



Tamil Nadu Newsprint and Papers Limited

(A Govt. of Tamil Nadu Enterprise)

Regd. Office : 67, Anna Salai, Guindy, Chennai - 600 032, Tamil Nadu, India.
Phone : (91) (044) 22350768, 22354415 & 16, 22301094 & 97 Web : www.tnpl.com
Corporate Identity Number : L22121TN1979PLC007799



2nd September, 2026

To BSE Limited (BSE) Corporate Relationship Department Phiroze Jeejeebhoy Towers 25 th Floor, Dalal Street Mumbai- 400001 BSE Scrip Code: 531426	To National Stock Exchange of India Limited (NSE) Listing Department Exchange Plaza, 5 th Floor, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (East), Mumbai – 400051 NSE Code: TNPL
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Sub: Regulation 34(2)(f) - Submission of Business Responsibility and Sustainability Report for the financial year 2025-26 – Reg.

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we submit herewith the Business Responsibility and Sustainability Report for the financial year 2025-26, which also forms part of the 46th Annual Report of Tamil Nadu Newsprint and Papers Limited for the year ended 31st March, 2026.

This is for your kind information and records.

Thanking you,
For Tamil Nadu Newsprint and Papers Limited

**Anuradha
Ponraj**

Digitally signed by
Anuradha Ponraj
Date: 2026.09.02
17:04:05 +05'30'

Anuradha Ponraj
Company Secretary & Compliance Officer
ICSI Membership No: F13594
Email Id: anuradha.p@tnpl.co.in
Contact No: 044-22354417

Encl: a/a.

Factory - Unit I :
Kagithapuram, Karur District - 639 136
Tamil Nadu, India.
Phone : 04324-277001 to 277010

Unit II :
Kagitha Nagar, Mondipatti, K.Periyapatti Post, Manapparai Taluk
Tiruchirappalli District - 621 306, Tamil Nadu, India.
Phone : 04332-261600

TNPL - MAKER OF BAGASSE BASED ECO-FRIENDLY PAPER

ANNEXURE-VIII

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING - 2026

Section A: General Disclosure

I. Company details:

1.	Corporate Identity Number (CIN) of the Listed Entity	L22121TN1979PLC007799
2.	Name of the Listed Entity	TAMILNADU NEWSPRINT & PAPERS LIMITED
3.	Year of incorporation	16 th April 1979
4.	Registered office address	67, Anna Salai, Guindy, Chennai, TN, 600032, India
5.	Corporate address	67, Anna Salai, Guindy, Chennai, TN, 600032, India
6.	E-mail	investor_grievances@tnpl.co.in
7.	Telephone	044-22354417
8.	Website	www.tnpl.com
9.	Financial year for which reporting is being done	April 01, 2025 To March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange Limited Bombay Stock Exchange Limited
11.	Paid-up Capital	₹ 69,21,06,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Tmt. Anuradha Ponraj, Company Secretary and Compliance Officer anuradha.p@tnpl.co.in, 044-22354417
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis or on a consolidated basis	Standalone
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Product and Services

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

S No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Writing and Printing Paper	Manufacture and sales of Writing and Printing Paper	67%
2.	Manufacturing of Packaging Board	Manufacture and Sales of Packaging Board	29%
3.	Manufacturing of Cement	Production and sales of Cement	1%

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

S No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Writing and Printing Paper	17013	67%
2.	Packaging Board	17016	29%
3.	Cement	23942	1%

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	3	8	11
		International	Nil	Nil	Nil
19.	Markets served by the entity:				
	a. Number of locations	Locations	Number		
		National (No. of States)	20 States & 4 Union Territories		
		International (No. of Countries)	60 Countries		
	b. What is the contribution of exports as a percentage of the total turnover of the entity?	12%			
c. A brief on types of customers	The Company serves a broad and diverse customer base, encompassing both domestic and international markets. Our key customer segments include dealers, government agencies, public sector undertakings, educational institutions, and direct consumers. The Company's product offerings comprising paper, packaging board, and cement are utilized across various industries. In the paper and packaging board sector, the primary customers include entities in publishing, education, food processing, textiles, pharmaceuticals, and manufacturing. The cement segment primarily caters to construction contractors, real estate developers, building material traders, and individual consumers. This diverse customer portfolio reflects the company's extensive market presence and its commitment to delivering value across multiple sectors.				

IV. Employees

20. Details as at the end of the Financial Year –2025–2026:

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)	864	771	89%	93	11%
2.	Other than Permanent (E)	11	7	64%	4	36%
3.	Total employees (D + E)	875	778	89%	97	11%

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
WORKERS						
1.	Permanent (F)	1893	1815	96%	78	4%
2.	Other than Permanent (G)	6039	5183	86%	856	14%
3.	Total workers (F + G)	7932	6998	88%	934	12%

B Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	4	4	100%	-	-
2.	Other than Permanent (E)	0	0	0%	-	-
3.	Total employees (D + E)	4	4	100%	-	-
DIFFERENTLY ABLED WORKERS						
1.	Permanent (F)	12	12	100%	-	-
2.	Other than Permanent (G)	5	5	100%	-	-
3.	Total workers (F + G)	17	17	100%	-	-

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	3	1	33.33%

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

	FY2025-26			FY2024-25			FY2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.06%	0.63%	3.69%	2.38%	0.16%	2.54%	-	-	-
Permanent Workers	5.84%	0.07%	5.91%	3.65%	0.05%	3.69%	-	0.34%	0.34%

V. Holding, subsidiary, and associate companies (including joint ventures)
23. Names of holding/subsidiary / associate companies / joint ventures: NIL
VI. CSR Details
24. CSR details:

a.	Whether CSR is applicable as per Section 135 of the Companies Act, 2013:	YES
b.	Turnover for the FY 2025-26	₹ 4,644.89 Crores
c.	Net worth as on March 31, 2026	₹ 2,315.98 Crores

VII. Transparency and disclosure 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)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	Yes, https://www.tnpl.com/grievance-redressal/	-	-	-	-	-	-
Investors		-	-	-	-	-	-
Shareholders		-	-	-	-	-	-
Employees and workers		476	58	-	333	45	-
Customers		176	25	-	151	39	-
Value Chain Partners		-	-	-	-	-	-

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

S No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	Financial implications of the risk or opportunity
1.	Excess pulp production in paper manufacturing	Opportunity	The company plans to utilize excess pulp for setting up a new tissue paper plant. This not only prevents wastage and promotes resource efficiency but also supports business expansion into a new product line, aligned with circular economy principles.	Positive – Potential to generate additional revenue streams from tissue paper production, improve overall resource utilization, and achieve economies of scale. This may enhance profitability and reduce operational costs in the long run.

