



The Tinplate Company of India Limited

August 4, 2023

The Secretary, Listing Department
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai 400001.
Maharashtra, India.
Scrip Code: 504966

The Manager, Listing Department
National Stock Exchange of India Limited
Exchange Plaza, 5th Floor, Plot No. C/1,
G Block, Bandra-Kurla Complex, Bandra (E)
Mumbai 400051,
Maharashtra, India.
Scrip Code: TINPLATE

Dear Madam, Sir,

Sub: Business Responsibility and Sustainability Report for FY 2022-23

Please find enclosed the Business Responsibility and Sustainability Report ('**BRSR**') of The Tinplate Company of India Limited ('**Company**') for FY 2022-23. The BRSR forms part of the Company's 104th Annual Report for the FY 2022-23.

The BRSR along with the Annual Report is being made available on the website of the Company at <https://www.tatatinplate.com/investor/annual-report>

This is submitted pursuant to Regulation 34(2) and other applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with applicable SEBI Circulars, if any.

This is for your information and records.

Thanking You,

Yours faithfully,
THE TINPLATE COMPANY OF INDIA LIMITED

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KAUSHIK SEAL
Date: 2023.08.04
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(KAUSHIK SEAL)
COMPANY SECRETARY

Encl.: As above

ANNEXURE - 8

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	: L28112WB1920PLC003606
2. Name of the Listed Entity	: The Tinplate Company of India Limited ("TCIL/the Company")
3. Year of incorporation	: January 20, 1920
4. Registered office address	: 4, Bankshall Street, Kolkata – 700 001
5. Corporate address	: 4, Bankshall Street, Kolkata – 700 001
6. E-mail	: company.secretariat@tatatinplate.com
7. Telephone	: (033) 2243 5401/ 07
8. Website	: www.tatatinplate.com
9. Financial year for which reporting is being done	: From April 1, 2022 to March 31, 2023
10. Name of the Stock Exchange(s) where shares are listed	: BSE Limited (BSE) & National Stock Exchange of India Limited (NSE)
11. Paid-up Capital	: ₹ 10,479.80 lakhs
12. Name and contact details of the person who may be contacted in case of any queries on the BRSR report	: Mr Kaushik Seal Company Secretary 4 Bankshall Street, Kolkata – 700001 Tel.: +91 33 22439693 Email : company.secretariat@tatatinplate.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)	: The disclosures under this report are made on a standalone basis.

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Tinplate Manufacturing	Production & Sale of Tinplate Products	88.90%
2	Others	Sale of scrap & other	11.10%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturing of Electrolytic Tinplate	27172	88.90%
2	Other Operating Revenue	-	9.70%
3	Others	-	1.40%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	7	8
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	22
International (No. of Countries)	21

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

TCIL's % of export in total revenue	Amt in ₹ Lakhs	
Particulars	2022-23	2022-21
Exports Revenue	76,683.58	97,228.60
Total Revenue	4,01,441.45	4,28,953.92
% of exports in total revenue	19%	23%

c. A brief on types of customers:

TCIL sells its products and services to the following broad end-use application segment – Edible Oil, Processed Food, Paints & pesticides, Crown Caps, Aerosol and Battery. TCIL's direct customers are either can-makers or can-makers cum fillers/ brand owners. Most of the can-makers belong to the MSME segment.

TCIL sells to edible segment goes to manufacturers of 15kg tins used for bulk packaging of edible oil for hotels, restaurants, and canteens. Tinplate used in Paints & pesticides industry goes into producing tins for solvent-based products. It caters for processed food for highly acidic products like acidic fruit pulp (Tomato puree, Pineapple, Mango pulp) Crown cap manufacturers, use Tin Free Steel for making crowns for glass bottles for the Beverage industry, carbonated beverage and beer marketers. Tinplate in aerosol can is used for industrial and home care usage.

IV. Employees

18. Details as at the end of Financial Year: 31.03.2023

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	1449	1376	95.00%	73	5.00%
2.	Other than Permanent (E)	5	3	60.00%	2	40.00%
3.	Total employees (D + E)	1454	1379	94.80%	75	5.20%
WORKERS						
4.	Permanent (F)	987	950	96.30%	37	3.70%
5.	Other than Permanent (G)	1293	1202	93.00%	91	7.00%
6.	Total workers (F + G)	2280	2152	94.40%	128	5.60%

Note 1:

- **Permanent Employees:** data provided is for on-roll employees only
- **Other than Permanent Employees:** Fixed Term Contract employees who are directly in contract with the Company
- **Permanent Worker:** data provided is for on-roll employees at Unionised level only
- **Other than Permanent Workers:** includes all labourers of contractors (O&M Contractors, Service Providers). This does not include labourers of contractors engaged in Town Civil & Town Electrical jobs.

Note 2: Definition of employees and workers as per BRSR guidelines is as follows:

- i. Permanent Employees - All personnel on permanent rolls of the company (that are tagged as OPR + Semi-Managerial + NOPR)
 - ii. Other than permanent employees - All personnel on rolls of the company that are tagged as NOPR fixed term contract & temporary, officers on contract & stipend excluding apprentice & trainees
 - iii. Permanent Workers - All personnel tagged as NOPR (excluding fixed term contract, temporary, apprentice & trainees)
 - iv. Other than permanent workers - All personnel tagged as NOPR fixed term contract, temporary and all personnel on rolls of third-party contractors (Contract workers).
- b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	13	13	100.00%	0	0.00%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total differently abled employees (D + E)	13	13	100.00%	0	0.00%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	10	10	100.00%	0	0.00%
5.	Other than Permanent (G)	0	0	0.00%	0	0.00%
6.	Total differently abled workers (F + G)	10	10	100.00%	0	0.00%

Note: Data for differently abled workers includes disability declared at the time of recruitment as well as any disability developed during employment

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25
Key Management Personnel *	3	0	0

* Key Managerial Personnel includes Managing Director, Chief Financial Officer and Company Secretary.

