TCPL packaging limited

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Lower Parel
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CIN: L22210MH1987PLC044505

July 17, 2026

The Bombay Stock Exchange Ltd
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai 400 001
Security Code:-523301

The National Stock Exchange of India Ltd
Exchange Plaza, Plot No. C/1, G Block
Bandra Kurla Complex,
Bandra East, Mumbai 400 051
Trading Symbol:- TCPLPACK

Dear Sirs,

Re:-Business Responsibility and Sustainability Report for the Financial Year 2025-26

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, attached is the Business Responsibility and Sustainability Report (BRSR) for the financial year 2025-26, which also forms a part of the Integrated Annual Report for the financial year 2025-26. The BRSR is also available on the website of the Company.

Thanking You

For **TCPL Packaging Limited**

Harish Venkappa Anchan
Digitally signed by Harish Venkappa Anchan
Date: 2026.07.17 14:57:23 +05'30'

Compliance Officer

Business Responsibility and Sustainability Reporting (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	:	L22210MH1987PLC044505
2.	Name of the Listed Entity	:	TCPL Packaging Limited
3.	Year of incorporation	:	27-08-1987
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.	E-mail	:	info@tcpl.in
7.	Telephone	:	+91-22 616 46 000
8.	Website	:	www.tcpl.in
9.	Financial year for which reporting is being done	:	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	:	Bombay Stock Exchange Limited and National Stock Exchange of India
11.	Paid-up Capital	:	₹ 9,10,00,000.00
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 : Company Secretary : Tel: +91 22 6164 6000 : Email Address: harish.anchan@tcpl.in
13.	Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	:	Disclosure in this report are made on a consolidated basis
14.	Name of assurance provider	:	Not Applicable
15.	Type of assurance obtained	:	Not Applicable

II. Products/services

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

S. No.	Description of main activity	Description of business activity	% of turnover of the entity (FY 2025-26)
1	Manufacturing of packaging materials	The Company manufactures paperboard-based packaging materials, flexible packaging products, rigid boxes, and gravure printing cylinders.	100%

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

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

III. Operations

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

Location	Number of plants	Number of offices	Total
National	6	4	10
International	-	1	1

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States/UTs)	28+
International (No. of Countries)	24 Countries

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

Exports contribute to over 30% of the Company's total turnover.

c. A brief on types of customers

TCPL Packaging Limited is among India's leading packaging companies, with a well-established position as one of the largest manufacturers of folding cartons and the country's largest standalone paperboard converter. In addition to its core paperboard packaging capabilities, the Company manufactures flexible packaging solutions, recyclable films, rigid boxes, gravure printing cylinders, and embossing cylinders, enabling it to offer a broad and integrated portfolio of packaging products and associated converting solutions.

The Company's operations are supported by ten state-of-the-art manufacturing facilities across India, along with marketing offices in key metropolitan cities, providing a strong pan-India presence and proximity to customers. TCPL has also established an international footprint through its office in the UAE, strengthening its engagement with global markets.

TCPL Packaging caters to a diverse range of industries through customized, high-quality packaging solutions. Its key customer segments include fast-moving consumer goods (FMCG), pharmaceuticals, tobacco, food and beverages, e-commerce, and consumer durables and electronics. This diversified customer base reflects the Company's ability to meet varied packaging requirements while maintaining a consistent focus on quality, reliability, and customer-centric delivery.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	659	610	93	49	7
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total employees (D + E)**	**659**	**610**	**93**	**49**	**7**
WORKERS						
4.	Permanent (F)	2049	2036	99	13	0.6
5.	Other than Permanent (G)	1006	930	92	76	8
6.	**Total workers(F + G)**	**3055**	**2966**	**97**	**89**	**3**

b. Differently abled Employees and Workers

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

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	1	9.09
Key Management Personnel	6	0	0

22. Turnover rate for permanent employees and workers

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13	18	14	14	15	14	12	13	12
Permanent Workers	17	13	17	17	17	17	12	12	12

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed Entity*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	TCPL Middle East FZE	Subsidiary	100	No
2	Creative Offset Printers Private Limited	Subsidiary	100	No
3	Accura Technik Private Limited	Subsidiary	100	No

VI. CSR Details

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

(ii) Turnover (in ₹) – 1,70,931.45 Lakh

(iii) Net worth (in ₹) – 72,006.64 Lakh

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place(Yes/No)(If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://www.tcpl.in/investor-relations/	0	0	NA	0	0	NA
Investors (other than shareholders)		0	0	NA	0	0	NA
Shareholders		14	0	NA	8	0	NA
Employees and workers		0	0	NA	0	0	NA
Customers		0	0	NA	0	0	NA
Value Chain Partners		0	0	NA	0	0	NA
Other (please specify)		0	0	NA	0	0	NA

26. Overview of the entity's material responsible business conduct issues

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

S. No.	Material issue identified	Indicate whether risk or opportunity(R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financialimplications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Opportunity	**Opportunity:** Given the energy-intensive nature of the Company's manufacturing operations, electricity consumption driven by machinery forms a substantial share of overall energy usage, with approximately 6% of total energy consumption currently met through renewable energy sources. Given the energy -intensive nature of the Company's manufacturing operations, electricity consumption driven by machinery forms a substantial share of overall energy usage. This has a direct bearing on both operating cost structures and emission intensity, positioning energy management as a key lever for improving operational and environmental performance. This has a direct bearing on both operating cost structures and emission intensity, positioning energy management as a key lever for improving operational and environmental performance. In response to these considerations, the Company has been placing greater emphasis on optimising energy use through efficiency-led interventions, while also advancing the adoption of renewable energy within its overall energy mix. This combined focus enables reduction in dependence on conventional power sources and supports alignment with the broader transition towards low-carbon and resource-efficient operations.	NA	**Positive:** Reduction in energy-related operating costs through efficiency gains, along with long-term financial benefits arising from improved energy mix and lower emission intensity.

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	Financialimplications of the risk or opportunity (Indicate positive or negative implications)
2	Waste Management	Risk and Opportunity	**Risk:** Waste generation is intrinsic to the Company's manufacturing processes, including paperboard scrap, printing plate waste and film rejects. While a large proportion is recyclable, inadequate handling or disposal can lead to environmental contamination, operational inefficiencies and potential non-compliance with regulatory requirements. These risks are further heightened by increasing regulatory focus on packaging waste, particularly under the Extended Producer Responsibility (EPR) framework, and growing public scrutiny around plastic waste, given the packaging industry's contribution to environmental pollution. Failure to effectively manage these aspects may also result in reputational impact and financial liabilities. **Opportunity:** The evolving regulatory and market landscape presents an opportunity to adopt a more structured and circular approach to waste management. Initiatives such as minimisation of waste at source, improved material utilisation, recycling of production waste streams and transition towards recyclable or sustainable materials can enhance resource efficiency and environmental performance. In addition, growing customer preference for sustainable packaging solutions creates potential for differentiation, improved market positioning and long-term value creation.	The Company follows a structured waste management framework, including segregation, safe storage and disposal through authorised vendors. Efforts are focused on reducing waste generation at source through process optimisation and technology upgrades. Recycling of waste streams, optimisation of ink and solvent usage and strengthening compliance with EPR requirements form part of ongoing initiatives. The Company is also exploring sustainable material alternatives and working with waste management partners to enhance end-of-life handling of packaging products.	**Positive:** Improved operational efficiency through reduced material wastage, revenue generation from recyclable scrap, enhanced market positioning and reduced exposure to regulatory penalties. **Negative:** Additional costs associated with adoption of sustainable materials, investments in waste management systems and potential capital expenditure for process and technology upgrades

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	Financialimplications of the risk or opportunity (Indicate positive or negative implications)
3	Water Management	Risk and Opportunity	**Risk:** Water plays a critical role in the Company's manufacturing processes, including cleaning operations and specific production stages such as cylinder electroplating involving materials like copper, chrome and nickel. These processes generate wastewater streams that may contain contaminants, creating potential environmental and regulatory risks if not effectively managed. Additionally, increased scrutiny from regulators on industrial wastewater discharge and water usage intensity heightens the risk of non-compliance, which could lead to operational disruptions, financial penalties and reputational impact. **Opportunity:** Effective water stewardship presents an opportunity to strengthen resource efficiency while reducing environmental impact. Measures such as optimisation of water consumption, reuse of treated water and implementation of advanced treatment technologies enable reduction in dependence on freshwater sources. The integration of systems such as rainwater harvesting, effluent treatment and sewage treatment supports a more circular water management approach. Adoption of high-efficiency treatment solutions, including closed-loop systems, further enhances water reuse and aligns operations with evolving expectations around sustainable water use and zero liquid discharge practices.	The Company adopts a structured approach to water management, including the use of Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs) for treatment and reuse of wastewater. In addition, high-efficiency systems such as Mechanical Vapor Recompression (MVR) plants are being used to treat high-TDS streams, enabling a closed-loop Zero Liquid Discharge (ZLD) framework. These measures are supported by water recycling, process optimisation and ongoing monitoring to minimise discharge and manage compliance requirements effectively.	**Positive:** Reduction in freshwater procurement costs, avoidance of regulatory penalties and improved operational efficiency through water reuse. **Negative:** Capital and operational expenditure associated with installation and maintenance of advanced treatment systems, including MVR and ZLD infrastructure.

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	Financialimplications of the risk or opportunity (Indicate positive or negative implications)
4	Emissions Management	Risk and Opportunity	**Risk:** The Company's operations involve energy-intensive manufacturing processes, including engraving and plating activities, which contribute to significant greenhouse gas (GHG) emissions. In addition, the use of diesel generators, solvent-based inks and logistics for movement of heavy cylinders results in emissions such as particulate matter (PM), NOx, CO, CO_2 and volatile organic compounds (VOCs). These emissions present environmental and health-related concerns, while also exposing the Company to increasing regulatory scrutiny. Evolving climate regulations, including potential carbon pricing mechanisms, along with rising stakeholder expectations on decarbonisation, further heighten compliance and reputational risks. Physical climate risks, including supply chain disruptions due to extreme weather events, also add to the overall exposure. Inadequate management of emissions could therefore lead to financial implications, operational disruptions and impacts on stakeholder confidence. **Opportunity:** At the same time, the emissions profile presents a clear opportunity to transition towards lower-carbon operations. A substantial share of emissions is linked to electricity consumption, creating scope to reduce overall carbon intensity through energy efficiency improvements and increased use of renewable energy. The Company has been advancing initiatives such as deployment of rooftop solar installations, adoption of solvent recovery systems to manage VOC emissions, and transition towards cleaner operational practices. Further opportunities exist in optimising logistics, reducing fuel dependency through phased introduction of electric vehicles (EVs) and integrating low-carbon technologies into manufacturing processes. These measures enable improved environmental performance while supporting alignment with customer expectations and emerging low-carbon supply chain requirements.	The Company follows a structured approach to emissions management, including monitoring and maintaining a comprehensive GHG inventory across operations. Mitigation actions include installation of rooftop solar PV systems, through which approximately 6% of the Company's energy consumption is met from renewable sources, to reduce reliance on grid electricity, implementation of energy efficiency measures and adoption of cleaner technologies. Operational controls such as maintenance of DG sets, ensuring adequate stack heights and installation of pollution control equipment (e.g., RECD systems) are in place to manage air emissions. Solvent recovery systems are used to reduce VOC emissions from printing operations. The Company is also progressing towards optimisation of logistics and gradual integration of electric mobility solutions for internal operations, alongside ongoing evaluation of emission reduction targets and low-carbon technologies.	**Positive:** Reduction in long-term energy and fuel costs through renewable energy adoption and efficiency improvements; avoidance of regulatory penalties; improved ESG performance enabling access to green financing and enhanced stakeholder confidence. **Negative:** Capital expenditure associated with renewable energy installations, emission control systems and technology upgrades; potential exposure to carbon pricing mechanisms and increased compliance costs.