S No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	Financial implications of the risk or opportunity
2	Increasing Demand for Sustainable Packaging Solutions	Opportunity	Rising consumer awareness and regulatory push for sustainable alternatives to plastic have created a growing market for eco-friendly packaging. The paper industry is well-positioned to meet this demand. The Company is actively investing in R&D to develop recyclable, compostable, and biodegradable packaging materials.	Positive – diversification into premium sustainable packaging can result in higher margins and open new export opportunities.
3.	Climate Change Impact on Agro-based Inputs	Risk	Changing rainfall patterns and temperature shifts are impacting the availability and quality of agro-residues like bagasse and hardwood. These are key inputs for pulp production.	Negative – potential for increased raw material costs or supply disruptions. Mitigation includes diversifying input sources and improving raw material storage.
4.	Global Pulp Price Volatility	Risk	International pulp prices remain volatile due to geopolitical tensions, supply chain constraints, and inflationary pressures. While the Company has internal pulping capabilities, it is still partially dependent on imported pulp.	Negative – may increase input costs and affect profitability.

Section B: Management and process disclosures

S. No	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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	All the policies are available at http://www.tnpl.com								
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)	Policies are extended to value chain partners to the extent required.								

4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.

Principle	Name of the codes/certifications/labels/standards
P1	ISO 27001:2013 – Information Security Management ISO 27701:2019 – Privacy Information Management
P2	ISO 9001:2015 – Quality Management System FSC Chain of Custody & Controlled Wood Certification FSC Forest Management Certification Compostable Plastics and Commodities Certificate
P3	ISO 45001:2018 – Occupational Health and Safety Management System
P6	ISO 14001:2015 – Environmental Management System ISO 50001:2018 – Energy Management System FSC Certifications (all three) Compostable Plastics and Commodities Certificate

Details of all certifications are available on the TNPL website at www.tnpl.com.

5.	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	1. The specified SEC goal for TNPL in PAT Cycle VII stands at 0.5010 MTOE/MT of paper, aiming for the target to be achieved by the year 2024-25 2. The specified Renewable Consumption Obligation (RCO) goal fixed by BEE for TNPL stands at 29.91 % for the year 2024-25 3. The specified GHG Emission Intensity goal in compliance mechanism fixed by BEE for TNPL stands at 2.0536 tCO2/T for the year 2025-26.
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6.	Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	1. PAT – VII Cycle: Commenced in the year 2022-23 and covering the FY 2022-23, 2023-24 and 2024-25. The baseline Specific Energy Consumption (SEC) for TNPL is set at 0.5174 TOE/MT of paper. The Target SEC for TNPL is 0.5010TOE/MT of paper. The target was assessed in the year 2024-25. Form 1 was submitted to BEE (Bureau of Energy Efficiency) in the month of June 2025. Final SEC (0.5972MTOE/MT of paper) was arrived after the M&V Audit (Monitoring & Verification Audit) conducted by Accredited Energy Auditor of M/s NIN Energy India Pvt Ltd in the month June 2025. Reasons for deviation: i) Higher consumption of Unit-II Pulp resulted in increase of SEC ii) High Power import from grid due to Fuel price hike 2. The Renewable Consumption Obligation (RCO) compliance study for the Plant in accordance with the Ministry of Power's notification and the RCO Guidelines. The on-site audit was conducted in the month of June 2025 by M/s NIN Energy India Pvt Ltd. Compliance requirement as per BEE/MoP Notification in FY 2024-25 is 107.606 Million Units. Actual compliance in FY 2024-25 is 198.076 Million Units (55.06 %). The surplus compliance achieved through renewable and sources in FY 2024-25 is 90.470 Million Units. 3. The Central Government has notified the Carbon Credit Trading Scheme (CCTS) 2023 on 28 June 2023 under the powers conferred by clause (w) of section 14 of the Energy Conservation Act 2001. CCTS Cycle 1: Commenced in the year 2025-26. The baseline GHG Emission Intensity achieved for 2023-24 is 2.0986 tCO₂/T. Target of GHG Emission Intensity for Compliance Year 2025-26 is 2.0536 tCO₂/T The target will be assessed in the year 2026-27.
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	Governance, leadership, and oversight
7.	Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements.

Over the past five decade, the importance of sustainability has grown significantly due to the increasing global population and higher per capita resource consumption on our planet. This has led to the emergence of sustainability science as a field that bridges different disciplines. Inclusive and sustainable development has become a top priority for nations and industries alike. TNPL stands out as an excellent example of an organization that efficiently uses natural resources, maintains environmental cleanliness, uses non-traditional raw materials and energy sources and even uses wastepaper processes, lime sludge for cement production. TNPL's dedication to sustainability positions them as a leader in guiding industries toward a more sustainable future.

TNPL is dedicated to efficient resource utilization and renewable energy generation through a circular economy model. The company is investing in Research and Development to enhance operational efficiency and minimize environmental impact. This development will yield cost savings in resource utilization while boosting overall operational effectiveness.

Acknowledging that proper engagements of employees are crucial for sustained success, TNPL encourages collaboration to enhance well being and satisfaction. The company offers diverse training opportunities to motivate employees at all levels, fostering a culture prioritizing health, safety, collaboration, inclusivity, continuous learning, and personal growth. TNPL recognizes its responsibility to uplift surrounding communities, investing in education, infrastructure, health facilities, and youth livelihoods.

Ongoing involvement and partnership with our stakeholders are crucial for company's advancement and fulfilling its goal of safeguarding people and the environment. To establish a solid basis for ESG strategy, the company engaged with stakeholders to grasp significant matters for the Company and are actively dealing with them.

Also, we aim to make this report more comprehensive in the coming years by adding more parameters.

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies)	Dr. Sandeep Saxena, I.A.S., Chairman and Managing Director E-mail ID- cmdoffice@tnpl.co.in Telephone number - 91 44 22354343 / 53 DIN: 00770925
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 Chairman and Managing Director is the decision making authority on sustainability related issues.

10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) –Whether each policy is reviewed, if reviewed, the frequency of review for each of the policy (Annually/Half yearly/ quarterly/ Any other – please specify)

Subject for Review	Indicate whether review was undertaken by directors/ 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 actions	The senior management periodically reviews the effectiveness of policies, making necessary revisions and ensuring their implementation as and when required.									Annually								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliance.	The Company complies with all applicable regulations, and a statutory compliance certificate is submitted to the Board of Directors on an annual basis.																	