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Particulars	FY 2022-23 (Turnover rate in Current FY)			FY 2021-22 (Turnover rate in Previous FY)			FY 2020-21 (Turnover rate in prior to Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.76%	6.85%	4.86%	5.55%	2.74%	5.40%	4.91%	11.84%	5.29%
Permanent Workers	3.82%	2.67%	3.78%	4.16%	0.00%	3.99%	3.71%	2.47%	3.65%

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

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

Sl. 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)
	Tata Steel Limited	Holding	74.96	Yes

VI. CSR Details**22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes**

- i. Turnover (in ₹) : 4,01,441.45 Lakhs
- ii. Net worth (in ₹) : 1,26,307.73 Lakhs

VII. Transparency and Disclosures Compliances**23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes			Refer Note (i)			
Investors (Other than Shareholders)	No			Refer Note (ii)			
Shareholders	Yes	2	0	None	4	1	None
Employees & Workers	Yes https://www.tatatinplate.com/company/ethics	0	0	None	0	0	None
Customers	Yes	221	10	None	86	17	None
Value Chain Partners	No			Refer Note (iii)			

Note:

- i. The Company believes in two – way communication with the community so that any issue gets resolved amicably with the satisfaction of both the Company and Community. Any grievance from the Community is received by Head Administration. Depending upon the nature of the grievance, the issue is taken up with the respective Departmental Head and the best possible solution is arrived at which is acted upon and feedback is provided back to the Community.
- ii. The Company do not have any Investor other than Shareholder.
- iii. Vendor related grievances are captured through annual supplier satisfaction surveys and also discussed during annual Vendor Meet.

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Community and Society	Opportunity	Opportunity: TCIL is a 100 years old Company in Jamshedpur and therefore enjoys very harmonious relationship with the society. We have very loyal workforce as is evident in the engagement score of the Company. Working for the surrounding community and society has always been a key task for the organization through its CSR (Corporate Social Responsibility) and other related activities.	Not Applicable	Positive: Continued efforts for upliftment of the society and community around keeps the Company aligned to the Group philosophy and also supports its journey of sustainable organization.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			A structured planning, deployment and review process ensures effective and sustainable impact of the work done. The key initiatives revolve around CHP training for girls from AA community, remedial classes, facility creation and training for employability creation and promoting sports. The Company hospital is a key medical care facility not just for its employees but for the community around.		
2	Breach of information security.	Risk	Risk: Increased digitization and IT backed data management brings with it the vulnerability of breaches in data security which in turn may lead to loss of sensitive data / intellectual information. It could also lead to business stoppage / ransom if critical systems are compromised.	Mitigation: Company has in place the ISMS (Information Security Management System) Policy which encompasses various sub policies, which are linked to prevention of data breach. Deployment is governed through adherence to guidelines aligned to ISO/ IEC 27001:2013 standards. Periodic external audits and action thereof and technology upgradation helps to keep the system protected from security breaches.	Negative: Breach may lead to disruption of business and damage to company reputation.
3	Human Resource	Opportunity	Opportunity: Organization's core strength has always been its employees. An engaged workforce at TCIL has over generations helped the organization to overcome various challenges.	Not Applicable	Positive: Leverage process and product knowledge backed by commitment and engagement. Company's engagement scores across all levels have improved along with business results.
4	Environment Management	Risk	Risk: The norms related to the environment management (emission, discharge, waste disposal) etc. is getting stringent over the time. Any deviation/ non-compliance may lead to business disruption and hamper the organizational reputation.	Mitigation: Company ensures that all the requisite environmental parameters comply to the norms. The process of daily monitoring of key parameters is in place. Company also has Online Continuous Monitoring Systems to monitor environmental performance. There is a periodic review system in place for the organizational environmental performance.	Negative: Non-compliance may lead to business disruption and loss of reputation. Ability of the market to absorb the additional cost associated with sustainability initiatives

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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Y Tata Code of Conduct, Anti- Bribery Anti- Corru- ption	Y Tata Code of Conduct, Food Safety Policy	Y Tata Code of Conduct, Human Resource Policy	Y Corporate Social Respon- sibility Policy, Vigil Policy	Y Tata Code of Conduct, Vigil Policy	Y Tata Code of Conduct, Environ- ment Policy	Y Tata Code of Conduct, Anti- Bribery Anti- Corrup- tion, Corporate Social Respon- sibility Policy	Y Tata Code of Conduct, Affirma- tive Action Policy, Corporate Social Respon- sibility Policy	Y Tata Code of Conduct, Vigil Policy, Quality Policy
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) e.g. SA 8000, OHSAS, ISO, BIS adopted by the Company and mapped to each principle.	Works Stand- ing Manage- ment Order	Food Safety System (ISO 22000: 2018). Halal Certifi- cate	Occupa- tional Health & Safety Manage- ment System (ISO 45001: 2018); ISO 9001: 2015 (Hospital)	Social Acco- unta- bility System (SA 8000: 2014)	Social Acco- unta- bility System (SA 8000: 2014)	Environ- ment Manage- ment System (ISO 14001: 2015)	BCCI, CIA, CII & ITMA	Social Acco- untability System (SA 8000: 2014)	Quality Manage- ment System (ISO 9001: 2015)
Specific commitments, goals and targets set by the entity with defined timelines, if any.	At TCIL, we keep a keen watch on the external environment to understand the macroeconomic landscape and specific trends that may have an impact on our business. Accordingly, we allocate our resources to leverage on the evolving opportunity while effectively managing risks. Our growth strategy is supported by our solid fundamentals, which we have built over the years. The organization aims to achieve its objectives through short term and long-term action planning. At TCIL, we are driven by the Tata philosophy of serving the communities in which we operate. Social upliftment through quality Education, Employability and Healthcare forms the core of our CSR initiatives.								
Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)	The company has always focused on achieving its Environment, Social and Governance objectives. Safety and occupational health responsibilities are integral to the Company's business processes. The Company is committed to minimizing the environmental impact of its operations, through adoption of sustainable practices. The major focus areas are - water conservation and recycling of wastewater, reduction in emission / effluents, energy management and tree plantation. Service to the Community has been part of the Company's commitment. Over the years the Company has put in place a well-defined process in the key thrust areas of education, employability, skill development and health care.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. R.N. Murthy (DIN : 06770611) Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Managing Director reviews the sustainability interventions through its monthly review meetings. The CSR and Sustainability Committee of the Board reviews the CSR initiatives of the Company.								

