed to implementing sustainable practices and minimizing its environmental impact of the products. The key waste generated by the Company is paperboard scrap, which is recyclable, and the volume produced during manufacturing activities is not very significant. The Company's processes of recycling and disposing of the end-of-life e-waste, hazardous waste and other waste are in line with the Pollution Control Board and other applicable local laws and guidelines.

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

Yes, the waste collection plan is in line with the Extended Producer Responsibility (EPR).

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?**

Not applicable

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.**

Not applicable

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).**

The Company does not reuse input materials, however, it uses recycled paperboard as a part of the processes.

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**

Not applicable

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

Not applicable

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	432	432	100%	432	100%	-	-	-	-	-	-
Female	29	29	100%	29	100%	29	100%	-	-	-	-
Total	461	461	100%	461	100%	29	100%	-	-	-	-
Other than Permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Category	Total (A)	% of Workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	1,616	1,616	100%	1,616	100%	-	-	-	-	-	-
Female	6	6	100%	6	100%	6	100%	-	-	-	-
Total	1,622	1,622	100%	1,622	100%	6	100%	-	-	-	-
Other than Permanent Workers											
Male	878	878	100%	878	100%	-	-	-	-	-	-
Female	2	2	100%	2	100%	2	100%	-	-	-	-
Total	880	880	100%	880	100%	2	100%	-	-	-	-

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

All the eligible employees and workers are covered under Provident Fund and ESIC facility. Further, all permanent employees and workers are governed under the provision of the Payment of Gratuity Act.

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.

The Company strives to ensure that differently abled individuals are not hindered in any way. The Company also sensitizes employees on the needs and requirements of differently-abled individuals.

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.

The Company has a strong emphasis on promoting and maintaining equal opportunities for all starting from recruitment and throughout the course of employment, regardless of their caste, creed, gender, race, religion, or sexual orientation. The processes ensures that every employee within the organization has equal access to training, development, promotions, and other opportunities for career growth.

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

Not Applicable

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	If any employee or worker has a concern, they are encouraged to raise their issue without any fear and are provided with multiple channels to reach out. They can bring it to the attention of their immediate supervisor or alternatively, they may reach out to the regional HR team or representative (at the corporate or factory level). The HR team is committed to promptly investigating and identifying resolutions for any grievances that are brought to their attention. If the matter cannot be resolved at this stage, the employee or worker has the option to escalate the grievance to higher management. Additionally, employees are provided with access to channels such as the whistleblower mechanism to ensure that they can report any issues or concerns they may have.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

There are no employee and worker associations or unions recognized by the Company.

8. Details of training given to employees and workers:

		FY 2022-23					FY 2021-22			
Category	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	432	432	100%	432	100%	385	385	100%	385	100%
Female	29	29	100%	29	100%	19	19	100%	19	100%
Total	461	461	100%	461	100%	404	404	100%	404	100%
Workers										
Male	1,616	1,616	100%	1,616	100%	1,493	1,493	100%	1,493	100%
Female	6	6	100%	6	100%	5	5	100%	5	100%
Total	1,622	1,622	100%	1,622	100%	1,498	1,498	100%	1,498	100%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2,048	1,966	96%	-	-	-
Female	35	32	91%	-	-	-
Total	2,083	1,998	96%	-	-	-

10. Health and safety management system:

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

The Company is ISO 45001:2018 certified and has implemented an occupational health and safety management system at the organization. It covers facilities across the Company and focuses on all key aspects of effective hazard identification, risk assessment and safety management.

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

The Company implements regular health and safety training programs to maintain a safe workplace. These training sessions are designed to increase awareness of safe and healthy working practices, identify potential work-related hazards, and to reduce the risk of workplace accidents and illnesses.

To further ensure employee safety, the Company conducts regular health and safety checks, motivational activities as well as mock fire drills, and emphasizes on 100% employee participation. Further, regular safety audits & inspections and prompt remedial actions, ensures a safe work and healthy place for our workers and employees.

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

The Company encourages workers to report any potential hazards they identify to their immediate supervisor and the Health & Safety team. A suggestion box is also placed at the factories. These safety briefings require employees to remove themselves from situations where they believe they may be at risk of harm or injury, and to seek assistance from their supervisors or management if necessary.

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

The Company has access to doctors to aid employees in the case of any medical requirement. Employees, as well as their immediate families, are covered either by health care insurance or under ESI benefits that cover the hospitalization costs in the event of medical emergencies.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	1.04
Total recordable work-related injuries	Employees	0	0
	Workers	4	7
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company places great importance on the health and safety of its employees and implements regular health and safety training programs to maintain a safe workplace. These training sessions are designed to increase awareness of safe and healthy working practices, identify potential work-related hazards, and to reduce the risk of workplace accidents, illnesses. The Company also maintains a checklist for maintaining clean and hygienic conditions at the plant facilities.

