

# Business Responsibility and Sustainability Report

## SECTION A GENERAL DISCLOSURE

### I. Details of the listed entity







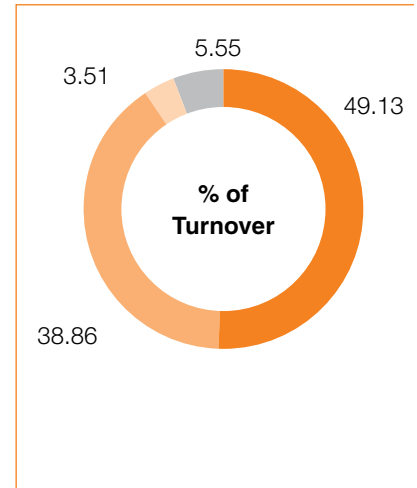
1	Corporate Identity Number (CIN) of the Listed Entity	L15421UP1932PLC022174
2	Name of the Listed Entity	Triveni Engineering & Industries Limited (TEIL)
3	Year of incorporation	1932
4	Registered office address	A-44, Hosiery Complex, Phase-II Extension, Noida - 201305, Uttar Pradesh
5	Corporate address	'Express Trade Towers', 8 <sup>th</sup> Floor 15-16, Sector-16A, Noida - 201301, Uttar Pradesh
6	E-mail	shares@trivenigroup.com
7	Telephone	0120-4308000
8	Website	<a href="https://www.trivenigroup.com/">https://www.trivenigroup.com/</a>
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	Equity shares are listed on BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	21.89 crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sanjeev Asthana (Vice President – Human Resources), Corporate Office sanjeev.asthana@ho.trivenigroup.com 0120-4308000
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on a standalone basis as it forms 97.76% of the consolidated turnover.
14	Name of assessment or assurance provider	Not Applicable
15	Type of assessment of assurance obtained	Not Applicable



## II. Products/services






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

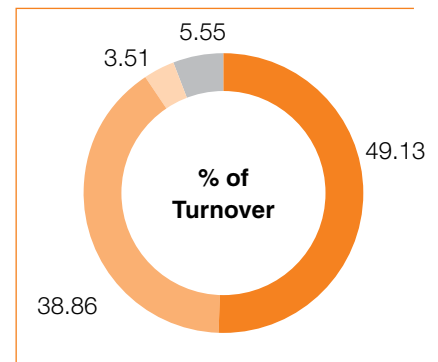
S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Sugar	 Sugar and Co-gen plants	49.13%
2	Distillery	 Ethanol, Extra Neutral Alcohol (ENA) and Alcoholic Beverages	38.86%
3	Water Business Group	 Equipment/Turnkey Projects under EPC relating to water treatment and incidental services including O&M	3.51%
4	Power Transmission Business	 Manufacture of high speed and niche low speed Gear Boxes, including gear internals, defense products, aftermarket services and retro fitment solutions	5.55%



Note: The above relates to segment turnover.

### 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	 Sugar	1072	49.13%
2	 Cogeneration (Power)	35106	
3	 Industrial Alcohol including Ethanol, ENA and Alcoholic Beverages	1101	38.86%
4	 Water & Wastewater Treatment	3600	3.51%
5	 Industrial Gear Boxes/Gears	2814	5.55%



## III. Operations

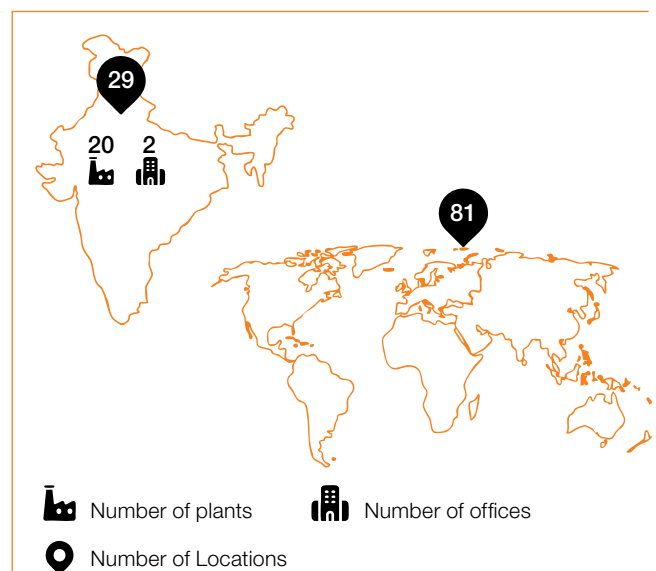
### 18 Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	20	2	22
International	-	-	-

### 19 Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States)	29
International (No. of Countries)	81



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

2.44%

**c. A brief on types of customers**

TEIL's customer base consists primarily of business-to-business (B2B) clients, along with a select presence in the business-to-consumer (B2C) segment. As a dynamic and diversified business conglomerate, TEIL continues to evolve in alignment with changing industry demands. The Company has strategically positioned itself across key sectors – agriculture (comprising sugar, alcohol) and engineering (including water and wastewater treatment solutions, power transmission, and defence). At the heart of TEIL's long-term strategy lies an unwavering commitment to customer satisfaction.



**Sugar**

TEIL engages with wholesalers, industrial clients, private label distributors, and branded retailers. This comprehensive outreach enables the Company to cater to a wide spectrum of demand within the sugar industry, ensuring that its products and services are well aligned with the varied needs of stakeholders across the value chain.



**Alcohol**

TEIL has three segments under alcohol production: Ethanol Oil Marketing Companies (OMC), Indian Made Indian Liquor (IMIL) and Indian Made Foreign Liquor/ (IMFL) whose customer segment is discussed below-

**OMC**

TEIL supplies ethanol to Oil Marketing Companies as part of its contribution to the Ethanol Blended Petrol (EBP) programme. This segment constitutes the majority of the company's alcohol sales.

**IMIL**

TEIL provides Extra Neutral Alcohol (ENA) for the production of potable liquor and also manufactures IMIL products for sale through authorised retail channels, catering directly to consumers.

**IMFL**

TEIL supplies IMFL brands for retail sale to Excise- authorised FL-2 license holders (wholesalers). These wholesalers are Excise- licensed entities authorised to further sell IMFL products to licensed retail outlets, bars, clubs, and other on-premise

establishments. Focussed on the super premium and premium segments, we consistently deliver high-quality products across multiple market categories, catering to discerning end-consumers through this regulated distribution network.

Multiple dimensions of Alco business, empowers the company to serve both industrial customers and end-consumers within the alcohol segment, leveraging its technical capabilities to consistently deliver high-quality products across multiple market categories.



**Power Transmission**

TEIL serves industrial clients and undertakes the design and manufacture of specialised equipment for defense establishments. In addition to serving the requirements of original equipment manufacturers (OEMs), the Company is also engaged in the supply of spare parts, services, and retro-fitment solutions.



**Water & Wastewater**

TEIL serves both industrial and municipal clients. Its tailored offerings in water treatment and wastewater management are designed to address the unique requirements of various industries and municipalities. Alongside EPC (Engineering, Procurement, Construction) and PPP (Public-Private

Partnership) projects, TEIL is also actively involved in equipment supply and operations & maintenance services.

Central to TEIL's strategic approach in understanding market dynamics is its focus on recognising and addressing the distinct requirements of different segments across

its varied business verticals. Through the consistent delivery of superior-quality products and tailored solutions, TEIL has earned a reputation as a reliable partner across multiple industries, contributing to client success and nurturing enduring professional relationships.



#### IV. Employees

##### 20 Details as at the end of Financial Year:

###### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1	Permanent (D)	1,106	1,070	96.75%	36	3.25%
2	Other than Permanent (E)	121	116	95.87%	5	4.13%
<b>3</b>	<b>Total employees (D + E)</b>	<b>1,227</b>	<b>1,186</b>	<b>96.66%</b>	<b>41</b>	<b>3.34%</b>
<b>WORKERS</b>						
4	Permanent (F)	1,744	1,735	99.48%	9	0.52%
5	Other than Permanent (G)	1,674	1,674	100.00%	0	0.00%
<b>6</b>	<b>Total Workers (F + G)</b>	<b>3,418</b>	<b>3,409</b>	<b>99.74%</b>	<b>9</b>	<b>0.26%</b>

###### b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	1	1	100.0%	0	0.00%
2	Other than Permanent (E)	1	1	100.0%	0	0.00%
<b>3</b>	<b>Total differently abled employees (D + E)</b>	<b>2</b>	<b>2</b>	<b>100.0%</b>	<b>0</b>	<b>0.00%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	1	1	100.00%	0	0.00%
5	Other than Permanent (G)	3	3	100.00%	0	0.00%
<b>6</b>	<b>Total differently abled workers (F + G)</b>	<b>4</b>	<b>4</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>

Promoting diversity and inclusion is a key aspect of social responsibility, and TEIL is deeply committed to building a diverse workforce. This commitment brings together a variety of perspectives, ideas, and experiences, fostering an environment that drives innovation and strengthens the organisation's ability to meet global challenges. To support this vision, TEIL implements concrete policies and initiatives that promote fairness and inclusivity. As a result, the company has cultivated a workplace culture where all individuals feel valued, respected, and safe & secure.