11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

The Company conducts periodic reviews with Senior Management and Board-level committees to monitor policy implementation. Additionally, the External Internal Auditor review the implementation of various policies at regular intervals. However, no independent assessment /evaluation was carried out during the year.

12. If not, all Principles are covered by a policy, reasons to be stated:

Not Applicable

Section C: Principle-wise performance disclosure

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs						
Board of Director (BOD) & Key Managerial Personnel (KMP)	6	"The programmes comprised of: • Analysis of annual Budget & CAPEX • Export & domestic business • Industry updates and development • Business initiatives and plans/projects • Products launched/market standing • Operational and financial performance • CSR activities undertaken • Industry 4.0 Programmes covered Principles 2, 3, 6 & 8".	100%						
Employees other than BoD and KMPs	109	<table><tr><td>1. Awareness on ISO 9001:2015 – QMS STANDARDS on 17.04.2025</td><td rowspan="5">1,2,3. To ensure the certifications compliance Mill wide and concentrating on continual improvement activities of all departments through trained internal auditors</td></tr><tr><td>2. Awareness on ISO 14001:2015 – EMS STANDARDS – Executives on 15.05.2025</td></tr><tr><td>3. Awareness on ISO 50001 – Energy Management System (EnMS) – Executives on 25.06.2025</td></tr><tr><td>4. Technical training programme on SIEMENS S7-300 PLC System on 22.05.2025 to 24.05.2025</td></tr><tr><td>5. Hazard Identification and Risk Assessment (HIRA) on 18.06.2025</td></tr></table>	1. Awareness on ISO 9001:2015 – QMS STANDARDS on 17.04.2025	1,2,3. To ensure the certifications compliance Mill wide and concentrating on continual improvement activities of all departments through trained internal auditors	2. Awareness on ISO 14001:2015 – EMS STANDARDS – Executives on 15.05.2025	3. Awareness on ISO 50001 – Energy Management System (EnMS) – Executives on 25.06.2025	4. Technical training programme on SIEMENS S7-300 PLC System on 22.05.2025 to 24.05.2025	5. Hazard Identification and Risk Assessment (HIRA) on 18.06.2025	63.89%
1. Awareness on ISO 9001:2015 – QMS STANDARDS on 17.04.2025	1,2,3. To ensure the certifications compliance Mill wide and concentrating on continual improvement activities of all departments through trained internal auditors								
2. Awareness on ISO 14001:2015 – EMS STANDARDS – Executives on 15.05.2025									
3. Awareness on ISO 50001 – Energy Management System (EnMS) – Executives on 25.06.2025									
4. Technical training programme on SIEMENS S7-300 PLC System on 22.05.2025 to 24.05.2025									
5. Hazard Identification and Risk Assessment (HIRA) on 18.06.2025									

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact		% age of persons in respective category covered by the awareness programs
		6. Workshop on Carbon Credit Trading Scheme (CCTS), Green House Gas Emission Intensity (GEI) Targets & Carbon Border Adjustment Mechanism (CBAM).	6. To adopt cleaner technology, Carbon Credit Trading Scheme (CCTS) is essential for transitioning to a low-carbon economy and accelerates decarbonisation, reduce green GHG emissions.	
Workers	52	1. First Aid Training (FRT) on 22.04.2025 2. Industrial and Electrical Safety on 26.04.2025 3. Problem Solving and Decision-Making Skills 12.06.2025 4. Awareness training on Sustainability 15.07.2025 5. Awareness training on Cleaning, Lubrication, Retightening & Inspection (CLRI) 6. Awareness on ISO 27001 - Information Security Management System (ISMS) 7. Training programme on "Team Work" for Workmen	1. To impart the importance of first aid awareness to the workmen 2. To create awareness on industrial and electrical safety 3. To train the workmen for identifying issues, analysing data, and implementing solutions, fostering innovation and organizational growth. 4. Implementing energy-efficient technologies and sustainable supply chain practices to reduce waste and lower utility expenses, directly improving the bottom line 5. To train the benefits of the new arrivals and its benefits for effective utilisations of resources 6. To create awareness about the ISMS and roles of employees to ensure the information security 7. To enhance the productivity, innovation, and employee morale	36.11%

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:

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	—				
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	—				
Punishment					

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

Not Applicable.

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

TNPL has established a comprehensive Code of Conduct to promote ethics, transparency, and accountability across all operations. Directors and Senior Management annually reaffirm their commitment to this Code. The leadership fosters an ethical culture that permeates the organization. A robust vigil mechanism, supported by relevant policies and codes, ensures transparency and integrity. The Whistle Blower Policy underscores the Company's commitment to combating corruption, safeguarding transparency, and protecting the anonymity of whistleblowers. Vigilance administration, under the supervision of competent authorities or the Chairman of the Audit Committee, strengthens managerial effectiveness by thoroughly reviewing complaints received.

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

	FY 2025-26	FY 2024-25
Directors	There have been no instances/cases involving disciplinary action taken by any law enforcement agency in charge of bribery/corruption against Directors/KMP/ employees /workers.	There have been no instances/cases involving disciplinary action taken by any law enforcement agency in charge of bribery/corruption against Directors/KMP/ employees /workers.
KMPs		
Employees		
Workers		

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

Details of complaints with regard to conflict of interest	FY 2025-26	
	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

No fines / penalties / actions are taken against the company or its employees by any regulators on corruption and conflict of interest.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	155	135

9. Openness 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	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	73%	67%
	b. Number of dealers/distributors to whom sales are made	296*	318*
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	50%	51%
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

*Includes dealers of cements

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

- 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.

Particulars	FY 2025-26	FY 2024-25
R&D	8%	12%
Capex	17%	15%

- Sustainable sourcing:

a) Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes, the Company has a Sustainable Procurement Policy and the same is available on the website of the Company at https://www.tnpl.com/initiatives/
b) If yes, what percentage of inputs were sourced sustainably? (By Quantity)	The company sourced 100% of its inputs sustainably

- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life:

(a) Plastics (including packaging)	The plastic materials used for packaging TNPL's products—including Printing and Writing Paper, Packaging Boards, and Cement are safely disposed of at the end of their life cycle. The Company fulfils its Extended Producer Responsibility (EPR) obligations under the Plastic Waste Management Rules, 2022, through engagement with authorized third-party contractors for the collection and disposal of plastic packaging waste.
(b) E-waste	In accordance with the E-Waste Management Rules, TNPL qualifies as a Bulk Consumer and ensures the environmentally sound disposal of e-waste through authorized recyclers.
(c) Hazardous waste	TNPL has implemented an integrated solid waste management system to ensure the safe reuse and recycling of hazardous waste. Paper mill by-products such as lime sludge, lime grit, and fly ash are utilized in an in-house cement manufacturing unit, thereby converting waste into value-added products. Additionally, lime-based wastes are reused as raw materials within the production process to promote circularity and reduce environmental impact.
(d) Other waste	Organic waste generated from the pulp mill operations is effectively used as fuel in the Company's power boilers, supporting energy recovery and reducing reliance on fossil fuels. Black liquor solids produced from pulping operations are processed in chemical recovery boilers to generate power and steam. Furthermore, TNPL operates a bio-methanation plant that enables the conversion of organic waste into biogas, which is used to replace conventional fuels in various operations.

