

August 31, 2026

To,

National Stock Exchange of India Ltd.

Exchange Plaza, 5th Floor,

Plot No. C-1, Block G,

Bandra – Kurla Complex,

Bandra (East), Mumbai – 400 051

Symbol: TIMETECHNO

BSE Limited

1st Floor, New Trading Ring,

Rotunda Building,

P.J. Towers, Dalal Street,

Fort, Mumbai – 400 001

Scrip Code: 532856

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2025–26

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for the Financial Year 2025–26.

The BRSR also forms part of the Annual Report for the Financial Year 2025-26 and is available on the Company's website at <https://www.timetechnoplast.com/investor-center/annual-report/>

You are requested to kindly take the above information on your record.

Thanking You,

For Time Technoplast Limited

Manoj Kumar Mohanlal

Mewara

2026.08.31 20:11:43 +05'30'

Manoj Kumar Mewara

Sr. VP Finance and Company Secretary

TIME TECHNOPLAST LTD.

Bringing Polymers To Life

CIN : L27203DD1989PLC003240

Regd. Office : 101, 1st Floor, Centre Point, Somnath Daman Road, Somnath, Dabhel, Nani Daman, Daman - 396210

Corp. Off. : 55, Corporate Avenue, 2nd Floor, Saki Vihar Road, Andheri (East), Mumbai - 400 072 INDIA Tel. : 91-22-7111 9999 Fax : 91-22-2857 5672 E-mail : ttl@timetechnoplast.com Website : www.timetechnoplast.com
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BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT
[Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

Introduction

At Time Technoplast Limited, we believe that sustainability is not just a responsibility; it's a core part of our long-term strategy and operational ethos. As part of our commitment to responsible growth and environmental stewardship, we have continued to strengthen our sustainable practices across our business during FY 2025-26.

Building on our leadership in composite hydrogen cylinder technology, we received approval for the manufacture of High-Pressure Type-3 Fully Wrapped Fibre Reinforced Composite Cylinders, making us the first company in India to receive approval for such a wide range of high-pressure gas applications spanning transportation, drone and storage systems, medical use, and industrial gases. We further advanced our hydrogen mobility roadmap with approval for the design and manufacturing of 250-litre high-pressure Type IV composite hydrogen cylinders for onboard use in buses, trucks, and trailers again a first for any company in India. Hydrogen, as a clean energy carrier that produces only water as a byproduct, remains central to our efforts to enable next-generation, low-emission transportation. We also took forward our work in hydrogen-powered drones and comprehensive hydrogen system solutions, strengthening India's clean-energy infrastructure across storage, distribution, and end-use applications.

Our commitment to the circular economy advanced meaningfully this year. Time Ecotech Private Limited (TEPL), our wholly-owned subsidiary dedicated to the recycling and reprocessing of used industrial plastic packaging, successfully commissioned its first greenfield recycling facility at Bhilad, near Vapi, Gujarat, with an annual capacity of 12,000 metric tonnes for captive consumption. This is the first of three planned recycling plants across India, aligned with our Post-Consumer Recycled (PCR) compliance strategy, and reflects our continuing effort to reduce plastic waste and support resource recovery at scale.

In the clean mobility space, our subsidiary's E-Rickshaw Battery received test report approval from the International Centre for Automotive Technology (ICAT). Built on advanced lead-selenium technology with reduced water loss and an extended operational life, these batteries support the shift toward clean, sustainable last-mile transportation and help reduce the environmental footprint of India's rapidly growing e-rickshaw sector.

This Business Responsibility and Sustainability Report (BRSR) reflects our continued efforts to embed environmental responsibility into every facet of our operations. It captures our progress across clean energy, circular economy, and sustainable mobility initiatives undertaken during the year. As we move forward, we remain committed to building a greener, more resilient, and environmentally responsible organization.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity		
Sr. No.	Particulars	Company Details
1	Corporate Identity Number (CIN) of the Listed Entity	L27203DD1989PLC003240
2	Name of the Listed Entity	Time Technoplast Limited
3	Date of Incorporation	20-12-1989
4	Registered Office Address	101, 1st Floor, Centre Point, Somnath Daman Road, Somnath, Dabhel, Nani Daman, Dadra and Nagar Haveli and Daman and Diu (U.T.) – 396 210
5	Corporate Address	55, Corporate Avenue, 2nd Floor, Saki Vihar Road, Andheri (East), Mumbai – 400072
6	E-mail	investors@timetechnoplast.com
7	Telephone	022 – 71119999
8	Website	www.timetechnoplast.com
9	Financial year for which reporting is being done	FY 2025 – 2026
10	Name of the Stock Exchange(s) where shares are listed	The National Stock Exchange of India Limited BSE Limited



Sr. No.	Particulars	Company Details
11	Paid-up Capital	Rs. 49,36,35,379
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. Manoj Kumar Mewara Sr. VP Finance & Company Secretary 55, Corporate Avenue, 2nd Floor, Saki Vihar Road, Andheri (East), Mumbai – 400072 Tel No.: 022 – 71119294 E-mail: investors@timetechnoplast.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	This report is being prepared on Standalone basis for Time Technoplast Limited.
14	Name of assurance provider	Not applicable for FY 2025-2026
15	Type of assurance obtained	Not applicable for FY 2025-2026

ii. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Manufacturing of Composite & Polymer Products	Polymer Products: HM-HDPE plastic Drums/Jerry Cans and Pails, Polyethylene (PE) pipes, Turf & Mattings, Disposable Bins and MOX Films. Composite Products: Intermediate Bulk Containers (IBC), Composite Cylinders (LPG, Oxygen & CNG), Energy storage devices, Auto Products and Steel Drums.	100.00

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

Sr. No.	Product / Service	NIC Code	% of Turnover of the Entity
1	Manufacturing of Composite & Polymer Products	222	100.00

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	24	8	32
International	0	0	0

19 Markets served by the entity

a. Number of locations

Location	Number
National (No. of States and Union Territories)	30
International (No. of Countries)	66

TIME TECHNOPLAST LIMITED

Time Technoplast Limited has built a strong and far-reaching market presence, catering to a broad customer base both within India and across international markets. The Company's robust domestic network spans 30 States & Union Territories, supported by 24 manufacturing locations across India, allowing it to effectively address the diverse needs of local industries and consumers.

Internationally, the Company's products are exported to 66 countries, backed by a manufacturing presence in 11 countries, including India, USA, Thailand, Taiwan, Indonesia, Malaysia, Vietnam, Sharjah, Bahrain, Saudi Arabia and Egypt. The Company holds a dominant market position with over 55% market share in domestic industrial packaging, and is a market leader in 9 out of 11 countries in which it operates. It continues to make strategic efforts to expand its global footprint and reach new customers, driven by rising demand from critical sectors such as chemicals, petroleum, solvents and construction.

The Company serves over 900 institutional customers globally across 14+ recognised brands, with a diversified end-user base spanning specialty chemicals, FMCG, construction chemicals, paints and inks, pharmaceuticals, and lube oils and additives, among others. This broad-based, low-concentration customer profile with no single customer accounting for more than 5% of total sales reflects the resilience and depth of the Company's market reach.

The Company's expanding presence, both at home and abroad, reflects its commitment to delivering quality solutions to a wide and varied customer base, while continuously exploring opportunities for sustainable growth.

b. What is the contribution of exports as a percentage of the total turnover of the entity? 4.55%

c. A brief on types of customers

Time Technoplast Limited caters to a wide range of customers across various sectors, operating primarily on a B2B (Business to Business) model across India and international markets. The Company has established itself as a key player in the polymer industry, with a diverse product range serving numerous segments, including:

- i. Industrial Packaging & Material Handling:** The Company supplies packaging and material handling solutions—polymer drums, jerry cans, pails (ranging from 5 to 250 Ltr capacity) and Intermediate Bulk Containers (IBCs of 1,000 Ltr capacity)—to rapidly growing sectors such as specialty chemicals, FMCG, construction chemicals, paints, pharmaceuticals, and food products, under its Techpack brand. The Company is ranked the No. 1 manufacturer of polymer drums globally and the 3rd largest manufacturer of IBCs worldwide.
- ii. Composite Cylinders (LPG, CNG, Oxygen, and Hydrogen):** Time Technoplast Limited caters to household, industrial, automotive, medical and defence customers through its composite cylinder portfolio under the LiteSafe brand. LPG cylinders serve household, industrial and lifestyle segments and are exported to over 51 countries. CNG cylinders serve the automobile industry through onboard, cascade and refuelling applications, and were the first Type-IV CNG cylinders to receive PESO approval in India. Oxygen and breathing air cylinders support medical, SCBA and diving needs, and were the first locally manufactured cylinders of their kind to receive PESO approval in India. Hydrogen cylinders power UAVs and drones for defence, agriculture, aerial photography and search and rescue applications.
- iii. MOX Films:** Techpaulin, a multi-layer, multi-axis oriented X cross-laminated film (MOX) with a thickness range of 35 to 320 GSM, is supplied for a variety of industrial applications, including agriculture, textile, construction and automotive industries.
- iv. Infrastructure Products:** The Company provides a range of products for the agriculture, irrigation and energy storage sectors. Its HDPE pipes, marketed under the Max'm brand, range from 20 mm to 1,400 mm in diameter and cater to irrigation, water supply, sewage, effluent treatment and cable ducting applications, serving municipal, agricultural and industrial infrastructure needs. On the energy storage side, the Company offers VRLA batteries with capacity up to 3,000 Ah, used in solar power, UPS, inverter, telecom and railway applications, along with OPzS stationary tubular batteries designed for critical infrastructure applications, and advanced VRLA stationary batteries catering to data centres, IT, BFSI and other critical infrastructure sectors.
- v. Auto Components:** Time Technoplast serves the automotive sector by providing components and solutions for automobile interiors, such as rain flaps, fuel tanks, de-aeration tanks/radiator tanks, air ducts, and other automotive parts.
- vi. Lifestyle Products:** The Company also caters to the consumer goods industry by supplying products such as Duro Turf & Matting, and Dumpo Bins, serving household, hotel, hospital and municipal corporation segments.