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	Financialimplications of the risk or opportunity (Indicate positive or negative implications)
5	Occupational Health and Safety	Risk and Opportunity	**Risk:** The Company's manufacturing operations involve the use of machinery, chemicals such as inks and adhesives, and solvent-based processes, which give rise to multiple occupational health and safety risks. These include exposure to solvents, ergonomic stress, high noise levels, and potential hazards from flammable materials, which may increase the likelihood of workplace incidents if not adequately managed. Additionally, operations involving moving machinery and industrial processes present inherent safety risks, while improper handling or storage of chemicals could lead to fire hazards and health concerns. Increasing regulatory requirements on workplace safety and occupational health further elevate the risk of non-compliance, which may result in legal liabilities, operational disruptions and reputational impact. **Opportunity:** A structured and well-embedded safety framework provides the Company with an opportunity to enhance workforce well-being while strengthening operational resilience. By systematically managing workplace hazards and prioritising employee safety, the Company can improve productivity, reduce absenteeism and foster a more engaged workforce. Strengthening safety practices also enables alignment with global standards and customer expectations, while reinforcing the Company's position as a responsible employer. Enhanced safety performance can contribute to improved operational continuity, lower incident-related disruptions and increased stakeholder confidence.	The Company has implemented a robust Occupational Health & Safety Management System aligned with ISO 45001, supported by defined processes for hazard identification, risk assessment and mitigation. Preventive measures include safe storage and handling of chemicals, availability of Material Safety Data Sheets (MSDS), and adherence to prescribed disposal practices. Appropriate Personal Protective Equipment (PPE) is provided across operations, complemented by regular safety training programmes, safety audits and awareness initiatives. Engineering and administrative controls such as machine guarding, noise monitoring, and workplace ergonomics are incorporated to minimise exposure risks. Fire safety systems, including sprinklers, CO_2 flooding systems, and detection mechanisms, are installed across facilities to manage fire-related risks, particularly in areas involving solvents. Health surveillance programmes, incident reporting systems and active engagement through safety committees further support continuous monitoring and improvement of workplace safety practices.	**Positive:** Improved productivity, reduced absenteeism, lower incident-related costs and insurance premiums, along with enhanced workforce morale and operational continuity. **Negative:** Expenditure associated with safety infrastructure, training programmes, compliance requirements and potential financial implications arising from workplace incidents, including compensation and legal liabilities.

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	Financialimplications of the risk or opportunity (Indicate positive or negative implications)
6	Community and Society	Opportunity	**Opportunity:** Engagement with communities surrounding the Company's operations represents an important avenue for creating sustained and inclusive value. By aligning its initiatives with local needs and development priorities, the Company is able to contribute meaningfully to social well-being while strengthening its relationship with stakeholders. Through a structured approach to Corporate Social Responsibility (CSR), initiatives are undertaken across areas such as healthcare, education, women's empowerment, environmental sustainability and community development. These efforts support the broader objective of fostering inclusive growth, while reinforcing the Company's role as a responsible contributor to the communities in which it operates.	NA	**Positive:** Strengthened stakeholder relationships, enhanced brand equity and improved community trust, which collectively support operational continuity and long-term value creation. Strategic CSR interventions also enable collaboration opportunities and contribute to a stable and supportive operating environment.

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	Financialimplications of the risk or opportunity (Indicate positive or negative implications)
7	Responsible Sourcing	Opportunity	**Opportunity:** Responsible sourcing forms a critical element of the Company's approach to building a resilient and sustainable supply chain. As expectations around transparency, traceability and ethical practices continue to evolve, embedding sustainability considerations within sourcing decisions provides an opportunity to enhance long-term operational stability and stakeholder confidence. Within this framework, strengthening supply chain sustainability helps mitigate risks associated with supplier non-compliance, including potential disruptions, regulatory exposure and reputational impact. The Company's Sustainable Procurement Policy and Supplier Code of Conduct establish clear expectations for vendors, enabling greater oversight on ethical conduct, environmental performance and compliance standards. The preference for responsibly sourced materials, including a significant proportion of Forest Stewardship Council (FSC) certified paperboard, further supports sustainable resource use. In addition, ongoing supplier engagement, monitoring processes and the gradual strengthening of assessment mechanisms contribute to improved accountability and consistency across the value chain. The Company has also taken preparatory steps towards European Union Deforestation Regulation (EUDR) readiness by strengthening procurement controls for fibre-based inputs, engaging with paperboard and pulp suppliers to enhance source transparency, and reviewing the availability of chain-of-custody and forest certification documentation. These efforts are aimed at improving visibility into the origin of wood- and fibre-based raw materials, supporting evolving customer due diligence requirements, and enhancing access to export markets that increasingly expect assurance around responsible and deforestation-free sourcing practices.	NA	**Positive:** Reduced supply chain risks through improved supplier compliance, enhanced procurement reliability and stronger cost stability over time. Alignment with sustainability expectations also supports market access, customer preference and overall brand value.

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	Financialimplications of the risk or opportunity (Indicate positive or negative implications)
8	Customer Satisfaction	Risk and Opportunity	**Risk:** As a packaging solutions provider to leading clients across multiple sectors, the Company's performance is closely linked to its ability to consistently meet stringent product quality, safety and delivery requirements. Any lapse in quality may result in product damage, contamination risks or non-compliance with customer specifications, potentially leading to product recalls, contractual penalties and loss of business relationships. In addition, customer expectations are evolving beyond traditional quality parameters to include compliance with environmental, social and governance (ESG) requirements. Inability to align with these expectations may impact customer confidence, limit participation in responsible supply chains and pose reputational and commercial risks. **Opportunity:** A strong focus on quality assurance, responsible manufacturing and customer engagement provides an opportunity to build deeper and more enduring client relationships. By consistently delivering high-quality and compliant products, while aligning with customer-specific sustainability expectations, the Company is well positioned to strengthen trust and enhance customer retention. Further, increasing demand for ESG-aligned packaging solutions creates avenues for differentiation and new business opportunities. A customer-centric approach, supported by responsiveness, innovation and reliability, enables the Company to expand its market presence, strengthen partnerships and reinforce its positioning as a preferred supplier.	The Company adopts a comprehensive quality and customer engagement framework, supported by certified management systems including ISO 9001, ISO 15378, FSC and food safety packaging, BRCGS Food Safety Global Standard certifications. Robust quality control mechanisms are implemented across all stages of production to ensure product integrity, safety and compliance with client requirements. Regular interaction with customers is undertaken to align products with evolving expectations, including sustainability considerations. Emphasis is placed on timely delivery, product reliability and continuous improvement through adoption of advanced technologies and process enhancements. These measures support consistent quality performance and help mitigate risks related to customer dissatisfaction.	**Positive:** Increased customer retention, repeat business and access to new opportunities driven by ESG-aligned offerings. Strong customer satisfaction also supports revenue stability, enhanced brand reputation and improved market positioning. **Negative:** Financial exposure arising from product recalls, penalties, customer churn and reputational impact in the event of quality or compliance failures.

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	Financialimplications of the risk or opportunity (Indicate positive or negative implications)
9	Business	Opportunity	**Opportunity:** Ethical business practices and strong governance frameworks provide a foundation for sustained growth and long-term value creation. By embedding integrity, transparency and accountability across its operations, the Company strengthens trust with customers, employees, suppliers and regulatory authorities, which is critical in a highly competitive and regulated operating environment. Adherence to regulatory requirements, including compliance with Pollution Control Board (PCB) norms relating to emissions and waste management, further reinforces the Company's commitment to responsible operations. Aligning business practices with such regulatory expectations not only supports compliance but also enhances the Company's credibility and reliability as a business partner. A well-established ethical framework also contributes to improved organisational culture, enabling higher employee engagement, retention and productivity. Initiatives such as employee stock ownership plans (ESOPs) help align workforce interests with the Company's long-term performance, fostering a sense of ownership and accountability. Together, these elements support stronger stakeholder relationships, improved operational resilience and a more consistent ability to adapt to evolving market and regulatory expectations.	NA	**Positive:** Strengthened brand reputation, improved customer and supplier trust, and higher employee retention contributing to productivity gains. Adherence to regulatory requirements also supports avoidance of penalties and compliance-related costs, while enhancing the Company's attractiveness to investors and business partners.

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	Financialimplications of the risk or opportunity (Indicate positive or negative implications)
10	Ethics	Opportunity	**Opportunity:** Upholding human rights and ethical standards remains a fundamental aspect of responsible business conduct and presents a significant opportunity to strengthen stakeholder trust and organisational credibility. By embedding respect for human rights across its operations and value chain, the Company enhances its relationships with employees, customers and local communities, while reinforcing transparency and accountability. A structured focus on labour practices, workplace safety and fair treatment supports alignment with recognised human rights principles and evolving stakeholder expectations. This approach also enables the Company to proactively address areas of potential concern, contributing to more stable and sustainable operations. External assessments, including audits of environmental and labour practices, provide an added layer of oversight and validation. These mechanisms support continuous improvement, enhance visibility into operational practices and reinforce confidence among stakeholders regarding the Company's adherence to ethical standards.	NA	**Positive:** Strengthened brand equity and stakeholder trust, improved employee engagement and retention, and enhanced access to markets where ethical sourcing and human rights considerations are critical. A robust human rights framework also supports the avoidance of compliance-related disruptions and contributes to long-term business resilience. During the reporting year, the Company became a signatory to the United Nations Global Compact (UNGC), reaffirming its commitment to aligning business practices and strategies with the Ten Principles of the UNGC across the areas of human rights, labour, environment and anti-corruption. This further strengthens the Company's governance framework and reinforces its commitment to responsible and ethical business conduct.