##### 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)

	FY 25 (Turnover rate in current FY)			FY 24 (Turnover rate in previous FY)			FY 23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.68%	22.22%	13.02%	12.68%	29.33%	13.33%	14.4%	20%	14.6%
Permanent Workers	14.84%	0.00%	14.76%	12.78%	0.00%	12.72%	10.2%	16.7%	10.2%

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



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

S. No.	Names of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by Listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Triveni Industries Limited	Subsidiary	100%	The subsidiary/JV companies do not engage in significant business activities, except as outlined in items 7, 8, 12, and 13. In view of their limited manpower and not so significant businesses, the parent company extends business responsibility initiatives to these subsidiaries/JV and there is a continuous effort to ensure compliance with such initiatives.
2	Triveni Engineering Limited	Subsidiary	100%	
3	Triveni Energy Systems Limited	Subsidiary	100%	
4	Triveni Entertainment Limited	Subsidiary	100%	
5	Triveni Sugar Limited	Subsidiary	100%	
6	Svastida Projects Limited	Subsidiary	100%	
7	Mathura Wastewater Management Private Limited	Subsidiary	100%	
8	Pali ZLD Private Limited	Subsidiary	100%	
9	Gaurangi Enterprises Limited	Subsidiary	100%	
10	United Shippers & Dredgers Limited	Subsidiary	100%	
11	Triveni Power Transmission Limited	Subsidiary	100%	
12	Sir Shadilal Enterprises Limited	Subsidiary	61.77%	
13	Triveni Sports Private Limited	Joint Venture	50%	
14	Triveni Foundation (Section 8 Company)	Subsidiary	100%	

## VI. CSR Details








24	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (in ₹)	66,55,39,84,151.00
	(iii) Net worth (in ₹)	30,75,93,27,022.00



## 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) (If yes, then Provide web-link for grievance redress policy)	FY 25 Current Financial Year			FY 24 Previous Financial Year		
		Number of Complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of Complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
 Communities	Yes, through TEIL CSR Policy <a href="https://www.trivenigroup.com/files/policies/CSR%20Policy.pdf">https://www.trivenigroup.com/files/policies/CSR%20Policy.pdf</a>	-	-	-	-	-	-
 Investors (other than shareholders)	Yes, through TEIL Grievance Redressal Policy <a href="https://www.trivenigroup.com/files/policies/Grievance%20Redressal%20Policy.pdf">https://www.trivenigroup.com/files/policies/Grievance%20Redressal%20Policy.pdf</a>	-	-	-	-	-	-
 Shareholders	Yes, through TEIL Grievance Redressal Policy <a href="https://www.trivenigroup.com/files/policies/Grievance%20Redressal%20Policy.pdf">https://www.trivenigroup.com/files/policies/Grievance%20Redressal%20Policy.pdf</a>	3	0	All complaints were resolved	14	0	All Resolved
 Employees and workers	Yes, through TEIL Whistle Blower Policy & Code of Conduct <a href="https://www.trivenigroup.com/files/policies/Whistle%20Blower%20Policy.pdf">https://www.trivenigroup.com/files/policies/Whistle%20Blower%20Policy.pdf</a>	-	-	-	-	-	-
 Customers	Yes, through TEIL Grievance Redressal Policy <a href="https://www.trivenigroup.com/files/policies/Grievance%20Redressal%20Policy.pdf">https://www.trivenigroup.com/files/policies/Grievance%20Redressal%20Policy.pdf</a>	118	23	-	108*	10*	The complaints are in the process of being resolved at the end of the fiscal year.
 Value Chain Partners	Yes, through TEIL Grievance Redressal Policy <a href="https://www.trivenigroup.com/files/policies/Grievance%20Redressal%20Policy.pdf">https://www.trivenigroup.com/files/policies/Grievance%20Redressal%20Policy.pdf</a>	-	-	-	-	-	-
Other	-	-	-	-	-	-	-

TEIL acknowledges the critical role of maintaining open and transparent communication with its stakeholders. This approach not only fosters strong relationships and supports sustainable growth but also serves as a foundation for continuous learning and improvement. Stakeholder feedback offers meaningful insights into their evolving expectations, enabling TEIL to refine its strategies for enhanced performance and operational efficiency. Recognising feedback as a key catalyst for innovation, TEIL places high value on stakeholder input and actively seeks it through consistent engagement and forward-looking initiatives.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Risk	Risk	A significant part of TEIL's sugar business is exposed to potential risks arising from climate change. Variations in rainfall patterns and the increasing frequency of extreme weather conditions directly and indirectly affect agricultural activities, particularly the procurement of sugarcane, the company's primary raw material.	<p>TEIL has demonstrated a strong commitment to addressing climate-related risks associated with its sugar operations. In response to the evolving climate scenario, the Company has implemented a series of targeted strategies and initiatives aimed at mitigating vulnerabilities and fostering long-term sustainability:</p> <ol style="list-style-type: none"> <li><b>1. Dynamic Varietal Substitution Programme</b> TEIL undertakes continuous monitoring of sugarcane varieties to assess their performance under changing climatic conditions. Based on their susceptibility—such as vulnerability to diseases, less resilient varieties are systematically replaced with more climate-adaptive and robust alternatives.</li> <li><b>2. Development of Climate-Resilient Sugarcane Varieties</b> The Company is actively engaged in promoting sugarcane varieties that exhibit resistance to pests and diseases, while also withstanding extreme weather conditions such as droughts and floods. This approach is geared towards improving overall crop productivity and securing a stable supply of raw materials.</li> <li><b>3. Comprehensive Farmer Support Initiatives</b> With a strong emphasis on inclusive and sustainable agriculture, TEIL is consciously and consistently engaging with its sugarcane farmers to build climate resilience at the community level. The Company facilitates capacity building, technical assistance, and resource enablement to promote adaptive farming practices. These programmes aim to empower farmers with tools and techniques that enhance productivity while safeguarding their land from climate-induced risks. The Cane Mobile App strengthens this ecosystem by providing real-time advisories, agronomic guidance, and access to farm equipment via a simple digital interface.</li> </ol>	<p><b>Negative Implication:</b> Unpredictable weather patterns and climate-induced stressors may disrupt sugarcane production cycles, potentially resulting in lower yield, reduced sugar output, and increased cost of production. This could lead to financial losses, lower operational efficiency, and erosion of market share.</p>



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				<p>To enhance this support, TEIL is launching an AI-Powered Agricultural Assistant through WhatsApp. This innovation offers:</p> <ol style="list-style-type: none"> <li>1. Image-based disease detection via photo uploads.</li> <li>2. Tailored treatment recommendations based on AI analysis.</li> <li>3. Hyperlocal weather forecasts to mitigate climate-related uncertainties.</li> <li>4. Pest prediction alerts are informed by crops and environmental data.</li> <li>5. Frictionless access via WhatsApp, eliminating digital literacy barriers.</li> </ol> <p>Additionally, TEIL has implemented an Automated sugarcane Reporting System that distributes critical sugarcane reports based on user roles, ensuring timely, secure, and error-free access to operational data—further supporting informed, climate-smart decision-making across the value chain.</p>	
				<p><b>4. Strategic Business Diversification</b></p> <p>Recognising the inherent seasonality and climate sensitivity of the sugar industry, TEIL has strategically diversified its operations. By investing in businesses such as distilleries (utilising non-sugarcane feedstock), sale of electricity to grid and engineering services, the Company is reducing its dependency on climate-affected revenue streams and building a more resilient business model.</p>	
2.	Water & Wastewater Management	Risk and Opportunity	<p>Water and wastewater management represents a critical area of focus and a substantial opportunity for TEIL within its sugar manufacturing operations. As sugarcane is composed of more than 70% water, the production process naturally yields surplus water. This excess water, once treated in lagoons, is effectively reused for horticultural activities within the facilities and is also supplied to farmers for agricultural irrigation.</p>	<p>Promoting sustainable water management and enhancing awareness around responsible water usage are critical to preserving this essential natural resource. TEIL remains firmly committed to reducing its water footprint through a range of targeted initiatives and well-defined policies. These efforts focus on efficient consumption, innovative reuse practices within operations, and fostering a culture of accountability and stewardship towards water across the organisation.</p>	<p><b>Positive Implication:</b></p> <p>TEIL's sugar operations have embedded several proactive measures to minimise associated risks. The sugar industry is recognised for its efficient valorisation of by-products, many of which are repurposed for agricultural use, ethanol production, energy generation, and other value-added applications.</p>

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			<p>Water plays a vital role across multiple stages of the production process, including steam generation for operational efficiency, cleaning of equipment and premises, and the extraction of juice from sugarcane fibers. In its commitment to sustainable practices, TEIL continuously strives to reduce its dependency on groundwater resources and limit the generation of wastewater.</p> <p>Given the criticality of water to the production process, any disruption in water availability could pose significant operational risks. Therefore, meticulous planning and resource management are essential to ensure optimal utilisation and equitable distribution of water. Since water availability has a direct influence on both environmental sustainability and community wellbeing, TEIL acknowledges it as a material issue that demands proactive and responsible management.</p>	<p><b>1. Reclaimed Water:</b></p> <p>Water generated during the sugar production process is collected in lagoons, treated, and subsequently reused in various operations such as manufacturing activities, landscape irrigation within the plant premises, and is also supplied to nearby farmlands for irrigating sugarcane and other crops.</p>	<p>Key materials such as sludge from sewage treatment plants, press-mud, and bagasse are effectively reused. Furthermore, TEIL has established Zero Liquid Discharge (ZLD) systems at four(all) of its distillery units, significantly enhancing the efficiency of water resource management. These systems ensure that water used in industrial processes is systematically recycled and reused, thereby reducing ecological impact and supporting long-term water conservation.</p>
3.	Employee Wellbeing and Safety	Risk and Opportunity	<p>TEIL's Commitment to Occupational Health and Safety:</p> <p>Triveni adopts a structured approach to creating a healthy and safe work environment, recognising employee wellbeing and safety as both a strategic opportunity and a potential risk. The organisation actively invests in building constructive employee relations and nurturing a supportive workplace culture. Beyond its inherent importance, this approach directly influences productivity, operational performance, and the long-term sustainability of the business.</p>	<p>TEIL upholds a zero-harm safety culture and has instituted a range of structured processes, policies, and initiatives to maintain a safe and secure working environment.</p> <p><b>1. Regular Trainings:</b></p> <p>TEIL organises frequent training programmes aimed at enhancing employee awareness and preparedness regarding workplace safety. These sessions cover critical areas such as emergency response, correct usage of personal protective equipment (PPE), safe handling of hazardous substances, and ergonomic practices to prevent occupational injuries. Through practical training, mock drills, and continuous learning, employees are equipped with the skills and knowledge needed to navigate risks confidently and contribute to maintaining a safe workspace.</p>	<p><b>Positive Implication:</b></p> <p>Establishing a healthy and safe work environment boosts productivity, enhances employee engagement and satisfaction, and contributes to long-term retention. It helps lower attrition rates and healthcare costs, while also improving the organisation's ability to attract and retain top talent. By minimising work-related injuries, stress, and illnesses, such an environment significantly reduces absenteeism, ensuring employees remain physically and mentally fit to perform their roles consistently.</p>