These examples illustrate the customer segments served by Time Technoplast Limited. The company's diverse product portfolio enables it to cater to a broad base across multiple industries. We have established long-standing relationships with their customers based on trust and mutual interest.

iv. Employees

20 Details as at the end of Financial Year

Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% of (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	2215	2170	97.97	45	2.03
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	2215	2170	97.97	45	2.03
WORKERS						
4	Permanent (F)	1148	1139	99.22%	9	0.78%
5	Other than Permanent (G)	2369	2298	97.00%	71	3.00%
6	Total workers (F + G)	3517	3437	97.73%	80	2.27%

a. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% of (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	5	5	100.00	0	0
2	Other than Permanent (E)	2	2	0	0	0
3	Total employees (D + E)	7	7	100.00	0	0
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	3	3	100.00	0	0
5	Other than Permanent (G)	2	2	100.00	0	0
6	Total workers (F + G)	5	5	100.00	0	0

21 Participation/Inclusion/Representation of women

	Total (A)	No. of percentage of Females	
		No. (B)	% (B/A)
Board of Directors	11	1	9.09
Key Management Personel	5	0	0

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

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.6	13.4	15.3	14.7	12.9	14.6	14.5	12.8	14.4
Permanent Workers	18.1	0	18.1	17.2	0	17	17	0	16.9

v.

Holding, Subsidiary and Associate Companies (including joint ventures)

23

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	TPL Plastech Limited	Subsidiary	74.86	No
2	Power Build Batteries Private Limited	Subsidiary	97.04	No
3	Time Ecotech Private Limited	Subsidiary	100.00	No
4	Elan Incorporated FZE	Subsidiary	100.00	No
5	Kompozit Praha S R O	Subsidiary	96.20	No
6	Ikon Investment Holdings Limited	Subsidiary	100.00	No
7	GNXT Investment Holdings Pte. Ltd.	Subsidiary	100.00	No
8	Time Materials Handling Solutions Limited (formerly known as Schoeller Allibert Time Materials Handling Solutions Limited)	Subsidiary	100.00	No
9	Schoeller Allibert Time Holdings Pte. Ltd.	Subsidiary	50.10	No
10	Time Mauser Industries Private Limited	Joint Venture	49.00	No

VI.

CSR details

24

(i)

Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii)

Standalone Turnover (₹ in lakhs) – 2,88,041.50

(iii)

Standalone Net worth (₹ in lakhs) – 2,84,087.13

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 2025-2026			FY 2024-2025		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	No grievance received	0	0	No grievance received
Investors (other than shareholders)	Yes	0	0	No grievance received	0	0	No grievance received
Shareholders	Yes	0	0	No grievance received	1	1	Satisfactory redressal done for shareholder's grievance/ complaints as on the date of this report
Employees and workers	Yes	10	0	Satisfactory redressal done for Employee & Worker grievance/ complaints	15	0	Satisfactory redressal done for Employee & Worker grievance / complaints

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 2025-2026			FY 2024-2025		
		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
Customers	Yes	8	0	Satisfactory redressal done for customer grievance / complaints	10	0	Satisfactory redressal done for customer grievance / complaints
Value Chain Partners	Yes	7	0	Satisfactory Redressal done for Value Chain Partners grievance / complaints	10	0	Satisfactory redressal done for Value Chain Partners grievance / complaints
Other (please specify)	No	0	0	No grievance received	0	0	No grievance received

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:

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk of opportunity (Indicate positive or negative implications)
1	Safety risk	Risk and Opportunity	Manufacturing operations require employees to interact with plant, machinery and material handling equipment. This risk is heightened by the Company's composite cylinder business which involves high-pressure gas storage and handling, carrying inherent risk of injury or explosion.	Adherence to safety standards, the Company's EHS Policy, PESO-approved product design standards, and highest operational standards for handling hazardous materials and high-pressure equipment at plants.	Positive: Adoption Of safety related protocols and measures to create a safe work environment. Negative Impact on health and well-being of employees; potential liability and reputational impact in the event of an incident.
2	Employee Wellbeing	Opportunity	Prioritizing employee well-being can lead to increased productivity, efficiency, and overall job satisfaction. By promoting employee well-being, a supportive work environment can be created that reduces absenteeism and turnover rates.	-	Positive: Healthy and engaged employees tend to be more motivated, focused, and committed to their work. When employees feel valued and their well-being is prioritized, they are more likely to remain with the company, reducing the costs and disruptions associated with high turnover.
3	Waste Management & Circular Economy	Opportunity	Effective waste management enables recovery and recycling of plastic waste, reducing disposal costs and raw material procurement costs. Embracing the circular economy encourages product innovation including use of Post-Consumer Recycled (PCR) material in packaging products and reconditioning/ rebottling of used IBCs supporting compliance with Extended Producer Responsibility (EPR) norms.	-	Positive Resource and cost efficiency in the longer run; access to new market opportunities catering to growing demand for sustainable products.

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Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk of opportunity (Indicate positive or negative implications)
4	Customer Satisfaction	Opportunity	Key to consistency is customer retention, sustained business and long-term associations. The Company conducts customer satisfaction surveys for feedback and insights.	Approach to capitalise opportunity: Usage of efficient and environment friendly products, solutions, services, technology, automation & digitalization. Continual engagement, enablement & empowering of stakeholders. Differentiation with competitors and giving customers a compelling reason to choose our products over alternatives.	Positive: Satisfied customers are more likely to continue purchasing, reducing churn; potential for higher sales volumes and revenue growth through repeat business.
5	Risk Management and Cyber Security	Opportunity	Inadequate risk mapping and management systems adversely affect overall business operations and customer relationships, particularly given the Company's presence across 11 manufacturing countries and multiple digital systems.	Risk Management Committee constituted by the Board ensures timely action on actual or potential threats to mitigate adverse effects.	Negative Weak data integrity and cyber security mechanisms may lead to data breaches and loss of valuable data.
6	Energy Conservation	Opportunity	Energy conservation measures involve optimising processes, equipment and systems to operate more efficiently, leading to significant cost savings including through adoption of solar power and long-term Power Purchase Agreements.	-	Positive Improved productivity, reduced downtime and streamlined operations; lower utility bills and operational expenses resulting in improved profitability.
7	Raw Material Price Volatility	Risk	Polymer, the Company's raw material, is a derivative of crude oil and natural gas, exposing input costs to global commodity price fluctuations and geopolitical developments.	Robust pass-through mechanism to manage price volatility with customers; diversified sourcing across multiple global and local suppliers, reducing dependence on any single source or region.	Negative Unmitigated price swings could compress margins. Positive Effective pass-through and diversified sourcing help preserve absolute EBITDA.
8	Climate Change & GHG Emissions	Risk and Opportunity	As a plastics manufacturer with global operations, the Company is exposed to transition risks from tightening environmental regulations and physical risks from climate-related disruptions, alongside opportunities in lightweight, sustainable composite products that reduce carbon footprint compared to metal alternatives.	Reduction in carbon footprint through green belt development, renewable energy adoption, and product innovation.	Positive Cost savings from renewable energy adoption; market opportunity from sustainable product demand. Negative Potential capex requirements to meet evolving environmental standards.
9	Regulatory & Geopolitical Risk	Risk	Operations span 11 manufacturing countries and exports to 64 countries, exposing the Company to varying regulatory regimes and geopolitical developments, including tensions in West Asia and the Russia-Ukraine conflict.	Continuous monitoring of regulatory developments across jurisdictions; diversified geographic presence reducing concentration risk in any single region.	Negative Potential disruption to specific geographies or trade flows. Positive Geographic diversification cushions overall business performance against region-specific shocks
10	Product Innovation & Technology Obsolescence	Opportunity	Continued shift from established "Tech" products to "High-Tech" composite products (Type-III/IV cylinders for LPG, CNG, Hydrogen, Oxygen) positions the Company to capture emerging demand in clean energy and specialised applications.	In-house R&D team driving continuous product innovation and first-to-market approvals.	Positive First-mover advantage and margin expansion from value-added, high-tech product mix.