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 performance of the Company against various policies are reviewed by the Senior Management on a periodic basis. The Board of Directors and relevant Committees of the Board are accordingly updated from time to time.									The policies are reviewed by the Management and Committees (wherever applicable) on a periodic basis.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	All applicable laws are complied by the Company.																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	The working of the policies are reviewed by the Senior Management and Committees of the Board on a periodic basis. External Agencies are appointed for assessment on a need basis.								

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	Ongoing	On an ongoing basis, matters relating to Ethics, Governance, Safety and Legal are presented to the Board of Directors for discussion and deliberation.	100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Key Managerial Personnel	Ongoing	Continuous involvement in Tata Code of Conduct related discussions and Policy making is done with relevant stakeholders including KMPs. KMPs interact and attend discussions related to these subjects at various external forums including group level meetings.	100%
Employees other than BOD and KMPs	Ongoing	Regular communication on Tata Code of Conduct through trainings, awareness sessions done for all employees in various forums. All new entrants are made to sign on the Tata Code of Conduct declaration form after imparting training.	100%
Workers	Ongoing	Employees are subjected to trainings related to Safe work practices, sustainability, quality management, climate change etc.	100%

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by Directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year:** None
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:** None
4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**
Yes, TCIL does have an anti-corruption and anti-bribery policy (ABAC) which has been framed to ensure that the Company conducts its operations and business activities in adherence to applicable laws, ethical standards and ensures prevention, detection of fraud, bribery and corruption. The applicability of the policy is in conjunction with Tata Code of Conduct (TCoC), Whistle Blower Policy, Gift & Hospitality Policy of the Company. The ABAC Policy is accessible at <https://www.tatatinplate.com/content/pdf/policies/anti-bribery-anti-corruption.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:** None
6. **Details of complaints with regard to conflict of interest :** 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 :** None

Leadership Indicators

1. **Awareness programmes conducted for value chain partners on any of the Principles during the financial year:** Majority of the awareness programmes conducted for value chain partners can be broadly classified into three segments i.e. Safety, Ethics and Business Responsibility as given below :

Safety:

TCIL's goal is to achieve 'Zero Accident' and create safe work environment. Our Safety & Health policy is having clear direction, created a sound safety governance structure, established robust management & reporting systems, training and communication mechanisms, along with well-defined performance measures and indicators to track its Safety & Health performance.

TCIL's value-based system drives its safety culture with risk-based thinking being reinforced at all across. The Company's integrated value chain, to the delivery of products to customers, as well as large project requirements for growth and expansion, demand constant oversight on Safety & Health to achieve its goal.

We, as an organization, have focused on making safety a way of life through digital solutions, awareness on safety standards and reward & recognition policy.

We have focused on Behavioral safety covering our employees and their spouses value chain partners and focused on training and communications with all stakeholders. Awareness programs on social accountability through SA-8000, health, safety, and environmental sustainability are our continual process and are being covered 100% of the vendor partners. TCIL has its own contractor safety management standard. Through CMS internal and external third-party assessment, we focus on the improvement of vendor partners safety competency.

We have also focused on communication through monthly meeting with transporters and drivers, and also an annual meet with supplier / vendors.

Material handling, heavy vehicles, mobile equipment and moving machinery remain continuing challenges for the company. To address the challenges, we continue refresher training for crane signalers, forklift operators, meeting with crane operator and monthly meetings with vendor partners. To strengthen the communication, safety signages and safety visual display have been provided at the all strategic locations at the workplace.

Ethics:

Vendor partners undergo awareness sessions on Tata Code of Conduct, Conflict of Interest Policy, POSH Policy, Gift & Hospitality Policy, Whistle Blower Policy, Anti Bribery Anti-Corruption Policy during Annual Vendor Meet. 75 Key vendors have been covered during the Annual Vendor Meet in FY 2022-23.

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

Yes, the Company has adopted a Code of Conduct for its Board of Directors which mentions that the Directors of the Company will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company. In case any actual or potential conflicts of interest arise, the concerned Director is required to report such conflicts as required by applicable law and company policy.

The Company receives an annual declaration from its Board of Directors and Senior Management Personnel confirming adherence to the respective Code of Conducts which includes the provisions on dealing with conflict of interest.

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

Essential Indicators

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

	Current Financial Year 2022-23	Previous Financial Year 2021-22	Details of improvement in environmental and social impacts
R & D	0	0	Refer Note 1
Capex	5.90%	8.40%	Refer Note 2

Note : 1

Research and development activity is undertaken as a Group level activity and knowledge pieces are shared across the Group. Some key projects being worked are:

- Tin recovery from sludge.
- Ongoing internal efforts supported by Tata Steel Europe has helped to drive improvement in Tin overspent at the tinning lines.

Note: 2

Capex Investment in specific technology to improve the environmental and Social impacts of product and processes includes improvement project undertaken to reduce the power consumption at plant like Induction Reflow System.

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

Yes

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

The main raw material for TCIL is Hot Rolled Coils (HRC) which constitutes ~ 70-75 % of the total cost, followed by Tin which forms ~ 8-10% of total cost. The Company sources majority of HRC requirements from M/s Tata Steel Jamshedpur (TSJ), which is situated nearby at a distance of ~ 3 km. Proximity to TSJ ensures minimal transportation and thus ensuring lower carbon footprint generation. Some quantities of HRC, from Tata Steel Kalinganagar (TSK) is sourced, with an objective of ensuring an alternate source and also to make the complete supply chain sustainable for long term. Sourcing of Tin is also done factoring in the key aspects of sustainable sourcing. Apart from sourcing from the right sources, purity levels as per International Standards is also ensured for sustainability of Tinplate produced at TCIL.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life	Details
Plastic	Plastic containers/waste are auctioned.
E-waste	E-waste are channelized to M/s Hulladek for recycling.
Hazardous	ETL sludge are disposed through CHWTSDF (M/s Ramky), waste oil is sold to recyclers, waste emulsion is disposed through CHWTSDF (M/s Ramky), WPL is recycled internally at ARP and Alkali residue is treated at Waste Water Treatment Plant at CRM.
Other Waste	Non- Hazardous - Solid Waste - Tin sludge is sold to outside party, CRM sludge is dumped inside yard as landfill fly ash is sent to nearby fly ash brick manufactures and Iron Oxide is sold to Paint Industry. Steel Scrap - Sold to TSL for remelting (Reused externally) E-waste - Authorized Party Battery waste - Authorized party Biomedical - Authorized Party

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

TCIL have applied for Extended Producer Responsibility (EPR) Registration as per the Plastic Waste Management Rule 2016 and its amendment thereon with the Central Pollution Control Board.