13. Number of Complaints made by employees and workers on working conditions or health and safety

There are no complaints on working conditions or health and safety from employees and workers during the year. However, as a general practice, complaint, if any received are attended promptly.

14. Assessments for the year working conditions or health and safety practices

The Company's facilities are assessed periodically either by customers or third parties as a part of the certification requirements such as SEDEX and ISO.

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.

Yes, the Company is regularly reviewing and taking corrective actions to address any significant risks/ concerns arising from assessments of health and safety.

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

The Company covers its employees and workers through Group Life Insurance coverage or equivalent and Accidental Life Insurance coverage.

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

Yes. The Company ensures that all the statutory dues are deducted and deposited by value chain partners, wherever applicable.

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

Not applicable

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?**

The Company considers transition assistance if the employees seek such assistance based on the merit of the case.

5. **Details on assessment of value chain partners on Health and safety practices and working conditions:**

Regular interaction with value chain partners is carried out and findings are satisfactory.

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.**

Not Applicable

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.

The Company has mapped its internal and external stakeholders. The Company identifies and engages with stakeholders based on their level of interest, influence, and potential impact on our business. We also regularly review and update our stakeholder map to ensure that it remains current and relevant to our operations.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	- Quarterly / Annual financial results and reporting - Investor presentations & meetings - Annual General Meeting	Annually, Quarterly, Periodically	- Market outlook - Business & financial updates - Non-financial & sustainability developments
Government and Regulatory Bodies	No	- Statutory and regulatory filings - Facility audits and inspections - Annual reports	As per applicable rules/ regulations	- Policy requirements - Compliance
Employees	No	- Induction & training programmes - Newsletter - Performance appraisal reviews	Periodically / Regularly (including at the time of joining)	- Human resource strategy - Employee safety, well-being, and development
Consumers or end users	No	- Exhibitions and industry events - Digital and social media connect - Brochures and catalogues - Website - Phone calls, e-mails - In-person meetings	Periodically / Regularly	- Client preferences - Product feedback - New product development - Service quality assessments
Industry Bodies and Associations	No	Memberships in associations and participation in industry forums	Periodically / Regularly	Developing solutions for common industry problems and industry knowledge exchange
Communities	Yes	CSR projects, surveys and focused group discussions	Periodically/ Regularly	- Assessment of community needs - Selection of new projects based on needs - Monitoring and evaluation of ongoing projects

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 believes that stakeholder consultation is essential to making decisions that are in the best interests of all stakeholders. The Executive Board is closely involved with engaging with different stakeholders for matters of strategic importance. The Company also encourages dialogue through a variety of formal and informal channels including sub-committees, meetings, focus groups and surveys. The Company carefully consolidates all the feedback, performs timely reviews and considers this feedback when making decisions.

- 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.**

The Company actively seeks input from employees and workers regarding employee health and safety matters, and consistently strives to improve their working conditions. Additionally, the Company closely monitors and adopts environmentally-friendly technological advancements that promote resource conservation.

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

The Company recognizes the importance of engaging with vulnerable and marginalized stakeholder groups. Furthermore, the Company is dedicated to creating opportunities for MSME vendors, whenever feasible, as part of its commitment to social responsibility.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered	% (D / C)
Employees						
Permanent	461	461	100%	404	404	100%
Other than permanent	-	-	-	-	-	-
Total Employees	461	461	100%	404	404	100%
Workers						
Permanent	1,622	1,622	100%	1,498	1,498	100%
Other than permanent	880	880	100%	777	777	100%
Total Workers	2,502	2,502	100%	2,275	2,275	100%

2. Details of Minimum wages paid to Employees and workers in the following format

100% of the employees of the organization have their wages equal to or more than the minimum wage requirements set by the central and state governments, in the regions where the Company's facilities are operating.

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

(Amount in Lakhs. /Per Annum)

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	187.96	-	-
Key Managerial Personnel*	2	40.06	-	-
Employees other than BoD and KMP	426	7.53	29	5.55
Workers	1,616	2.85	6	2.84

*KMP median remuneration excludes four Whole-time Directors (BoD)

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

The human resource's function, working in tandem with other teams, is responsible for overseeing and addressing any issue arising from any human rights impact or issues.

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

The Company encourages all the employees to report grievances without fear of retaliation and retribution. If employees observe any human rights violations, including but not limited to the code of ethics, policy or process violation, and sexual harassment, they can report it to the human resources department or use the anonymous whistle-blower mechanism. All reported grievances are treated with utmost importance and investigated promptly and impartially. In case of sexual harassment, the Company has constituted an Internal Complaints Committee (ICC) to promptly and impartially address the issues raised.