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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b) Has the policy been approved by the Board? (Yes/No)	Yes, the policies are approved by the Board and signed by the heads of the respective department responsible for the implementation of the policies.								
c) Web Link of the Policies, if available	https://www.timetechnoplast.com/investor-center/shareholder-center/policies/								
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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications / labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Certificate				Principle				
	ISO 9001:2015 – Quality Management System				Principle 1 Ethics & Governance, Principle 6 Environment				
	ISO 14001:2015 – Environment Management System				Principle 6 – Businesses should respect and make efforts to protect and restore the environment				
	ISO 45001:2018 – Occupational Health & Safety				Principle 3 – Businesses should respect and promote the well-being of all employees				
	ISO 22000:2018 – Food Grade Packaging				Principle 2 – Businesses should provide goods and services in a sustainable and safe manner				
	IATF 16949:2016 – Automotive Products				Principle 2 – Product quality and safety				
	IS 4984:2016, IS 14333:2022, IS 16098:2013 – Pipe Standards (BIS)				Principle 2 – Safe and sustainable products Principle 6 - water/sewerage infrastructure				
	ISO 11119-3 & EN14427 + ADR/RID – LPG Composite Cylinder				Principle 2 – Product safety compliance				
	Bureau Veritas (Europe) – Third Party Approval for Type-IV CNG cylinders				Principle 2 - Product quality and safety				
	CPRI (Central Power Research Institute) Certification – for OPzS stationary tubular batteries (PowerBuild Batteries)				Principle 2 - Product quality and safety				
	BIS 15683:2018 – Fire rating standard for fire extinguishers (Composite Fire Extinguisher/T4-Fireguard)				Principle 2 -Product safety compliance				

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	EPR (Extended Producer Responsibility) Registration – PAN India units registered for reprocessing packaging products post-consumer use	Principle 2 - Sustainable products Principle 6 - Environment
	PESO (Petroleum and Explosives Safety Organisation) Approval – for Type-III and Type-IV composite cylinders (LPG, CNG, Hydrogen, Oxygen/Breathing Air)	Principle 2 - Safe and sustainable products Principle 6 - Environment/safety
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	✓ Building on the sustainability roadmap set out in the previous year, the Company has continued to accelerate its ESG journey, expand coverage, and strengthen its initiatives. Having successfully met its previous year's commitments (detailed below), the Company has set the following goals and targets for the year ahead, focusing on ESG Key Performance Indicators related to: ✓ The Company will continue to scale up its transition to renewable energy, targeting 75% of total power consumption from green energy sources within the next two years, through expanded rooftop solar installations and group captive solar power arrangements across additional manufacturing locations. ✓ Operations of the newly commissioned greenfield recycling facility (Time Ecotech Private Limited) at Bhilad, Gujarat will be scaled up, with plans to establish two further recycling facilities across India as part of the Company's broader circular economy roadmap. ✓ Water conservation efforts at manufacturing sites will be strengthened through continued rainwater harvesting, water reuse, and improved process efficiency, with a focus on further reducing groundwater consumption. ✓ Waste segregation and recycling initiatives will be enhanced, with continued focus on reducing hazardous waste generation and reinforcing zero waste to landfill practices at key sites. ✓ The Company will continue to consolidate and automate manufacturing operations to improve resource efficiency, reduce manpower and power costs, and enhance overall ROCE. ✓ Regular safety drills and emergency preparedness training will be continued to ensure employees remain well-equipped to handle any unforeseen incidents, building on the Company's sustained zero-fatality safety record. ✓ Internal communication on ESG practices and policies will be further strengthened through periodic updates, awareness campaigns, and integration into employee communication platforms. ✓ Training sessions on ethics and responsible business conduct will continue to be organised to reinforce the importance of compliance, integrity, and transparency across the organisation.	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company is pleased to report that it has successfully met the commitments and targets set out for the year, with key achievements including: ✓ The Board of Directors continued to empower Management to exercise oversight on the implementation of targets committed under ESG. ✓ The greenfield recycling facility (Time Ecotech Private Limited) at Bhilad, Gujarat has been successfully commissioned following successful completion of trials, with an annual capacity of 12,000	

	MT for captive consumption, catering to the western region and marking the first of three planned recycling facilities across India. ✓ Power Purchase Agreements (PPAs) for renewable energy across Karnataka, Tamil Nadu, Gujarat, and West Bengal have commenced generating annualised benefits of approximately ₹11 Crore, with additional benefits from Maharashtra and Uttarakhand expected from Q3 FY27 and an estimated payback period on equity investment of approximately 1 year. ✓ Multi-layer technology has been introduced across Industrial Packaging products (Drums, Jerry Cans and IBCs) for the use of Post-Consumer Recycled (PCR) material, along with the use of PCR material to manufacture IBC components such as seal caps, security flaps, corner protectors and pallets. ✓ The Company maintained its zero-fatality record in health and safety during the reporting period. ✓ No fines, penalties, or punishments were incurred from any regulatory or enforcement agencies during the year. ✓ Groundwater consumption was further reduced through continued implementation of effective engineering controls, including rainwater harvesting. ✓ Hazardous waste generation continued to be reduced through adoption of improved operational practices and tighter process controls, in line with the Company's 3R (Reduce, Recycle & Reuse) approach. ✓ A 10% reduction in carbon footprint was achieved as compared to the FY23 baseline, alongside development of a 10% green belt through plantation of trees such as Mango and Ashok.
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)	As the Managing Director of Time Technoplast Limited, I am pleased to present our Business Responsibility and Sustainability Report for the year, reflecting our continued commitment to responsible and sustainable business conduct. This has been a year of consolidation and execution, where we translated our sustainability commitments into tangible outcomes across our operations. A key milestone during the year was the successful commissioning of our greenfield recycling facility at Bhilad, Gujarat, following successful completion of trials, the first of three planned facilities across India, with an annual capacity of 12,000 MT dedicated to captive consumption. This facility strengthens our backward integration, ensures a steady supply of recycled raw material for use in our packaging products, and supports compliance with Extended Producer Responsibility norms, while enhancing our long-term cost efficiency. Our transition to renewable energy also gained meaningful traction. Power Purchase Agreements across Karnataka, Tamil Nadu, Gujarat and West Bengal have begun generating measurable benefits, with an estimated payback period of approximately one year on equity investment, and further expansion into Maharashtra and Uttarakhand is expected in the coming quarters. We remain firmly on track towards our stated goal of sourcing 75% of our total power consumption from green energy sources within the next two years. We also continued to embed circularity into our product design, extending the use of Post-Consumer Recycled material across our Industrial Packaging portfolio, including drums, jerry cans, and Intermediate Bulk Containers, as well as key IBC components. Looking ahead, our priorities remain clear: scaling our recycling capacity through the planned rollout of additional facilities, deepening our renewable energy footprint, and continuing to strengthen the

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	discipline and transparency of our ESG data and reporting practices. We recognise that sustainability is not a destination but an ongoing discipline, one that requires consistent investment, accountability, and collaboration with our stakeholders, employees, and communities. I would like to thank our employees, business partners, and stakeholders for their continued support and trust as we work towards building a more resilient, responsible, and future ready organisation.																		
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Time Technoplast Limited is the highest authority responsible for the oversight of the implementation of the Business Responsibility policies. Executive implementation and oversight: Mr. Bharat Kumar Vageria, Managing Director & Chief Executive Officer of the Company is the highest authority responsible for the implementation of all policies in Time Technoplast Limited.																		
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.	Yes, the Board of Time Technoplast has constituted various Board committees, which are responsible for and have a remit over key sustainability-related policies of as below: Risk Management Committee																		
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		The senior management of the Company regularly monitors its performance across all aspects of the nine principles of the NGRBC. They provide updates on developments to the Board and the CSR Committee, with periodic reviews conducted by the CFO and the respective department heads.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances		Company strives to maintain the highest degree of conformance and compliance with the laws in all locations. Any statutes and legislation pertaining to the nine principles of the NGRBC are complied with.																	
11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.											The policies are reviewed internally on a periodic basis. No independent assessment/evaluation review is conducted through external partners.								
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated																			
Disclosure 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	%age of persons in respective category by the awareness programmes
Board of Directors	5	Corporate Governance Amendments to SEBI (LODR) Regulations 9 Principles of BRSR Technology & Innovation Sustainability Risk management	100%
Key Managerial Personnel	5	Corporate Governance Amendments to SEBI (LODR) Regulations 9 Principles of BRSR Technology & Innovation Sustainability Risk management	100%
Employees other than BOD and KMPs	15	Prevention of Sexual Harassment (POSH) Energy efficiency Technology & Innovation	92%
Workers	45	Safe work permit system 3P protection (Person, Property & Policy), First Aid – Awareness Workplace safety Emergency response plan & procedure Importance of PPE’s (personal protective equipment) Security access control policy	80%

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 3 – of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

Monetary					
	NGRBC Principle	Name of the regulatory enforcement agencies / judicial institution	Amount (In Rs.)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	Nil				
Settlement					
Compounding fee					
Non Monetary					
	NGRBC Principle	Name of the regulatory enforcement agencies / judicial institution		Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil				
Punishment					

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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
NA	

4.