Leadership Indicators

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

Not Being Done

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 alongwith action taken to mitigate the same.

Not Applicable

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

Not Applicable

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

Not Applicable

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

Not Applicable

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

Essential Indicators

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

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1376	1376	100%	1376	100%	Not Applicable		Not Applicable		0	0
Female	73	73	100%	73	100%	73	100%	Not Applicable		73	100%
Total	1449	1449	100%	1449	100%	-	-	-	-	-	-
Other than Permanent Employees											
Male	3	0	0%	0	0%	Not Applicable		Not Applicable		-	0%
Female	2	0	0%	0	0%	-	0%	Not Applicable		-	0%
Total	5	0	0%	0	0%	-	-	-	-	-	0%

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	950	950	100%	950	100%	Not Applicable		Not Applicable		0	0
Female	37	37	100%	37	100%	37	100%	Not Applicable		37	100%
Total	987	987	100%	987	100%	-	-	-	-	-	-
Other than Permanent Workers											
Male	1202	1202	0%	1202	100%	Not Applicable		Not Applicable		-	0
Female	91	91	0%	91	100%	91	100%	Not Applicable		91	100%
Total	1293	1293	0%	-	0%	-	-	-	-	-	-

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	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.)
Employee Provident Fund Benefits (PF)	100	100	No, Exempted PF	100	100	No, Exempted PF
Gratuity Benefits	100	100	No, Exempted	100	100	No, Exempted
Employees' State Insurance Benefits	Covered as per rules	Covered as per rules	NA	Covered as per rules	Covered as per rules	NA
Others – please Specify (Superannuation)	38.10	NA	No, Superannuation Fund	43.96	NA	No, Superannuation Fund

3. Accessibility of workplaces

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

While steps for making the premises / offices of Jamshedpur Works accessible to differently abled employees are under planning stage, few of our zonal offices partially have such facilities.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company believes in providing equal opportunities to all its employees and eligible applicants for employment in the Company. No discrimination is made on any ground, including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable laws. The Company believes in providing equal opportunities to create inclusive workplace and treat the employees with respect and dignity. The HR policy on this is available at Company website <https://www.tatatinplate.com/company/policies>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

Gender	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Worker	Yes - Grievances are received by Head (Employee Relations) and requisite action is taken to resolve the same
Other than Permanent Worker	Yes - Grievances are received and dealt by Contractor Cell which reports to Head (Employee Relations)
Permanent Employee	Yes - Grievances are received by HR / Talent Management department and requisite action is taken to resolve the same
Other than Permanent Employee	Yes - Grievances are received by Contractor Cell / HR / Talent Management department and requisite action is taken to resolve the same

- **Ethical Concerns:** Grievances are received through e-mail, letter, 3rd party services which are registered by Ethics Counsellor and forwarded to Ethics Officer. Based upon the merit of the concern, investigation is carried out and the report is reviewed by Apex Ethics Committee, who in turn, recommends the action to be taken.
- **Posh related concerns:** Grievances are received through e-mail, letter, 3rd party services which are registered by Posh Chairperson and based upon the merit of the case the investigation is carried out by Posh Committee. The report is forwarded to Ethics Counsellor which is reviewed by Apex Ethics Committee who in turn, recommends the action to be taken.

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

Benefits	FY 2022-23			FY 2021-22		
	Total employee/ worker in respective category (A)	No of employee/ worker in respective category who are part of association(s) or Union (B)	% (B/A)	Total employee/ worker in respective category (C)	No of employee/ worker in respective category who are part of association(s) or Union (D)	%(C/D)
Total Permanent Employee	The officers of the Company do not participate in any union					
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers	987	987	100%	978	978	100%
Male	950	950	100%	940	940	100%
Female	37	37	100%	38	38	100%

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	On Health			On Skill Upgradation		On Health & Safety Measures			On Skill Upgradation	
	Total (A)	No (B)	% (B/A)	Number (C)	% (C/A)	Total (D)	No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	1376	1376	100%	1376	100%	1319	1319	100%	1319	100%
Female	73	73	100%	73	100%	73	73	100%	73	100%
Other	0	0	0	0	0	0	0	0	0	0
Total	1449	1449	100%	1449	100%	1392	1392	100%	1392	100%
Workers										
Male	950	950	100%	950	100%	940	940	100%	940	100%
Female	37	37	100%	37	100%	38	38	100%	38	100%
Other	0	0	0	0	0	0	0	0	0	0
Total	987	987	100%	987	100%	978	978	100%	978	100%

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

Category	FY 2022-23			FY 2021 - 22		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	1376	1376	100%	1319	1319	100%
Female	73	73	100%	73	73	100%
Total	1449	1449	100%	1392	1392	100%
Workers						
Male	950	950	100%	940	940	100%
Female	37	37	100%	38	38	100%
Total	987	987	100%	978	978	100%

Note : Performance Management mechanisms are in place for officers of the Company. In the case of workers, team based performance review mechanism are in place like monthly incentive bonus based upon production and annual bonus based upon productivity, profitability and safety.