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

Yes, The Company's waste collection strategy is in alignment with the Extended Producer Responsibility (EPR) action plan prescribed by the Central Pollution Control Board (CPCB), thereby demonstrating its adherence to the principles of sustainable plastic waste management. As a registered Brand Owner, TNPL utilizes various forms of plastic including flexible and multilayered plastics for packaging its products such as Printing and Writing Paper, Paper Boards, and Cement. In line with the Plastic Waste Management Rules, 2022, the Company obtained its EPR registration from the CPCB on 09th March 2022 and has undertaken multiple initiatives to ensure compliance with the applicable EPR guidelines.

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

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

% of employees covered by											
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
Category	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	771	771	100%	771	100%	-	-	310	40%	-	-
Female	93	93	100%	93	100%	48	52%	-	-	-	-
Total	864	864	100%	864	100%	48	6%	310	36%	-	-
Other than Permanent employees											
Male	7	3	43%	3	43%	-	0%	3	43%	-	-
Female	4	4	100%	4	100%	4	100%	-	-	-	-
Total	11	7	64%	7	64%	4	36%	3	27%	-	-

B) Details of measures for the well-being of workers

% of workers covered by											
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 workers											
Male	1815	1815	100%	1815	100%	-	-	485	27%	-	-
Female	78	78	100%	78	100%	40	51%	-	-	-	-
Total	1893	1893	100%	1893	100%	40	2%	485	26%	-	-
Other than Permanent workers											
Male	5183	5183	100%	5183	100%	-	-	-	-	-	-
Female	856	856	100%	856	100%	314	37%	-	-	-	-
Total	6039	6039	100%	6039	100%	314	5%	-	-	-	-

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

Particulars	FY 2025-26	FY 2024-25
Cost incurred on well- being measures as a % of total revenue of the company	0.43%	0.43%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0.31%	0.6%	Yes	-	0.8%	Yes
Other ^{^^}	100%	100%	Yes	100%	100%	Yes

^{^^}Related to the exclusive Superannuation Scheme that the company offers to its employees.

3. 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:

TNPL is committed to fostering an inclusive and accessible workplace for all employees. The Company ensures that its facilities accommodate differently abled individuals and continually works to enhance infrastructure to eliminate accessibility barriers. Given the nature of operations as a continuous process industry involving heavy machinery and hazardous chemicals, safety remains a top priority. Accordingly, persons with disabilities are not inducted into core operational areas. However, adequate facilities are provided to support differently abled employees working in non-operational functions.

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 upholds an Equal Opportunity Policy in line with the Rights of Persons with Disabilities Act, 2016, which is embedded within its Human Resources policy framework.

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	100%	-	100%	-
Female	20%	100%	50%	100%
Total	56%	100%	96%	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.

Employee grievances, when raised, are represented to the Management through the respective registered or recognized Trade Unions and are addressed promptly. In addition, the Occupier of the plant conducts a weekly interactive session titled 'Evening with ED' to facilitate direct grievance redressal. The Company has also constituted a Grievance Redressal Committee to ensure timely resolution of employee concerns.

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	As mentioned above
Other than Permanent Worker	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	864	1	0.12%	872	3	0.34%
Male	771	1	0.13%	781	3	0.38%
Female	93	-	0.00%	91	-	0.00%
Total Permanent Workers	1893	1890	99.84%	1994	1992	99.90%
Male	1815	1814	99.94%	1920	1920	100.00%
Female	78	76	97.44%	74	72	97.30%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	On Health and safety measures			On Skill upgradation		On Health and safety measures			On Skill upgradation	
	Total (A)	No. (B)	% (B / A)	No. (C)	% (C / A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees – Permanent										
Male	771	270	35%	399	52%	781	295	38%	571	73%
Female	93	46	49%	35	38%	91	12	13%	80	88%
Total	864	316	36%	434	50%	872	307	35%	651	75%
Worker- Permanent										
Male	1815	411	23%	532	29%	1920	1130	59%	947	49%
Female	78	26	33%	28	36%	74	17	23%	37	50%
Total	1893	437	23%	560	30%	1994	1147	57%	984	49%

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees- Permanent						
Male	771	771	100%	781	781	100%
Female	93	93	100%	91	91	100%
Total	864	864	100%	872	872	100%
Worker- Permanent						
Male	1815	1815	100%	1920	1920	100%
Female	78	78	100%	74	74	100%
Total	1893	1893	100%	1994	1994	100%

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

In line with ISO 9001:2015 and ISO 14001:2015 standards, the Company has implemented and follows an Integrated Management System (IMS) to ensure safety and compliance across its operations. The following key procedures are strictly adhered to in the mill:

1. Plant Safety Inspections
2. Accident Reporting, Investigation, and Prevention
3. Testing of Equipment, Buildings, and Tanks
4. Permit System for Contract Workers
5. Testing and Examination of Lifting Machines, Wire Ropes, and Lifting Tackles
6. Safety Training

The Company's commitment to ensuring the safety and well-being of its employees is further reinforced through compliance with all relevant legal regulations, codes, and international standards, including ISO 45001:2018. This system provides a structured approach to occupational health and safety management. Continuous monitoring of key performance indicators, along with the setting of safety objectives and targets, further enhances the effectiveness of the Safety Management System.

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 comprehensive approach to identify work-related hazards and assess risks on both routine and non-routine bases. Key processes include:

- Safety Inspections (weekly)
- Safety Committee Meetings
- Near Miss Incident Reporting
- Internal Safety Audits conducted by trained Safety Team members
- External Safety Audits
- HAZOP (Hazard and Operability) Study and Risk Assessment
- Job Safety Analysis (JSA)

To further strengthen workplace safety, the Company has established a dedicated Safety Department staffed with qualified and experienced professionals, supported by departmental Safety Committee members. All operational areas are regularly monitored to identify unsafe acts and conditions. Corrective actions are initiated and tracked in coordination with the respective Heads of Departments.