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

The Company has an anti-bribery and corruption policy forming part of HR manual. It is applicable to all subsidiaries, associates, and business partners. The Company strictly prohibits any form of bribery and corruption in its operations and is committed to conducting its business ethically and transparently. It has implemented various internal controls such as conducting audits, internal reviews, no political contribution, regular compliance checks, whistle blower policy, etc. to ensure the company or its employees do not engage in unethical practices. The Company encourages and promotes a culture of intensive deliberations, transparency, and impartiality in its dealings with stakeholders and the public at large.

The Policy can be accessed at: <https://www.timetechnoplast.com/wp-content/uploads/2023/09/hr-manual-final.pdf>

5.

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

	FY 2025-2026	FY 2024-25
Director	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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	0	None	0	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	None	0	None

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

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	52	54

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 Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	8.51%	8.58%
	b. Number of dealers / distributors to whom sales are made	178	174
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	40.10%	41.20%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	13.82%	10.74%
	b. Sales (Sales to related parties / Total Sales)	4.60%	3.73%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	64.44%	67.61%
	d. Investments (Investments in related parties / Total Investments made)	97.37%	98.38%

LEADERSHIP INDICATORS			
1. Awareness programmes conducted for value chain partners on any of the principles during the Financial Year:			
Total number of awareness programmes held		Topics/principles covered under the training	% age of value chain partners covered (by value of business done with partners) under the awareness programmes
-		-	-
The Company is developing a well-defined training programme for the value chain partners. This programme is aimed at inculcating the NGRBC Principles. We continuously engage with them through various mediums and facilitate capacity building workshops and awareness sessions for its key value chain partners. The Company emphasizes and ensures that suppliers strive to adhere to Company's Code of Conduct and Ethics as well as Health, Safety and Sustainability initiatives.			
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, we have processes in place to avoid/ manage conflict of interests involving members of the Board.			
The company's structure consists of two layers: the Board of Directors and the Committees of the Board at the highest level, and the Management Team at the operational level. The Board sets the overall corporate objectives and provides guidance and autonomy to the Management Team to achieve these objectives within a defined framework. This professional management approach creates an environment conducive to sustainable business operations and value creation for all stakeholders. The Board fulfils its fiduciary responsibilities of protecting the interests of the company, operating within the boundaries of the law. The composition and size of the Board are designed to be robust, allowing it to effectively address emerging business development issues and make independent judgments.			
PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.			
ESSENTIAL INDICATORS			
A. 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	2.10%	2.84%	The cost includes overall expenditure incurred on environmental and sustainability related projects, including development of lightweight and safer composite cylinder technologies for clean energy and industrial applications, energy efficiency improvements, recycling of plastic waste, and increasing the utilisation of Post-Consumer Recycled (PCR) materials in the Company's products.
Capex	25.06%	14.24%	a) Investment in greenfield recycling infrastructure strengthened backward integration and supported increased use of recycled raw material in the Company's packaging products, in line with its circular economy and Post-Consumer Recycled (PCR) material adoption goals. b) Power Purchase Agreements for renewable/solar energy facilitated the transition to green energy, reducing reliance on conventional electricity and contributing to lower CO2 emissions, with further geographic expansion planned across additional manufacturing locations. c) Automation and consolidation of manufacturing operations, including brownfield expansion and re-engineering of moulds and machinery into centralised, high-efficiency production systems, resulted in improved energy efficiency and reduced operational costs. d) Continued investment in plastic recycling infrastructure and PCR material adoption helped reduce waste, conserve resources, and minimise environmental impact, supporting a more sustainable approach to resource management. e) Investment in composite cylinder technology (LPG, CNG, Hydrogen and Oxygen) supported the development of lightweight, corrosion-free and explosion-proof alternatives to conventional steel-based products, contributing to reduced material intensity and improved product lifecycle sustainability. f) Investment in rainwater harvesting and water conservation infrastructure at manufacturing sites supported reduction in groundwater consumption and improved water use efficiency across operations.

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

Yes, Company has established procedures to ensure sustainable sourcing practices. The Company is dedicated to manufacturing its products responsibly and takes steps to ensure that the procurement process is conducted in an ethical, safe, and environmentally conscious manner. As a leading Company in the manufacturing of composite and plastic products, we recognize the importance of long-term sustainable development for our success, and we value our relationships with suppliers who share our commitment to responsible business practices.

c) If yes, what percentages of inputs were sourced sustainably? – 9.6%

d) 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.

End-of-Life Product Reclamation Processes

i. Plastics (Including Packaging)

The Company follows a structured process for management of plastic waste, beginning with collection and segregation, where plastic waste is gathered in dedicated bins and sorted by type, such as PET, HDPE and LDPE, to facilitate efficient downstream processing. Packaging waste is subsequently cleaned and shredded into flakes to ease further reprocessing, following which the shredded plastics are melted, re-extruded into pellets, and reintroduced into the manufacturing of new products. The Company collaborates with certified recyclers and Extended Producer Responsibility (EPR) organisations to ensure proper and compliant recycling of plastic waste, while also focusing on eco-design initiatives such as the use of mono-materials and reduction of coloured plastics to improve the overall recyclability of its products. In accordance with the Plastic Waste Management Rules, 2016, the Company reprocesses post-consumer packaging materials through authorised re-processors.

ii. E-Waste

E-waste generated by the Company is collected at designated locations and segregated by type, such as IT waste and batteries, with disposal undertaken exclusively through government-authorised agencies to ensure regulatory compliance. Manifests and disposal certificates are maintained for audit and compliance purposes. The Company generates e-waste such as DG set batteries, which is disposed of through manufacturer buy-back schemes, while other general e-waste is handled through authorised re-processors.

iii. Hazardous Waste

Hazardous waste generated by the Company is clearly labelled and documented to ensure safe handling at all stages, and is stored in leak-proof, corrosion-resistant containers within designated hazardous waste storage areas. Only government-authorised disposal agencies are engaged for its treatment or incineration, and manifests and disposal certificates are maintained for compliance purposes. Employees are trained in the safe handling of hazardous materials and in emergency response procedures.

Hazardous Waste Disposal:

The company generates and disposes of hazardous waste as follows:

Sr. No.	Material	Disposal Method
1	Used Oil	Disposed to Authorized re-processor
2	Used Cotton Waste	Disposed to CHWTSDF
3	Used Empty inks bottles, containers (1-2 Litre)	Disposed to CHWTSDF

Other hazardous materials include explosives, toxic gases, flammable liquids, and corrosive substances. These are stored in labeled drums, as per Form-8 regulations, and treated accordingly. The company maintains a designated hazardous waste storage pad with fire-fighting provisions and secondary containment.

iv. Other Waste (e.g., Paper, General Non-Hazardous Waste)

Waste is sorted into biodegradable and non-biodegradable categories at the point of generation, with paper waste collected and sent to municipal corporation facilities for recycling. The Company also conducts internal awareness programmes to promote waste reduction, reuse and recycling among its employees and consumers

e) 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.

Extended Producer Responsibility (EPR) is applicable to the Company's activities, specifically in relation to plastic packaging waste. The Company has registered under the EPR framework on the CPCB portal in accordance with the Plastic Waste Management Rules, 2022,



and has submitted the requisite annual return to the CPCB portal accordingly. The Company's waste collection plan is aligned with the EPR plan submitted to both the State Pollution Control Boards (SPCB) and the Central Pollution Control Board (CPCB), with collection, recycling and environmentally sound disposal targets consistently monitored, and quarterly and annual returns filed through the designated CPCB portal. All recyclers and waste management partners engaged by the Company are CPCB/SPCB-authorised, ensuring full traceability and compliance, and barcode and QR-code tracking systems are used, where applicable, to validate the collection and recycling process.

LEADERSHIP INDICATORS

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

NIC Code	Name of Product/ Service	% Of total turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No) If yes, provide the web-link
Not Applicable					

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

Name of Product / Service	Description of risk/concern	Action taken
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).

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Recycled in-house plastic waste generation	18.37%	15.64%

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

Particulars	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

Company is striving towards promoting waste management practice which aligns with our commitment to environmental sustainability and responsible product stewardship. We understand the importance of effective waste management and are continuously exploring opportunities to enhance the recyclability and sustainability of our products.

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

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PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.											
ESSENTIAL INDICATORS											
1. a. Details of measures for the well-being of employees											
Category	% of employees covered by										
	Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	2170	697	32.12	2170	100.00	0	0	0	0	0	0
Female	45	25	55.56	45	100.00	45	100.00	0	0	0	0
Total	2215	722	32.60	2215	100.00	45	2.03	0	0	0	0
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
b. Details of measures for the well-being of workers											
Category	% of workers covered by										
	Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	1139	0	0	1139	100.00	0	0	0	0	0	0
Female	9	0	0	9	100.00	9	100.00	0	0	0	0
Total	1148	0	0	1148	100.00	9	0.78	0	0	0	0
Other than Permanent Employees											
Male	2298	0	0	2298	100.00	0	0	0	0	0	0
Female	71	0	0	71	100.00	71	100.00	0	0	0	0
Total	2369	0	0	2369	100.00	71	3.00	0	0	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			FY2024-25		
Cost incurred on well-being measures as a % of total revenue of the company						0.10%			0.07%		

2.