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

The company has no complaints from employees or workers on matters relating to sexual harassment, discrimination at the workplace, child labour, forced/involuntary labour, wages, or other human rights related issues for FY 2022-23 and FY 2021-22.

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

The Company takes all complaints seriously and conducts impartial investigations ensuring confidentiality for the complainant. The policies, such as the Prevention of Sexual Harassment at the Workplace (POSH) and non-discrimination, safeguard the complainant against retaliation and protect them from adverse consequences for reporting incidents of harassment or discrimination.

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

While the Company does not explicitly include all the human rights clauses in all its contracts, the Company actively encourages its business partners - Suppliers / Contractors / NGOs - to adopt responsible and ethical standards in all their practices and comply with all relevant laws and regulations.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The plants are assessed by third parties and are found to be in compliance with the requirements.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

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

Not applicable

Leadership Indicators

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

The Company hasn't received any human rights violations and hence doesn't warrant any process modifications.

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

The Company covers human rights issues as a part of the review of the overall code of conduct. In addition, the Company facilities have been assessed through SEDEX's SMETA 4 pillar covering labour standard, health & safety, environment and business ethics.

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?

The Company strives to ensure that differently abled individuals are not hindered in any way. The Company also sensitizes employees on the needs and requirements of differently-abled individuals.

4. Details on assessment of value chain partners:

The Company interacts with its value chain partners through various channels and conducts assessments, and the findings are satisfactory

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

Nil

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment
Essential Indicators
1. Details of total energy consumption (Giga Joules) and energy intensity, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	1,40,994	1,23,549
Total fuel consumption (B)	37,263	31,693
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	1,78,256	1,55,242
Energy intensity per Lakh Rupees of turnover (Total energy consumption/ turnover in Lakhs)	1.27	1.47

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? No

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

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 kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	1,23,188	1,12,734
(iii) Third party water	10,080	4,860
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	1,33,268	1,17,594
Total volume of water consumption (in kiloliters)	1,32,781	1,17,298
Water intensity per Lakh Rupees of turnover (Water consumed / turnover In Lakhs)	1.11	0.95

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

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

The Company has implemented zero liquid discharge at its facilities, wherever it is required, across all locations.

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

Parameter*	Please specify unit	FY 2022-23	FY 2021-22
NOx	Mg/Nm3	19	17
SOx	Mg/Nm3	27	25
Particulate matter (PM)	Mg/Nm3	63	61
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)	PPM	16.5	15.5
Hazardous air pollutants (HAP)			
Others – CO	%	0.05	0.04

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Yes, Unistar Environment and Research Labs Pvt. Ltd

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 CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,110	2,244
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	29,463	26,665
Total Scope 1 and Scope 2 emissions per Lakh Rupees of turnover		0.23	0.27

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? No

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

The Company has invested about 1.7 MW in rooftop solar at its Silvassa, Goa and Guwahati locations. The solar power potentially accounts for up to 20% of the total energy consumption at these plants. The Company is committed to continually evaluating opportunities to invest in similar renewable energy capacities at our other locations, with the goal of reducing GHG footprint and contributing to overall betterment of the environment. The Company also harvests daylight which helps in the reduction in consumption of electricity.

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

Parameter		FY 2022-23	FY 2021-22
Total Waste generated			
Plastic waste (A)	Tonne	258	-
E-waste (B)	Tonne	0.41	0.85
Bio-medical waste (C)		-	-
Construction and demolition waste (D)		-	-
Battery waste (E)		-	-
Radioactive waste (F)		-	-
Other Hazardous waste. Please specify, if any (G)	Tonne	10.1	10.4
Other Non-hazardous waste generated (H) Please specify, if any.	Tonne	18,381	16,851
Total (A+B + C + D + E + F + G + H)	Tonne	18,649	16,863
Other Non-hazardous waste generated (I) (Total Discarded containers)	No's	71,541	72,403
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in Kilo Liters)			
Category of waste			
(i) Recycled			
(ii) Re-used	KL	2.1	2.5
(iii) Other recovery operations			
Total	KL	2.1	2.5
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration			
(ii) Landfilling			
(iii) Other disposal operations	Tonne	18,649	16,863
Total	Tonne	18,649	16,863
Other disposal operations of (Discarded containers)	No's	71,541	72,403

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? No

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

The largest waste generated by the Company is paperboard scrap, which is recyclable. The Company takes special care to manage hazardous waste responsibly, including residual ink and solvents used in our printing processes by safely disposing them in line with the waste management rules of the Pollution Control Board and other applicable local laws and regulations. The Company reuses recovered solvents for cleaning the printing accessories. The Company also 100% composts its food waste at all its factories.