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>Prioritising employee safety enhances morale, reinforces safety standards, reduces the likelihood of incidents, and cultivates a motivated and engaged workforce. These efforts enhance TEIL's efficiency and resilience, while neglecting them could weaken its values and harm its performance and reputation.</p>	<p><b>2. Occupational Health and Safety (OHS) System</b></p> <p>TEIL has established a robust OHS system to systematically identify, manage, and mitigate workplace hazards. This framework incorporates periodic safety audits, thorough risk assessments, and incident tracking mechanisms. The OHS system also incorporates monitoring and reporting processes to track incidents, helping the company identify trends and take appropriate corrective actions.</p>	<p>Ultimately, these collective outcomes lead to a more motivated workforce and a stronger brand reputation.</p>
4.	Responsible Supply Chain (including Farmers)	Risk and opportunity	<p>Building strong relationships with supply chain partners is a vital aspect of TEIL's ESG strategy. Ensuring a sustainable supply chain requires the integration of socially responsible practices across all levels. A lack of strategic engagement with farmers and other key suppliers may expose the company to legal, contractual, and operational risks. Conversely, adopting a responsible supply chain approach opens up significant opportunities. TEIL acknowledges the influence it holds and the ripple effect of promoting its sustainability value across the supply chain. The company sees this as a core responsibility—fostering a broader network of partners dedicated to sustainable development.</p>	<p>TEIL is committed to fostering meaningful partnerships across its supply chain with the objective of building a broader ecosystem of responsible businesses that integrate ESG principles into their operations. Several targeted initiatives have been undertaken to reinforce this commitment:</p> <p><b>1. Supplier Code of Conduct:</b></p> <p>To proactively manage potential business risks, TEIL has established a comprehensive Supplier Code of Conduct. This framework provides guidance to suppliers on regulatory compliance, ethical business conduct, and sustainable practices—ensuring alignment with TEIL's overarching ESG vision. As part of this initiative, TEIL conducts an annual awareness session to familiarise suppliers with its expectations regarding legal compliance, environmental responsibility, social equity, and transparent operations. This ongoing engagement nurtures a culture of accountability and strengthens supplier alignment with TEIL's sustainability goals.</p> <p><b>2. Farmer Outreach Programme</b></p> <p>TEIL's Farmer Outreach Programme delivers structured training to build farmer capacity in adopting sustainable and efficient farming practices. The training covers areas such as high-yielding and high-sugar sugarcane varieties, balanced irrigation techniques, and environmentally conscious cultivation. The programme also encourages the use of advanced technologies, including drones and mobile applications, to support real-time pest and disease control, as well as timely access to weather and agronomic advisories.</p>	<p><b>Positive Implication:</b></p> <p>Adopting a responsible supply chain strategy yields significant advantages for TEIL. By cultivating strong relationships and encouraging ethical practices through efforts such as the Supplier Code of Conduct and the Farmer Outreach Programme, TEIL strengthens its operational sustainability and resilience. This proactive approach not only enhances the quality and efficiency of its outputs but also opens avenues for new business opportunities. Over time, it bolsters TEIL's competitive edge and contributes to broader sustainable development goals, benefiting both the organisation and its wider network of stakeholders.</p> <p><b>Negative Implication:</b></p> <p>Failure to maintain a sustainable supply chain may subject TEIL to regulatory risks, operational disruptions, and a potential decline in its product quality. These risks may increase operational costs and cause the company to miss valuable business opportunities.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				<p>This year, TEIL organised farmer training sessions through an external agency at two of its operational units, specifically targeting progressive farmers. The initiative is strategically designed to create a trickle-down effect, where knowledge and best practices shared with lead farmers are disseminated throughout the larger farming community—ultimately benefiting all associated growers across TEIL's supply chain.</p>	<p>As environmental and social responsibility gain importance among consumers and investors, lack of compliance and inefficiencies in the supply chain could severely affect the company's financial performance.</p>
5.	Community Engagement and Social Responsibility	Opportunity	<p>At the heart of social responsibility lies the commitment to building stronger and more resilient communities. Transparency and trust form the foundation of this effort and are cultivated through open, inclusive, and collaborative engagement. TEIL actively connects with local communities and implements targeted social initiatives in areas such as healthcare, education, and soil quality improvement. These efforts foster goodwill and contribute to meaningful, positive change at the grassroots level. Beyond strengthening community ties and deepening public trust, such actions also align with stakeholder expectations and reinforce TEIL's broader vision and long-term strategic objectives.</p>		<p><b>Positive Implication:</b></p> <p>Social responsibility is rooted in the commitment to building stronger, more resilient communities. This involves fostering transparency and trust through open, inclusive, and collaborative engagement. TEIL actively works with local communities by carrying out targeted social initiatives in critical areas such as healthcare, education, and soil health improvement. These efforts not only promote goodwill and drive meaningful change at the grassroots level but also strengthen community trust and loyalty. Additionally, they reflect stakeholder priorities and reinforce TEIL's broader vision and long-term strategic objectives.</p>
6	Selling Practices & Product Labelling	Risk and Opportunity	<p>Non-compliance with labelling norms and applicable food safety regulations poses significant reputational and operational risks. In the case of food-grade sugar, failure to meet FSSAI standards can lead to legal liabilities, product recalls, market restrictions, and loss of consumer confidence. Additionally, labelling and product specifications are often governed by the strict contractual requirements of institutional customers, where deviations can result in contract breaches or rejections.</p>	<p>TEIL adopts a multi-pronged approach to compliance and risk mitigation: Strict adherence to FSSAI food safety norms across all sugar units. Regular internal audits and external assessments to ensure conformity with institutional buyer requirements. Implementation and maintenance of Bonsucro certification for sustainable sugar production. Additional measures include ensuring full legal compliance, building stakeholder confidence, and proactively minimising potential risks to the organisation</p>	<p><b>Negative Implication:</b></p> <p>Non-compliance with labeling standards can result in legal repercussions, product recalls, and breaches of client or contractual obligations. It also raises the risk of misleading information, customer dissatisfaction, and potential regulatory penalties, especially under increasing scrutiny.</p>



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			Beyond regulatory compliance, certifications such as Bonsucro represent growing expectations from global buyers for sustainable and responsibly sourced products. Ensuring labelling accuracy, collectively enhances TEIL's credibility, supports brand differentiation, and unlocks access to premium and export markets where such standards are prerequisites.		<p><b>Positive Implication:</b></p> <p>Complying with labeling regulations builds customer trust, enhances brand credibility, and contributes to long-term customer loyalty. Educating consumers and promoting transparency help strengthen brand differentiation and overall customer satisfaction, opening new market opportunities.</p>
7	Ethical Business Practices and Integrity	Risk and Opportunity	<p>Upholding strong standards of business ethics and integrity is a fundamental responsibility for any organisation, helping to avoid risks such as ethical breaches, reputational harm, and legal consequences.</p> <p>By embedding ethical practices into its operations, an organisation can demonstrate principled leadership, foster stakeholder trust, and effectively fulfill its social obligations.</p>	By emphasising strict adherence to policies, ensuring effective implementation, and conducting regular internal and external reviews along with comprehensive audits, TEIL has strengthened its accountability and enhanced compliance to proactively mitigate potential risks.	<p><b>Negative Implication:</b></p> <p>Instances of non-compliance and resulting penalties can have a direct adverse effect on the company's operations, potentially leading to financial strain and disruption in business continuity.</p> <p><b>Positive Implication:</b></p> <p>Embracing ethical business practices strengthens the company's reputation, draws investment, and boosts operational efficiency. Organisations guided by strong ethics gain a competitive edge, ensure long-term business sustainability, and reinforce financial resilience.</p>
8	Transparency and Reporting	Opportunity	TEIL places strong emphasis on maintaining high standards of transparency through consistent and accurate reporting. Beyond ensuring regulatory compliance and reinforcing accountability, this approach plays a crucial role in building trust with stakeholders. It also enhances TEIL's credibility and reinforces its reputation among the broader public.		<p><b>Positive Implication:</b></p> <p>Transparent and accurate reporting instills confidence among investors, improves access to financing, and strengthens risk management practices. It also helps build customer loyalty, enhances operational efficiency, and ensures smoother regulatory compliance. Over time, these advantages contribute to greater profitability and a stronger brand reputation.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Product Innovation and Technology Development	Risk and Opportunity	Product innovation and technology development are critical for improving operational efficiencies, energy savings, reducing operational costs, maintaining competitiveness and meeting evolving customer needs. However, they may involve high investment costs, challenges in protecting intellectual property, and the pressure to consistently innovate. Accordingly, Triveni endeavours to mitigate these risks while leveraging opportunities to enhance product quality, reduce costs, improve cane yield and availability, and achieve long-term growth across its business segments.	Triveni mitigates risks associated with product innovation and technology development—such as high R&D costs, rapid technological changes, and IP challenges—through strategic investments in technology advancements, research, strong intellectual property protection, and close monitoring of market and regulatory trends. The company focusses on process optimisation, energy efficiency, and cost reduction in Sugar & distillery operations, while ensuring continuous innovation in the PTB segment to stay ahead of evolving customer demands and industry standards.	<p>Negative Implication: Product research and development often require high initial investment, which can strain financial resources and affect short-term profitability.</p> <p>Positive Implication: In segments like Sugar, Distillery, and Water, innovation efforts are directed toward process optimisation, energy efficiency, cost reduction, and improved environmental performance. In the Power Transmission Business (PTB), continuous product innovation enables Triveni to meet evolving customer demands and maintain technological leadership. These initiatives support sustainable growth, expand market reach, boost customer satisfaction and strengthen the company's competitive position.</p>
10	Cyber Security	Risk and Opportunity	Cybersecurity is critical in the current digital landscape where information systems are integral to daily operations. A failure in these systems or a security breach could result in significant operational disruptions, data loss, legal liabilities, and reputational damage. As TEIL increasingly relies on digital tools for business operations, protecting sensitive data, especially customer information—and ensuring business continuity through robust IT systems has become a top priority.	The Triveni Cyber Security Policy ensures robust protection of the company's data and information systems from cyber threats. It complies with national standards, implements control measures, and safeguards critical information from unauthorised access. The policy emphasises stakeholder asset protection, regular audits, and clear reporting channels for violations. Ongoing training raises awareness on security risks, and the policy is periodically reviewed to address emerging threats. This proactive approach strengthens business continuity, protects Triveni's reputation, and fosters stakeholder trust.	Positive Implication: Enhances brand reputation, increase investor and stakeholder trust, and reduces potential costs from cyber incidents.