Details of retirement benefits, for FY 2025-26 and FY 2024-25

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	100.00	100.00	Yes	100.00	100.00	Yes
Gratuity*	100.00	100.00	Yes	100.00	100.00	Yes
ESI	100.00	100.00	Yes	100.00	100.00	Yes
Other: Life Insurance/ Death Benefits	100.00 only for staff	NA	NA	100.00 only for staff	NA	NA

*Company is maintaining Gratuity Trust.

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? (Yes/ No)

Yes, The Company has already modified several locations with disabled-accessible infrastructure including ramps, furniture, washrooms and other installations. It is also currently in the process of incorporating similar measures across all locations.

4.

Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? (Yes/ No)

Yes

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	100.00	100.00	100.00	100.00
Total	100.00	100.00	100.00	100.00

6.

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

Particulars	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes. The Company has a structured grievance redressal mechanism available to all employees and workers, including a reporting channel through their respective reporting manager, HR representative, or plant-level grievance committee. Grievances relating to service conditions, working environment, safety, or other workplace concerns can be raised verbally or in writing, including through a dedicated email address or suggestion/complaint box available at manufacturing locations. Complaints are acknowledged and investigated in a time-bound manner, with confidentiality maintained throughout the process. Where required, the matter is escalated to senior management or the relevant functional head for resolution. The Company also maintains a Whistle Blower Policy/Vigil Mechanism, enabling employees and workers to report concerns relating to unethical conduct, fraud, or violation of the Company's Code of Conduct directly to the Audit Committee, without fear of retaliation or victimisation.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Benefits	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) of Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No of employees workers in respective category, who are part of association(s) of Union D)	% (C/D)
Total Permanent Employees	2215	0	0	2366	0	0
Male	2170	0	0	2316	0	0
Female	45	0	0	50	0	0
Total Permanent Workers	1148	0	0	1291	0	0
Male	1139	0	0	1282	0	0
Female	9	0	0	9	0	0

8. Details of training given to employees and workers

Category	FY2025-26					FY 2024-25				
	Total	On Health Insurance		On Skill Upgradation		Total	On Health Insurance		On Skill Upgradation	
	(A)	No (B)	%(B/A)	No. C	%(C/A)	(D)	No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	2170	2109	97.19	2088	96.22	2316	2250	97.15	2275	98.23
Female	45	45	100.00	45	100.00	50	50	100.00	50	100.00
Total	2215	2154	97.25	2133	96.29	2366	2300	97.21	2325	98.27
Workers										
Male	3437	3137	91.27	3280	95.43	4164	3800	91.26	3850	92.46
Female	80	71	88.75	74	92.50	102	90	88.24	98	96.08
Total	3517	3208	91.21	3354	95.36	4266	3890	91.19	3948	92.55

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

Benefits	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
			Employees			
Male	2170	2170	100.00	2316	2316	100.00
Female	45	45	100.00	50	50	100.00
Total	2215	2215	100.00	2366	2366	100.00
			Workers			
Male	3437	3437	100.00	4164	4164	100.00
Female	80	80	100.00	102	102	100.00
Total	3517	3517	100.00	4266	4266	100.00

10. Health and Safety Management System

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

Yes, the Company has implemented an Occupational Health and Safety Management System (OHSMS). The system covers all full-time, part-time and contract employees and workers across the Company's manufacturing, operational and office locations, extending to all production plants, warehouses, laboratories and field service locations. Its coverage also extends to vendors, visitors and on-site service providers, ensuring that applicable safety protocols are followed by all persons present at the Company's worksites. The OHSMS is aligned with ISO 45001:2018 and complies with applicable statutory requirements, including the Factories Act and other relevant national and state safety regulations.

The system comprises several key components, including structured Hazard Identification and Risk Assessment (HIRA) to identify and evaluate workplace hazards, an incident reporting and investigation mechanism to prevent recurrence of unsafe events, and regular safety audits and inspections to identify areas for improvement. The Company also maintains comprehensive emergency preparedness and response plans, ongoing health surveillance and medical check-ups to safeguard employee well-being, and a Personal Protective Equipment (PPE) programme that ensures proper usage and availability of protective gear across its operations. Continuous training and awareness programmes are conducted to reinforce safe work practices among employees and workers. The performance of the OHSMS is monitored through tracking of leading and lagging indicators, such as near misses and the Lost Time Injury Frequency Rate, along with periodic internal reviews and third-party audits to assess its effectiveness and drive continuous improvement.

- 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 follows a structured and proactive methodology to identify and assess work-related hazards, covering both routine and non-routine activities. Hazard Identification and Risk Assessment (HIRA) is conducted periodically and prior to the commencement of any new activity, with particular focus on high-risk areas such as manufacturing, maintenance and logistics, assessing physical, chemical, biological, ergonomic and psychosocial hazards across both daily production operations and non-routine tasks such as maintenance shutdowns or plant modifications. This is supplemented by Job Safety Analysis (JSA) and Job Hazard Analysis (JHA), carried out prior to executing specific tasks, particularly for non-routine or high-risk jobs, breaking each job down into steps and establishing control measures for each identified hazard.

The Company also conducts regular internal safety audits to identify hazards and instances of non-compliance, along with periodic workplace inspections carried out by safety officers or line managers to ensure ongoing adherence to safety standards. A Permit-to-Work (PTW) system is mandatorily followed for high-risk and non-routine tasks, including hot work such as welding and cutting, work at heights, and electrical maintenance, ensuring that hazards are thoroughly assessed and mitigated before work commences. Employees are actively encouraged to report near-misses, unsafe conditions and incidents, with root cause analysis conducted for every such report and corresponding updates made to risk assessments. Employee participation is further reinforced through regular toolbox talks, safety committee meetings and feedback sessions, along with safety suggestion mechanisms that foster a culture of shared responsibility for workplace safety.

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

Yes, the Company has implemented formal processes that enable workers to report work-related hazards and ensure effective follow-up action. Workers have access to multiple channels for reporting hazards, including safety suggestion boxes for anonymous submissions, as well as toolbox talks and safety committee meetings that allow for direct communication and discussion of concerns. Reported hazards are promptly investigated to determine their root cause, and Corrective and Preventive Actions (CAPA) are implemented to address and mitigate the identified risks. Workers are kept regularly informed on the resolution of reported hazards, ensuring transparency and reinforcing trust in the overall system. Workers are also empowered to remove themselves from any situation that they reasonably believe presents an imminent danger to their life or health, without fear of retaliation, in line with the Company's commitment to a safe working environment.

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

Yes, employees and workers of the Company have access to non-occupational medical and healthcare services. This is provided through employee wellness programmes comprising regular health check-ups and screenings, such as for blood pressure, diabetes and vision, alongside mental health support and counselling services. In addition, the Company conducts vaccination drives and awareness programmes to support the overall health and well-being of its employees and workers.

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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	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	03	10
	Workers	09	07
Number of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The Company has implemented a robust set of measures aimed at ensuring the health, safety and well-being of all employees and workers, encompassing both preventive and responsive actions that are aligned with national regulations and international best practices. The Occupational Health and Safety Management System (OHSMS) has been implemented across select sites in line with the Company's OHSMS Policy and ISO 45001:2018 standards, covering all employees, contract workers and third-party personnel.

Hazard Identification and Risk Assessment (HIRA) is conducted regularly to assess workplace risks, supplemented by Job Safety Analysis (JSA) for specific tasks, particularly non-routine or high-risk operations, with controls implemented through a combination of engineering solutions, administrative controls and the use of Personal Protective Equipment (PPE). The Company maintains on-site Emergency Response Teams (ERTs) trained to handle fire, medical and other emergencies, and conducts regular mock drills and evacuation exercises to ensure preparedness, with emergency equipment such as fire extinguishers, first-aid kits and spill kits readily available and well-maintained across its facilities.

Periodic medical check-ups are conducted for employees to monitor their health, with wellness programmes offered to address non-occupational health needs. Mandatory safety induction programmes are conducted for new hires and contract workers to ensure awareness of safety procedures from day one, supported by regular safety training sessions, toolbox talks and refresher courses to keep safety knowledge current, along with Behaviour-Based Safety (BBS) programmes that encourage a culture prioritising safety at all levels.

Worker participation is actively encouraged through safety committees with direct worker representation, enabling employees to voice safety concerns and suggestions, along with open channels for reporting hazards, near-misses and unsafe conditions to promote a proactive safety culture. Safety performance is monitored through indicators such as the Lost Time Injury Frequency Rate (LTIFR) and incident rates, which are regularly tracked and analysed, alongside internal safety audits conducted to ensure compliance and identify areas for improvement. Corrective and Preventive Actions (CAPA) are implemented based on audit findings and incident reports, supporting continuous enhancement of the Company's safety measures.