Bi-monthly safety awareness campaigns are conducted for employees and contract workers on various safety topics. A cross-functional audit team has also been formed to proactively identify and eliminate potential hazards across the facility.

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

The Company has established robust mechanisms to enable workers to report work-related hazards and remove themselves from potentially unsafe situations. These include:

- Near Miss Reporting System
- Reporting of Unsafe Acts and Unsafe Conditions
- Safety Suggestions Scheme
- Active Safety Committee

The Safety Committee, comprising equal representation from both management and elected worker representatives, meets quarterly to discuss safety-related issues such as unsafe practices, fire hazards, audit findings, and accident reports. Recommendations for corrective actions are recorded along with the responsible personnel for implementation.

Furthermore, the Company ensures the consultation and participation of workers in maintaining the Occupational Health and Safety Management System, as embedded in the Integrated Management Policy. Workers are encouraged to contribute to safety improvements, and their feedback is incorporated into decision-making processes. Regular guidance and advice are provided to enhance the working environment and ensure overall health and safety across the workplace.

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

Yes, employees and workers of TNPL have access to non-occupational medical and healthcare services. The Company operates a 24x7 Occupational Health Centre on-site, providing continuous medical support, including first aid facilities, for all employees, workers, and casual labourers.

In addition to on-site care, TNPL extends medical support benefits to its employees, while contract labourers are covered under the Employees' State Insurance (ESI) scheme and Group Insurance policies, ensuring comprehensive healthcare access for the entire workforce.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	0.41
	Workers	0.76	0.15
Total recordable work-related injuries	Employees	-	1
	Workers	6	1
No. of fatalities	Employees	-	1
	Workers	-	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

TNPL is committed to ensuring a safe and healthy work environment for all its employees and stakeholders. The company has adopted a clearly defined Occupational Health and Safety (OHS) Policy and strives to eliminate hazards and reduce occupational health and safety risks through regular audits and risk assessments.

To enhance workplace safety, suitable Personal Protective Equipment (PPE) is provided to all employees, including contract workers. Regular training programs are conducted on topics such as hazardous chemical handling, material handling, PPE usage, electrical safety, road safety, first aid, and fire-fighting. Caution boards, safety posters, slogans, and Do's and Don'ts are prominently displayed across the premises to reinforce safety awareness.

TNPL has constituted a Safety Committee comprising representatives from both management and workmen. The committee meets periodically to review safety practices, and the suggestions received are implemented proactively. Accidents and incidents are thoroughly investigated, and corrective and preventive measures are undertaken to avoid recurrence. Health and wellness are prioritized through periodic medical check-ups to identify potential occupational health hazards. Additionally, Material Safety Data Sheets (MSDS) for hazardous chemicals are displayed at relevant storage locations.

To strengthen emergency preparedness, TNPL has developed an updated On-site and Off-site Emergency Plan. Periodic mock drills are conducted for scenarios involving chemical leaks and fire incidents. Toxic gas leak detectors and smoke detectors with alarm systems are installed at critical locations, including chlorine and sulphur dioxide storage areas, paper storage godowns, control rooms, and Motor Control Centres (MCCs). The mill is comprehensively equipped with fire hydrant points, mobile fire tenders, portable fire pumps, and various types of fire extinguishers placed at strategic locations to ensure effective fire management.

Furthermore, Mill-wide Safety Audits, HAZOP studies, Risk Analyses, and IMS certification audits are conducted periodically through qualified safety experts, and all observations are addressed. Inspections of pressure vessels, lifting tackles, safety belts, conveyor systems, chemical storage tanks, and building stability are performed in line with statutory requirements through competent authorities. TNPL's vision is to achieve zero accidents, and it continuously improves safety performance through structured management excellence initiatives across departments.

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

Number of Complaints on the following made by employees and workers:	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	464	56	Most of the complaints were resolved satisfactorily, remaining comments are under process	321	41	Most of the complaints were resolved satisfactorily, remaining comments are under process
Health & Safety	12	2	Most of the complaints were resolved satisfactorily, remaining comments are under process	12	4	Most of the complaints were resolved satisfactorily, remaining comments are under process

14. Assessments for the year:

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.

TNPL adopts a proactive approach to address safety-related incidents and significant risks identified through health and safety assessments. The company's Safety Team works in close coordination with concerned departments to conduct thorough investigations and root cause analyses of all reported incidents. Based on these evaluations, corrective and preventive measures are formulated and implemented to avoid recurrence.

Key corrective actions and risk mitigation initiatives undertaken include:

1. Installation of a sprinkler system at the top of the coal crusher and screen building to effectively quench fires.
2. Deployment of fall arrester systems for the safe unloading of loose bagasse at the bagasse yard.
3. Implementation of a nitrogen (N₂) quenching system in the transformer of the 110KV switchyard to mitigate fire risks.
4. All significant risks are listed out in each section and reduced to accepted level

In addition, regular management-level reviews are conducted to assess compliance with safety protocols, identify unsafe practices, and reinforce TNPL's commitment to maintaining a safe and healthy workplace. These reviews ensure that safety measures remain robust, adaptive, and aligned with evolving operational risks.

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

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

TNPL has identified key stakeholder groups based on their influence on the organization's operations and strategic direction. These stakeholders include employees, customers, suppliers, government bodies, and the wider community. The selection process is aligned with the company's operational scope and business requirements.

To facilitate constructive communication on environmental, social, and regulatory matters, TNPL engages stakeholders through structured mechanisms such as meetings, consultations, and workshops. These engagements are designed to recognize the unique characteristics and priorities of each stakeholder group, fostering an inclusive and responsive approach to decision-making.

Feedback received from these interactions plays a pivotal role in assessing the company's performance, uncovering areas for improvement, and identifying new opportunities. This ongoing exchange strengthens internal capabilities, promotes collaborative efforts, and builds long-term trust. Ultimately, the process ensures a comprehensive understanding of stakeholder expectations and supports the development of mutually respectful and value-driven relationships.