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	Financialimplications of the risk or opportunity (Indicate positive or negative implications)
11	Sustainable Packaging	Opportunity	**Opportunity:** The increasing emphasis on sustainability across industries has led to a growing demand for environmentally responsible packaging solutions. Customers, including large FMCG, pharmaceutical and consumer goods companies, are progressively integrating sustainability considerations into their procurement decisions, with a focus on recyclability, reduced material usage and lower environmental footprint. This shift presents a significant opportunity for the Company to align its product portfolio with evolving market expectations. By leveraging its capabilities in paperboard packaging, exploring sustainable material innovations and enhancing the use of responsibly sourced and recyclable inputs, the Company is well positioned to cater to this transition. In addition, regulatory developments and global sustainability commitments are accelerating the adoption of sustainable packaging, creating avenues for growth, innovation and long-term value creation. Strengthening capabilities in this space also enables deeper engagement with customers seeking environmentally aligned solutions and supports participation in emerging sustainable supply chains.	NA	**Positive:** Potential for increased revenue through demand for sustainable packaging solutions, improved market positioning and differentiation, and access to new customer segments. Enhanced alignment with sustainability expectations also supports long-term business growth and brand value.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)									
BRS Policy	√	√	√	√	√	√	√	√	√
Human Rights Policy			√	√	√				
Environmental Policy		√				√			
Anti-Competitive Business Practices Policy	√						√		
Code of Conduct	√		√	√	√	√		√	√
Anti-Corruption & Anti-Bribery Policy	√						√		
Health & Safety Policy		√	√						
Grievance Mechanism Policy			√		√				
Supplier Code of Conduct		√	√	√	√	√			√
Sustainable Procurement Policy		√	√	√	√	√			√
NRC Policy	√								
Corporate Social Responsibility Policy				√				√	
Related Party Transactions Policy	√								
Insider Trading Policy	√			√					√
Dividend Distribution Policy	√			√					
Material Subsidiary	√			√					
Determination of Materiality Policy	√			√					
Preservation of Documents Policy	√								√
Whistle Blower Policy	√		√	√			√		√
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
*The blanks indicate that those principles are not applicable to those particular policies.									
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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. The Company's Supplier Code of Conduct and Sustainable Procurement Policy extend to its value chain partners. Alignment with these frameworks is reinforced through regular engagement, promoting adoption of responsible business practices across the supply chain.
4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) and standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015, ISO 14001: 2015, ISO 45001: 2018, ISO 15378:2017, BRCGS Packaging Food Safety Standards, FSC Chain of Custody, SEDEX, RBA, BSCI, GMI Standard, G7 Master facility qualification
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	As part of its broader sustainability framework, the Company has identified and defined key focus areas across environmental and social dimensions, supported by internal targets and structured performance monitoring. On the environmental front, the Company's priorities are centred around resource efficiency and responsible sourcing, including optimisation of water use, reduction in hazardous waste generation and increased adoption of sustainable raw materials. Currently, approximately 26% of paperboard inputs are FSC-certified, reflecting a calibrated shift towards responsible sourcing practices. These efforts are complemented by the Company's climate focus, anchored in its commitment to achieve carbon neutrality for Scope 1 and Scope 2 emissions by 2040, with FY 2023–24 as the baseline year. This commitment is supported by a progressive increase in the share of renewable energy through rooftop solar PV installations and renewable energy power purchase agreements (PPAs), alongside ongoing energy efficiency initiatives. On the social front, the Company continues to prioritize workplace safety and employee well-being, with emphasis on expanding the coverage and effectiveness of health and safety training programmes and implementing measures to reduce the incidence of major workplace accidents. Progress against these focus areas is periodically reviewed by management, enabling effective tracking, identification of improvement opportunities and timely interventions. This disciplined approach supports continuous enhancement of performance while ensuring alignment with the Company's long-term sustainability objectives.

6.	**Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.**	Performance evaluation is a crucial aspect of every organizational function throughout the company. The director's report provides further information regarding this, with accompanying annexures included in the Integrated Report.
Governance, leadership and oversight		
7.	**Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)**	At TCPL Packaging, ESG remains closely linked to the way we build resilience, strengthen accountability and create sustainable long-term value. Over time, our approach has become more integrated and execution-oriented, with greater emphasis on aligning environmental, social and governance priorities with the evolving needs of the business and the expectations of stakeholders. During the year, we continued to advance our environmental agenda through sharper focus on energy management, resource efficiency and responsible sourcing. The increasing integration of renewable energy, supported by solar installations and ongoing efficiency-led interventions, is contributing to our commitment to achieve carbon neutrality for Scope 1 and Scope 2 emissions by 2040, with FY 2023–24 as the baseline year. At the same time, the use of FSC-certified paperboards reflects our continued effort to strengthen sourcing practices in a more responsible and traceable manner. Our social focus remained anchored in people and communities. We continued to invest in workplace safety, employee well-being, capability development and engagement, while also sustaining community initiatives in areas such as healthcare and education. These priorities reflect our conviction that a responsible enterprise must create value not only through business performance, but also through the quality of the workplace it fosters and the relationships it builds beyond its boundaries. Governance continues to provide the discipline and direction that binds this agenda together. Our alignment with the United Nations Global Compact (UNGC) during the year marked an important step in reinforcing adherence to globally recognised principles of human rights, labour, environment and ethical business conduct. Alongside our policy and control architecture, this continues to strengthen the institutional foundation for transparent, accountable and responsible decision-making. Looking ahead, we remain focused on strengthening implementation, improving consistency across ESG priorities and embedding responsible business practices more deeply into the way we operate and grow. A detailed leadership statement can be found in the Integrated Report for FY 2025-26.
8.	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies**	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)								
	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	Y	Y	Y	Y	Y	Y	Y	Y	Y	Ongoing								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Ongoing								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Agency Name:	1. VKM & Associates, Secretarial Auditor 2. P. Naithani & Associates, Company Secretaries

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)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentages of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	5	• Organization structure, vision, mission, objectives, • processes, and systems • Current regulatory and statutory developments, • amendments, issues, and challenges • Strategy/business plan, including yearly targets, • commercial issues, etc. • Details of existing and ongoing projects	100%
Key Managerial Personnel (KMPs)	5		100%
Employees other than BoD and KMPs	993	• Health & Safety • POSH • Skill upgradation • Code of conduct • Business ethics • Accident prevention • Fire safety drill • Data security & technology • Maintenance • Communication	100%
Workers			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 (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):

	a. Monetary				
	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appealbeen preferred? (Yes/No)
Penalty/ Fine					
Settlement		Nil			
Compounding fee					

	b. Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/Judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment		Nil		
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.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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

Yes. The TCPL Packaging has a comprehensive Anti-Bribery and Anti-Corruption Policy that applies to Directors, senior management, employees, temporary workers, contractors and other relevant persons associated with the Company. The policy reinforces the Company's commitment to conducting business with integrity, transparency and accountability, and sets out clear expectations with respect to ethical conduct across all levels of the organisation.

The policy strictly prohibits bribery and corruption in any form, whether direct or indirect, including through third parties or intermediaries. It provides guidance on appropriate business conduct and supports a culture where employees and associated persons are expected to act fairly, honestly and in compliance with applicable laws and internal standards.

The Company also adopts a cautious and responsible approach while engaging with external parties such as agents, distributors, consultants and other intermediaries. Appropriate due diligence is undertaken, wherever applicable, to assess their alignment with anti-corruption requirements and ethical business practices. Such third-party engagements are expected to uphold the same standards of integrity, transparency and compliance that the Company maintains within its own operations.

Weblink to the policy: https://www.tcpl.in/investor-relations/

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 2025-26	FY 2024-25
Directors	Nil	
KMPs		
Employees		
Workers		

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil			
Number of complaints received in relation to issues of Conflict of Interest of the 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. During the reporting period, there were no instances of fines, penalties, disciplinary proceedings or regulatory actions against the Company, its Directors or Key Managerial Personnel in relation to matters concerning corruption, bribery or conflicts of interest.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	66.54	66.58

9. Open-ness of business

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

Parameter		Metrics	FY 2025-26	FY 2024-25
Concentration of Sales	a.	Sales to dealer / distributors as % of total sales	0	0
Share of RPTs in	a.	Loans & advances (Loans & advances given to related parties / Total loans & advances)	11.01%	7.44%
	b.	Investments in related parties as % of Total Investments made	100%	100%

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 responsible and ethical business practices. Awareness on relevant principles is promoted through periodic interactions led by concerned personnel across functions during regular engagement with suppliers, service providers and other partners.

These interactions help communicate the Company's expectations on integrity, compliance, quality, safety and responsible conduct, thereby supporting greater alignment across the value chain.

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 Company has mechanisms in place to identify and manage situations involving actual or potential conflicts of interest at the Board level. These are governed through the Company's Code of Conduct, which lays down expected standards of integrity, independence of judgement and fiduciary responsibility for Directors and Senior Management Personnel.

A key element of this framework is timely disclosure. Directors and Key Managerial Personnel are required to disclose their interests, including interests in other entities, which may have a bearing on matters considered by the Company or may result in Related Party Transactions. Such disclosures enable the Company to assess the nature of the interest and ensure that appropriate safeguards are applied.

Where a conflict or potential conflict arises, the concerned individual does not participate in the deliberation or decision-making process relating to that matter. This helps preserve impartiality and strengthens the transparency of Board and committee proceedings. Further, in situations where a conflict cannot be avoided, full disclosure to the Board is required.

The Company also seeks periodic confirmations, including annual compliance affirmations under the Code of Conduct, to reinforce accountability and ensure continued adherence to its governance and ethical standards.

Web link: https://www.tcpl.in/investor-relations/

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 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	30	17	Approximately 6% of our energy consumption is from renewable sources.
Capex	70	83	

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

Yes. The Company has strengthened its responsible sourcing approach by integrating sustainability considerations across vendor onboarding, procurement and assessment processes. The vendor engagement framework places emphasis on responsible business conduct, including adherence to ethical practices, safe working conditions and prohibition of child labour.

Periodic vendor audits are also undertaken, wherein sustainability-related aspects form part of the evaluation process. These assessments support better visibility on vendor practices and help reinforce the Company's expectations across its supply chain.

The Company also seeks to engage local vendors wherever feasible, supporting supply chain responsiveness and local economic participation. For key raw materials, the Company endeavours to procure responsibly sourced inputs and gives preference, wherever possible, to Forest Stewardship Council (FSC) certified paperboards, reflecting its continued focus on environmentally responsible procurement.