## SECTION B MANAGEMENT AND PROCESS DISCLOSURES

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

S.No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	See Note 1 (Below the Table)								
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	<a href="https://www.trivenigroup.com/corporate-governance.php?q=policies&amp;page=1">https://www.trivenigroup.com/corporate-governance.php?q=policies&amp;page=1</a>								
2	Whether the entity has translated the policy into procedures. (Yes/No)	Yes, the company has noticed that most stakeholders are following its Code of Conduct and related policies, which outline key principles. To further improve compliance, the company is focussing on increasing awareness and encouraging accountability among stakeholders. These efforts aim to strengthen understanding and ensure the consistent practice of ethical standards in all business activities. The company expects all stakeholders, including employees, partners, and suppliers, to follow these guidelines in their interactions. This commitment helps maintain high standards of behavior, reinforcing the company's ethical values and integrity.								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
		<p>Yes, the company has extended its policy framework across its value chain by formalising and implementing a comprehensive Supplier Code of Conduct. This code ensures that all partners align with the company's commitment to ethical behaviour and corporate responsibility. It outlines a broad set of principles that are essential for maintaining consistent and high standards across the supply chain. These include:</p> <ul style="list-style-type: none"> <li>• Compliance</li> <li>• Anti-Corruption</li> <li>• Conflict of Interest</li> <li>• Confidentiality</li> <li>• Insider Trading.</li> <li>• Fair Competition</li> <li>• Quality and Product Responsibility</li> <li>• Human Rights and Labour Standards</li> <li>• Environmental Protection</li> <li>• Social Responsibility</li> <li>• Whistleblower Protection</li> <li>• Grievance Redressal</li> </ul> <p>By embedding these principles into its supplier requirements, the company strengthens its ethical foundation and fosters a culture of integrity and accountability throughout its supply network. This proactive approach not only elevates the company's credibility but also supports the long-term sustainability and resilience of its business operations.</p>								

S.No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Truste) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>Water &amp; Power Division: ISO 45001, ISO 9001, ISO 14001, Sugar &amp; Distillery Division: FSSC 22000, BRCGS and SEDEX, FSSAI</p> <p>Our company is committed to following globally recognised codes, certifications, labels, and standards that reflect our focus on sustainability, social responsibility, and quality. In our Sugar division, all units are certified under FSSC 22000, ensuring safe and high-quality sugar production. Additionally, our branded sugar products have BRCGS and SEDEX certifications, highlighting our commitment to maintaining top standards in our production processes. Last year, we embarked on the journey to obtain Bonsucro certification for our Chandanpur and Khatauli sugar units. Bonsucro is a globally recognised standard that promotes sustainable sugarcane production, processing, and trade by enforcing stringent economic, social, and environmental criteria.</p> <p>Both our Chandanpur and Khatauli units have successfully achieved Bonsucro certification, marking a significant step in our commitment to sustainability and responsible business practices. This certification reinforces our commitment to sustainability, enhances our market standing, boosts profitability, and mitigates operational risks.</p> <p>Beyond our Sugar business, we ensure compliance with international standards and industry-specific certifications in our Power Transmission and Water Business groups. These areas follow strict guidelines covering environmental management, social responsibility, workplace safety, and product quality. For example, our ISO 9001 certification helps improve quality management practices, while ISO 14001 ensures our environmental practices meet global standards, reinforcing our commitment to sustainability. Additionally, ISO 45001 highlights our dedication to providing a safe and healthy work environment for all employees. By following these respected certifications and standards, we aim to maintain high operational standards, encourage continuous improvement, and make a positive impact on a sustainable and responsible global environment. We are committed to constantly improving our processes, not just meeting but exceeding recognised benchmarks and expectations in all areas of our business.</p>								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p><b>Reduction of steam &amp; fuel consumption:</b> Triveni aims to reduce steam and fuel consumption through process optimisation and adoption of energy- efficient technologies across its units.</p> <p><b>Expansion of CO<sub>2</sub> Capture Infrastructure:</b> Triveni aims to increase installation of CO<sub>2</sub> capture plant through third party in order to reduce emissions from fermentation process.</p> <p><b>Wastewater/Effluent Discharge:</b> The company plans to minimise the pollution load of effluent discharge by implementing advanced treatment systems and promoting water reuse within operations.</p> <p><b>Water Management:</b> Focussed on sustainable water use, Triveni is expanding conservation efforts, water recycling, and aiming to reduce water consumption year by year.</p> <p><b>Human Rights Training:</b> Triveni had aimed to strengthen its workforce on human rights and train 60% of its manpower on human rights, reinforcing its commitment to ethical practices, inclusivity, and awareness across all operations.</p> <p><b>Employee Wellbeing:</b> The company is actively working to reduce LTIFR and work-related injuries by strengthening workplace safety measures, conducting regular audits, and promoting a safety-first culture.</p>								



S.No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	<p><b>Reduction of steam &amp; fuel consumption:</b></p> <p>Triveni has undertaken targeted initiatives across key units to reduce steam and fuel consumption through process optimisation and technology upgrades and achieved more than 10% reduction in steam consumption intensity and overall more than 5% decrease in bagasse consumption intensity per rupee of turnover.</p> <p><b>Expansion of CO<sub>2</sub> Capture Infrastructure:</b></p> <p>CO<sub>2</sub> capturing unit is already operational at the Sabitgarh distillery; an additional facility at the MNP distillery is under planning and targeted for completion in FY 26.</p> <p><b>Wastewater/Effluent Discharge:</b></p> <p>a) To achieve Biological Oxygen Demand (BOD) and Chemical Oxygen Deman (COD) reduction in wastewater discharge quality as per UPPCB and CPCB standard, Anaerobic filters are installed at RNG and MNP sugar units. Such installations help us maintain the consistency in ETP operations and improve compliances which is possible due to higher BOD &amp; COD reductions. Such systems are being installed in other units as well. All the distilleries are fully compliant with ZLD.</p> <p>b) For improved sludge handling, new decanter centrifuges have been installed at MZN based distillery.</p> <p><b>Water Management:</b></p> <p>Triveni achieved more than 5% reduction in water consumption intensity from last year through improved efficiency and conservation efforts across its operations.</p> <p><b>Human Rights Training:</b></p> <p>Triveni has successfully trained 100% of its workforce on human rights, reinforcing its commitment to ethical conduct, inclusivity, and awareness across all operations.</p> <p><b>Employee well-being:</b></p> <p>Triveni has achieved a 1.46% reduction in LTIFR by strengthening safety practices, conducting regular audits, and fostering a safety-first culture across all locations.</p>								
<b>Governance, leadership, and oversight</b>										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>At Triveni, we are deeply committed to maintaining the highest standards of Environmental, Social, and Governance (ESG) practices. We believe that sustainable development is both a responsibility and a key factor in our long-term success. With this in mind, we strive to make a positive impact on the communities we serve, protect the environment, and uphold ethical business practices.</p> <p>To uphold this commitment, we focus on transparency in our operations, investments, and decision-making, aiming to be recognised for our integrity and positive impact. Our comprehensive strategy includes various initiatives to reduce our environmental footprint, improve social wellbeing, and maintain strong governance standards across the organisation.</p> <p>We understand the importance of transparency in tracking our progress and staying accountable to our stakeholders. That's why we regularly share detailed reports on our sustainability efforts. These reports provide valuable insights into our achievements, challenges, and future goals, keeping our stakeholders informed and engaged in our sustainability journey.</p>								

S.No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		<p>By adopting this strategic approach and promoting a culture of responsible business practices, we aim to make a meaningful positive impact both within our organisation and in the wider community. This commitment aligns with our core values, strengthens our corporate reputation, and supports sustainable long-term growth.</p> <p>In line with NGRBC's policies, we have implemented various measures, including the Supplier Code of Conduct, Environmental Policy, and ESG Policy. These initiatives strengthen our corporate governance framework and improve operational efficiency.</p> <p>As we move forward, we stay committed to promoting sustainability and making a positive impact on society and the environment. Together, we can create a better, more sustainable future for future generations.</p>								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Mr. Tarun Sawhney</p> <p>Designation: Vice Chairman &amp; Managing Director, DIN No. 00382878</p>								
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.	<p>Yes, Mr. Tarun Sawhney</p> <p>Designation: Vice Chairman &amp; Managing Director, DIN No. 00382878</p>								

#### 10 Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Our approach to policy management includes regular reviews that incorporate feedback from various stakeholders, lessons from past experiences, and opportunities to improve effectiveness. This ongoing evaluation helps us refine policies and make informed decisions that align with our strategic goals and operational needs. By considering stakeholder input and learning from experience, we ensure our policies stay relevant, strong, and adaptable to the changing business environment.									Policies are reviewed and updated as needed, in accordance with statutory requirements.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The organisation has put in place a comprehensive framework to ensure full compliance with all relevant regulations and requirements. This system helps us strictly follow all legal and legislative guidelines, maintaining our commitment to regulatory compliance across all operations. Additionally, the Internal Audit Cell and Group Chief Financial Officer oversee compliance with statutory requirements and address any non-compliance issues as part of their governance role.									The performance reviews are being conducted on an ongoing basis to ensure compliance with applicable statutory requirements.								



	P1	P2	P3	P4	P5	P6	P7	P8	P9
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes, an external agency viz Momentum India Pvt Ltd. reviewed and carried out an independent assessment of the policies of the Company.								
12 <b>If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:</b>									
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)						NA			
It is planned to be done in the next financial year (Yes/ No)									
Any other reason (please specify)									

**Note 1:**

- P1: Code of Conduct; Related Party Transactions Policy; Anti-corruption Policy; Policy on Material Subsidiary; Policy for Determination of Materiality of Events or Information; Anti- Bribery Policy; Dividend Distribution Policy; Archival Policy; Code of Conduct for prevention of Insider Trading.
- P2: Suppliers Code of Conduct.
- P3: Equal Opportunity Policy; Whistle Blower Policy; Nomination and Remuneration Policy.
- P4: Familiarisation Programme for Independent Directors; Grievance Redressal Policy
- P5: Equal Opportunity and Non-Discriminatory Policy; Whistle Blower Policy; Anti-Sexual Harassment Policy.
- P6: BRSR Policy
- P7: Codes of Fair Disclosure of UPSI; Ethics Policy.
- P8: CSR Policy; BRSR Policy.
- P9: Cyber Security & Data Privacy Policy

**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.**

**Essential Indicators**

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

Segment	Total number of training and Awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel	The Board of Directors (BoDs) and Key Management Personnel (KMPs) receive regular updates, as required, on critical matters such as overview of the businesses and industry knowledge, corporate governance, risk management, legal and statutory compliances, and visit to plants locations to understand the operations. Our extensive training programmes cover various areas including health and safety protocols, skill enhancement, technical expertise, leadership development, effective communication skills, and additional topics.		
Employees other than BoD and KMPs	980	EHS/functional/Technical/ Soft Skills	98.99%
Workers	1,169	EHS/functional/Technical/ Soft Skills	98.05%

It is a priority for us to ensure that all our BODS, KMPs, employees and workers across all business segments are thoroughly covered through our training and awareness programmes and workshops.