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

Particulars	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	05	0	All complaints are resolved	03	0	All complaints are resolved
Health & Safety	0	0	None	0	0	None

14. Assessments for the year

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

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

The Company adopts a proactive approach to addressing safety-related incidents and significant risks identified through internal, external or statutory health and safety assessments, ensuring swift action, thorough investigation and continuous improvement. In the event of a safety-related incident, such as a slip and fall, machinery-related injury or chemical spill, injured personnel are provided with immediate first aid and, if required, hospitalisation, while the affected area is secured to prevent further incidents. A Root Cause Analysis (RCA) is subsequently conducted using tools such as the 5-Whys or Fishbone Diagram to identify the underlying causes, with the analysis reviewed by the safety team and line management to ensure a thorough understanding of the incident. Based on this analysis, Corrective and Preventive Actions (CAPA) are implemented, which may include installation of safety guards on moving machinery parts, improved signage and housekeeping practices, refresher training for workers directly involved in the incident, and reinforcement of the PPE policy with regular compliance monitoring.

Beyond incident-specific responses, the Company also takes corrective action on significant risks identified during periodic health and safety assessments, as illustrated below:

Identified Risk	Corrective Action Taken / Underway
Inadequate ventilation in manufacturing unit	Installation of new exhaust fans and HVAC system upgrades.
High noise levels in production zones	Distribution of hearing protection and implementation of engineering noise controls.
Electrical hazard due to exposed wiring	Complete rewiring and insulation; routine electrical safety audits introduced.
Poor ergonomic design in workstations	Redesign of work areas, introduction of adjustable chairs and anti-fatigue mats.
Low awareness of emergency response protocols	Regular mock drills, updated emergency signage, and evacuation maps.

Periodic reviews are conducted by the Health & Safety Committee to ensure that corrective actions are fully implemented and identified risks are effectively mitigated. Audit follow-ups are also carried out to ensure that similar risks are proactively addressed across all locations, thereby ensuring consistency in safety measures Company-wide.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of: (Y/N)?

Yes, the Company provides future service gratuity policy and group personal accident policy to employees in the event of death.

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 has a process in place for ensuring the compliance of the statutory dues such as GST, direct tax, employee related deductions etc. and its payments as applicable of the relevant value chain partners of the Company.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 2025 – 26	FY 2024 – 25	FY 2025 – 26	FY 2024 – 25
Employees	0	0	0	0
Workers	0	0	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 offers transition assistance programs to support employees in managing career changes like retirement or termination. They may also be offered advisory roles based on the management’s decision. Additionally, employees receive gratuity or severance pay depending on their tenure with the company.

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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 offers transition assistance programs to support employees in managing career changes like retirement or termination. They may also be offered advisory roles based on the management’s decision. Additionally, employees receive gratuity or severance pay depending on their tenure with the company.

	% of your plants and offices that were assessed. (by entity or statutory authorities or third parties)
Health and safety practices	80% to 82%
Working Conditions	80% to 82%

6.

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

Not Applicable

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

ESSENTIAL INDICATORS

1.

Describe the processes for identifying key stakeholder groups of the entity.

Stakeholders are individuals or groups whose interests are influenced by an organization’s activities. We have identified key internal and external stakeholders based on their immediate impact on our operations and where our business can make the greatest impact. Our Stakeholders include existing and potential customers, vendors/suppliers, employees, shareholders, investors, banks/financial institutions, regulatory authorities, media, and community.

The identification process for these key stakeholders is qualitative. It involves consultation and feedback from various departments, as well as input from senior management and board.

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
Shareholders	No	E-mail, Newspaper notices, Website Meetings like AGM, Postal Ballot, Conference Call	Quarterly/Annually	Communication on financial performance, growth perspective, Dividend updates and any other material information
Value Chain Suppliers	No	Meetings, Calls, One-on-one interactions	Need based	Purchase of Machines, Plastics Polymers, Consumables, Packing Materials etc.
Employees	No	Email, departmental meetings, conferences etc.	Monthly/Quarterly	Communication on skills & training, occupational health & safety issues, human rights, growth opportunities, etc. Time Employee Welfare Trust provides support to workers and employees.
Workers	Yes (Women and low economic status)	Meetings, notice board	Quarterly	
Govt/Regulatory Bodies	No	Emails, Personal Interactions, Meetings.	Need based	Permissions & clearances from authorities, reporting & statutory compliance, policy formulation & discussions if so applicable.
Communities	No	Directly or through NGOs	Need based	Support socially/by CSR Activities to satisfy needs of society/communities.

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LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on Economic, Environmental and Social topics or if consultation is delegate how is feedback from such consultations provided to the Board.

Stakeholder consultations are typically undertaken by respective groups, senior management and relevant officers. The feedbacks and identified issues of pertaining to corporate are escalated to the Board-level via direct channels or through board Committees that oversee aspects such as business risks, CSR & sustainability, Planning & Projects, Dispute Settlement, and so on. Regular consultation on Health, safety and social issues are also conducted. Any major concern/incidents are appraised to the Board for advice.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

The Company engages with its internal and external stakeholders through various channels to understand their needs, concerns, and expectations and to share the Company's performance and goals. This helps the Company to align its business practices and maintain necessary communication with its all stakeholders. The Company is committed to addressing material issues identified through stakeholder engagement and materiality analysis. The company monitors stakeholder interactions via various channels throughout the year, and if any issues arise that are not already identified, the same are included to the list of material issues.

For example:

1. Various CSR activities / environment conservation projects outside the company boundary are undertaken after feedback from stakeholders such as community, regulatory bodies, etc.

The stakeholders regularly provide their feedback on requirement of improved product efficiency, greener products etc. These requirements drive us to undertake R&D and produce better products for customers.

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

The Company directly or through NGOs/Trusts actively engages in CSR activities. This includes uplifting of under privilege in the society, supporting needy and poor students in the vicinity of its operations, promoting education, promoting healthcare, free medical assistance, rural development projects, empowering women, eradicating hunger etc. Detailed CSR activities are given in Annexure – C of the Boards' Report.

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)	% of (B/A)	Total (C)	No. of employees/ workers covered (D)	% of (C/D)
Employees						
Permanent	2215	2215	100.00	2366	2366	100.00
Other than Permanent	0	0	0	0	0	0
Total Employees	2215	2215	100.00	2366	2366	100.00
Workers						
Permanent	1148	1148	100.00	1291	1291	100.00
Other than Permanent	2369	2369	100.00	2975	2975	100.00
Total Workers	3517	3517	100.00	4266	4266	100.00

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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 wages		More than minimum wages		Total (D)	Equal to minimum wages		More than minimum wages	
		No (B)	%(B/A)	No. C	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Permanent Employees										
Male	2170	0	0	2170	100.00	2316	0	0	2316	100.00
Female	45	0	0	45	100.00	50	0	0	50	100.00
Total	2215	0	0	2215	100.00	2366	0	0	2366	100.00
Other than Permanent Employees										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0
Permanent Worker										
Male	1139	0	0	1139	100.00	1282	0	0	1282	100.00
Female	9	0	0	9	100.00	9	0	0	9	100.00
Total	1148	0	0	1291	100.00	1291	0	0	1291	100.00
Other than Permanent Workers										
Male	2298	0	0	2882	100.00	2882	0	0	2882	100.00
Female	71	0	0	93	100.00	93	0	0	93	100.00
Total	2369	0	0	2975	100.00	2975	0	0	2975	100.00

3.

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

a.

Median remuneration / wages :

	Male		Female	
	Number	Median remuneration / salary/ wages of respective category (₹)	Number	Median remuneration / salary/ wages of respective category (₹)
Board of Directors (BOD)	4	96,75,456	0	0
Key Managerial Personnel (KMP)	1	24,19,980	0	0
Employees other than BOD and KMP	2165	2,76,100	45	5,25,000
Workers	1139	2,34,240	9	1,99,236

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	2.60%	2.56%

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, human rights grievances of employees are addressed by the Human Resources team.

5.

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

Company has several internal mechanisms in place to redress grievances related to human rights issues. The Code of Conduct for Directors and Senior Management provides guidance to maintain accountability, integrity and the highest standard of corporate governance, while the Vigil Mechanism, which includes a Whistle Blower Policy, provides a framework for responsible and secure reporting on concerns of unethical behavior, actual or suspected fraud, or violation of human rights to directors, employees, customers and all stakeholders. Internal Committee (IC) has been set up to redress complaints received regarding sexual harassment.

6.

Number of Complaints on the following made by employees and workers

Category	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	None	0	0	None
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

8.

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

The Company upholds its commitment to equal opportunities and does not support discrimination and harassment of its employees and other external stakeholders in any form. The Company adheres to the values like Confidentiality, Transparent Support and Protection of Rights during the complaint registration process by the complainant. The complainants are also provided with a channel where they can report their complaint confidentially in writing. The Company ensures that complainants and witnesses are shielded from retaliation, victimization, or discrimination while addressing complaints related to sexual harassment. The Company is committed to safeguarding employee rights by prohibiting dismissal or victimization based on lawful disclosures. The company takes a zero-tolerance stance against harassment or victimization of reporters and pledges full support from senior management for employees who raise concerns in good faith. Any form of retaliation is treated as a serious disciplinary offense. We ensure confidentiality of employee concerns and help throughout investigations, including the option of temporary re-deployment. Additionally, the company extends support to non-employees involved in the process and respects the wishes of employees regarding identity disclosure. If disciplinary proceedings follow, employees may be asked to come forward as witnesses and will be provided with necessary advice and support.