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

During FY 2025-26, approximately 26% of our paperboard consumption comprised FSC-certified paperboard sourced from certified suppliers. This reflects our efforts to incorporate responsibly sourced raw materials into our operations while supporting sustainable forest management and enhanced supply chain traceability.

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

Plastics (including packaging)	The Company continues to manage plastic packaging waste in accordance with the applicable Extended Producer Responsibility (EPR) framework. As part of this approach, the Company has arrangements with recyclers authorised by the Central Pollution Control Board (CPCB) for the responsible handling of pre-consumer and post-consumer packaging waste. Within its operations, plastic waste is identified, segregated and safely stored in designated areas to prevent damage or contamination, and is subsequently handed over to authorized vendors for further processing. These processes support structured collection, recycling and disposal of plastic packaging waste, while further strengthening the Company's efforts to reduce environmental impact across the product lifecycle and promote responsible end-of-life management of packaging materials.
E-Waste Hazardous Waste Other Waste	The Company has maintained and further reinforced its procedures for the safe handling, storage, recycling and disposal of e-waste, hazardous waste and other operational waste streams, in line with applicable Pollution Control Board requirements and local regulations. End-of-life e-waste and hazardous waste are routed through authorised recyclers or disposal agencies, as applicable, while recyclable operational waste, including paperboard scrap, is directed to appropriate recycling channels. Within its facilities, e-waste is identified, segregated and safely stored in designated areas to prevent damage or contamination, and is subsequently handed over to authorised recyclers for environmentally responsible dismantling, recycling and disposal in accordance with applicable regulations. Hazardous waste is appropriately labelled, stored in secure containers and maintained in designated storage areas as per prescribed safety guidelines, and is periodically disposed of through authorised handlers to ensure compliance with Pollution Control Board norms and safe treatment. Building on its established environmental management practices, the Company has put in place Effluent Treatment Plants (ETPs), Sewage Treatment Plants (STPs) and organic waste composting facilities across locations, as applicable, to support responsible waste, wastewater and sewage management. Sewage and canteen wastewater of approximately 8 KL/day is treated through the STP and reused for applications such as gardening, vehicle washing and solar panel cleaning, after meeting prescribed standards. These systems are supported by regular monitoring and adherence to safe handling practices, enabling efficient water reuse and compliance with environmental regulations.

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. Extended Producer Responsibility (EPR) is applicable to the Company's activities. The Company has put in place a waste collection and management plan aligned with the applicable EPR framework and regulatory requirements.

The plan has been submitted to the Central Pollution Control Board (CPCB), and the Company continues to manage its EPR obligations in line with the approved framework. These measures support structured collection, recycling and responsible disposal of packaging waste, while reinforcing the Company's focus on compliant and environmentally responsible waste management.

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?

The Company continues to build its understanding of environmental impacts associated with its products across their life cycle. While a formal Life Cycle Assessment (LCA) has not been undertaken during the reporting period, the Company has been progressing its evaluation of relevant product categories to assess the feasibility and applicability of such studies.

This approach enables the Company to identify key impact areas and potential opportunities for improving resource efficiency, minimizing environmental footprint and strengthening overall environmental performance. The Company remains focused on gradually integrating life cycle thinking into its sustainability framework as part of its broader environmental management approach.

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 presently reuse input materials in its manufacturing processes. However, it continues to utilise recycled paperboard as a significant proportion of its input materials by value, particularly within its paperboard packaging operations.

In addition, the Company is progressively evaluating the use of post-consumer recycled (PCR) materials within its flexible packaging segment. Trials involving PCR PET and PCR PE are being undertaken to assess their suitability from both quality and performance perspectives. These efforts reflect the Company's focus on enhancing material circularity and exploring opportunities to increase the use of recycled inputs across its product portfolio.

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:

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable					
E-waste						
Hazardous waste						
Other waste						

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	
		No. (B)	% (B/A)	No.(C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	610	391	64	610	100	-		0	-	0	-
Female	49	29	59	49	100	29	59	-	-	0	-
Total	659	420	64	659	100	29	4	0	-	0	-
Other than Permanent employees											
Male	0	-	-	-	-	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-	-
Total	**0**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	2036	1051	52	2036	100	-		0	-	0	-
Female	13	11	85	13	100	11	85	-	-	0	-
Total	2049	1062	52	2049	100	11	0.5	0	-	0	-
Other than Permanent workers											
Male	930	591	64	911	98	-	-	0	-	0	-
Female	76	20	26	76	100	1	1.3	-	-	0	-
Total	**1006**	**611**	**61**	**987**	**98**	**1**	**0.1**	**0**	**-**	**0**	**-**

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.04	0.1

2. Details of retirement benefits.

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total Employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers Covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF*	100%	100%	Y	99%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	0	28%	Y	0.7%	31%	Y
Other	-	-	-	-	-	-

**Covers all eligible employees. Employees or workers who are not covered under ESI are provided insurance coverage.*

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 remains committed to fostering an inclusive and accessible workplace, with due consideration to the needs of Persons with Disabilities (PwDs). Efforts have been undertaken to improve accessibility across its premises, aligned with the underlying principles of the Rights of Persons with Disabilities Act, 2016.

The Company continues to identify and address physical and operational barriers, wherever feasible, and provides necessary support to enable a safe and enabling work environment for PwDs. In addition, sensitisation efforts are carried out to promote awareness among employees on inclusivity, accessibility and the rights of PwDs, thereby strengthening a culture of respect and equal opportunity across the organisation.

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. The Company's commitment to providing equal opportunity is articulated through its Code of Conduct and Business Responsibility & Sustainability (BRS) Policy, which together reinforce a non-discriminatory and inclusive work environment. These frameworks lay down the principles of fair treatment and equal opportunity for all employees and applicants, irrespective of race, caste, religion, colour, ancestry, marital status, gender, age or nationality, and are aligned with the intent of the Rights of Persons with Disabilities Act, 2016.

The Company continues to strengthen its focus on inclusivity by promoting equitable access to opportunities and fostering a workplace culture based on respect and dignity for all individuals, including Persons with Disabilities.

The Code of Conduct is available on the Company's website: https://www.tcpl.in/investor-relations/

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100	100	100	100
Total	**100**	**100**	**100**	**100**

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees Other than Permanent Employees Permanent Workers Other than Permanent Workers	Yes. The Company has in place a structured grievance redressal mechanism that is accessible to all categories of employees and workers. The framework is designed to ensure timely, transparent and fair resolution of concerns, while reinforcing accountability across all levels. **Level 1:** Employees and workers can submit grievances through designated channels to the Human Resources Department. The HR function undertakes a review of the concern and facilitates resolution through appropriate investigation and engagement with relevant stakeholders. **Level 2:** In cases where the grievance remains unresolved, it may be escalated to higher levels of management for further examination and appropriate action. **Level 3:** The Company also provides access to alternate reporting mechanisms, including a whistleblower framework, enabling individuals to raise concerns confidentially and without fear of retaliation. This multi-tiered approach supports effective resolution of issues while strengthening a culture of openness, fairness and trust within the organisation.

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	TCPL does not have any employees/workers union					
Female						
Total Permanent Workers						
Male	TCPL does not have any employees/workers union					
Female						

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	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	610	610	100	520	85	563	509	90	563	100
Female	49	49	100	26	53	39	39	100	39	100
Total	**659**	**659**	**100**	**546**	**83**	**602**	**548**	**91**	**602**	**100**
Workers										
Male	2036	2036	100	1997	98	1991	1984	100	1984	100
Female	13	13	100	10	77	8	8	100	8	100
Total	**2049**	**2049**	**100**	**2007**	**98**	**1999**	**1992**	**100**	**1992**	**100**

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

Category	FY 2025-26			FY 2024-25		
	Total(A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	610	585	96	563	559	99
Female	49	49	100	39	36	92
Total	**659**	**634**	**96**	**602**	**595**	**99**
Workers						
Male	2036	1954	97	1991	1991	100
Female	13	10	77	9	8	100
Total	**2049**	**1964**	**96**	**1999**	**1999**	**100**

10. Health and safety management system:

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

Yes. The Company has implemented an Occupational Health and Safety Management System certified under ISO 45001:2018, which is embedded across all its operational locations. The system is designed to provide a structured and comprehensive approach to managing workplace health and safety and is integrated within the Company's overall management framework.

The scope of the system extends to all employees, contract workers, visitors, and on-site activities, covering production, maintenance, utilities and support functions. The framework is aligned with applicable legal and safety requirements and is supported by a dedicated Environment, Health and Safety (EHS) team, responsible for oversight of risk identification, assessment and mitigation across operations.

Core elements of the system include hazard identification, risk assessment, incident reporting, emergency preparedness, operational controls, worker participation and continuous monitoring. These processes enable proactive risk management and facilitate ongoing improvement in health and safety performance. Safety considerations are embedded into operational procedures, including the use of safe and approved inputs and adherence to established protocols.

The Company also maintains an Emergency Preparedness Plan, supported by regular training and drills, to ensure readiness in managing potential incidents.

Through this integrated framework, the Company ensures comprehensive coverage of occupational health and safety risks across its operations, with all factory premises, activities and workforce brought under its ambit, reinforcing a consistent focus on maintaining a safe and healthy work environment.

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 has established structured processes to identify and assess work-related hazards across both routine and non-routine activities. These processes are anchored in systematic methodologies such as Hazard Identification and Risk Assessment (HIRA) and Job Safety Assessment (JSA), which are applied across operations to evaluate potential risks.

Risk identification is embedded within regular operational reviews, workplace safety inspections, periodic audits and toolbox talks, enabling early detection of hazards and timely implementation of control measures. A formal mechanism is in place to allow employees and workers to report work-related hazards, unsafe conditions, incidents and near-miss incidents. Reported near-misses are reviewed, investigated and addressed through corrective and preventive actions, helping the Company identify underlying risks before they result in injury or operational disruption. Hazard identification outputs are also communicated through displays at departmental levels to enhance on-ground awareness.

For non-routine and high-risk activities, structured risk assessments are carried out prior to commencement, supported by a Permit-to-Work system to ensure that appropriate safeguards and controls are in place. The Company also ensures the provision and mandatory use of appropriate Personal Protective Equipment (PPE) to minimise exposure to potential hazards. In addition, safeguards are provided on machines and equipment, including relevant guarding, interlocks and operating controls, to reduce the risk of injury during machine operations and maintenance activities.

The Company further strengthens hazard prevention through regular safety training, awareness sessions and competency-building programmes for employees and workers. These interventions include training on safe operating procedures, emergency preparedness, PPE usage, hazard reporting, machine safety and activity-specific precautions. Learnings from incidents, near-misses and safety observations are disseminated through one-point lessons, toolbox talks and departmental communication to reinforce safe behaviours and prevent recurrence.