- 2 **Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format.**

**(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure obligations) Regulations, 2015 and as disclosed on the entity's website):**

Monetary					
NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	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		-			



During the year, there were no such cases relating to the directors/KMPs. However, in respect of the Company, there were minor instances wherein penalty was imposed for certain lapses but none of such instances is material for reporting purposes. At Triveni, we recognise the importance of adhering to legal and regulatory frameworks. Our compliance-driven approach ensures that we operate within the bounds of the law and consistently meet the expectations set forth by regulatory authorities. By maintaining a clean track record, we demonstrate our commitment to responsible business practices and the highest standards of governance.

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
	NA

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

Yes, TEIL has an anti-bribery & anti-corruption policy, which is available on the Company's website in the following link: <https://www.trivenigroup.com/files/policies/Anti-bribery%20policy%20and%20Anti-corruption%20policy.pdf>.

TEIL's Anti-Bribery and Anti-Corruption Policy firmly prohibits all forms of bribery and corruption, highlighting the company's commitment to maintaining a professional and ethical work environment. The policy is structured to both prevent and identify instances of bribery, corruption, or unethical conduct, ensuring that TEIL's operations reflect the highest standards of integrity and transparency.

To embed these ethical standards throughout the organisation, TEIL actively promotes them through structured training programmes, comprehensive guidance, and continuous awareness initiatives. These efforts are directed not only at employees but also at third-party partners, helping foster a strong culture of ethical awareness and accountability aligned with the policy's objectives.

Additionally, the policy's effectiveness is upheld through regular reviews by the Executive Sub-Committee of the Board of Directors, which evaluates its relevance and impact. This robust oversight underscores TEIL's ongoing commitment to ethical conduct in every aspect of its business.

**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 25 (Current Financial Year)	FY 24 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

Note: Through our dedication to maintaining a culture of transparency and accountability, there have not been any reported incidents of bribery or corruption involving our Directors, Key Management Personnel (KMPs), employees, or workers. This accomplishment underscores our proactive approach in upholding the highest ethical standards throughout our organisation. At Triveni, we firmly believe that maintaining a culture of fairness, honesty, and professionalism is paramount to our success. We continuously reinforce these values through comprehensive training programmes, clear communication channels, and regular compliance assessments and it helps us to establish a strong framework that mitigates the risk of bribery and corruption and ensures the highest level of ethical conduct across all aspects of our operations.

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

	FY 25 (Current Financial Year)		FY 24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

Note: During the specified period, no complaints were received regarding conflicts of interest involving our directors or key managerial personnel (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.

NA

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

	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
Number of days of accounts payable	29.25	30.54

## 9 Open-ness of business:

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

Parameter	Metrics	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	0.00%	0.00%
	b) Number of trading houses where purchases are made from	0	0
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	0.00%	0.00%
Concentration of sales	a) Sales to dealers/distributors as % of total sales*	43.44%	46.24%
	b) Number of dealers/distributors to whom sales are made	43	38
	c) Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	75.74%	75.31%



Parameter	Metrics	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
Share of RPTs in	a) Purchases (Purchases with related parties/Total Purchases)	0.94%	0.39%
	b) Sales (Sales to related parties/Total Sales)	1.66%	1.53%
	c) Loans & advances (Loans & advances given to related parties/ Total loans & advances)	99.63%	98.07%
	d) Investments (Investments in related parties/Total Investments made)	95.31%	94.14%

\*Note: Sales to dealers/distributors include transactions conducted through commission agents.

## Leadership Indicators



### 1 Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2*	Supplier Code of Conduct (All Principles)	54.72%**

Though many initiatives were taken from time to time to familiarise and to encourage our key value chain partners to adopt the practices being followed by the Company, we conducted formal awareness and training programmes for all our value chain partners in the financial year. As a result, 140 suppliers participated in the session. Additionally, we have provided training videos for all other suppliers to facilitate their understanding.

We also conducted training sessions for progressive farmers associated with the Chandanpur and Sabitgarh Sugar Units, focussing on the Supplier Code of Conduct and the Do's and Don'ts for sugarcane farming. Topics covered under Do's and Don'ts include quality seed selection, location-specific seed choice, proper plantation techniques, irrigation methods, ratoon and weed management, and reuse methodologies for sugarcane. This initiative is expected to have a trickle-down effect, ensuring effective communication and adoption of best practices across our wide network of sugarcane farmers

\*One training programme held after the Financial Year

\*\* This is calculated based on Purchase Order value excluding cane purchase.

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

TEIL has developed a detailed Code of Conduct for its Board of Directors and Senior Management. This code includes key provisions to prevent, identify, and disclose any actual or potential conflicts of interest that could influence their decisions. By following these guidelines, TEIL ensures a thorough and structured approach to managing conflicts of interest.

If a conflict of interest arises, the involved parties must fully disclose all relevant details to the Chairman and Managing Director. This transparency is essential for maintaining the company's integrity and strong governance.

After a conflict of interest is disclosed, the Board and the Executive Sub-Committee carefully assess the situation to decide the best course of action. Depending on the severity of the conflict, measures may include seeking independent advice, or taking other necessary steps to protect the company and its stakeholders. This structured approach ensures conflicts are handled properly and reinforces TEIL's commitment to ethical conduct and strong governance, ensuring decisions serve the best interests of the company and all involved parties.

The policy is accessible on the Company's website: <https://www.trivenigroup.com/files/policies/Code%20of%20Conduct%20for%20director%20and%20senior%20managent%20Policy.pdf>

**PRINCIPLE 2**

**Businesses should provide goods and services in a manner that is sustainable and safe**

**Essential Indicators**

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

	<b>FY 25 Current Financial Year</b>	<b>FY 24 Previous Financial Year</b>	<b>Details of improvements in environmental and social impacts</b>
<p><b>R&amp;D</b></p> 	<p>Triveni remains committed to enhancing its environmental and social impact through targeted research and development efforts. In FY 25, the company has incurred approximately ₹ 11.00 crore on Cane development in Sugar business to improve the overall cane availability and Cane yield. These initiatives aim to promote the adoption of advanced agricultural practices among farmers, aimed at increasing cane yields, encouraging varietal diversification, improving irrigation efficiency, optimising fertiliser use, and enhancing crop protection. Around 400–500 demo plots have been developed at each unit.</p> <p>The company’s investments also aim to boost soil health and promote sustainable farming techniques, which contribute to higher agricultural productivity and improved farmer livelihoods. These initiatives are complemented by projects like Zero Liquid Discharge (ZLD) systems at distillery units, incorporating advanced technologies for efficient resource management.</p> <p>In the Power Transmission Business (PTB), efforts are centered on enhancing system efficiency by minimising oil flow, reducing component weight, and improving reliability—thereby supporting natural resource conservation. Company has incurred 0.39 crores in Engineering business as directly identifiable cost during the year. Other R&amp;D expenditure are integrated with business operations and not separately identifiable.</p>		<p>To promote the adoption of advanced agricultural practices among farmers—aimed at improving cane yields, encouraging varietal substitution, ensuring efficient irrigation, optimising fertiliser use, and enhancing crop protection—approximately 400 to 500 demonstration plots have been established at each unit.</p>
<p><b>Capex</b></p> 	<p>In FY 25, Triveni’s directed ₹ 3,221.37 lakh towards technologies that improve the environmental performance of its operations. Key investments included energy-efficient systems such as a new backpressure turbine, variable frequency drives, and upgraded utility infrastructure to reduce energy use and emissions. The company also enhanced biomass handling through improved bagasse storage and drainage systems.</p> <p>In water and wastewater management, Triveni installed flowmeters across units for real-time monitoring, implemented condensate-based juice heaters to optimise water recovery, and invested in anaerobic filters to improve effluent treatment. These targeted capital allocations reflect Triveni’s strategic focus on embedding environmental sustainability into its operational decision-making and infrastructure planning.</p> <p>Additionally, the company made conscious efforts to incorporate non-conventional energy, further reinforcing its commitment to environmental sustainability. These focussed capital investments underscore Triveni’s strategic approach to integrating sustainability into its operational and infrastructure planning.</p>		<p>Triveni’s initiatives have led to notable environmental improvements. The construction of bagasse storage sheds and improved flooring with drainage has minimised wetting and degradation of bagasse, preserving its calorific value and enhancing energy efficiency. Replacing the existing turbine with a more efficient backpressure turbine has reduced steam losses and supported cleaner power generation from renewable sources.</p> <p>Wastewater treatment was improved by installing sludge decanters, enhancing solid-liquid separation and reducing pollutant discharge. Further, vapor bleeding systems optimised energy use during processing and lowering emissions. Adoption of energy-efficient equipment and non-conventional energy sources across manufacturing units has also contributed to reduced energy consumption and environmental impact.</p>



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

Yes, TEIL has implemented a Supplier’s Code of Conduct that strongly focusses on environmental sustainability. This code requires suppliers to use natural resources responsibly and minimise or eliminate negative environmental and climate impacts. Additionally, suppliers are encouraged to innovate by creating and using eco-friendly products, processes, and technologies. This approach helps reduce their environmental footprint while supporting broader sustainability goals.

To ensure compliance and commitment, TEIL requires all major suppliers to formally acknowledge and accept the principles in the Supplier’s Code of Conduct. This agreement ensures that suppliers align with TEIL’s sustainability goals and practices.

The policy also highlights the importance of strengthening the local economy and minimising supply chain risks by encouraging local vendors and prioritising local sourcing. TEIL focusses on supporting small and medium-sized enterprises (MSMEs) to drive economic growth within the community. This approach helps build strong local supply chains while also making operations more sustainable by reducing the environmental impact of long-distance transportation.

These measures help create a sustainable supply chain and reflect TEIL’s commitment to responsible and ethical business practices. Through these initiatives, TEIL ensures that its suppliers not only meet environmental standards but also contribute to building a more sustainable and resilient future.