9.

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

No, human rights requirements do not explicitly form a specific part of the business agreement & contracts. However, the Company has a zero tolerance policy for any human rights violations and adopts best practices while engaging with the employees and workers of the company as well as external customers, suppliers and other value chain partners.

10.

Assessments for the year

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

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

At Time Technoplast Limited there is no employment of Child Labour. There is POSH committee and a grievance redressal committee which is accessible to all employees and workers. There is regular internal audit being conducted to ensure wages are in line with the statutory norms.

We continuously monitor these aspects and keep checks & balances in place.

LEADERSHIP INDICATORS

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

Although no instances were observed that required modification of the existing process, we continually monitor and remain vigilant for any potential need of modification.

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

Human Rights Due Diligence is carried out for all business operations including manufacturing plants, sales branch offices and Head Office. Our due diligence process assesses human rights risks in freedom of association, health & safety, child labour, forced labour, discrimination & harassment, diversity & inclusion and wages & working hours.

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

Yes, Company actively encourages an inclusive workplace for people of various cultures and backgrounds. We endeavour to provide an inclusive environment that takes into consideration our workforce's diversity.

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	0
Discrimination at workplace	0
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0
Others – please specify	0

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

Presently, we have not conducted assessments of our value chain partners. However, we plan to assess our value chain partners to identify and address any significant risks or concerns that may arise from these assessments, in coming future. By conducting thorough evaluations, we can take appropriate corrective actions to mitigate any identified risks and ensure that our value chain partners align with our expectations and standards. This proactive approach will enable us to strengthen our supply chain and promote responsible practices throughout our value chain network.

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

ESSENTIAL INDICATORS

1. Details of total energy consumption (KJ) and energy intensity, in the following format:

Particulars	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	46,646,218,800	40,862,655,665
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	46,646,218,800	40,862,655,665
Energy intensity per rupee of turnover (Total energy consumption, KJ/turnover in rupees)	-	-
From non-renewable sources (KJ)		
Total electricity consumption (D)	704,784,914,784	680,256,663,773
Total fuel consumption (E)	639,824,400	592,021,583
Energy consumption through other sources (F)	-	-
Total energy consumed from nonrenewable sources (D+E+F)	705,424,739,184	680,848,685,356
Total energy consumed (A+B+C+D+E+F)	752,070,957,984	721,711,341,021
Energy intensity per rupee of turnover(Total energy consumed / Revenue from operations)	26.11	27.10
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	532.98	605.38
Energy intensity in terms of physical output	2,818,086	3,214,750
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – No

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance Achieve and Trade (PAT) Scheme of the Government of India? 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.

No, the Company does not have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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3.

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

Parameter	FY 2025-26	FY 2024-25
Water Withdrawn by the source (in kilolitres)		
(i) surface water	94,780	91,478
(ii) Ground Water	164,545	1,45,780
(iii) Third Party Water	55,140	52,450
(iv) Seawater/desalinated water	6,589	6,210
(v) Other sources	-	-
Total Volume of Water Withdrawn (in kilolitres)(i + ii + iii + iv + v)	321,054	295,918
Total Volume of Water Consumption (in kilolitres)	0.00001101	0.00001108
Water intensity per rupee of turnover (Total Water consumed/ Revenue from operations)	0.000228	0.000248
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	1.20	1.32
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 kilolitres)		
(i) To Surface Water		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(v) Others		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
Total Water discharged (in kilolitres)	0	0

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

5. **Has the entity implemented a mechanism for Zero Liquid Discharge? (Yes/No) If yes, Provide details of its coverage and implementation.**
Yes, the Company's manufacturing activities do not generate trade effluent; only domestic effluent is produced. To manage this, a Sewage Treatment Plant (STP) has been installed to treat the domestic effluent, with 100% of the sewage generated from the Company's facilities treated under the Zero Liquid Discharge (ZLD) framework.

The treatment process involves primary treatment to neutralise the sewage and reduce its acidity or alkalinity, followed by tertiary treatment through advanced filtration techniques to further purify the treated water. The resulting dewatered sludge is either processed for composting or used as manure. The treated water is subsequently reused for gardening, toilet flushing, and recycling in cooling towers, ensuring that no effluent is released into drains, water bodies or municipal sewers, and that a zero discharge policy is strictly followed 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	µg/m3	18.69	18.36
SOx	µg/m3	21.34	20.40
Particulate matter (PM)	µg/m3	34.94	34.35
Persistent organic pollutants (POP)	µg/m3	Nil	Nil
Volatile organic compounds (VOC)	µg/m3	Nil	Nil
Hazardous air pollutants (HAP)	µg/m3	Nil	Nil
Others – please specify	Nil	Nil	Nil

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

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 tonnes of CO2 equivalent	Nil	Nil
Total Scope 2 emissions Break-up of the GHG into CO2 , CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Nil	Nil
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	Nil	Nil
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)	-	Nil	Nil
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	Nil	Nil
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	Nil	Nil

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

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8.

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

Yes, the Company has implemented several initiatives to reduce Greenhouse Gas (GHG) emissions as part of its sustainability efforts. Under its renewable energy adoption drive, the Company has installed rooftop solar panels and entered into Power Purchase Agreements (PPAs) for group captive solar power across select manufacturing locations, supplying a portion of the facility's electricity demand and reducing reliance on non-renewable energy sources, with a target of sourcing 75% of its total power consumption from green energy within the next two years.

The Company has also undertaken energy efficiency improvements, including upgrades to energy-efficient motors and LED lighting, alongside re-engineering and automation of moulds and machinery into centralised, high-efficiency production systems to lower overall energy consumption and reduce emissions. In addition, the Company has launched tree plantation drives across its facilities as part of its carbon sequestration initiatives, having developed a green belt covering 10% of select facility areas, contributing to carbon capture and improving its overall environmental footprint. Collectively, these measures have contributed to a 10% reduction in the Company's carbon footprint as compared to the FY23 baseline.

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)	3911	3,648
E-waste (B)	8	5
Bio-medical waste ©	-	-
Construction and demolition waste (D)	2	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	157	145
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	161	147
Total (A+ B + C + D + E + F + G + H)	4239	3,945
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.00000001	0.00000001
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensiry (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	3519	3,372
(ii) Re-used	195	78
(iii) Other recovery operations	-	-
Total	3714	3,450
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of disposal method		
(I) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	525	495
Total	525	495

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

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 follows a comprehensive and integrated waste management approach, focusing on waste reduction, segregation, recycling, treatment and safe disposal. Waste is segregated at the point of generation into biodegradable, recyclable and hazardous categories to ensure efficient handling. Biodegradable waste is either composted onsite or sent to external composting facilities, while recyclables such as paper, plastics and metals are collected and sent to authorised recyclers for processing, and non-recyclable inert waste is disposed of through municipal authorities or authorised landfills. E-waste is securely stored and handed over to certified e-waste recyclers in compliance with the E-Waste Management Rules, while hazardous waste is handled and stored in accordance with applicable regulatory guidelines, utilising the manifest system for tracking, and disposed of through authorised Treatment, Storage and Disposal Facilities (TSDFs), with detailed records maintained in line with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. In-house Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) are in place to ensure compliance with discharge standards, and, where applicable, Zero Liquid Discharge (ZLD) systems are implemented to recycle wastewater and minimise environmental impact.

The Company's strategy to reduce the usage of hazardous and toxic chemicals is centred on substitution and process modification, replacing toxic and hazardous chemicals with environmentally friendly or less hazardous alternatives wherever possible, such as water-based paints, lead-free solder, or solvent-free cleaning agents. This is supported by the adoption of green chemistry and Design for Environment (DfE) principles, with products and processes designed to minimise chemical hazards throughout their lifecycle, with a focus on eco-friendly raw materials, reduced volatile organic compounds (VOCs), and REACH-compliant substances. Regular employee training is conducted on the safe handling, storage and emergency procedures relating to chemical usage, and procurement controls, including vendor qualification practices, incorporate environmental and chemical safety criteria to ensure responsible sourcing.

In managing hazardous waste, all such waste is labelled and stored in designated, ventilated and secure areas, with complete records maintained of its generation, storage, transportation and disposal. Disposal is carried out exclusively through government-approved TSDFs and recyclers, and the Company conducts regular internal and third-party audits to ensure ongoing compliance with applicable environmental regulations.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: Not Applicable

Sr. No.	Location of operations/office	Type of operations	Whether the conditions of environment approval/ clearance are being complied with ? (Y/N) If no, the reasons thereof and corrective action taken, if any
Not Applicable			

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

The Company has not conducted any environmental impact assessments (EIA) of projects in FY 2025-26.

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 Corrective action taken, regulatory taken by regulatory agencies such if any as pollution control boards or by courts.
Yes, the Company is compliant with all applicable environmental laws / regulations / guidelines.			

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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:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by the source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others 0	0	
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)	0	0
Water intensity (optional) - the relevant metric may be selected by the entity	0	0
(i) Into Surface water		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(v) Others		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
Total water discharged (in kilolitres)	0	0

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

2.