Ergonomic aspects are also considered as part of workplace hazard identification, particularly in relation to manual handling, repetitive movements, posture-related risks and workstation practices. Appropriate measures are taken to improve working conditions, reduce physical strain and promote safe and efficient task execution.

These practices are complemented by defined mitigation measures, incident reporting and addressal systems, continuous monitoring and periodic review of controls. Through this comprehensive and proactive approach, the Company continues to strengthen occupational health and safety risk management, minimise the likelihood of workplace incidents and maintain a secure working environment.

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

Yes. The Company has established processes that enable workers to report work-related hazards and take appropriate action to safeguard themselves from potential risks. A culture of proactive hazard reporting is encouraged, wherein workers can promptly raise concerns through their immediate supervisors or the Health and Safety Committee.

Multiple channels are available to facilitate reporting, including designated communication mechanisms and suggestion boxes placed across factory premises, allowing concerns to be raised, including on an anonymous basis. These avenues support timely identification and resolution of potential hazards.

Safety awareness is further reinforced through regular briefings and training programmes, which emphasise safe work practices and the importance of early reporting of risks. Workers are also made aware of their right to withdraw from situations that may pose an immediate threat to their health or safety and to seek appropriate guidance or intervention.

Through these measures, the Company continues to strengthen its focus on worker participation in safety processes, supported by ongoing improvements in workplace conditions, training and operational safeguards.

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

Yes. The Company provides access to non-occupational medical and healthcare benefits to its employees and workers, in line with applicable eligibility criteria. Health coverage is extended through medical insurance schemes as well as the Employees’ State Insurance (ESI) framework, where applicable.

In addition to insurance coverage, the Company facilitates access to a range of healthcare support mechanisms, including on-site first aid facilities with trained first aiders, tie-ups with nearby hospitals for emergency and routine medical care, and access to medical consultation for non-occupational health issues. Periodic health check-ups and awareness programmes on general health, hygiene and overall well-being are also conducted to promote a healthier workforce.

The Company has also put in place provisions such as a Mediclaim policy for on-roll employees (based on eligibility/option) and workmen compensation coverage for employees, ensuring financial protection in case of medical contingencies.

The coverage is designed to support not only employees but also their immediate family members, thereby promoting overall health and well-being. Through these arrangements, the Company strengthens access to healthcare support beyond workplace-related requirements, contributing to the broader welfare of its workforce.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.57	0
	Workers	0	0.19
Total recordable work-related injuries	Employees	1	0
	Workers	0	3
No. of fatalities	Employees	0	0
	Workers	0	1
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 continues to strengthen its approach towards ensuring a safe and healthy workplace by embedding safety considerations across governance, infrastructure, processes and employee engagement.

A comprehensive Occupational Health & Safety framework, supported by defined policies and governance structures, guides the Company's safety practices. This framework covers risk assessment, hazard identification, incident reporting, emergency preparedness, regulatory compliance and continuous improvement, ensuring a structured and consistent approach across all operations.

At an operational level, significant emphasis is placed on risk assessment and hazard control, supported by regular safety audits, inspections and workplace monitoring. Parameters such as VOC, dust, ambient air, stack emissions, borewell water and noise levels are monitored at defined intervals, with frequency enhanced to half-yearly. Engineering controls, including machine guarding, interlocking systems, emergency stop mechanisms and safety upgrades, have been implemented in critical equipment to minimise risks.

The Company's facilities are equipped with extensive fire protection systems, including hydrants, sprinklers, fire hose reels, foam systems, CO_2 flooding systems, VESDA, smoke detectors and addressable alarm systems with GSM connectivity. Flameproof fittings and static monitoring devices are installed in sensitive areas, while lifeline systems have been deployed on rooftops to support safe access and maintenance activities such as solar panel cleaning.

Workplace safety is reinforced through structured training and awareness programmes, including induction training, toolbox talks, Behaviour-Based Safety (BBS) initiatives and plant-wide awareness campaigns during safety observance periods. Focused initiatives, such as hand safety drives (with strong participation levels) and Kaizen-based improvements, have been implemented to reduce specific risks, including contact with moving machinery. Forklift safety has also been enhanced through interlocking of seatbelts with ignition systems.

A strong focus is placed on emergency preparedness, with regular mock drills and fire-fighting training sessions conducted across locations to improve response capabilities. Clear evacuation systems, emergency protocols and communication mechanisms are maintained to ensure readiness during potential incidents.

The Company also emphasises health and well-being initiatives, including annual health check-ups for employees, access to first aid and medical support, and programmes promoting mental well-being, awareness and open communication. Adequate workplace infrastructure - including safe machinery, clean drinking water, sanitation facilities, lighting, ventilation and housekeeping - is maintained to ensure a safe and comfortable working environment.

Employee participation is encouraged through Health and Safety Committees, regular engagement forums and reporting mechanisms, fostering shared responsibility in maintaining workplace safety. Periodic internal and external audits, along with statutory inspections, are conducted to identify gaps and drive corrective actions.

Through these integrated measures, the Company reinforces a proactive safety culture, aiming to minimise risks, enhance operational reliability and continuously improve workplace health and safety outcomes across its operations.

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

	FY 2025-26			FY 2024-25		
	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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

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

*Customers or third parties periodically assess the Company's facilities for certification requirements.

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

The Company maintains a structured approach towards identifying and addressing safety-related risks through ongoing monitoring and periodic assessments of its health and safety practices. Where potential risks or gaps are identified, appropriate corrective and preventive measures are implemented in a timely manner, supported by defined review and escalation mechanisms.

These actions are integrated into the Company's safety management processes, enabling continuous strengthening of workplace safety standards and mitigation of potential risks. During the reporting period, no significant safety-related incidents or material concerns were identified that required major corrective interventions.

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).

Yes. The Company has continued to strengthen its employee welfare framework by providing life insurance and financial protection mechanisms for both employees and workers. Coverage is extended through group life insurance or comparable arrangements, along with accidental life insurance benefits.

These provisions are designed to offer financial support to dependents in the event of an unforeseen loss, reflecting the Company's ongoing emphasis on employee well-being and social security.

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

The Company maintains a structured vendor management framework that incorporates statutory compliance as a key expectation for all value chain partners. Partners are required to adhere to applicable legal requirements, including the proper deduction and timely deposit of statutory dues.

Oversight is exercised through periodic reviews, verification of relevant documentation and ongoing engagement with vendors. These processes enable visibility into compliance practices and help address any gaps, ensuring alignment with regulatory obligations across the supply chain.

3. **Provide the number of employees / workers having suffered high consequence workrelated 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:**

	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 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	2	0	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)**

Yes. The Company has provisions to support employees during career transition phases, including retirement and separation, with assistance extended based on individual circumstances and specific needs. Such support is evaluated on a case-by-case basis to ensure relevant and meaningful guidance during the transition period.

In parallel, emphasis is placed on enhancing long-term employability through ongoing learning and skill development initiatives. These programmes are designed to equip employees with capabilities that remain relevant beyond their current roles, thereby enabling smoother transitions and supporting future career opportunities.

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

The Company engages with its value chain partners through structured interactions to assess health and safety practices as well as working conditions. These assessments are supported by periodic reviews and ongoing dialogue, enabling visibility into compliance with expected standards.

Where areas for improvement are identified, appropriate corrective measures are implemented in coordination with the concerned partners. Based on the assessments carried out during the reporting period, the overall observations have been satisfactory, with no significant risks or concerns identified requiring major corrective action.

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 identification of key stakeholder groups is guided by a structured evaluation framework that considers both internal and external participants connected to the Company's operations. This process is driven by an assessment of the relevance of each stakeholder group, including their ability to influence business outcomes and the extent to which they are impacted by the Company's activities.

In line with its Business Responsibility and Sustainability (BRSR) Policy, the Company recognises employees, business associates, customers, shareholders/investors, communities surrounding its operations and regulatory authorities as key stakeholder groups.

Based on this evaluation, stakeholders are prioritised to enable focused engagement and effective communication on matters of mutual importance. Engagement is carried out through a range of mechanisms, including consultations with local communities, supplier and vendor interactions, customer and employee satisfaction surveys, and participation in investor forums.

To ensure continued relevance, the stakeholder mapping exercise is revisited periodically, taking into account changes in the business environment, regulatory expectations and organisational priorities. This enables the Company to maintain a responsive understanding of its stakeholder ecosystem while supporting informed and balanced decision-making.

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
Investors	No	• Investor presentations & meetings • Quarterly financial results and reporting • Annual general meeting	• Annually • Quarterly	• Transparent and effective communication of business performance • Addressing investor queries and concerns • Providing insights into the Company's corporate strategy and business environment • Providing non-financial & sustainability developments
Government and Regulatory Bodies	No	• Statutory and regulatory filings, ongoing meetings and dialogues • Facility audits and inspections • Annual reports	As per applicable rules/regulations	• Regulatory compliance • Sound corporate governance mechanisms • Tax matters • Transparency in disclosures
Employees	No	• Induction & training programmes • Newsletter • Performance appraisal reviews	Regularly, since Joining	• Human resource strategy • Employee safety, well-being, and development
Supplier	No	• E-mail • Advertisement • Vendor meets • Website • Social Media	Regularly	• To make suppliers aware of the TCPL's procurement philosophy, policies, quality objectives, and sustainability agenda. • Lodging and tracking grievances on TCPL's grievance redressal mechanism
Customer	No	• Exhibitions and industry events • Digital and social media connect • Brochures and catalogues • Website • Phone calls, e-mails • In-person meetings	Regularly	• Client preferences • Product feedback • New product development • Service quality assessments
Industry Bodies and associations	No	• Memberships in associations and participation in industry forums	Regularly	• Developing solutions for the industry's common problems and exchange of industry knowledge
Communities and NGO	Yes	• Community meetings for CSR projects • Notice board • Website • Social media	Periodically / Regularly	• Need assessment for CSR projects • Selection of new projects based on needs • Implementation of CSR projects • Monitoring and evaluation of ongoing projects
Media	No	• Advertisements, notifications and one-to- one interaction with senior management	Quarterly / As and When Required	• Transparent and accurate disclosure to stakeholders • Create awareness on TCPL's businesses, brands, and sustainability initiatives • Enhancing corporate reputation as a responsible enterprise

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 has established structured mechanisms to facilitate stakeholder consultation on economic, environmental and social matters through defined governance forums. While the Board retains overall oversight, engagement with stakeholders is operationalised through various committees, including the Health & Safety Committee, Workers & Management Joint Committee, Sustainability and Corporate Social Responsibility Committees, along with other statutory bodies.

These forums serve as key platforms for interaction with relevant stakeholder groups, enabling the identification of concerns, expectations and feedback on material issues. Inputs gathered through such engagements are systematically reviewed and consolidated at the management level.