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

49.92%

**Note:** As a predominantly sugar manufacturing company, our suppliers primarily consist of farmers. This data pertains to suppliers other than farmers. We have circulated a document outlining Do’s and Don’ts for sustainable cane cultivation among our farmers. We have provided trainings for Progressive farmers of Chandanpur and Sabitgarh unit on Suppliers Code of Conduct and Farmer’s Do’s and Don’ts. We expect a trickle-down effect on the transfer of Dos and Don’ts from our progressive farmers. Much work in a structured manner is required to be done to educate the farmers and on-board them to our sustainability programmes. The company is fully committed to making substantial progress in a phased manner

\* This is calculated excluding cane purchase.

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

<p>(a) <b>Plastics (including packaging)</b></p> 	<p>Due to the nature of our business and products, the safe reclamation of e-waste and hazardous waste does not apply to us. Our engineering businesses and distillery mainly operate in a B2B (business-to-business) model, serving industrial and municipal clients rather than direct consumers. Additionally, products like sugar and ethanol are not suited for traditional reuse or recycling methods. However, we do contribute to sustainability by recycling plastic bags through authorised recyclers.</p>
<p>(b) <b>E-waste</b></p> 	<p>We recognise the importance of environmental responsibility and customer safety. To uphold these standards, our PTB business provides comprehensive manuals outlining safe operational practices and disposal procedures, particularly for products requiring specialised handling. These guidelines ensure that our clients are well-equipped to manage end-of-life product processes in compliance with environmental regulations.</p>
<p>(c) <b>Hazardous waste</b></p> 	<p>This approach reinforces our commitment to sustainability and environmental responsibility, even in industries where conventional recycling is not feasible. Through strict compliance and proactive partnerships, we strive to minimise any potential environmental impact associated with our products.</p>
<p>(d) <b>other waste</b></p> 	<p>This approach reinforces our commitment to sustainability and environmental responsibility, even in industries where conventional recycling is not feasible. Through strict compliance and proactive partnerships, we strive to minimise any potential environmental impact associated with our products.</p>

**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 to address the same**

Yes, Extended Producer Responsibility (EPR) applies to our sugar and distillery business activities. Our sugar plants and the Muzaffarnagar Distillery Complex are registered as brand owners on the Central Pollution Control Board (CPCB) portal, ensuring compliance with the Plastic Waste Management Rules 2016. This aligns with our commitment to fulfilling EPR objectives.

Our waste collection plan aligns with the Extended Producer Responsibility (EPR) plan submitted to the Pollution Control Boards. As part of our EPR compliance, we have partnered with authorised third-party waste recycler to efficiently manage the recycling of both pre-consumer and post-consumer plastic waste. This collaboration ensures that our recycling efforts are effective and fully comply with CPCB regulations under the EPR framework.

**Leadership Indicators** 

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

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web link.
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At present, our company has not conducted Life Cycle Assessments for any of our products. However, the majority of our products are designed with environmental sustainability in mind. For instance, our ethanol production supports eco-friendly initiatives, as ethanol is recognised as a sustainable biofuel which reduces emissions. In our sugar operations, we utilise renewable energy sources like bagasse, a by-product of sugar manufacturing, to generate power. Additionally, our wastewater treatment processes aid in water conservation by reducing pollution and facilitating the recycling and reuse of water. Moreover, our sugarcane is sourced directly from farmers, supporting local agriculture.

We are fully committed to environmental sustainability and social responsibility across all areas of our operations. We strictly adhere to both national and regional environmental regulations to minimise our ecological and social impact. Through continuous monitoring and assessment of our processes, we uphold high standards of environmental stewardship and consistently pursue sustainable practices within our business. This dedication ensures that we not only comply with current regulations but also aim to set a benchmark for sustainability within our industry.

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

Name of Product/Service	Description of the risk/concern	Action Taken
Not applicable. As mentioned earlier, the nature of our products inherently reduces environmental or social concerns and risks associated with their production and disposal.		



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

Indicate input material	Recycled or re-used input material to total material	
	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
<b>Bagasse, Molasses, Press Mud, Slop and Bagasse Ash</b>	<p>Our company has implemented an effective system for managing and utilising by-products across the sugar manufacturing process. Bagasse, a key by-product of sugar production, is used to generate steam essential for both sugar manufacturing and distillery operations, as well as for producing power. The power generated exceeds internal requirements, allowing us to export the surplus to the local electricity grid, thereby supporting the use of renewable energy.</p> <p>Another by-product, molasses, plays a vital role in our distillery operations, serving as the primary raw material for ethanol production—contributing to our broader sustainability goals. Additionally, press mud, a nutrient-rich residue from sugarcane processing, is distributed to local farmers for use as organic fertiliser, helping to improve soil health and encourage sustainable farming practices.</p> <p>The combustion of bagasse for steam and power also produces fly ash, which is sold in the open market for uses such as landfilling and soil conditioning, extending the value chain of our by-products. In our distillery, waste from ethanol production is concentrated using Multi-Effect Evaporators (MEE) and then co-fired with bagasse in specially designed incineration boilers. The resulting ash, a combination of slop and bagasse ash, is further utilised in the production of potash-rich granulated fertiliser.</p> <p>While the direct recycling or reuse of input materials in production remains minimal, our comprehensive approach to by-product management reflects a strong commitment to environmental sustainability and responsible resource use—significantly reducing waste and improving the ecological footprint of our operations.</p>	

**4 Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

	FY 25 (Current Financial Year)			FY 24 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

Given the nature of our products and the materials used in their production and packaging, which do not fall into these specific waste categories, our operations have primarily focussed on utilising sustainable resources and minimising waste through efficient by-product management practices, as previously outlined. However, recognising the importance of a comprehensive waste management approach, we are continuously seeking opportunities to improve our waste handling processes. This includes exploring future initiatives aimed at reducing, reusing, or recycling materials that could otherwise contribute to environmental harm, further advancing our commitment to sustainability and environmental stewardship.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Currently, the percentage of reclaimed products and their packaging materials, relative to the total products sold, is zero for each product category within our company. This is primarily due to the inherent characteristics of the products we manufacture.

### PRINCIPLE 3

Businesses should respect and promote the wellbeing of all employees, including those in their value chains

#### Essential Indicators

##### 1 a. Details of measures for the wellbeing of employees:

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	1,070	1,070	100.0%	1,070	100.0%	0	0.00%	0	0.00%	0	0.00%
Female	36	36	100.0%	36	100.0%	36	100.0%	0	0.00%	0	0.00%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>Other than Permanent employees</b>											
Male	116	116	100.0%	116	100.0%	0	0.00%	0	0.00%	0	0.00%
Female	5	5	100.0%	5	100.0%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

##### b. Details of measures for the wellbeing of workers:

Category	Total (A)	% of Worker Covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	1,735	1,735	100.0%	1,735	100.0%	0	0.00%	0	0.00%	0	0.00%
Female	9	9	100.0%	9	100.0%	9	100.0%	0	0.00%	0	0.00%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>Other than Permanent workers</b>											
Male	1,674	1,674	100.0%	1,674	100.0%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

##### c. Spending on measures towards wellbeing of employees and workers (including permanent and other than permanent) in the following format –

	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.12%	0.11%



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

Benefits	FY 25 (Current Financial Year)			FY 24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers Covered as a % of total workers	Deducted and Deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers Covered as a % of total workers	Deducted and Deposited with the authority (Y/N/N.A.)
PF	100.0%	100.0%	Yes	100.0%	100.0%	Y
Gratuity	100.0%	100.0%	Yes	100.0%	100.0%	Y
ESI	0.00%	4.70%	Yes	NA	4.20%	Y
Others – please specify	-	-	-	-	-	-

Note: The company has ensured 100% compliance with retirement benefit obligations. All employees and workers were fully covered under Provident Fund (PF) and Gratuity schemes for every year, with timely deposit of all applicable deductions. Additionally, Employee State Insurance (ESI) coverage for FY 25 was extended to 100% of eligible workers, reaffirming the company's commitment to regulatory adherence and employee welfare.

## 3 Accessibility of workplaces.

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

Yes, our premises and offices wherever required are accessible to differently abled employees and workers as per the Rights of Persons with Disabilities Act, 2016. We are committed to make a disability-inclusive workplace by implementing necessary accessibility measures across our facilities. Key areas, such as gates and office entrances feature smooth surfaces for easy access. Ongoing assessments ensure an inclusive environment, reflecting TEIL's dedication to diversity and equal opportunity.

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

Yes, TEIL's equal opportunity policy ensures an inclusive work environment by promoting diversity and fair treatment for all employees, regardless of age, disability, origin, nationality, religion, race, gender, or sexual orientation. The company strictly enforces a zero-tolerance policy against verbal or physical harassment to maintain a respectful and safe workplace for all employees.

TEIL is committed to growth by ensuring an equitable, diverse, and inclusive workplace. The company values diversity, nurtures talent across all levels, and recognises its impact on success. TEIL believes that the best outcomes are achieved when employees collaborate in an environment of mutual trust and cooperation, making diversity a key factor in innovation and efficiency.

The policy is accessible on the Company's website: <https://www.trivenigroup.com/files/policies/Equal%20Opportunity%20Policy.pdf>

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

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

Note: This year none of our employees took parental leave, hence it is not applicable.