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?**
Yes. The Safety & Health Management system covers activities across the organization, ensuring the protection of its environment, health & safety of its employees, contractors, visitors and all relevant stakeholders. Our manufacturing unit is also covered under ISO45001 and SA8000 norms.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**
We identify occupational health and safety risks proactively, for all existing/ new/ modified activities, processes, products and regulatory changes including routine and non-routine activities. Risk assessment includes evaluation of incidents that have occurred. Risk management is essential for preventing incidents, injuries, occupational disease, emergency control and business continuity. Risk assessment and management processes are reviewed and mitigation plans are put in place for high risk areas. The process also considers roles and responsibilities, monitoring control measures, etc. We are practicing KYT (Hazard Prediction). In this process, we involve working crew to predict the hazards associated in their job and a mitigation plan is prepared by the team members. The Team owns the hazard and commits to jointly decide the mitigation plan against each of the hazards. Cross functional teams do theme-based audits at the workplace based on safety standards, learning of previous incident recommendations and identifying hazards and complying with all non-compliances. The audit report is reviewed by GM (Works), respective DICs and Apex Safety Sub-Committee. E-work permit, Vehicle Tracking System, use of AI in Safety Surveillance, CMS (Contractor Management System) and Ensafe as also digitalization projects have helped to improve workplace safety and minimize the hazards.
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**
Yes, we encourage our employees to report near-miss incidents, these are analyzed for immediate actions. We have specific procedures for reporting of work-related hazard, injuries, unsafe conditions. Safety observation is a process where an individual

or a team observes positive & negative safety behavior and Unsafe acts & Unsafe conditions at the workplace. All executives are trained on Safety for Plant Managers and Felt Leadership program at TCIL are scheduling a weekly safety contact in the Plant. Each trained employee makes four safety observation. All executives in the rank of Divisional Manager and above do 3 safety lines walks in a month. The Company has DIC's and Apex Safety Committee comprising of Senior Leadership Team and Union Office bearers to review and address safety concerns.

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

Yes, TCIL has a 110 bedded hospital and occupational health center. All employees and their families benefit from the hospital. Contract workers are covered under medical insurance and the ESI scheme. Health check-up of employees are done based on the hazards associated with the workplace. Employees working in the tinplating process area, mobile equipment and EOT cranes are covered in health check-up as a part of statutory requirement. Skin tests are done for workers in the Canteen and Solution Centre.

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

Safety Incident/Number	Category	Current Financial Year FY 2022-23	Previous Financial Year FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.18	0.58
	Workers		
Total recordable work-related injuries	Employees	1	3
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	0
	Workers	0	0

Note:- LTIFR is calculated considering both Employees & Worker

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

The Company is committed to continuously employing world-class Safety, Health and Environment ('SHE') practices through benchmarking with industry best practices. The Company has an Apex Safety Council, Apex Safety Sub-Committees, DICs and Ad-hoc Committee for positive isolation, Fire and PSRM. The Company has integrated Safety Principles & Occupational Health Policy to ensure steady improvement in the SHE performance, the Company has adopted safety standards such as Process Safety and Risk Management (PSRM) and ISO 45001. During the year the Company conducted a third-party assessment of safety Maturity level. The Company's commitment to its safety management programs follows a top-down approach with the senior management persistently working towards establishing, demonstrating, sustaining and improving the safety culture and incorporating the Company's core value of safety in their daily responsibilities. The employees are specially trained to tackle any potential hazards that may arise in the course of their work.

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	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	48	9	-	36	Nil	-
Health & Safety	64	5	-	65	Nil	-

Note:

The concern related to working conditions, Health & Safety issues are being raised by worker representatives and management representatives in the Apex Safety Council meeting held once in a month and the compliance status is being reviewed by Chairman in the forthcoming meeting.

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.

To reinforce commitment to safety, several initiatives were undertaken such as a) A new Safety KPI tracker was introduced b) Implementation of Contractor Safety Management System c) Wellness at workplace initiative. We have further strengthened the system through d) Hands free operation / Do not touch initiatives to minimize man machine interface e) CAUP f) KYT g) Ladder management h) Illumination management i) strengthening safety communication through: Safety green cross, LED display, Scorecard and Achievements, R&R display, visual display at canteen through smart TV. j) Introduce E-work permit system k) Safety Surveillance through AI in CRM and other area through manual monitoring and reporting l) Online visitor & Temporary RFID card gate pass system m) Vehicle Speed tracking. We have 43 safety standards that have been adopted from TSL Safety Standards. The Standard Rules and Procedure a part of the Apex Safety Sub-Committee reviews and modifies the standard as per requirements or and incidents recommendations.

Leadership Indicators

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

Yes, the Company has a framework in place which is in addition to life insurance and compensation to provide financial assistance to the legal dependents in case of death while in service

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 conducts monthly reviews to ensure that statutory dues have been deducted and deposited by value chain partners.

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:

Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Employees	1	0	1	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, on need basis.

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	94.70%
Working Conditions	94.70%

Note :

Out of 57 service provider engaged in High Risk job inside the plant 54 Vendor Partners were assessed by third party M/s DNV under CSM Safety Standard of SS-43.

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.

There are no significant risks/ concerns arising from assessment of health and safety practices and working conditions of value chain partners. Out of 54 Vendors, 34 vendors are below 3 Star, 2 vendors 4 Star and 18 vendors 3 Star obtained. Next plan is to reassess all below vendors 2 Star and below to improve their safety competency. We also facilitate in providing training to value chain partners.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

At TCIL, both internal and external stakeholders are identified based on the immediate impact on the operations and working of the Company.

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

Sr No	Stakeholder Group	Whether identified as vulnerable & Marginalized group (To be responded - Yes or No, Only)	Channels of Communication (Mode of Communication to be specified e.g. Email/ SMS/Newspaper/Pamphlets/ Advertisement/Community Meeting/Notice Board/ Website)	Frequency of Engagement (Mention Annually/ Half Yearly/ Quarterly/ Others)	Purpose & Scope of Engagement including key topics and concerns raised during such engagement
1	Suppliers	Yes. TCIL recognizes Affirmative Action Suppliers as vulnerable & marginalized	- Vendor satisfaction surveys - Email - Annual vendor meets- Meeting - Monthly meetings with contractors - Meeting	Annually/ Annually/ Monthly	- Knowledge and infrastructure support - Regular communication and updates on business plans - Routine ordering and payment related matters - Safety, statutory and social accountability issues.
2	Employees	Yes	Joint Consultative Council of Management Works Committee, Joint Welfare Committees (Hospital, Housing, Canteen, Scholarship, Higher Education), Employee Engagement Surveys, Union Management High Level Meeting, Performance Reviews and Departmental Level meetings	As per plan / weekly / monthly/ quarterly / annually	- Conducive work environment - Grievance resolution - improved welfare initiatives - Engaged & productive employees
3	Customers	No	Email Customer Meeting	Monthly/ Quarterly Monthly/ Quarterly	Pricing, Complaint handling, Communication on market trend, Milestone Celebration, Bandhan Activities
4	Shareholders	Yes	General Meetings, Emails One-to-one meetings (upon request)	Annually As and when required As and when required	- Addressing investor queries and concerns - Sound corporate governance mechanisms
5	Communities	Yes	- Meeting with Community Leaders / Village Mukhiyas - Informal interaction with members of Tata Steel Foundation	As per need	- Community initiatives as per need - Strengthening of livelihood opportunities - Improvement of social infrastructure for hygienic and healthy living

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

The Company continuously engages with different groups of stakeholders through formal and informal channels of communication. The Committees of the Board mainly CSR and Sustainability Committee and Stakeholder's Relationship Committee, amongst other Committee's, are updated on the progress of the management's engagement with such stakeholders.

