TNPL
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

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25th August, 2025

To	To
BSE Limited (BSE) Corporate Relationship Department Phiroze Jeejeebhoy Towers 25th Floor, Dalal Street Mumbai- 400001 BSE Scrip Code: 531426	National Stock Exchange of India Limited (NSE) Listing Department Exchange Plaza, 5th Floor, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (East), Mumbai – 400051 NSE Code: TNPL

Sub: Regulation 34(2)(f) - Submission of Business Responsibility and Sustainability Report for the financial year 2024-25 – 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 2024-25, which also forms part of the 45th Annual Report of Tamil Nadu Newsprint and Papers Limited for the year ended 31st March, 2025.

This is for your information and records.

Thanking you,
For Tamil Nadu Newsprint and Papers Limited

Anuradha Ponraj
Digitally signed by Anuradha Ponraj
Date: 2025.08.25 20:38:04 +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.

ANNEXURE-VIII

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING - 2025

Section A: General Disclosure

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**	16th 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, 2024 To March 31, 2025
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, 044-22354417, anuradha.p@tnpl.co.in
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	27%
3.	Manufacturing of Cement	Production and sales of Cement	2%

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	27%
3	Cement	23942	2%

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?	14%			
	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, paperboard, and cement—are utilized across various industries. In the paper and paperboard 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 – 2024 - 2025:

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)	872	781	90%	91	10%
2.	Other than Permanent (E)	6	4	67%	2	33%
3.	Total employees (D + E)	878	785	89%	93	11%

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
WORKERS						
1.	Permanent (F)	1,994	1,920	96%	74	4%
2.	Other than Permanent (G)	6,290	5,278	84%	1,012	16%
3.	Total workers (F + G)	8,284	7,198	87%	1,086	13%

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)	6	6	100%	-	0%
2.	Other than Permanent (E)	0	0	0%	-	0%
3.	Total employees (D + E)	6	6	100%	-	0%
DIFFERENTLY ABLED WORKERS						
1.	Permanent (F)	12	12	100%	-	0%
2.	Other than Permanent (G)	3	3	100%	-	0%
3.	Total workers (F + G)	15	15	100%	-	0%

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	1	9.09%
Key Management Personnel	2	2	100%

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

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2.38%	0.16%	2.54%	-	-	-	2.63%	0.21%	2.84%
Permanent Workers	3.65%	0.05%	3.69%	-	0.34%	0.34%	2.00%	0.09%	2.09%

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 FY 2024-25	₹ 4,490.91 Crores
c.	Net worth as on March 31, 2025	₹ 2,087.00 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 2024-25			FY 2023-24		
		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		333	45	Most of the complaints were resolved satisfactorily, remaining complaints are under process	1,009	71	-
Customers		151	39	-	184	-	-
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 Packaging Board 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. The Company is expanding domestic pulping capacity to mitigate this.

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.**	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

6.	**Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.**	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 0.5010 TOE/MT of paper. The target will be assessed for the year 2024-25. Form 1 will be submitted to BEE (Bureau of Energy Efficiency) in the month of June 2025. Final SEC will be arrived after the M&V Audit (Monitoring & Verification Audit) to be conducted by Accredited Energy Auditor. PR raised for fixing the Agency for M &V Audit. Tender process is in progress by TOS.

	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 waste from paper 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 2773516 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, both the Statutory Auditor and the External Internal Auditor review the implementation of various policies at regular intervals. However, no dedicated Business Responsibility Audit 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 • Segment-wise performance • CSR activities undertaken • Industry 4.0 • Programmes covered Principles 2, 3, 6 & 8.		100%
Employees other than BoD and KMPs	84	1. Siemens PCS7 Basic Training at SITRAIN, Mumbai from 8.4.24 to 18.4.24 2. Training programme for ISO Audit course IMS-ISO-9001, 14001, 45001 & 50001 3. Training programme on Team Work 4. Energy Conservation in Electrical and Thermal Utilities 5. Training programme on Programmable Logic Controller 6. Condition Monitoring Equipment	1. To impart the advanced technology in our Mill operation 2. To ensure the compliance Mill wide for all the certifications through trained internal auditors 3. To strengthen the team spirit to achieve day to day work and develop new techniques 4. To ensure significant energy usage 5. To upgrade the knowledge of advanced techniques in PLC 6. To upgrade the knowledge of advanced techniques in Condition Monitoring Equipment	71%