**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.**

	<b>Yes/No (If Yes, then give details of the mechanism in brief)</b>
Permanent Workers	Yes, TEIL promotes an open and communicative workplace where employees and workers can directly discuss concerns with their supervisors, managers, or the Human Resources Manager. This approach ensures transparency and timely resolution of issues.
Other than Permanent Workers	Additionally, the company has implemented strong mechanisms to support workplace transparency through its whistleblower and grievance redressal policies. These policies provide clear guidelines and designated channels for employees and workers to report concerns, ensuring they are addressed by the appropriate authorities while safeguarding their rights and interests.
Permanent Employees	Furthermore, Works Committees have been established in all company units to facilitate communication between employees and management. These committees help address concerns and maintain a positive work environment. Through these structured channels, TEIL ensures timely resolution of issues while reinforcing its commitment to a supportive and responsive workplace.
Other than Permanent Employees	

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

Category	FY 25 (Current Financial Year)			FY 24 (Previous Financial Year)		
	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)
<b>Total Permanent Employees</b>	1,106	-	-	937	-	-
Male	1,070	-	-	901	-	-
Female	36	-	-	36	-	-
<b>Total Permanent Workers</b>	1,744	650	37.3%	1,683	670	39.81%
Male	1,735	650	37.5%	1,674	666	39.78%
Female	9	0.00	0.00%	9	4	44.44%

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

Category	FY 25 (Current Financial Year)					FY 24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	1,186	1,186	100.0%	1,186	100.0%	988	988	100.0%	988	100%
Female	41	41	100.0%	41	100.0%	38	38	100.0%	24	86%
<b>Total</b>	<b>1,227</b>	<b>1,227</b>	<b>100.0%</b>	<b>1,227</b>	<b>100.0%</b>	<b>1,026</b>	<b>1,026</b>	<b>100.0%</b>	<b>1,012</b>	<b>99%</b>
<b>Workers</b>										
Male	3,409	3,409	100.0%	3,409	100.0%	3,451	3,451	100.0%	2,510	73%
Female	9	9	100.0%	9	100.0%	15	15	100.0%	2	13%
<b>Total</b>	<b>3,418</b>	<b>3,418</b>	<b>100.0%</b>	<b>3,418</b>	<b>100.0%</b>	<b>3,466</b>	<b>3,466</b>	<b>100.0%</b>	<b>2,512</b>	<b>72%</b>



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

Category	FY 25 (Current Financial Year)			FY 24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1,186	1,186	100.0%	901	901	100.0%
Female	41	41	100.0%	36	36	100.0%
<b>Total</b>	<b>1,227</b>	<b>1,227</b>	<b>100.0%</b>	<b>937</b>	<b>937</b>	<b>100.0%</b>
<b>Workers</b>						
Male	3,409	3,409	100.0%	1,674	1,674	100.0%
Female	9	9	100.0%	9	9	100.0%
<b>Total</b>	<b>3,418</b>	<b>3,418</b>	<b>100.0%</b>	<b>1,683</b>	<b>1,683</b>	<b>100.0%</b>

## 10 Health and safety management system:

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

TEIL has implemented a comprehensive Occupational Health and Safety Management System across its sugar, distillery, power transmission, and water business operations, ensuring 100% coverage in all applicable units. These systems are fully aligned with the Factories Act, ISO 45001:2018, ISO 14001:2015, OSHA guidelines, and other statutory requirements, reflecting the company's strong commitment to workplace safety. In the sugar and distillery units, dedicated safety frameworks cover hazard identification, PPE compliance, fire safety, emergency preparedness, and continuous employee training, all monitored through structured policies and inspections. The power transmission and water businesses further strengthen this commitment by integrating regular safety audits, risk assessments, and legal compliance mechanisms into daily operations. Together, these efforts not only ensure regulatory adherence but also promote a culture of safety, reduce operational risks, and enhance employee confidence and stakeholder trust. Yes, TEIL has implemented an Occupational Health and Safety Management System across most of its sugar and distillery units, ensuring 100% coverage in applicable units. These systems are in alignment with the Factory Act, ISO standards, and other relevant regulatory frameworks, reinforcing TEIL's commitment to maintaining a safe and secure working environment for its employees and stakeholders.

**In the Sugar Business**, employees are provided with comprehensive medical coverage and accident-related expense support, while the use of safety equipment and adherence to standard operating procedures are strictly enforced across all units to maintain consistent safety practices. In the Distillery Business, all units structured safety systems covering fire safety, PPE compliance, risk assessments, and emergency response. These units comply with government regulations, ISI, NBC, and OISD guidelines. EHS, Fire Safety, and PPE policies are in place, ensuring systemised fire safety, PPE distribution, and continuous monitoring of equipment.

**In the Power Transmission Business (PTB)**, TEIL operates in accordance with ISO 45001:2018 and ISO 14001:2015 standards at its PTB plant. Safety measures include regular audits, employee training programmes, and proactive risk management initiatives, demonstrating the Company's commitment to maintaining workplace safety.

**In the Water Business Group (WBG)**, TEIL ensures compliance with ISO standards and OSHA regulations. Legal and statutory requirements are strictly followed, and systems are in place to support occupational health and safety across operations.

### b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

TEIL has established a range of structured processes to identify work-related hazards and assess risks across its Sugar, Distillery, Power Transmission, and Water Business operations.

- Hazard Identification and Risk Assessment (HIRA)- These processes include routine and non-routine tasks, third-party safety audits, and HAZOP studies. Internal assessments are also conducted, covering Unsafe Conditions (UC), Unsafe Acts (UA), Root Cause Analysis (RCA), and Safety-Based Observations (SBO).

- Health and Safety Inspections - Additional measures such as workplace inspections, job hazard analyses, permit-to-work systems, and incident reporting mechanisms are in place to strengthen risk management. Risk mitigation is further supported through the implementation of elimination techniques, engineering controls, administrative measures, PPE compliance, and emergency preparedness. The EHS Committee conducts regular plant rounds, while daily interactions with employees help address ongoing safety concerns. These initiatives are reinforced through training programmes and stakeholder engagement, ensuring continuous improvement and alignment with regulatory requirements.

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

Yes, TEIL has established structured mechanisms across all its business operations to enable workers to report hazards and withdraw from unsafe conditions without fear of retaliation. These processes include reporting through Safety Committees, direct communication with supervisors or the Safety Department, suggestion boxes, emails, and formal letters. Regular committee meetings, plant rounds, and HOD-level reviews ensure timely investigation and resolution of safety concerns across units.

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

Yes, all employees are covered by Health and Accidental Insurance, which provides access to non-occupational medical and healthcare services. Additionally, first-aid facilities and trained first-aiders are available at all work sites and office locations.

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

Safety Incident/Number	Category*	FY 25	FY 24
		(Current Financial Year)	(Previous Financial Year)*
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	1.85	1.88
Total recordable work-related injuries	Employees	-	-
	Workers	30	31
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

Including the contract workforce

\*Previous year data has been updated.

**12 Describe the measures taken by the entity to ensure a safe and healthy work place.**

TEIL has implemented a robust safety framework that combines strict compliance, continuous training, and emergency preparedness to ensure a safe and healthy workplace. Mandatory use of PPE, permit-to-work systems for non-routine tasks, and job safety analyses for hazardous activities are enforced company-wide. Regular safety inductions, on-the-job training, and active Functional Safety Committees embed safety into daily operations.

Contractor safety is strengthened through dedicated inductions and an EHS training card system. Internal inspections, third-party audits, and behaviour-based safety initiatives support proactive risk management. Compliance with ISO 45001, ISO 14001, and the Factories Act is maintained through internal and external audits, while risk assessments and control measures are regularly validated.

Emergency preparedness is prioritised with site-specific response plans and frequent mock drills covering scenarios like fire, electric shock, and snake bites. Employees receive extensive training in hazard awareness and safe material handling, and health camps support ongoing health monitoring. Safety Committees facilitate prompt hazard reporting and resolution.

Workplace safety is further supported by 5S practices and reinforced through National Safety Week celebrations and the recognition of safety achievements.



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

Category	FY 25 (Current Financial Year)			FY 24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year*	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0		-
Health & Safety	0	0	-	0		-

\*The number of complaints reported last year were overstated due to the inclusion of the entity's observations. The corrected figure for last year is being disclosed in the current reporting cycle.

**14 Assessments for the year:**

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

Note: Entity regularly undertakes Safety audits and internally takes care of health and safety practices and working conditions across all its businesses.

**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.**

Triveni has undertaken a series of corrective actions to strengthen workplace safety through both infrastructure upgrades and process improvements. Key measures include the installation of safety guards, railings, fall arrest systems, fire extinguishers, personal protective equipment (PPE), and access platforms to prevent accidents and enhance operational safety. The company has also replaced worn-out platforms and handrails, procured an aerial platform for working at heights, and installed turbo ventilators to improve air circulation. Future plans include the implementation of a hydrant system for fire safety and expansion of Effluent Treatment Plant (ETP) capacity to support environmental compliance. Additionally, Triveni has introduced metal swarf chip compacting machines, centralised chip collection systems, and organised storage through proper racking solutions. These initiatives reflect a proactive and continuous improvement approach to occupational health and safety, aiming to minimise risk and ensure a safe working environment across all facilities.

**Leadership Indicators**

**1 Does the entity extend any life insurance or any compensatory package in the event of death of**

(A) Employees (Y/N) Y

(B) Workers (Y/N) Y

Note: The organisation is strongly dedicated to safeguarding the financial wellbeing of its employees' families, especially in the unfortunate event of an employee's untimely demise. To uphold this commitment, it offers uniform and comprehensive life insurance coverage across all business units. This ensures that the families of deceased employees receive vital financial assistance, helping them navigate the economic difficulties that arise during such challenging times. Through these measures, the organisation highlights its commitment to its people and fosters a compassionate and supportive work culture.

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

The organisation has instituted robust mechanisms to ensure meticulous management of statutory dues by its value chain partners. It actively oversees the deduction and remittance of Goods and Services Tax (GST) by these partners, ensuring full compliance with government regulations. This vigilance not only aligns with legal mandates but also facilitates the seamless availing of input tax credits, preventing any contraventions of tax laws.

Beyond GST oversight, the organisation conducts comprehensive verifications of vendor and contractor services. This includes ensuring accurate deductions and timely deposits for Provident Fund (PF), Employee State Insurance (ESI), and GST to the respective authorities. Such diligence reinforces the integrity of financial transactions throughout the supply chain.

These proactive measures reflect the organisation's unwavering commitment to legal compliance and promote high standards among its partners. Through systematic checks and verifications, it ensures transparency, accountability, and a trustworthy, regulation-compliant value chain—underscoring its dedication to responsible business practices.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
Employees	0	0	NA	NA
Workers	0	0	NA	NA

**4 Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)**

Yes, the company is committed to supporting employees as they transition out of their careers, whether due to retirement or termination. It provides transition assistance programmes to ensure a smooth adjustment. This includes counselling sessions for retiring employees and their spouses, offering guidance and resources to help them prepare for life after retirement. These sessions assist individuals in managing the transition effectively and exploring opportunities for continued employability or personal fulfilment.

The company acknowledges the importance of a well-supported career transition and proactively assists employees during this critical phase. It ensures they receive the necessary support to navigate these changes successfully. In certain cases, the company also offers opportunities to extend employment beyond retirement, providing flexibility for those who wish to continue working. This approach reflects the organisation's commitment to employee wellbeing throughout their careers, including the transition into retirement.

**5 Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed*
Health and safety practices	49.92%
Working Conditions	49.92%

\* This assessment of value chain partners excludes cane suppliers.