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

Yes, the Company engages with its stakeholders through various engagement channels (Employee Engagement, Customer Satisfaction, Supplier Satisfaction, Supplier Meet, Customer Visits, meeting with local administration, opinion leaders, village Mukhiyas, Shareholders meet etc.) to identify and prioritize issues related to environmental and social topics. e.g. Seeking inputs from Village Mukhiyas and Opinion Leaders, centre for remedial classes was opened with the objective of coaching the children enabling them to take admission in formal schools.

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

The Company under its CSR initiatives has collaborated with the surrounding communities to provide skilling to AA candidates through JN Tata Vocational Training Institute providing formal training in various skills and organizing their employment through campus interviews. Further as per the need expressed by the Harijan Basti (AA community) within No 10 Basti (close vicinity of the Company) has constructed toilets and washrooms and is also maintaining the same. The Company is providing mushroom farming training to Hurlung Village (where marginalized community resides) to enable them to grow and sell mushroom in order to lead a good livelihood.

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.**

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employee workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1449	1449	100%	1392	1392	100%
Other than permanent	5	5	100%	3	3	100%
Total Employees	1454	1454	100%	1395	1395	100%
Workers						
Permanent	987	987	100%	978	978	100%
Other than permanent	1293	1293	100%	960	960	100%
Total Workers	2280	2280	100%	1938	1938	100%

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1216	0	0%	1216	100%	1233	0	0%	1233	100%
Female	73	0	0%	73	100%	73	0	0%	73	100%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent										
Male	4	0	0%	4	100%	1	0	0%	1	100%
Female	1	0	0%	1	100%	2	0	0%	2	100%
Other	0	0	0%	0	0%	0	0	0%	0	0%

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent										
Male	790	0	0%	790	100%	854	0	0%	854	100%
Female	37	0	0%	37	100%	38	0	0%	38	100%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent										
Male	1202	1202	100%	0	0%	893	893	100%	0	0%
Female	91	91	100%	0	0%	67	67	100%	0	0%
Other	0	0	0%	0	0%	0	0	0%	0	0%

Note : Besides the above, there were 160 trainees (Operative & ITI) in FY 2022-23 and 86 trainees (Operative & ITI) in FY 2021-22 who were given consolidated stipend during their training period.

3. Details of remuneration/salary/wages:

Benefits	Male FY 2022-23		Female FY 2022-23	
	Number	Median remuneration/ salary/ wages of respective category (₹ Lakhs)	Number	Median remuneration/ salary/ wages of respective category (₹ Lakhs)
Board of Directors (BoD)	6	24.08	2	12.30
Key Managerial Personnel	3	80.54	-	-
Employees other than BoD and KMP	421	12.04	36	12.32
Workers	791	6.55	36	6.70

Note : Non-Executive Non- Independent Directors who are in full time employment with any other Tata Company are not considered for calculation of median since no remuneration is paid to them in line with the internal guidelines of the company.

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. TCIL has taken certification of Social Accountability 8000 standards to address human rights commitments and act as the focal point for taking care of issues related to human rights. Even the Tata Code of Conduct to which TCIL is signatory has guiding principles on human rights.

5. Describe the internal mechanisms in place to redress grievances related to Human Rights issues.

Mechanism available to receive and redress grievances relating to human rights issue are given below:

- Permanent Unionized employees: Grievances are received by Head (Employee Relations) and requisite action is taken to resolve the same
- Non-unionized permanent employees: Grievances are received by Functional Head / HR department and are resolved
- Contractor employees: Grievances are received and dealt by Contractor Cell which reports to Head (Employee Relations)
- Ethical Concerns: Grievances are received through e-mail, letter, 3rd party services which are registered by Ethics Counsellor and forwarded to Ethics Officer. Based upon the merit of the concern, investigation is carried out and the report is reviewed by Apex Ethics Committee, who in turn, recommends the action to be taken
- Posh related concerns: Grievances are received through e-mail, letter, 3rd party services which are registered by Posh Chairperson and based upon the merit of the case the investigation is carried out by Posh Committee. The report is forwarded to Ethics Counsellor which is reviewed by Apex Ethics Committee who in turn, recommends the action to be taken.

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

Particulars	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	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	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Under the Whistleblower Policy and the POSH Policy, the identity of the complainant is kept completely confidential. There are penal consequences specifically mentioned for violation of the same. Also, the Company does not accept, support, or tolerate retaliation in any form against anyone reporting legitimate concerns. Any person who engages in such retaliation directly or indirectly, or encourages others to do so, are subjected to appropriate disciplinary action.

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

Yes. The Company incorporates specific clauses of TCoC as part of business agreements /contracts and purchase orders.

Also being SA8000 certified, the Company does not employ children at its workplaces neither use any form of forced labour.

9. Assessments for the year:

Particulars	% of your Plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% - Regular internal evaluations are carried out. External assessments are done on need basis
Forced/Involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not applicable

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

No such grievances identified on human rights violations.

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

The Company has implemented SA8000 guidelines and regular external audits are conducted to check adherence to the guidelines.

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

The Company does try to ensure that its locations are safely accessible by differently abled visitors unless there are specific restrictions in allowing differently abled visitors to such areas/ sections.