Please provide details of total Scope 3 emissions & its intensity, in the following format: Not Applicable

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	Not Applicable	Not Applicable
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	-	Not Applicable	Not Applicable

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 – Not Applicable

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.	Registered under EPR	Registered under the Plastic Waste Management Rules, 2016 (amended in 2022) and fulfilling Extended Producer Responsibility (EPR) obligations by filing annual returns each financial year.	Ensures compliance with plastic waste management regulations and reduces environmental impact from plastic waste.
2.	Installation of Roof Solar Panels	Installation of rooftop solar panels across various manufacturing locations to harness solar energy for facility operations.	Contributed to increasing the use of renewable energy in production, reducing reliance on non-renewable sources.
3.	Installation of Rainwater Harvesting System	Setup of rainwater harvesting systems to collect and store rainwater for non-potable uses within the facility.	Reduces water consumption from municipal sources and helps in water conservation efforts.
4.	Installation of Sewage Effluent Treatment Plants (ETPs)	Installation of Sewage Treatment Plants (STPs) to treat wastewater generated at the facility.	Ensures compliance with discharge standards and contributes to water reuse initiatives.

5.

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

The Company ensures swift recognition of the risks, leading to the development and periodic monitoring of appropriate mitigation action plans to foster sustainable growth through a comprehensive risk management framework. As a conscientious Company, we have developed the business continuity and emergency plan as part of crucial risk management strategies, details of which are given below.

Emergency Management Plan

An emergency management plan has been established across all the Plants, considering a range of emergency scenarios related to both operational incidents and natural disasters. We have assigned dedicated teams at all the plants to respond in emergency scenarios and they undergo recurrent training on the Emergency Plan. The plan is subject to regular testing and review, including frequent emergency mock drills, to guarantee readiness.

The Company has also ensured that each plant can also produce products from other locations in case of any production delay, disruption, or local disaster.

Moreover, the Company has established a robust risk management framework to identify and evaluate business risks and opportunities promptly. This framework ensures that risks are promptly identified, and appropriate mitigation action plans are developed and periodically monitored to drive sustainable growth.

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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? Not Applicable

No adverse impacts are identified to the environment arising from the value chain. Assessment involves a comprehensive review of our value chain, from the sourcing of raw materials to the manufacturing process, distribution, product use and disposal. We are evaluating various aspects such as energy consumption, greenhouse gas emissions, water usage, waste generation and pollution.

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

We are in the process of integrating ESG for our value chain partners and assess them systematically for these parameters. The Company has adopted the policy of working with ISO 14001:2015 certified contractors/suppliers/vendors for its major services. All contractors/suppliers/vendors are maintaining human resources policies including disciplinary practices, remuneration and working hour and health, environment & safety related clauses in their jobs/contracts. Environment, Social and good Governance practice are core of our procurement practices and we emphasize the need of lowering our carbon footprint in our buying practices.

8. (a) How many Green Credits have been generated or procured: By the listed entity: NIL
(b) By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Not assessed yet.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

ESSENTIAL INDICATORS

1. (a) Number of affiliations with trade and industry chambers/associations.

The Company has affiliation with 4 (four) trade and industry chambers/associations.

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State / National)
1	Organisation of Plastic Processors of India	National
2	Indian Institute of Packaging	National
3	Indian Water Works Association	National
4	Indian Chamber of Commerce	National

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

Name of authority	Brief of the case	Corrective action taken
Not applicable as no issues or adverse orders, related to anti-competitive conduct by the entity, were raised by regulatory authority		

LEADERSHIP INDICATORS

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain ? (Yes/No)	Frequency of review by board (Annually/Half yearly /Quarterly / others please specify)	Web link, if available
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:

No projects undertaken during the current financial year have had any Rehabilitation and Resettlement (R&R).

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 Rs.)
Not Applicable					

3.

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

The Company has a well-established process & procedures to receive any kind of enquiry/ grievance from an external stakeholder. The Company has Internal Complaint Committee through which any Internal person can report the unethical issue which he/she seems, exist in the Company with respect to suspected violations of the Company’s Code of Conduct or applicable laws. This channel provides a reporting platform for internal and external stakeholders where issues related to Ethics and compliance issues, fraud, misconduct, corruption, financial issues, conflicts of interest, insider trading, theft, embezzlement, employee relations and human resources issues, such as harassment, discrimination, improper workplace conduct, loss prevention and asset protection, workplace violence, environment, health and safety, such as occupational health and safety violation etc. As far as shareholders are concerned, the grievances can be lodged by the shareholders through various ways for e.g. approaching the compliance officer, write down an e-mail or contact over the phone with the details as mentioned in the website and to address the grievances of other stakeholders, for e.g suppliers, vendors, business partners etc. the Company has its complaint redressal mechanism, through which can person can contact an lodger their respective grievances.

4.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	4.10%	3.64%
Sourced directly from within the district and neighbouring districts	56.43%	53.78%

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	77.59%	77.03%
Semi - Urban	-	-
Urban	8.10%	8.29%
Metropolitan	14.31%	14.68%

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

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 Actions Taken
No negative impacts have been identified	

2.

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

S.No.	State	Aspiration District	Amount spent (in Rs.)
Not Applicable			

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3.

(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) : No, we do not have a preferential procurement policy.

(b) From which marginalized/vulnerable groups do you procure? : None

(c) What percentage of total procurement (by value) does it constitute? : Not Applicable

4.

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No.)	Benefit shared (Yes / No.)	Basic 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
Nil		

6.

Details of beneficiaries of CSR Projects

Please refer Annexure-C of the Board’s Report forming part of Annual Report regarding CSR activities undertaken by the Company.

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

ESSENTIAL INDICATORS

1.

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

We have established a comprehensive system to effectively address and resolve customer complaints. We value our customers’ feedback and take their concerns seriously. When a complaint is received, it goes through a thorough analysis and resolution process.

The Regional Head plays a crucial role in managing customer complaints. They collect the complaints and provide feedback to the respective product marketing head for further action. In cases involving quality issues, the Production Team collaborates with the Quality Department to analyse the nature of the complaint and implement necessary corrective measures.

To ensure transparency and accountability, we maintain a customer complaint register that is regularly updated once the necessary actions on the complaint are completed.

2.

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

	As a percentage to total turnover
Environmental product and social parameters relevant to the Product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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	0	0	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Other	11	0	Related to invoicing, all these have been resolved	10	0	Related to products and bills, all these have been resolved

4.

Details of instances of product recalls on account of safety issues

	Number	Reasons for recall
Voluntary Recall	0	NA
Forced Recalls	0	NA

5.

Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No)

Yes, the Company has in place cyber security policy. The policy establishes a well-defined escalation process that employees can follow in case of suspicious behaviour. The IT Head reviews the policy from time to time and suggests changes, if any to the Board.

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 such incident related to the mentioned topics has been reported.

7.

Provide the following information relating to data breaches:

a)

Number of instances of data breaches: Nil

b)

Percentage of data breaches involving personally identifiable information of customers: Not Applicable

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 all products is available on the Company’s website and can be accessed at www.timetechnoplast.com

2.

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

The Company ensures safe and responsible usage of its products through informative labelling, with product information also made available through the Company's website. Information pertaining to the usage of the Company's products and their end-use applications is readily accessible through various channels, including detailed product catalogues that provide information on how to effectively utilise each product across its diverse range, spanning industrial packaging, composite cylinders, infrastructure products, MOX films, auto components and lifestyle products. This is further supported by direct engagement with customers, including distributor meets and awareness sessions conducted across various regions, which allow the Company to address customer concerns and provide hands-on guidance, ensuring that end-users understand and follow recommended safety practices. Through comprehensive product information, demonstrations and personalised assistance, the Company strives to ensure that its customers have a clear understanding of how to use its products safely and effectively, with customer satisfaction and safety remaining a top priority.

3.

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

The Company has established comprehensive business continuity plans, including the capability for its manufacturing facilities to produce products from alternate locations in the event of disruption, thereby mitigating the risk of service interruption. Despite these measures, in the rare event of an interruption, the Company has implemented mechanisms to promptly communicate any major discontinuations to consumers, ensuring transparency and enabling timely alternate arrangements where required.

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. 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)

Yes, the Company ensures full compliance with all relevant laws regarding the provision of necessary information about its products, while also recognising the importance of providing customers with comprehensive information to support informed decision-making. As per applicable legal requirements, the Company provides all necessary information on product labels, packaging and documentation, including product

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specifications, usage instructions, safety precautions and other information mandated by regulatory authorities. Beyond statutory requirements, the Company believes in transparency and strives to provide customers with a complete understanding of its products, their features and benefits, which may include supplementary information relating to environmental impact and other relevant details that assist customers in making well-informed choices. To ensure continuous improvement and customer satisfaction, the Company actively seeks feedback through customer satisfaction surveys and encourages open communication channels, fostering a culture of transparency and customer-centricity aimed at building trust, strengthening relationships, and meeting the evolving needs of its customers effectively.

For Time Technoplast Limited

Date: August 5, 2026
Place: Mumbai

Bharat Kumar Vageria
Managing Director & CFO
DIN: 00183629

Raghupathy Thyagarajan
Whole Time Director
DIN: 00183305