Matters of significance, along with key insights arising from these consultations, are escalated to the Board through periodic updates and reporting mechanisms. This structured flow of information supports informed decision-making and ensures that stakeholder perspectives are appropriately reflected in the Company's strategic and operational considerations.

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 forms an integral part of the Company's approach to identifying and managing environmental and social priorities. Inputs received through structured engagement with key stakeholder groups, including employees, communities and technical experts, are factored into policy development and operational decision-making.

Feedback from the workforce, particularly on health and safety matters, has supported improvements in workplace practices and overall working conditions. Technical inputs, including those from energy auditors and external consultants, have guided the adoption of measures such as solar installations and renewable power purchase agreements (PPAs), contributing to the Company's efforts to enhance energy efficiency and reduce environmental impact.

Engagement with local communities also informs the design and implementation of social and environmental initiatives. This has enabled site-specific actions such as rainwater harvesting systems, afforestation drives and targeted community development programmes. Inputs from community stakeholders have further shaped initiatives in areas such as healthcare support and nutritional assistance.

Through these mechanisms, stakeholder feedback is actively integrated into both strategic priorities and on-ground initiatives, enabling a more responsive and context-driven approach to sustainability.

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

The Company recognises the importance of engaging with vulnerable and marginalised stakeholder groups and incorporates their inputs into its community-focused initiatives. Engagement is carried out through direct interactions with local community representatives, enabling identification of specific needs and priority areas requiring support.

Actions undertaken are aligned to these identified needs and include initiatives such as providing medical equipment to local healthcare facilities and extending nutritional support to communities in nearby areas. These interventions are guided by on-ground feedback and aim to address immediate concerns while contributing to broader community well-being.

This approach enables the Company to deliver targeted support to vulnerable groups and ensures that its community development efforts remain relevant, inclusive and responsive to local requirements.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	659	629	95	602	602	100
Other than permanent	0	-	-	0	-	-
Total employees	**659**	**629**	**95**	**602**	**602**	**100**
Workers						
Permanent	2049	2017	98	1999	1990	100
Other than permanent	1006	963	96	1188	384	32
Total workers	**3055**	**2980**	**98**	**3187**	**2374**	**74**

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than MinimumWage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	610	0	0	610	100	563	43	8	520	92
Female	49	0	0	49	100	39	0	0	39	100
Other than Permanent										
Male	0	-	-	-	-	0	-	-	-	-
Female	0		-	-	-	0	-	-	-	-
Permanent Workers										
Male	2036	156	8	1880	92	1991	84	4	1907	96
Female	13	1	8	12	92	9	0	0	8	100
Other than Permanent										
Male	930	928	99.8	2	0.2	1177	1050	89	127	11
Female	76	76	100	0	0	11	11	100	0	0

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

   a. **Median remuneration / wages:**

	Male		Female	
Gender	**Number**	**Median remuneration/ salary/wages of respective category (₹ Lakhs)**	**Number**	**Median remuneration/ salary/wages of respective category (₹ Lakhs)**
Board of Directors (BOD)	10	180.90	1	NA
Key Managerial Personnel*	2	60.92	0	-
Employees other than BOD and KMP	608	8.78	49	6.89
Workers	2036	3.34	13	3.20

*Four KMPs also serve on the Board of Directors. To avoid double counting, these individuals have been counted only under the Board category; accordingly, the total number of KMPs is reported as 2

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	2.57	1.58

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. Responsibility for addressing human rights–related matters is anchored within the Human Resources (HR) function, which serves as the designated focal point for oversight, assessment and resolution of such issues across the organisation.

The Company's commitment to human rights is formalised through its Human Rights Policy, which is aligned with internationally recognised frameworks such as the UN Guiding Principles on Business and Human Rights, the core conventions of the International Labour Organization (ILO), and its commitment to the United Nations Global Compact (UNGC). The policy sets out clear expectations on key issues including the elimination of child and forced labour, non-discrimination, provision of safe and healthy working conditions, and respect for freedom of association and collective bargaining.

These principles are embedded into operational and people-related processes through structured systems and practices led by the HR function. This includes monitoring adherence, enabling appropriate grievance redressal and reinforcing responsible conduct across the organisation and its value chain.

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

The Company has established a structured framework to address grievances relating to human rights, supported by clearly defined reporting and escalation mechanisms. Employees and workers are encouraged to raise concerns pertaining to human rights issues, including potential policy violations, unethical conduct or instances of discrimination, in a safe and supportive environment.

Multiple reporting channels are available to facilitate access and build confidence in the process. Concerns may be reported directly to the Human Resources function or through the whistleblower mechanism, which allows for confidential and, where required, anonymous reporting. These mechanisms are designed to uphold principles of fairness, confidentiality and protection against retaliation.

All reported concerns are subject to timely review and impartial investigation, with appropriate corrective actions taken based on the findings. Matters of a sensitive nature, including complaints related to sexual harassment, are addressed through a formally constituted Internal Complaints Committee (ICC), in line with applicable legal requirements, ensuring an independent and unbiased resolution process.

This integrated approach enables effective redressal of human rights–related concerns while reinforcing accountability, trust and adherence to the Company's ethical standards.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending Resolution at the end of year	Remarks	Filed during the year	Pending Resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company has put in place well-defined mechanisms to safeguard complainants in cases related to discrimination, harassment and other human rights concerns. A zero-tolerance approach is adopted towards any form of retaliation, ensuring that individuals can raise concerns without fear of adverse consequences.

This framework is supported by internal policies such as the Prevention of Sexual Harassment (POSH) Policy, Non-Discrimination Policy, and the Whistleblower Policy, each of which establishes clear guidelines on reporting, protection and redressal. Complaints may be raised through multiple channels, including the Human Resources function, the Internal Complaints Committee (ICC) for matters relating to sexual harassment, or through the whistleblower mechanism, which allows for confidential and anonymous reporting.

All concerns are handled with due sensitivity and confidentiality, and are subject to an impartial review process to ensure fair and timely resolution. The Company's policies explicitly prohibit any form of direct or indirect retaliation against complainants, and any such instances are addressed through appropriate disciplinary actions.

The Company has also aligned its governance approach with internationally recognised standards, including a formal commitment to the Ten Principles of the United Nations Global Compact (UNGC). Supervisory and managerial personnel are periodically sensitised on these principles as well as on the importance of maintaining a safe and respectful workplace, thereby reinforcing a culture of trust, accountability and protection for individuals raising concerns.

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

Yes. Human rights requirements are embedded within the Company's engagement framework with its value chain partners through the Supplier Code of Conduct, which outlines the expected standards of ethical and responsible conduct.

Building on this framework, the Company has integrated key human rights principles into its business relationships with suppliers, contractors and other partners. These include expectations relating to fair labour practices, non-discrimination, safe working conditions and compliance with applicable laws and regulations.

By incorporating these requirements into its contractual and operational expectations, the Company reinforces alignment with its human rights commitments across the value chain, supporting more consistent adoption of responsible practices beyond its own operations.

10. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	-

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

No issues were found during the assessment.

Leadership Indicators

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

During the reporting period, no human rights–related grievances or complaints were received. Accordingly, there was no requirement to modify or introduce new business processes in this context.

The Company's existing frameworks and controls are designed to address potential human rights concerns in a timely and structured manner. These mechanisms are periodically reviewed as part of ongoing monitoring efforts, ensuring that the Company remains appropriately positioned to respond to any issues, should they arise, while maintaining alignment with its human rights commitments.

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

The Company follows a defined approach to human rights due diligence through periodic independent assessments of its operations. As part of this process, key manufacturing facilities undergo SMETA (Sedex Members Ethical Trade Audit) assessments, which cover critical areas such as prohibition of child and forced labour, workplace health and safety, working conditions, and non-discrimination practices. These audits provide an external perspective on compliance with recognised ethical and human rights standards and support the identification of areas for improvement.

In addition to these established assessments, the Company is in the process of undertaking a more comprehensive labour and human rights risk assessment across its operations. This initiative is aimed at systematically identifying potential risks, strengthening mitigation measures, and enhancing alignment with evolving regulatory expectations and international human rights frameworks.

Together, these efforts contribute to a more structured and forward-looking approach to human rights due diligence, enabling continuous strengthening of practices related to the protection and well-being of its workforce and other stakeholders.

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 demonstrates sensitivity towards the accessibility needs of Persons with Disabilities (PwDs) and has been taking measures to create a more inclusive and accommodating environment across its premises. Efforts are directed towards identifying and addressing potential barriers, with the objective of improving accessibility for employees, workers and visitors alike, in alignment with the spirit of the Rights of Persons with Disabilities Act, 2016.

Alongside physical accessibility considerations, the Company places emphasis on building awareness among employees regarding the needs and rights of PwDs. These efforts support the development of a more inclusive workplace environment, where accessibility and equal participation are progressively strengthened.

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	Regular interaction with value chain partners is carried out, and the findings are satisfactory.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – Evaluation of Environmental Impact	

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

The Company undertakes on-site assessments and regular engagement with its value chain partners to review working conditions and related practices, providing direct visibility into their operational alignment with expected standards.

Based on these assessments, the overall observations have remained satisfactory, with no significant risks or concerns identified requiring corrective action during the reporting period. In addition, the Company is in the process of developing a more comprehensive supply chain risk assessment framework, aimed at systematically identifying potential risks, strengthening evaluation processes and enabling a more structured approach to monitoring and continuous improvement across the supply chain.

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 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	14,582	10,739
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	14,582	10,739
From non-renewable sources		
Total electricity consumption (D)	1,80,992	1,66,771
Total fuel consumption (E)*	58,199	47,532

Parameter	FY 2025-26	FY 2024-25
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	2,39,192	2,14,303
Total energy consumed (A+B+C+D+E+F)	2,53,773	2,25,042
Energy intensity per rupee of turnover GJ/Lakhs (Total energy consumed / Revenue from operations)	1.38	1.27
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) GJ/Lakhs (Total energy consumed / Revenue from operations adjusted for PPP)	28.12	26.26
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*The methodology for calculating total fuel consumption was updated during the reporting year to enhance the accuracy of reporting. Comparative figures have been restated accordingly.

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

Yes

Agency Name – TechNova's ENCON Advisory Services.