4. Details on assessment of value chain partners

Particulars	% of value chain partners that were assessed (by entity or statutory authorities or third party)
Child Labour	The Company has a Contractor Cell under Human Resource Division who do monthly assessment if PF/ESI payment as per minimum wage declared by State Government etc. are being dispersed by the contractor agencies. The same is also assessed annually by the statutory authorities. Further the Contractor Cell verifies if the Labour being hired by the contractors has contractor workers representatives under SA8000 standards and POSH committee to address grievances of the contractors' employees
Forced / Involuntary Labour	
Sexual Harassment	
Discrimination at Workplace	
Wages	
Others – to specify	

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

The Company has migrated into adopting contractor management system (CMS) based upon which the attendance of the contractors' employees is captured and accordingly monitors payment being dispersed to them by their employers'. This has mitigated the risk of under payment when the same was being captured manually into a register by the contractors for their employees.

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

1. Details of total energy consumption (in Joules) and energy intensity

Parameter (in Gigajoules)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	564864	561347
Total fuel consumption (B)	1072642	1037873
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	1637506	1599220
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0000407	0.0000373
Energy intensity* (optional)	-	-

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? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.
Not Applicable

3. Provide details of the following disclosures related to water

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater		
(iii) Third party water	2568008	2589284
(iv) Seawater/ desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2568008	2589284
Total volume of water consumption (in megalitres)-Unit must be KL	2568008	2589284
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000640	0.0000604
Water intensity (optional)	-	-

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

4. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**
The Company treats all liquid effluent and partly recycles/ reuses the effluent by means of wastewater recycling system at CRM & ETL. Wastewater recycling system of capacity ~ 25 m³/hr has been installed at CRM, and a resin-based water recovery system of ~ 40 m³/ hr has been installed at ETL. The Company has started working towards Zero Liquid Discharge and is in touch with different OEMs for development of technology.

5. **Please provide details of air emissions (other than GHG emissions) by the entity**

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	Tonnes/Year	67.62	271.20
SOx	Tonnes/Year	175.70	158.50
Particulate matter (PM)	Tonnes/Year	70.70	65.40
Persistent organic pollutants (POP)	Grams	-	-
Volatile organic compounds (VOC)	Tonnes	-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

Note: Sample collection and analysis is being done by NABL accredited environmental lab (third party).

6. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity**

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	111284	108458
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	127985	127318
Total Scope 1 and Scope 2 emissions per rupee of turnover	0	0.00000596	0.00000549
Total Scope 1 and Scope 2 emission intensity (optional)	0	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

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

The Company has undertaken several initiatives for reducing the Green House Gas emission. Shifting to cleaner fuel by changing the HSD to Propane, installation of solar power facility of 200 KWp in Phase-1 and 1100 KWp in Phase-2 over rooftops. The Company has also undertaken several other initiatives like switching over to environment friendly refrigerants, installation of turbo ventilators across various facilities, LED lighting, VFDs, Shifting from conduction reflow to 100% induction reflow in Tinning lines etc.

8. **Provide details related to waste management by the entity**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	19.02	14.38
E-waste (B)	1.1819	1.57
Bio-medical waste (C)	5.715	2.973
Construction and demolition waste (D)	0	0
Battery waste (E)	0.525	1.17
Radioactive waste (F)	0	0
Other Hazardous waste (G)	29059.40	28982.74
Other Non-hazardous waste generated (H)	88745.3	79362.13
Total (A+B + C + D + E + F + G + H)	117831.1419	108364.963

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

Category of waste	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
(i) Recycled	20106.51	19351.19
(ii) Re-used	95631.34	86455.04
(iii) Other recovery operations	-	-
Total	115737.85	105806.23

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

Category of waste	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
(i) Incineration	186.46	595.76
(ii) Landfilling	1901.12	1960.00
(iii) Other disposal operations	5.715	2.973
Total	2093.30	2558.733

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

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

The Company has been undertaking several initiatives and attempts to reduce and recycle the waste generation at process levels. Waste Liquor of Pickling process of CRM is 100% recycled as Regenerated acid at ARP.

At the Electrolytic Cleaning Line-2, ~ 70% of the rinse water being used is recycled with the help of installed Waste Heat Recovery System.

Resin based chrome waste treatment plant has also been installed at the tinning lines for recovery of de-mineralized water and chromic acid and has been working successfully. Capacity augmentation of the same has been undertaken recently.

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

Sl. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Golmuri, Jamshedpur	Tinplate Manufacturing	Yes EC granted vide letter No. EC/SEIAA/2020-21/2480/2021/367 dated 30.01.2023 under EIA Notification 2006 Corrigendum to EC received vide letter No. EC/SEIAA/2022-23/2656/2022/453 dated 24.03.2023

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Current Operations & Proposed Expansion	EC granted vide letter No. EC/SEIAA/2020-21/2480/2021/367 dated 30.01.2023 under EIA Notification 2006	30.01.2023	Yes, done by M/s M N Dastur	Yes	https://www.tatatinplate.com/sustainability/environment

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder (Y/N). If not, provide details of all such non-compliances: None

Leadership Indicators

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

Parameter (in Gigajoules)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	2980	2389
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	2980	2389
From non-renewable sources		
Total electricity consumption (D)	561884	558958
Total fuel consumption (E)	1072642	1037873
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	1634526	1596831

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. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	~ 1669205	~ 1683035
- No treatment	-	-
- With treatment	1669205 Effluent Treatment Plants (Primary and secondary) Waste Water Recycling systems	1683035 Effluent Treatment Plants (Primary and secondary) Waste Water Recycling systems
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment	-	-
Total water discharged (in kilolitres)	~ 1669205	~ 1683035

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 : Effluent monitoring is done on regular basis.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable.

4. Water withdrawal, consumption and discharge

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃)	Metric tonnes of CO ₂ equivalent	14765	6946
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent / rupee turnover	0.00000036	0.00000016
Total Scope 3 emission intensity (optional)	0	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. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.
No Significant impact

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

Sl. No.	Initiative undertaken	Details of the initiative	Outcome of the initiative
1	Use of Solar Power	Solar power facility of 200 KWp has been installed in Phase-1. Phase-2 of the solar power facility (1100 KWp) installation has been completed.	Although minimal, but still this initiative will help in reducing electricity consumption from non-renewable sources.
2	Resin Based water recovery system	A resin-based water recovery system has been installed for recovering the DM water and Chromic acid.	This helps in reuse/ recycling of the DM water from the ETL rinse water

7. Does the entity have a business continuity and disaster management plan?

The Company has an onsite emergency plan. Periodic mock drills are also conducted to assess the gaps in the existing emergency plan and accordingly planning is done to further strengthen the system.