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

None of the Company's facilities operates in ecologically sensitive areas

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

Not Applicable

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

Yes, all the factories of the Company have requisite approval from various Pollution Control authorities

Leadership Indicators

1. Provide break-up of the total energy consumed (in Giga Joules) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	6,732	2,038
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	6,732	2,038
From non-renewable sources		
Total electricity consumption (D)	1,34,262	1,21,512
Total fuel consumption (E)	37,263	31,693
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable source (D+E+F)	1,71,524	1,53,205

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? No

2. Provide the following details related to water discharged:

The Company is committed to responsible water discharge and ensures that water is not released into natural water bodies.

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

The Company has no facilities in water stress areas.

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

NA

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.

NA

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	Reduction in hours of DG operation	Installed express feeder with LBS unit to minimize power failure frequency	Achieved lower emission of air pollutants such as Sox and Nox
2	Adoption of renewable energy sources	Installation of solar rooftop online power plant	Reduction in consumption of fossil fuels-based energy, contributing to greener environment
3	Insulation of chilled water line/chilled air ducts	Insulation of chilled water line/chilled air ducts to reduce the operational time of chillers	Savings in electricity and the related emissions
4	Use of HVLS fan for shop floor ventilation	Helps in the reduction of the consumption of electricity	Reduction of the carbon footprint and helps in running the facility efficiently
5	Natural ventilation	Use of natural ventilation through rooftop ventilators	Reduces the consumption of electricity
6	Energy efficiency	Use of Energy efficient Lighting fixtures through LED lights	Reduces the consumption of electricity

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

The Company has a comprehensive business continuity and disaster management plan in place. The Company's Emergency Preparedness & Response Plan (EPRP) covers measures such as backup systems, emergency response protocols, crisis communication strategies, and employee safety protocols.

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.

Raw material suppliers of the Company are required to take necessary steps to avoid any significant or adverse impact to the environment from their products.

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

No formal assessment made.

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.

Affiliations with five industry chambers/associations

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	ASSOCHAM	National
2	Indian Merchants Chamber	National
3	CAPEXIL	National
4	Indian Flexible Packaging & Folding Carton Manufacturers Association	National
5	Federation of Indian Chambers of Commerce and Industry	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Nil

Leadership Indicator

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

Not applicable

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development
Essential Indicators

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Not applicable

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

Not applicable

- Describe the mechanisms to receive and redress grievances of the community.**

The Company has established mechanisms for receiving and addressing grievances from the community. Although no grievances have been reported thus far, the Company has a dedicated website with contact details to raise any grievances.

- Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

The Company prefers to procure from MSME and small producers wherever feasible.

Leadership Indicators

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

Not applicable

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

Not Applicable

- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?**
 - From which marginalized /vulnerable groups do you procure?**
 - What percentage of total procurement (by value) does it constitute?**

The Company supports local procurement and micro, small and medium enterprises (MSMEs), wherever feasible. We also work closely with all our suppliers to ensure that they adhere to our best practices.

- 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:**

Not Applicable

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

Not applicable

- Details of beneficiaries of CSR Projects:**

Sr. No.	Name of the Project	Item from list of activities in Schedule VII of the Act	Local Area (Yes / No)	Location of the Beneficiaries		Amount spent for the project (in Rs. lakhs)
				State	District	
1	Education	Promoting education	Yes	Gujarat and Maharashtra	Ahmedabad and Mumbai	26.00
2	Environment	Protect Environment	Yes	Maharashtra	Mumbai	1.00
3	Health / Sanitary	Promoting healthcare	Yes	Gujarat, Goa, Maharashtra and Silvassa	Ahmedabad, Ponda, Mumbai and Silvassa	65.93
4	Sports	Promoting Sports	Yes	Maharashtra	Mumbai	10.00
5	Women Empowerment	Empowering Woman	Yes	Uttarakhand	Haridwar	3.68

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.**
A standard operating procedure (SOP) is established by the Company to identify the appropriate protocol for managing and addressing customer grievances internally, and ensure that they are dealt with, and resolved in a timely and efficient manner.
2. **Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:**
Not Applicable
3. **Number of consumer complaints in respect of data privacy, advertising, cyber-security, restrictive trade practices, unfair trade practices, etc.**
There are no consumer complaints against the Company.
4. **Details of instances of product recalls (voluntary/forced) on account of safety issues**
Nil
5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy?**
The company has a framework for cyber security and privacy systems.
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.**
Not applicable

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**
<https://www.tcpl.in/>
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
The Company provides material safety and data sheet wherever applicable to customers.
3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
The Company provides regular updates to customers if such information is needed to be shared.
4. **Does the entity display product information on the product over and above what is mandated as per local laws?**
Not Applicable
5. **Provide the following information relating to data breaches:**
 - a. **Number of instances of data breaches along-with impact:**
Nil
 - b. **Percentage of data breaches involving personally identifiable information of customers:**
Nil