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
Workers	108	1. Integrated Class Room Training and On Job Training on Recovery - Boiler Operation - Baggase Yard & Hardwood, CBP (Process) - Wetlap& Chlorine Plant,CBP #2 operations, Caustisizer Plant & Old Evaporator Operation, Pulp and SRP Process, Lime Kiln Operation, etc., 2. Training programme on Communication Skills 3. Training programme on 5S House Keeping and training programme on Workplace Management in an Organization 4. Training program on Hazard Identification and Risk Assessment	1. To train the knowledge of Millwide operation through the said training to the new joined workmen 2. To teach the vital role of communication skill in the round the clock industry 3. To train them to improve workplace efficiency, safety, and morale by implementing a structured 5S approach in an organization to ensure cleanliness and standardization, ultimately leading to increased productivity and reduced waste. 4. To create safe workplaces and preventing accidents by proactively identifying potential dangers and evaluating the risks and implementation of effective control measures.	54%

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 2024-25	FY 2023-24
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 2024-25	
	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 2024-25	FY 2023-24
Number of days of accounts payables	135	132

9. **Open-ness of business**

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

Parameter	Metrics	FY 2024-25	FY 2023-24
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	67%	60%
	b. Number of dealers/distributors to whom sales are made	318*	158
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	51%	37%
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)	-	-

**Current year includes dealers of cements*

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

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.**

Particulars	FY 2024-25	FY 2023-24
R&D	12%	0.06%
Capex	15%	-

2. **Sustainable sourcing:**

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/
If yes, what percentage of inputs were sourced sustainably? (By Quantity)	The company sourced 100% of its inputs sustainably

3. **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, Paper Boards, and Cement—are safely disposed of at the end of their life cycle. The Company fulfills 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.

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

   Yes, The 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	781	781	100%	781	100%	-	-	-	-	-	-
Female	91	91	100%	91	100%	44	48%	-	-	-	-
Total	872	872	100%	872	100%	44	5%	-	-	-	-
Other than Permanent employees											
Male	4	1	25%	1	25%	-	-	-	-	-	-
Female	2	2	100%	2	100%	2	100%	-	-	-	-
Total	6	3	50%	3	50%	2	33%	-	-	-	-

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	1920	1920	100%	1920	100%	-	-	-	-	-	-
Female	74	74	100%	74	100%	39	53%	-	-	-	-
Total	1994	1994	100%	1994	100%	39	2%	-	-	-	-
Other than Permanent workers											
Male	5278	5278	100%	5278	100%			-	-	-	-
Female	1012	1012	100%	1012	100%	300	30%	-	-	-	-
Total	6290	6290	100%	6290	100%	300	5%	-	-	-	-

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

Particulars	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the company	0.43%	0.10%

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

Benefits	FY 2024-25			FY 2023-24		
	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	-	0.8%	Yes	-	2%	Yes
Other ^^-	100%	100%	Yes	90%	83%	Yes

^^*Related to the exclusive Superannuation Program 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	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.**

   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 2024-25			FY 2023-24		
	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	872	3	0.34%	853	-	-
Male	781	3	0.38%	773	-	-
Female	91	-	0.00%	80	-	-
Total Permanent Workers	1994	1,992	99.90%	2075	2075	100%
Male	1920	1,920	100.00%	2000	2000	100%
Female	74	72	97.30%	75	75	100%