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	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Notice Board, Email, SMS, and In-house magazine "Kagithamalar"	Day to Day basis	- Training sessions - Performance appraisal - Annual reward and recognition
Investors	No	Newspaper, Website	Quarterly/ Annually	- Return on Equity - Business strategy - Long-term business performance - Goals and targets - Risk assessment and management
Society	No	Newspaper, Website, Community Meetings	Annually	- Infrastructure development - Education and Skill Development - Environment, Health & Safety
Customers	No	E-mail, Newspaper, Community Meetings	Annually	- Product Quality - Customer Feedback - Business Development - Target Achievement - Quota completion - Increasing of sales in the paper market
Dealers	No	E-mail, Newspaper, Community Meetings,	Annually	- Target Achievement - Quota completion - Increasing of sales in the paper market
Suppliers	No	Newspaper, Website, Email	Day to Day basis	Compliance to rules and regulation

Principle 5: Businesses should respect and promote human rights:

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	864	459	53%	872	219	25%
Other than permanent	11	7	64%	6	3	50%
Total Employees	875	466	53%	878	222	25%
Workers						
Permanent	1893	299	16%	1994	160	8%
Other than permanent	6039	1991	33%	6290	-	-
Total Workers	7932	2457	31%	8284	160	2%

2. Details of minimum wages paid to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	864	-	-	864	100%	872	-	-	872	100%
Male	771	-	-	771	100%	781	-	-	781	100%
Female	93	-	-	93	100%	91	-	-	91	100%
Other than Permanent	11	-	-	11	100%	6	-	-	6	100%
Male	7	-	-	7	100%	4	-	-	4	100%
Female	4	-	-	4	100%	2	-	-	2	100%
Workers										
Permanent	1893	-	-	1893	100%	1994	-	-	1994	100%
Male	1815	-	-	1815	100%	1920	-	-	1920	100%
Female	78	-	-	78	100%	74	-	-	74	100%
Other than Permanent	6039	4666	77%	1373	23%	6290	5624	89%	666	11%
Male	5183	3953	76%	1230	24%	5278	4704	89%	574	11%
Female	856	713	83%	143	17%	1012	930	92%	92	9%

3. Details of remuneration/salary/wages

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)	Refer Annexure IV to Board's Report for report on Key Managerial Personnel Remuneration			
Key Managerial Personnel				
Employees other than BoD and KMP	771	1790083	93	1276568
Workers	1,815	849490	78	771915

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	5.79%	5.28%

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, Unit Leadership team and HR department are responsible for addressing human rights impact.

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

Yes, whenever grievances arise, they are promptly conveyed to Management through the respective Registered / Recognized Trade Unions for swift resolution. Additionally, the plant's occupier holds a weekly gathering known as "Evening with ED" to address employee concerns. To further facilitate effective grievance handling, a "Grievance Redressal Committee" is in place, ensuring timely attention to employee issues.

Notably, the majority of grievances are resolved on the spot, and thus far, there have been no instances of human rights issues. This commitment highlights our proactive and responsive approach, reflecting our dedication to fostering a fair and supportive workplace environment for all.

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

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

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

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

TNPL has instituted robust mechanisms to address complaints related to discrimination and harassment in alignment with the Prevention of Sexual Harassment (POSH) Act. To foster a safe and respectful work environment, the company has constituted an Internal Complaints Committee (ICC) in accordance with the statutory guidelines of the Act.

Regular training and awareness programs are conducted for employees and contract workers to sensitize them about workplace conduct, rights, and the complaint redressal mechanism. These initiatives are aimed at preventing instances of harassment and ensuring that complainants do not face any adverse consequences for reporting grievances. The company is committed to creating a workplace culture that upholds dignity, inclusivity, and equal opportunity for all.

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

Yes, the Company ensures that suitable provisions are included in the contracts with suppliers and buyers of products and services before commencing business. These provisions ensure compliance with applicable Human Rights requirements, integrating them as essential aspects of our business operations.

10. Assessments for the year:

Assessments for the year:	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100% of the plants were assessed by statutory authorities. The state regulatory and statutory bodies inspect our plants on periodic basis.
Forced/involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	

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

As TNPL adheres to statutory regulations, no complaints have been lodged regarding these matters, and thus, there is no need for corrective actions arise.

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

1. Details of total energy consumption (in Gigajoule (GJ) or multiples) and energy intensity:

Parameter	UOM	FY 2025-26	FY 2024-25
From renewable sources			
Total electricity consumption (A)	GJ	26,30,301	23,15,650
Total fuel consumption (B)	GJ	96,19,134	91,96,916
Energy consumption sources (C)		-	-
Total energy consumed from renewable sources (A+B+C)	GJ	1,22,49,435	1,15,12,566
From non-renewable sources			
Total electricity consumption (D)	GJ	39,98,604	33,57,058
Total fuel consumption (E)	GJ	1,18,45,052	1,14,91,328
Energy consumption sources (F) through other		-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	1,58,43,657	1,48,48,386
Total energy consumed (A+B+C+D+E+F)	GJ	2,80,93,092	2,63,60,952
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)		0.00060	0.00059
Energy intensity in terms of physical output		36.34	33.29

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

Both TNPL Unit-I and Unit-II are identified as designated consumers (DCs) under the PAT Scheme by the Bureau of Energy Efficiency (BEE), Government of India.

PAT Cycle – II (TNPL Unit-I)

PAT Cycle-II commenced in FY 2016-17 and covered the assessment years FY 2016-17, 2017-18 and 2018-19. The baseline Specific Energy Consumption (SEC) for TNPL for the baseline year 2014-15 was set at 0.7680 TOE/MT of Paper, with a target SEC of 0.7234 TOE/MT of Paper. TNPL achieved an SEC of 0.6528 TOE/MT of Paper, which was lower than the targeted SEC, and was accordingly awarded 26,352 ECerts under PAT Cycle-II. In addition, 4,969 ECerts awarded under PAT Cycle-I were also credited, bringing the total ECerts awarded to 31,321 Nos. Of the total ECerts, 12,016 Nos. have been sold so far.

PAT Cycle – VII (TNPL Unit-I)

PAT Cycle-VII commenced in FY 2022-23 and covers the assessment years FY 2022-23, 2023-24 and 2024-25. The baseline SEC for TNPL under this cycle is set at 0.5174 TOE/MT of Paper, with a target SEC of 0.5010 TOE/MT of Paper. The final SEC was arrived at as 0.5972 TOE/MT of Paper following the Monitoring & Verification (M&V) Audit conducted by the Accredited Energy Auditor, M/s NIN Energy India Pvt. Ltd., in June 2025..