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 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water		-
(ii) Groundwater	1,88,368	1,65,637
(iii) Third party water (Municipal water supplies)	9,056	9,111
(iv) Seawater / desalinated water		-
(v) Others (Rainwater storage)		-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	**1,97,424**	**1,74,748**
Total volume of water consumption (in kiloliters)	1,92,435	1,61,175
Water intensity per rupee of turnover KL/Lakhs (Total water consumption / Revenue from operations)	1.05	0.91
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) KL/Lakhs (Total water consumption / Revenue from operations adjusted for PPP)	21.32	18.81
Water intensity in terms of physical output		-
Water intensity (optional) – the relevant metric may be selected by the entity		-

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

No

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

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilo liters)		
(i) To Surface water		
- No treatment	2,451	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-

Parameter	FY 2025-26	FY 2024-25
- 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	2,538	13,574
- With treatment – please specify level of treatment (send to CETP after treatment)	-	-
(v) Others		
-No treatment	-	-
-With treatment – Tertiary treatment	-	-
Total water discharged (in kilo liters)	**4,989**	**13,574**

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 external assessment related to discharged water was done.

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

The Company has implemented measures aligned with the Zero Liquid Discharge (ZLD) philosophy at select locations. Sewage Treatment Plants (STPs) have been installed at the Masat and Dapada facilities, along with Effluent Treatment Plants (ETPs) to treat wastewater generated from operations. COPPL also has an STP with a treatment capacity of 20 KLD. The treated water is collected in dedicated storage systems and is reused for non-process applications such as gardening within the plant premises, minimising freshwater consumption and preventing discharge.

In addition, the Company has commissioned its new cylinder manufacturing facility with a full-scale Zero Liquid Discharge (ZLD) system integrated into the plant design. The system enables complete treatment, recycling and reuse of wastewater within the facility, further strengthening water stewardship and improving overall water management performance.

These initiatives reflect a progressively structured approach towards water conservation and responsible wastewater management across the Company's operations.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	Tonnes	2.04	2.75
SOx	Tonnes	2.33	3.82
Particulate matter (PM)	Tonnes	9.72	9.48
Persistent organic pollutants (POP)	Tonnes	-	-
Volatile organic compounds (VOC)	Tonnes	-	-
Hazardous air pollutants (HAP)*	Tonnes	-	-

*TCPL has revised its calculation methodology and reporting units to improve data accuracy, consistency, and alignment with operational reporting practices. Historical data has been restated accordingly.

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

Yes

Agency Name:

1. Unistar Environment and Research Labs Pvt Ltd.
2. Environment Management Centre.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	4,757	3,910
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	35,696	33,678
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	TCO2E/Lakhs	0.22	0.21
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	TCO2E/Lakhs	4.48	4.39
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-		-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-		-

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

Yes

Agency Name: Moore Singhi Advisors LLP

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

The Company has established ambitious carbon neutrality targets for Scope 1 and Scope 2 greenhouse gas emissions, with a long-term objective of achieving net-zero emissions by 2040, based on a baseline year of 2023–24. These targets continue to guide the Company's structured and forward-looking approach towards managing climate-related impacts and strengthening environmental performance.

To advance these goals, the Company has adopted a multi-dimensional strategy centred on energy transition, operational efficiency and emissions management across its facilities. A key focus area is the increasing integration of renewable energy into the overall energy mix through rooftop solar photovoltaic (PV) installations and renewable energy power purchase agreements (PPAs). Renewable energy consumption stood at approximately 4,050 MWh during the year, reflecting an increase of about 36% over the previous year (2,983 MWh), and currently contributes around 6% of the Company's total energy consumption, supporting a gradual shift away from conventional grid-based electricity.

In parallel, targeted initiatives have been undertaken to improve energy efficiency within operations. Measures such as the installation of LED lighting across plant facilities, deployment of VFD-based air compressors, and adoption of daylight harvesting practices have enabled more efficient energy utilisation and reduction in overall power consumption.

The Company has also initiated a gradual transition towards lower-carbon fuel alternatives, including the installation of biomass briquette boilers, reducing dependence on fossil fuel-based systems. Further, efforts to address operational emissions include the phased deployment of electric vehicles (EVs) for internal material handling and the use of electric vehicles for company-related activities, contributing to lower fuel-based emissions.

Complementing these initiatives, steps are being taken to enhance resource circularity and reduce environmental impact, such as the planned transition to recycling of spent oil in place of incineration from FY 2026–27. These actions are supported by the maintenance of a comprehensive greenhouse gas inventory across all units and periodic energy audits, enabling identification of inefficiencies and implementation of targeted improvements.

Through this integrated approach, combining renewable energy adoption, process optimisation, fuel transition and cleaner technologies, the Company continues to strengthen its pathway towards decarbonisation, while enhancing resilience and positioning itself in alignment with a low-carbon future.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste *(A)*	1,319	831
E-waste *(B)*	1	1
Bio-medical waste *(C)*	-	-
Construction and demolition waste *(D)*	1,139	1,577
Battery waste *(E)*	0.34	1
Radioactive waste *(F)*	-	-
Other Hazardous waste *(G)*	274	286
Other Non-hazardous waste generated *(H)*	22,784	23,003
Total (A+B + C + D + E + F + G + H)	25,517	25,700
Other Non-hazardous waste generated (I) (Total Number of Discarded containers)	-	-
Waste intensity per rupee of turnover Tons/Lakhs (Total waste generated / Revenue from operations)	0.14	0.15
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Tons/Lakhs (Total waste generated / Revenue from operations adjusted for PPP)	2.83	3.00
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	23,772	24,035
(ii) Re-used	581	-
(iii) Other recovery operations	-	68
Total	**24,353**	**24,104**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	94	12
(ii) Landfilling	1,064	-
(iii) Other disposal operations	5	1,584
Total	**1,162**	**1,596**
Other disposal operations of (Discarded containers)	-	-

* TCPL has strengthened its systems and procedures for the collection, monitoring, and reporting of waste generation and waste treatment data, resulting in improved data quality and accuracy.

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 external assessment of waste management was done.

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

The Company is ISO 14001:2018 certified and, as part of its Environment, Health and Safety (EHS) management system, maintains comprehensive policies and Standard Operating Procedures (SOPs) governing waste management practices. These frameworks ensure that waste handling, treatment and disposal are carried out in compliance with applicable Pollution Control Board regulations and relevant statutory requirements.

A structured approach is followed for segregation of waste at source, categorising waste into hazardous and non-hazardous streams. The Company's largest waste stream comprises paperboard scrap, which is non-hazardous and is directed towards recycling through authorised channels. Similarly, plastic waste is routed to approved recyclers, supporting resource recovery and circularity.

Hazardous waste streams including ink residues, process residue sludge, ETP sludge, contaminated cotton waste and spent oil—are appropriately labelled, stored in secure designated areas and disposed of through authorised Treatment, Storage and Disposal Facilities (TSDF). Supporting documentation, including manifests and records, is maintained to ensure traceability and regulatory compliance.

Wastewater generated from operations is managed through a combination of treatment and reuse practices. Industrial effluents are treated through Effluent Treatment Plants (ETPs), while domestic wastewater is treated through Sewage Treatment Plants (STPs) and reused for non-potable applications such as gardening. At the Silvassa plant, RO reject water with TDS below 1,000 is reused for handwashing purposes, supporting water efficiency within the facility. In addition, the ZLD plant at Accurate Technik is equipped with a drying/evaporator system, enabling treatment and management of wastewater streams in line with the facility's Zero Liquid Discharge approach.

The Company also promotes circularity and resource efficiency through initiatives such as composting of food waste at select manufacturing units. Process optimisation measures are implemented to extend the lifecycle of key inputs, including electroplating baths (copper, chrome), through controlled chemistry and filtration systems.

Focused efforts are undertaken to minimise the use of hazardous and toxic chemicals. These include the adoption of low-VOC inks, use of water-based adhesives in place of solvent-based alternatives, and optimisation of processes to reduce solvent consumption. Solvent recovery systems are utilised to enable reuse, particularly in cleaning applications, thereby reducing waste generation. Safe handling practices are reinforced through the provision of Safety Data Sheets (SDS/MSDS) and structured employee training programmes.

Through this integrated framework, encompassing waste segregation, responsible disposal, wastewater treatment and reuse, circularity initiatives and chemical optimisation, the Company continues to strengthen its environmental management practices while reducing its ecological footprint and maintaining compliance with regulatory requirements.

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

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.
The Company's facilities are not located in environmentally sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

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
The Company is compliant with the applicable environmental laws/ regulations/ guidelines in India.				

Leadership Indicators

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

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

(i) Name of the area- Not applicable

(ii) Nature of operations- Not applicable

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

The Company's operations are not located in areas classified as water-stressed. Accordingly, there has been no withdrawal of water from zones identified as water-stressed during the reporting period.

This geographic positioning supports a more balanced approach to water sourcing, while the Company remains mindful of responsible water use across all its operational locations.

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

The Company has initiated the measurement of its Scope 3 greenhouse gas (GHG) emissions and is progressively strengthening its understanding of value chain emissions. This assessment will support the identification of emission hotspots and inform future strategies for managing and reducing emissions across the value chain.

3. With respect to the ecologically sensitive areas reported at Question 11 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.