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

No Significant Impact.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
Not being done.**PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner****Essential Indicators**

1.a. Number of affiliations with trade and industry chambers/ associations: Four

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.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Tinplate Manufacturer Association	National
2	Bengal Chamber of Commerce and Industries	National
3	Solvent Extractor's Association of India	National
4	Confederation of Indian Industry	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities: Not Applicable

Leadership Indicators

1. Details of public policy positions advocated by the entity :
None

PRINCIPLE 8: Business 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. None
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity: None
3. Describe the mechanisms to receive and redress grievances of the community.
The Company believes in two – way communication with the community so that any issue gets resolved amicably with the satisfaction of both the Company and Community. Any grievance from the Community is received by Head Administration. Depending upon the nature of the grievance, the issue is taken up with the respective Departmental Head and the best possible solution is arrived at which is acted upon and feedback is provided back to the Community.

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

Particulars	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	1.80%	1.40%
Sourced directly from within the district and neighbouring districts	73.00%	77.00%

Note: Total spent includes purchase of Raw Material, Stores and Spares , Packing Materials, Repairs to Building, Repairs to Machinery, Fuel (Purchase of coal and propane), Freight and handling charges.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments:
Not Applicable
2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sl. No.	State	Aspirational District	Amount Spent (In ₹) (FY 2022-23)
1	Jharkhand	East Singhbhum	456.44 Lakhs
2	West Bengal	Kolkata	20.00 Lakhs

- 3.(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No)
Yes
 - (b) From which marginalized /vulnerable groups do you procure?
Affirmative Action beneficiaries like Tribals of nearby communities.
 - (c) What percentage of total procurement (by value) does it constitute? 0.001%
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:
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:
Not Applicable

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No of Persons Benefited from CSR Projects	% of Beneficiaries from Vulnerable and Marginalized Groups
1.	Pre- Nursery Classes at Community Development Centre	100	55%
2.	Remedial Coaching for weak and Dropout children at Hurlung village	180	85%
3.	Masti Ki Pathshala – A residential boys school for street children	110	100%
4.	Improving standard education at Community Schools thru TEEP	2100	45%
5.	Specialized Coaching in football for Community children through TFA	74	60%
6.	Scholarship to SC/ ST students at Vidya Jyoti School + Award to meritorious students	225	80%
7.	GNM Training for tribal girls at Mercy school of Nursing + SICW Kolkata	30	100%
8.	Diploma Course at TSTI + FAEA	21	100%
9.	Vocational training program for community girls and ladies at Community Development Centres	190	65%
10.	CHP Coaching for B.Sc Nursing Course.	20	100%
11.	Support to Cancer patients at TMC , Kolkata	15	100%
12.	Medical facility for marginalized group	112	90%
13.	Blood Donation Camps	-	-
14.	JNTVTI Skill Development Training	100	100%
15.	Public Toilet – Maintenance	-	-
16.	Infrastructure support to Community Schools	2100	45%
17.	Support to differently abled children	200	50%
18.	Mushroom Farming at Hurlung Panchayat	200	70%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

Complaints are received from customers in a prescribed format having relevant details for further investigation. Thereafter complaints are logged into our CCHP (Customer Complaint Handling Process) portal. CCHP portal facilitates aggregation, analysis and timely resolution of complaints. Customer visits and testing of samples are organized as per need through QA. Corrective and preventive action (CAPA) is shared with customer and complaint is closed after mutual acceptance. CAPA forms the basis for communication with customer to prevent recurrence of the complaint. CCHP portal provides mail intimation on logging and closure of complaints. Quality performance is reviewed at Senior Management level on monthly basis.

TCIL's sales network comprising of 7 offices, 12 stockyards, dedicated regional and central M&S team and channel partners facilitates in communication with existing / potential customers, enabling customers to reach us, communicate with us, conduct business and provide feedback. Key support requirements of customers are captured through logging of customer concerns, Customer Satisfaction Survey, Voice of Customer from customer visits (recorded in Customer Visit Reports -CVR's), engagement of senior leadership team (SLT) with customers, are other listening and learning methods.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safety and Responsible usage Recycling and/or safe disposal	All products are FSMS certified

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

Particulars	FY 2022-23 Current Financial Year		Remarks	FY 2021-22 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	NA	-	Nil	NA	-
Advertising	Nil	NA	-	Nil	NA	-
Cyber-security	Nil	NA	-	Nil	NA	-
Delivery of essential services	Nil	NA	-	Nil	NA	-
Restrictive Trade Practices	Nil	NA	-	Nil	NA	-
Unfair Trade Practices	Nil	NA	-	Nil	NA	-
Other	-	-	-	-	-	-

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

Particulars	Number	Reasons for Recall
Voluntary Recalls	NA	NA
Forced Recalls	NA	NA

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

https://www.tatatinplate.com/content/pdf/policies/ISMS_policy.pdf

6. Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services: Not Applicable

Leadership Indicators

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

www.tatatinplate.com

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

TCIL perform awareness campaigns, seminars and press conferences to share information about eco friendliness and sustainable credentials of our product. Social media campaigning is also used for this purpose. During FY 2022-23, TCIL promoted (Canned-with-steel campaign) the benefits of tinplate as a sustainable packaging medium using platforms like Facebook, Instagram, YouTube and Google ads (targeting end-consumers, influencers and policymakers) along with e-mailers (sent to customers, relevant brand owners and industry bodies).

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

In case of any downtime anticipated for our mills or services we send prior notification to all our customers well in advance over mail. Production and inventory management steps are taken so that customer's processes remain unaffected.

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)

In connection to display of product information the Company ensures adherence to display and sharing of specification and information with reference to BIS

Yes, Customer satisfaction survey is conducted for evaluating Company's performance on 7 broad parameters and 35 sub parameters of products and services. The survey is presented for Domestic and Exports, end application/ product wise and geographic region wise.

5. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact: None
- Percentage of data breaches involving personally identifiable information of customers: Not Applicable