PAT Cycle – V (TNPL Unit-II)

TNPL Unit-II is covered under PAT Cycle-V by the Bureau of Energy Efficiency (BEE). Considering 2017-18 as the baseline year, BEE estimated a baseline SEC of 0.3991 MTOE/MT of Board and fixed the target SEC at 0.3761 MTOE/MT of Board for the assessment year 2021-22. TNPL Unit-II achieved an SEC of 0.3566 TOE/TON of Board during the assessment year 2021-22, which is below the target. Accordingly, 2,766 ESCerts are expected to be received from BEE upon completion of the process, following which TNPL plans to trade the ESCerts in the market.

Carbon Credit Trading Scheme (CCTS)

Under the Carbon Credit Trading Scheme (CCTS), the Government has introduced a Compliance Mechanism wherein obligated entities are required to comply with the greenhouse gas (GHG) emission intensity targets as notified by the Central Government. For the purpose of fixing the target baseline for TNPL, BEE conducted a baseline audit at TNPL's facility in November 2024.

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

Parameter	UOM	FY 2025-26	FY 2024-25
Water withdrawal by source			
(i) Surface water	Kilolitres	1,97,86,665	1,96,68,739
(ii) Groundwater	Kilolitres	-	-
(iii) Third-party water	Kilolitres	-	-
(iv) Seawater / desalinated water	Kilolitres	-	-
(v) Others	Kilolitres	-	-
Total volume of water withdrawal (in kilolitres)(i + ii + iii + iv + v)	Kilolitres	1,97,86,665	1,96,68,739
Total volume of water consumption (in kilolitres)	Kilolitres	1,78,70,466	1,67,84,724
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	Kilolitres/ Turnover	0.00038	0.00037
Water intensity in terms of physical output	Kilolitres/ Ton of Production	23.11	21.20

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

4. Provide the following details related to water discharged:

Parameter	UOM	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water			
- No treatment		-	-
- With treatment		-	-
(ii) To Groundwater			
- No treatment		-	-
- With treatment		-	-
(iii) To Seawater			
- No treatment		-	-
- With treatment		-	-
(iv) Sent to third-parties			
- No treatment		-	-
- With treatment		-	-
(v) Others (Land Irrigation)			
- No treatment		-	-
- With treatment	Kilolitres	1,14,61,686	1,13,82,609
Total water discharged (in kilolitres)	Kilolitres	1,14,61,686	1,13,82,609

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?
(Y/N) NO

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

No, Treated Effluent water from Effluent Treatment plant is discharged to TNPL Effluent Water Lift Irrigation Society (TEWLIS) for on-land irrigation.

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	Mg/Nm ³	295	199
Sox	Mg/Nm ³	319	273
Particulate matter (PM)	Mg/Nm ³	48	43
Others please specify	Mg/Nm ³	7.8	7.6

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

Yes, an independent assessment was conducted by an external agency. M/s Chennai Testing Labs, Chennai, performed an Ambient, Stack and Noise survey on monthly basis.

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 CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	11,10,892	10,82,357
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	35,910	75,528
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.000025	0.000026

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

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

At TNPL, the commitment to environmental responsibility and carbon footprint reduction is evident through our pursuit of green energy generation and adoption of a circular economy approach. Here are the key points regarding energy reduction initiatives:

- The Company has utilized 1,48,921 MT of internally generated organic waste such as bagasse pith, wood dust, pulpwood bark etc., in the Power Boilers, which resulted in conservation of 49,898 MT of imported coal.
- About 4,04,603 MT of Black liquor solids generated during the year 2025-26 was fired in chemical recovery boiler to produce power and high-pressure steam. This has further reduced the consumption of 2, 53,801 MT of imported coal
- The state of the art Bio-methanation plant in Paper Mill - Unit I have generated 72.76 lakhs m³ of Biogas during the year 2025-26, out of which, 69.36 lakh m³ is utilized in SRP and 3.05 lakh m³ in Power Boiler. This has resulted in reduction of 4161.54 KL furnace oil consumption in SRP-Lime Kiln and 557 MT imported coal in Power Boiler.
- Energy Efficiency improvement of feed water pump in Recovery Boiler#3 resulted in Power saving of 221452 units.
- Introducing variable frequency drive in discharge tank motor-22B (primary screen feed) of New Hardwood Plant resulted in Power saving of 187272 units.
- Installation of VFD in CLO₂ supply to HW pump# A resulted in Power saving of 87120 units.
- Providing VFD in White water Duo D to Hydromix Pump supply pump (P722621) at Paper Machine#3 resulted in Power saving of 60885 units.
- VFD Provision for finisher pumps (132KW Motor) in New Evaporator resulted in Power saving of 57865 units
- VFD Provision for Lime Kiln-1 Vacuum pump resulted in Power saving of 50055 units.
- Providing VFD in Disc Filter supply cloudy filtrate supply pump (P722151) at Paper Machine#3 resulted in Power saving of 38304 units.

- VFD Provision for week black liquor transfer pump in Evaporator#1 plant resulted in Power saving of 21852 units.
- Hardwood Hot water heat recovery by diversion from WTP Plant to CBP Plant resulted in annual saving of 3876 MT of LP steam thereby annual saving of 821 MT Imported coal.
- Reusing Hydraulic oil cooling water in Hard Wood Plant resulted in Annual Power saving of 207060 units.
- Introduction of VFD in Recovered fiber chest Pump at Paper Machine#3 resulted in Annual Power saving of 120067 units.
- Introduction of VFD in Metso Pulper Pump (P714302) at Paper Machine#3 resulted in Annual Power saving of 256608 units.
- Stopping of WBL pump (No.646) and operating the WBL pump No.662 at low load by suitable line modification in Evaporator #D WBL receiving header resulted in Annual Power saving of 310530 units.
- Introduction of VFD in White Liquor Supply pumps in SRP resulted in Annual Power saving of 75144 units.
- Evaporator# D calendria # 5 tube cleaning without furnace oil support in Recovery Boiler # 3 in SRP resulted in annual saving of 31.28 KL of Furnace oil.
- Intermittent operation of ash conveying system in Recovery Boiler#3 in SRP resulted in Annual Power saving of 188100 units.
- Installation of additional De-super heating in Boiler#6 PSH 1C inlet resulted in annual saving of 3061 MT imported coal.
- 1660 MT of Wood Dust consumption in Power Boilers resulted in annual saving of 987 MT of Imported Coal.
- Downsizing of Turbo Air compressor cooling water pump from 90 KW to 55 KW resulted in annual power saving of 94,143 Units.
- Downsizing of Soft water transfer pump from 55 KW to 30 KW resulted in annual power saving of 1, 75,200 Units.