8. **Details of training given to employees and workers:**

Category	FY 2024-25					FY 2023-24				
	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	781	295	38%	571	73%	773	188	24%	573	74%
Female	91	12	13%	80	88%	80	27	34%	63	79%
Total	872	307	35%	651	75%	853	215	25%	636	75%
Worker- Permanent										
Male	1,920	1,130	59%	947	49%	2,000	445	22%	1,214	61%
Female	74	17	23%	37	50%	75	23	31%	70	93%
Total	1,994	1,147	57%	984	49%	2,075	468	53%	1,284	62%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees- Permanent						
Male	781	781	100%	773	773	100%
Female	91	91	100%	80	80	100%
Total	872	872	100%	853	853	100%
Worker- Permanent						
Male	1,920	1,920	100%	2,000	2,000	100%
Female	74	74	100%	75	75	100%
Total	1,994	1,994	100%	2,075	2,075	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 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.41	-
	Workers	0.15	0.34
Total recordable work-related injuries	Employees	1	-
	Workers	1	3
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 2024-25			FY 2023-24		
	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	321	41	Most of the complaints were resolved satisfactorily, remaining comments are under process	939	64	Most of the complaints were resolved satisfactorily, remaining comments are under process
Health & Safety	12	4	Most of the complaints were resolved satisfactorily, remaining comments are under process	69	7	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 (N_2) quenching system in the transformer of the 110KV switchyard to mitigate fire risks.

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 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	872	219	25%	853	25	3%
Other than permanent	6	3	50%	2	-	-
Total Employees	878	222	25%	855	25	3%
Workers						
Permanent	1994	160	8%	2075	75	4%
Other than permanent	6290	-	-	6083	-	-
Total Workers	8284	160	2%	8158	75	1%

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

Category	FY 2024-25					FY 2023-24				
	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	872	-	-	872	100%	853	-	-	853	100%
Male	781	-	-	781	100%	773	-	-	773	100%
Female	91	-	-	91	100%	80	-	-	80	100%
Other than Permanent	6	-	-	6	100%	2	2	100%	-	-
Male	4	-	-	4	100%	2	2	100%	-	-
Female	2	-	-	2	100%	-	-	-	-	-
Workers										
Permanent	1994	-	-	1994	100%	2075	56	3%	2019	97%
Male	1920	-	-	1920	100%	2000	55	3%	1945	97%
Female	74	-	-	74	100%	75	1	1%	74	99%
Other than Permanent	6290	5624	89%	666	11%	6083	5336	88%	747	12%
Male	5278	4704	89%	574	11%	5134	4479	87%	655	13%
Female	1012	930	92%	92	9%	949	857	90%	92	10%

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	781	₹ 1742791	91	₹ 1317902
Workers	1920	₹ 811790	74	₹ 718378

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	5.28%	5.30%

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 2024-25		FY 2023-24	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	-	-	1	-
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 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	1
Complaints on POSH as a % of female employees / workers	-	0.87%
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 Joules or multiples) and energy intensity:**

Parameter	UOM	FY 2024-25	FY 2023-24
From renewable sources			
Total electricity consumption (A)	GJ	23,15,650	27,80,291
Total fuel consumption (B)	GJ	91,96,916	90,98,913
Energy consumption sources (C)		-	-
Total energy consumed from renewable sources (A+B+C)	GJ	1,15,12,566	1,18,79,204
From non-renewable sources			
Total electricity consumption (D)	GJ	33,57,058	42,27,295
Total fuel consumption (E)	GJ	1,14,91,328	1,14,66,777
Energy consumption sources (F) through other		-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	1,48,48,386	1,56,94,072
Total energy consumed (A+B+C+D+E+F)	GJ	2,63,60,952	2,75,73,276
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)		0.00059	0.00058
Energy intensity in terms of physical output		33.29	44.60

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.

TNPL Unit-I participated in the PAT-II Cycle, covering the years 2016-17 to 2018-19, with 2014-15 as the baseline year. The baseline Specific Energy Consumption (SEC) was set at 0.7680 TOE/MT of paper, and the target SEC was 0.7234 TOE/MT. TNPL achieved an SEC of 0.6528 TOE/MT, surpassing the target, and was awarded a total of 26,352 Ecerts for PAT-II. Additionally, 4,969 Ecerts were awarded under PAT-I, making a cumulative total of 31,321 Ecerts, of which 11,208 Ecerts have been sold to date.

TNPL Unit-II is covered under PAT Cycle-V. Using 2017-18 as the baseline year, BEE estimated a baseline SEC of 0.3991 MTOE/MT of board, and set a target SEC of 0.3761 MTOE/MT for the assessment year 2021-22. TNPL achieved an SEC of 0.3566 MTOE/MT, thereby exceeding the target. The unit is expected to receive 2,766 EScerts, which will be traded upon completion of the formal process.