Not Applicable.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Adoption of renewable energy sources	Expansion of rooftop solar installations across facilities, including an additional ~200 kW capacity at the new warehouse. Currently, renewable energy consumption is 4,050 MWh, reflecting an increase of approximately 36% over the previous year (2,983 MWh).	Reduction in non-renewable energy consumption; ~6% of total electricity requirement met through renewable sources.
2	Biomass briquette boiler installation	Installation of biomass briquette boiler (~30 lakh kcal/hr) replacing fossil-fuel-based systems.	Transition to cleaner fuel; reduction in fossil fuel consumption and emissions.
3	STP Plant Installation	Along with Effluent Treatment Plants (ETPs), Sewage Treatment Plants (STPs) with a capacity of 100 KLD have been installed and are fully operational.	The treated water is reused for non-potable purposes such as toilet flushing, contributing to water conservation efforts
4	RO wastewater reuse	RO reject water is reused for toilet flushing.	RO reject water is reused for toilet flushing, contributing to water savings
5	Energy-efficient lighting systems	• LED lighting upgrades • Tube light replacement with energy-efficient LED lights • Replacement of conventional lights with LED lights • Plant-wide LED lighting rollout	Reduced electricity consumption through energy-efficient lighting systems; quantified annual saving of ~4,919 kWh.
6	Lighting automation (timers)	• Timer-based lighting control • Light circuit segregation • Selective lighting operation through switch separation	Reduced idle lighting load through timed and selective operation; quantified annual saving of ~20,600 kWh.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
7	Switching to hybrid cars	New company vehicles are gradually being replaced with hybrid models, with a couple of hybrid cars purchased last year.	Reduction of transportation-related emissions
8	Switching from LDO to CBFS	The Company has switched from LDO to CBFS and has completed the transition to biomass boilers.	Reduction of emissions from fossil fuels
9	Installation of VFD	• VFD installation across equipment • Drive-based blower control • Chilled water pump drive installation • Humidifier drive installation • Cooling tower drives / VFDs • Pump speed control through VFD	Reduced electricity consumption through load-based motor operation and improved equipment efficiency; quantified annual saving of ~123,290 kWh.
10	Efficient compressor with heat recovery	• Efficient compressor installed • Heat recovery system • Compressor idle-stop control • Mechanical auto drain valve installation	Improved compressed air system efficiency and lower electricity consumption; quantified annual saving of ~28,081 kWh.
11	Installation of energy-efficient fans	Installation of energy-efficient fans in humidification plants.	Savings in electricity and the related emissions
12	Replacement of V belts by composite V belts	Replacement of V belts by composite V belts, thereby reducing the transmission losses and increasing the efficiency of the equipment.	Reduction in the transmission losses and increasing the efficiency of the equipment
13	Electronics-based power factor controllers	Electronics based power factor controllers are placed to save energy.	Savings in electricity and the related emissions
14	Air curtain blower automation	• Air curtain operation linked with door movement • Magnetic switch-based control • Motion / sensor-based air curtain control • Automated switching to avoid continuous running.	Reduced idle running and unnecessary electricity consumption of air curtains; quantified annual saving of ~66,119 kWh.
15	Thermic fluid system optimization	• Thermic control valve interlocked with machine run condition • Idle heating avoided during downtime • Temperature auto-tuning and control.	Reduced fuel and energy consumption through improved thermal control; quantified annual saving of ~29,728 kWh.
16	MVR-based wastewater treatment (ZLD)	Installation of Mechanical Vapor Recompression (MVR) system for high-TDS wastewater (~500 LPH capacity).	100% recovery and reuse of treated water; achievement of Zero Liquid Discharge (ZLD).
17	Solvent recovery system	Installation of solvent recovery unit to reclaim solvent from sludge streams.	Reduced consumption of fresh solvents and lower hazardous waste generation.
18	Hybrid vehicle transition	Gradual replacement of fleet vehicles with hybrid models.	Reduction in transportation-related emissions.
19	Motion sensors and automation	• Motion-sensor-based lighting control • Interlocking of lights with motion sensors • Motion-sensor LED light replacement	Optimized energy usage and reduced idle electricity consumption; quantified annual saving of ~20,715 kWh.
20	Natural ventilation systems	Installation of natural ventilation (air turbo systems) to improve airflow and daylight usage.	Reduced dependence on artificial lighting and improved energy efficiency.
21	Process equipment operation optimisation	• Exhaust blower operation linked with machine condition • Mechanical brake modification for efficiency improvement	Reduced idle equipment operation and associated electricity consumption; quantified annual saving of ~3,851 kWh.
22	Door and shutter operation optimisation	• Automatic door drive installation • High-speed shutter mode changed to avoid unnecessary operation	Reduced unnecessary door / shutter operation, motor use and conditioned air loss; quantified annual saving of ~1,975 kWh.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
23	HVAC set-point control	• Engineering control on AC remote access • Set-point discipline maintained	Reduced unnecessary AC runtime and electricity consumption; quantified annual saving of ~24,000 kWh.
24	Solar utility optimisation	• Booster pump for solar panel cleaning • Pressure-based pump operation for cleaning activity	Reduced electricity and water use during solar panel cleaning; quantified annual saving of ~2,304 kWh.

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

The Company has established a robust Business Continuity Plan (BCP) supported by an Emergency Preparedness framework to ensure operational resilience during disruptions. It covers identification of critical processes, risk assessments and recovery strategies for scenarios such as fire, natural disasters and utility failures. Clearly defined roles, evacuation procedures and crisis communication systems enable coordinated response. Infrastructure measures include fire detection systems, backup utilities and preventive maintenance.

Preparedness is reinforced through regular drills, safety training and system testing. The framework is periodically reviewed and updated, supporting timely recovery, minimal operational disruption and protection of workforce safety.

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

The Company recognises that certain activities within its value chain, particularly the sourcing of paperboard, may have environmental implications such as deforestation, habitat degradation and loss of biodiversity.

To mitigate these potential impacts, the Company gives preference to Forest Stewardship Council (FSC) certified paperboard, with approximately 26% of total paperboard procurement aligned to FSC standards during the year. This ensures that materials are sourced in accordance with globally recognised practices for sustainable forest management, including safeguarding biodiversity, conserving ecosystems and promoting responsible land use, alongside social considerations such as fair labour practices, protection of indigenous rights and community engagement.

The adoption of FSC-certified inputs also enhances traceability and transparency within the supply chain, enabling greater visibility into sourcing practices. In addition, the Company is encouraging its suppliers to align with emerging regulatory frameworks such as the European Union Deforestation Regulation (EUDR), thereby strengthening due diligence mechanisms and improving geolocation-based traceability of raw materials.

To further reinforce its approach, the Company is in the process of undertaking a structured assessment of adverse sustainability impacts across its supply chain. This initiative is intended to systematically identify potential environmental and social risks, enhance monitoring capabilities and inform targeted mitigation measures.

Through these actions, the Company aims to strengthen responsible sourcing practices and reduce the environmental footprint associated with its value chain.

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

No formal assessment of value chain partners was conducted during the reporting period with respect to environmental impacts.

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 and industry chambers/ associations.

Five

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	Indian Merchants Chamber	National
2	CAPEXIL	National
3	Indian Flexible Packaging & Folding Carton Manufacturers Association	National
4	Federation of Indian Chambers of Commerce and Industry	National
5	Indian Institute of Packaging	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.

Name of Authority	Brief of the case	Corrective action taken
	Not Applicable	

Leadership Indicators

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

Not Applicable

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
			Not Applicable		

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

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)
			Not Applicable			

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

The Company has put in place mechanisms to receive and address community grievances in a timely and transparent manner, supported by accessible communication channels including contact details available on its website and other engagement platforms.

While no community grievances were reported during the reporting period, these mechanisms remain in place to ensure responsiveness and facilitate prompt resolution, if required..

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

Parameter	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers	23.63%	12.47%
Directly from within India	90.71%	97.12%

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

Location	FY 2025-26	FY 2024-25
Rural	55	60
Semi-urban	-	-
Urban	20	24
Metropolitan	25	16

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

*Location categorization has been refined during the year; comparative figures have been reclassified accordingly.

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
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
No CSR programs are being implemented in any of the designated aspirational districts.			

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

No

(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
Not Applicable				

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
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education	689	85
2	Health	18711	100
3	Sports	10	100
4	Women Empowerment	68	100
5	Environment	8187	100
6	Other Community Welfare Projects	5700	100

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

Essential Indicators

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

The Company has established a structured mechanism, supported by a Standard Operating Procedure (SOP), for receiving and addressing consumer complaints in a timely and consistent manner. The framework is applicable to all customer complaints and defines clear processes for investigation, root cause analysis and implementation of corrective and preventive actions to avoid recurrence.

Operationally, complaints are managed through designated Key Account Manager SPOCs, who serve as primary points of contact for customers, ensuring prompt communication and resolution of issues relating to product quality and service. In addition, consumers can access grievance redressal channels through contact details and dedicated email IDs provided on the Company's website.

Responsibility for handling complaints rests with the Head – Quality Assurance (QA), ensuring accountability and effective resolution. Specific protocols are also in place to manage product-related issues, including instances of contamination or post-dispatch concerns, supported by defined recall procedures.

Complaints are systematically recorded, tracked and monitored through formal logs and corrective action reports, ensuring traceability and structured closure. Regular customer engagement and feedback interactions further enable the Company to capture insights on product performance and evolving expectations, which are factored into continuous improvement and product development efforts.

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

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	There are no consumer complaints against the Company.					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Nil	
Forced recalls		

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

Yes, the Company has established a robust framework to manage data security, cybersecurity, and privacy risks, anchored by a comprehensive Information Technology (IT) Policy and detailed Standard Operating Procedures (SOPs). These measures collectively enable the organisation to operate in alignment with applicable legal and regulatory requirements while maintaining disciplined oversight of information assets.

The approach focuses on governing the entire lifecycle of personal data, with clear controls around how data is accessed, handled, stored, and shared. Defined processes ensure that only authorised use takes place, supported by safeguards that uphold data integrity and confidentiality. In addition, the framework incorporates structured avenues for stakeholder engagement, including mechanisms to address queries, manage grievances, and provide opt-out options where relevant.

To sustain effectiveness, the Company undertakes periodic internal reviews of its privacy practices, assessing whether its policies remain current, comprehensive, and clearly communicated. Emphasis is placed on ensuring that these policies are not only well-documented but also consistently implemented across operations.

The Company also promotes a transparent and responsive environment by encouraging individuals to raise concerns through designated channels. All matters relating to personal data are examined carefully, with a commitment to fair, timely, and responsible resolution.

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.

No instances were reported during the reporting period in relation to concerns on advertising practices, delivery of essential services, or cyber security and data privacy of customers. In addition, the Company did not encounter any cases of product recalls.

Further, there were no penalties, enforcement actions, or regulatory interventions recorded with respect to the safety of products or services.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

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

c. Impact, if any, of the data breaches

a.	Number of instances of data breaches	There have been no instances of data breaches reported within the Company.
b.	Percentage of data breaches involving personally identifiable information of customers	
c.	Impact, if any, of the data breaches	Not Applicable

Leadership Indicators

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

Information regarding the Company's products and services is accessible through multiple communication channels and platforms. These include participation in exhibitions and industry events, digital and social media platforms, as well as through brochures and product catalogues. In addition, detailed information is available on the Company's website at: https://www.tcpl.in/investor-relations/

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

The Company ensures that customers are adequately informed about the safe and responsible use of its products through multiple measures. Material Safety Data Sheets (MSDS) are provided wherever applicable, detailing guidelines on handling, storage, and safety precautions.

In addition, product labels include clear usage instructions to support safe handling by personnel. The nature of the Company's products being largely non-reactive further reduces risk, while reinforcing safe usage practices across the value chain.

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

In the event of potential disruption or discontinuation of essential services, the Company ensures timely and transparent communication with its customers through established channels such as email, SMS, and social media platforms. These mechanisms are designed to keep stakeholders adequately informed, enabling proactive awareness and continuity planning.

4. 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.

Not Applicable. The Company does not independently display product information beyond statutory requirements. Packaging content is developed strictly in accordance with customer-approved designs and specifications, reflecting their branding and regulatory obligations. As the products are ultimately marketed and distributed by customers, the scope to include additional information beyond mandated disclosures does not arise at the Company's end.

5. 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 actively engages with its customers to gather feedback through established channels such as periodic interactions and structured feedback forms. Given its predominantly Business-to-Business (B2B) operating model, feedback is collected directly from customers, while end-consumer feedback is not captured separately.