9. Provide details related to waste management by the entity:

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4,900	5,135
E-waste (B)	5	5
Bio-medical waste (C)	0.07	0.1
Construction and demolition waste (D)	428	495
Battery waste (E)	4	6
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	3,42,052	3,41,930

Parameter	FY 2025-26	FY 2024-25
Total Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	2,84,273	3,19,809
Total (A+B + C + D + E + F + G + H)	6,31,661	6,67,379
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000014	0.000015
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	1,73,535	1,68,675
(ii) Re-used	3,49,997	3,95,431
(iii) Other recovery operations	1,03,584	1,01,132
Total	6,27,116	6,65,238
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.03	0.03
(ii) Landfilling	20	552
(iii) Other disposal operations	12	27
Total	32	579

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.

To effectively manage waste, TNPL has implemented diverse measures. The company tailors waste management strategies to different waste types.

- Plastic waste is co-processed in cement industries, while battery and E-waste are directed to authorized recyclers. Bio-medical waste is incinerated at an authorized TSDF.
- Hazardous waste, including spent oil, used glass wool, copper, and alloys, are sent to authorized recyclers. ETP primary sludge, lime sludge, lime grits, Deinking Sludge, and fly ash find purpose in cardboard manufacturing and TNPL's cement plant.
- Non Hazardous items like used FRP sheets, discarded thermacol, hard wood fine rejects, pith, wood dust, and wood bark are repurposed into alternative fuel in authorized pre-processing units.

- Additionally, Mixed Liquor Suspended Solids (MLSS) undergoes a process involving dewatering, solar drying, composting, and is utilized as manure in TNPL's plantation department.
- In Soda Recovery Plant, Foul Condensate stripping column was installed to reduce the sulphide carry over through Effluent water.

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.

No, the entity does not have operations or offices in or around ecologically sensitive areas.

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

During the current financial year, the Company did not undertake any environmental impact assessments for its projects, as none were mandated under applicable laws and regulations.

Despite this, TNPL remains committed to enhancing environmental sustainability through proactive investments in Research and Development. The Company continues to adopt advanced technologies aimed at improving operational efficiency and reducing environmental impact.

A key focus of TNPL's afforestation program is the cultivation of Eucalyptus and Casuarina trees, selected for their beneficial ecological characteristics, particularly in water-stressed regions. Through its dedicated R&D unit, TNPL has developed water-efficient clonal varieties and has been actively involved in the distribution of improved Eucalyptus clones to farmers, thereby supporting large-scale sapling plantation initiatives.

TNPL's commitment to environmental stewardship is further demonstrated through the development of extensive green belts, landscaped lawns, and other initiatives designed to foster a positive impact on local ecosystems and communities.

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

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.

Yes, The Company is in full compliance with all applicable environmental laws, regulations, and guidelines.

S. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the non - compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not applicable				

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

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

Five (5)

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.	Federation Of Indian Export Organisations	Southern Region
2.	CAPEXIL	National
3.	CII	National
4.	IPMA	National
5.	Andhra Chambers of Commerce	State

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.

The entity has not received any adverse orders from regulatory authorities.

Principle 8: Businesses should promote inclusive growth and equitable development.

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

Nil – None of the Projects undertaken by the company in FY 2025-26 require Social Impact Assessments.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (INR)
Not Applicable.						

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

The Company ensures that any grievance related to its operations is handled by the relevant department with the appropriate expertise. This approach guarantees that issues are addressed properly and transparently, building trust within the community.

Through its CSR initiatives, the Company actively engages with local residents and government bodies to gather feedback on its ESG efforts. This feedback helps identify areas where the Company can offer further assistance and is used to improve CSR projects, with approval from the CSR Committee or the Board of Directors.

Moreover, the Company addresses grievances through various channels, including:

- a) Mudalvarin Mugavari
- b) RTI Petition
- c) Postal Complaints

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	3%	5%
Directly from within India	64%	68%

5. 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	94%	95%
Semi-urban	-	-
Urban	-	-
Metropolitan	6%	5%

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

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

TNPL has a structured and transparent mechanism in place to receive, investigate, and respond to consumer and dealer complaints. Complaints are initially lodged by customers or dealers and subsequently registered in the company's ERP system by the respective branch or regional office, which generates a unique complaint reference number for tracking.

The registered complaint, along with supporting documents such as samples, photos, or labels, is forwarded to the factory's Marketing Complaint Cell. After preliminary scrutiny, the complaint is routed to the Quality Control (QC) department for detailed investigation. The QC team examines the nature of the complaint, inspects relevant materials, and prepares a report outlining findings and corrective actions, if necessary.

This report is reviewed and shared with the concerned branch/regional office, which communicates the resolution to the customer or dealer. In case the complaint is found valid, a compensation process is initiated by the marketing team through an approval note, followed by issuance of a credit note by the Finance Department. Final communication regarding complaint closure is shared with the customer. For complaints deemed invalid, a formal response is issued, clearly explaining the rationale.

This well-defined process ensures accountability, timely redressal, and continuous improvement in customer satisfaction.

Moreover, customers have the option to utilize our <https://www.tnpl.com/grievance-redressal/platform> for addressing any grievances they may have

2. Turnover of products/services as a percentage of turnover from all products/services that carry information about Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and/or safe disposal.

Products of the company contain all relevant information as required under applicable laws.

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	Received during the year	Pending resolution at end of year
Data privacy	-	-	-	-
Advertising	-	-	-	-
Cyber-security	-	-	-	-
Restrictive Trade Practices	-	-	-	-
Unfair Trade Practices	-	-	-	-
Others – Delivery of essential services	-	-	-	-
Others – Quality Issue	176	25	151	39

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

Details of instances of product recalls on account of safety issues:	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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

TNPL is committed to protecting the privacy and personal data of individuals in accordance with applicable laws and ethical business practices. The company has implemented a formal Privacy Policy that governs the collection, use, disclosure, and storage of personal information. During the collection of personal data, TNPL explicitly communicates the purpose to the data provider and obtains their written consent, ensuring informed participation.

TNPL ensures that personal information is used solely for its stated purpose and is not retained longer than necessary, except where retention is required for legal or audit compliance. Individuals have the right to access and review the information provided by them. Robust internal controls and reasonable security practices are followed to prevent unauthorized access or disclosure. The company also protects data shared through its website and may share information with subsidiaries or business associates strictly for intended and lawful business purposes, maintaining transparency and accountability in its data handling practices.

Web-link : <https://www.tnpl.com/privacy-policy/>

6. 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.

NIL

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: NIL
- Percentage of data breaches involving personally identifiable information of customers: NIL
- Impact, if any, of the data breaches: Not applicable