Additionally, BEE has conducted a baseline energy audit at TNPL Unit-II in November 2024 for the upcoming Carbon Credit Trading Scheme (CCTS), marking the company's continued participation in national energy efficiency initiatives.

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

Parameter	UOM	FY 2024-25	FY 2023-24
Water withdrawal by source			
(i) Surface water	Kilolitres	1,96,68,739	2,12,76,845
(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	1,96,68,739	2,12,76,845
Total volume of water consumption (in kilolitres)	Kilolitres	1,67,84,724	2,06,84,897
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	Kilolitres/ Turnover	0.00037	0.00044
Water intensity in terms of physical output	Kilolitres/ Ton of Production	21.20	33.46

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 2024-25	FY 2023-24
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	1,13,82,609	1,18,39,271
Total water discharged (in kilolitres)	Kilolitres	1,13,82,609	1,18,39,271

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 2024-25	FY 2023-24
NOx	Mg/Nm^3	199	79
SOx	Mg/Nm^3	273	102
Particulate matter (PM)	Mg/Nm^3	43	30
Others please specify	Mg/Nm^3	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 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	10,82,357	12,05,595
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	75,528	88,903
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.000026	0.000029

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 1,51,247 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 4,19,971 MT of Black liquor solids generated during the year 2024-25 was fired in chemical recovery boiler to produce power and high pressure steam. This has further reduced the consumption of 2,46,112 MT of imported coal.

- The state of the art Bio-methanation plant in Paper Mill - Unit I has generated 79,70,544 m^3 of Biogas during the year 2024-25, out of which, 72,69,700 m^3 is utilized in SRP and 6,45,644 m^3 in Power Boiler. This has resulted in reduction of 4,361.82 KL furnace oil consumption in SRP-Lime Kiln and 1,171.08 MT imported coal in Power Boiler.
- Hardwood Hot water heat recovery by diversion from WTP Plant to CBP Plant resulted in annual saving of 3,876 MT of LP steam.
- Reusing Hydraulic oil cooling water in Hard Wood Plant resulted in Annual Power saving of 2,07,060 units.
- Introduction of VFD in Recovered fiber chest Pump at Paper Machine#3 resulted in Annual Power saving of 1,20,067 units.
- Introduction of VFD in Metso Pulper Pump (P714302) at Paper Machine#3 resulted in Annual Power saving of 2,56,608 units.
- Stopping of WBL pump (No.646) and operating the WBL pump No.662 at low load by suitable line modification in Evaporator WBL receiving header resulted in Annual Power saving of 3,10,530 units.
- Introduction of VFD in White Liquor Supply pumps in SRP resulted in Annual Power saving of 75,144 units.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	5,135	5,960
E-waste **(B)**	5	3
Bio-medical waste **(C)**	0.1	0.031
Construction and demolition waste **(D)**	495	28
Battery waste **(E)**	6	7
Radioactive waste **(F)**	-	-
Other Hazardous waste. Please specify, if any. **(G)**	3,41,930	3,53,221
Total Other Non-hazardous waste generated **(H)** Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	3,19,809	260,839
Total (A+B + C + D + E + F + G + H)	6,67,379	6,20,060
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000015	0.000013
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	1,68,675	1,52,208
(ii) Re-used	3,95,431	3,76,486
(iii) Other recovery operations	1,01,132	88,066
Total	**6,65,238**	**6,16,759**

Parameter	FY 2024-25	FY 2023-24
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.03	0.031
(ii) Landfilling	552	60
(iii) Other disposal operations	27	3,241
Total	**579**	**3,301**

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 2024-25 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 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	5%	16%
Directly from within India	68%	61%

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 2024-25	FY 2023-24
Rural	95%	96%
Semi-urban	-	-
Urban	-	-
Metropolitan	5%	4%

(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 2024-25		FY 2023-24	
	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	151	39	184	-

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:**

   a. Number of instances of data breaches: NIL

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

   c. Impact, if any, of the data breaches: Not applicable