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

We are committed to upholding the highest standards of health and safety across our operations by ensuring that our value chain partners strictly adhere to our comprehensive Supplier Code of Conduct. All suppliers are required to comply with the principles and policies outlined in this Code, to which they have formally committed.

To further strengthen compliance, we have conducted targeted awareness sessions for our value chain partners. These sessions focus on aligning business practices with the National Guidelines on Responsible Business Conduct (NGRBC), promoting ethical, safe, and responsible conduct throughout our supply chain including cane suppliers.



## PRINCIPLE 4

**Businesses should respect the interests of and be responsive to all its stakeholders**

### Essential Indicators



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

At Triveni, engaging with key stakeholders is an essential part of our business strategy. Our commitment is rooted in our Corporate Values & Beliefs, including Open Communication, Commitment to Customers, Proactive Behaviour, and Innovation. These principles guide us in acting responsibly, fostering equal opportunities, and making a positive impact. We follow a structured approach to identifying and prioritising stakeholders based on their influence on the company and the impact of our business activities on them.

We recognise customers, business partners, regulatory bodies, shareholders, investors, and local communities as key stakeholders. Our business decisions are carefully evaluated to assess their impact on these groups, considering social, environmental, and economic factors while identifying potential risks and opportunities.

To maintain a structured approach to stakeholder engagement, we have established a comprehensive Grievance Redressal Policy. This policy serves as a platform for stakeholders to voice their concerns, helping to resolve conflicts and strengthen relationships between external stakeholders and TEIL.

#### 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 & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investor/ Shareholders	-	Annual General Meeting, shareholder meetings, annual report, quarterly results, media releases, company website, email, Stock Exchange (SE) announcements, face-to-face meetings/conference calls, investor conferences	Ongoing	Financial performance, Risks and threats, Competitiveness and Financial stability, Growth perspective, Disclosures in the public domain, Sound corporate governance mechanisms, Ethics and compliance.
Government	-	Meetings with local/state/national government and ministries through industry associations, conferences, press releases	Ongoing	Policy advocacy, business disclosures
Supplier/vendor/ third party manufacturer	-	Discussions, email, events, communication and partnership meetings	Ongoing	Performance & sustainability, brand building, dialogue for transparency
Media	-	Press briefs, mails, meetings	Ongoing	

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees/trainees/workers	-	Internal portal, email, survey tools, town-hall, meetings	Ongoing	Learning, career advancement, wellbeing programmes, employee appreciation, work-life balance
NGO	Yes	Meetings, engagement through CSR implementation arm	Ongoing	Community development aspect discussion, awareness, training, Health check-ups, installation of solar lights, various basic infrastructure related activities
Farmers	Yes	Message, meetings, advertisements, notice boards	Ongoing	Training, Soil testing, use of new technologies, feedback, procurement, others

## Leadership Indicators

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

We engage in regular interactions with key stakeholders, including farmers, investors, customers, suppliers, employees, industry associations, and regulators. Our focus is to address their most significant concerns in an evolving business environment. By understanding these challenges, we refine our strategic priorities and ensure effective communication with our stakeholders. Additionally, stakeholder engagement helps us identify material factors and develop a roadmap for long-term value. Insights gathered from these consultations are assessed and communicated to the Board as needed.

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

Stakeholder consultation is an integral part of the company's operations, ensuring that the interests and concerns of stakeholders are addressed effectively. By identifying key material issues, we remain committed to sustainable and responsible business practices. We invest in environmentally friendly processes and technologies to mitigate any negative impact. For our key stakeholders, the farmers, we have taken significant steps to improve their standard of living through CSR initiatives and by ensuring fair and competitive pricing for their cane.

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

TEIL is dedicated to engaging with and addressing the concerns of vulnerable and marginalised groups within its stakeholder community. Through targeted engagement strategies and direct communication, the company ensures that these groups receive the necessary support and are actively included in decision-making processes.

In alignment with TEIL's operations, the primary stakeholders include farmers and local community members, who play a vital role in the operational ecosystem. To ensure meaningful engagement with these groups, TEIL has implemented the following actions:



- Daily Liaison with farmers: TEIL has appointed dedicated representatives from the cane department at each sugar unit to maintain daily communication with farmers. These representatives address immediate concerns such as seed availability, plant diseases, and payment schedules. All grievances are systematically recorded and resolved promptly, ensuring farmers receive timely support. This consistent engagement fosters trust and helps mitigate operational challenges for farmers.
- Community grievance Handling: TEIL acknowledges that community members beyond the farming sector may also have concerns. To address this, designated department representatives at plant offices are available to handle and resolve grievances. Community members are encouraged to reach out directly to these representatives, ensuring timely and effective resolution of issues. This approach promotes transparency and strengthens TEIL's relationship with the local community.

These initiatives reflect TEIL's broader commitment to sustainability and social responsibility. By maintaining clear and effective communication channels, company ensures that the concerns of all stakeholders, particularly vulnerable and marginalised groups, are promptly addressed. This approach reinforces the company's dedication to create an inclusive and supportive operational environment.

## PRINCIPLE 5

Businesses should respect and promote human rights

### Essential Indicators



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

Category	FY 25 (Current Financial Year)			FY 24 (Previous Financial Year)			
	Total (A)	No. of employees/ Workers covered (B)	% (B/A)	Total (C)	No. of employees/ Workers covered (D)	% (D/C)	
<b>Employees</b>							
Permanent	1,106	1,106	100.0%	The Company upholds the following human rights principles: - Every human being is equal in dignity and rights.  People possess reason and conscience and should treat each other with a sense of brotherhood. Everyone is entitled to all rights and freedoms without discrimination based on race, color, sex, language, religion, national or social origin, property, birth, or other status. All employees and workers regularly undergo sensitisation on various human rights policies to promote awareness and understanding of fundamental human rights principles. Each workplace has approved standing orders that encompass a wide range of healthy work practices, as outlined under the Model Code of Conduct Act. We endeavour to train 60% of our employees in the respective category in FY 25 on the subject.			
Other than permanent	121	121	100.0%				
<b>Total Employees</b>	<b>1,227</b>	<b>1,227</b>	<b>100.0%</b>				
<b>Workers</b>							
Permanent	1,744	1,744	100.0%				
Other than permanent	1,674	1,674	100.0%				
<b>Total Workers</b>	<b>3,418</b>	<b>3,418</b>	<b>100.0%</b>				

Last year, we aimed to train 60% of our employees and workers on human rights. This year, we successfully exceeded that goal by providing human rights training to 100% of our workforce. Additionally, we also engaged an external agency to conduct specialised training for our internal trainers on human rights topics.

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

Category	FY 25 (Current Financial Year)				FY 24 (Previous Financial Year)					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Permanent Employees</b>										
Male	1,070	-	-	1,070	100.0%	901	-	-	901	100.0%
Female	36	-	-	36	100.0%	36	-	-	36	100.0%
<b>Other than Permanent Employees</b>										
Male	116	-	-	116	100.0%	87	-	-	87	100.0%
Female	5	-	-	5	100.0%	2	-	-	2	100.0%
<b>Permanent Workers</b>										
Male	1,735	-	-	1,735	100.0%	1,674	-	-	1,674	100.0%
Female	9	-	-	9	100.0%	9	-	-	9	100.0%
<b>Other than Permanent Workers</b>										
Male	1,674	1,674	100.0%	-	-	1,777	1,777	100.0%	-	-
Female	0	0	0	-	-	6	6	100.0%	-	-

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

**a. Median remuneration/wages:**

	Male		Female	
	Number	Median remuneration/Salary/ wages of respective category	Number	Median remuneration/Salary/ wages of respective category
Board of Directors (BoD)	2*	1,417.93	-	-
Key Managerial Personnel	1	312.75 lakh	1	137.73 lakh
Employees other than BoD and KMP	1,060	12.74 lakh	34	9.19 lakh
Workers	1,735	4.52 lakh	9	4.45 lakh

\*Includes only Chairman & Managing Director, Vice-chairman and Managing Director, who are also KMP. Other directors, not drawing any remuneration or entitled for only sitting fee and commission, are not considered here.

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

	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
Gross wages paid to females as % of total wages	2.19%	2.22%

**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, TEIL has appointed a dedicated team led by the Corporate Vice President of Human Resources (VP-HR), along with Unit HR Heads, to address any human rights-related issues that may arise from the company's operations or activities. This designated focal point ensures that such matters are effectively managed and appropriately resolved.



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

TEIL has established an internal mechanism to address human rights-related grievances. Employees are encouraged to report any such concerns to their respective Functional Heads or Unit HR Heads, who are responsible for resolving them in coordination with the Unit or Business Head and the HR Head. Emphasis is placed on maintaining transparent and accountable processes. Additionally, in line with compliance requirements, Works Committees have been formed at all units to support the resolution of these matters.

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

	FY 25 (Current Financial Year)			FY 24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
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.**

TEIL is committed to maintaining a safe and inclusive work environment by implementing strict policies to prevent any adverse consequences related to discrimination or harassment complaints. Retaliation in any form is strictly prohibited, ensuring that individuals who raise concerns are protected. The company's work culture reinforces these principles, fostering a respectful and supportive workplace for all employees.

The company encourages employees to report any suspected violations without fear of retaliation. The company's Sexual Harassment and Whistleblower Protection policies ensure confidentiality and safeguard complainants from any form of threat or reprisal. All investigations are conducted impartially, with a focus on confidentiality, sensitivity, and fairness, reinforcing TEIL's commitment to a safe and ethical workplace.

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

Triveni's Human Rights Policy reinforces its unwavering commitment to dignity, fairness, and respect for all individuals. All employees are expected to uphold these principles in every interaction with business partners and stakeholders.

The Supplier Code of Conduct mandates strict adherence to fundamental human rights, including the prohibition of child labour, forced labour, and discrimination. Triveni expects all suppliers, vendors, and contractors to meet the company's high standards of ethical conduct and human rights compliance.

To support this, Triveni conducts regular Code of Conduct (CoC) trainings, engaging with partners to build awareness of human rights practices. Any related issues are promptly addressed by the relevant departments, ensuring continuous alignment with Triveni's ethical and human rights standards.

**10 Assessments for the year:**

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

Note: Entity regularly assesses its plants and offices for the above mentioned points across all its businesses.

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

NA

**Leadership Indicators** 

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

No changes or additions have been made to business processes in response to human rights grievances or complaints, as no related concerns or risks have been identified to date. To strengthen its commitment, the organisation has implemented key policies such as the Sexual Harassment Policy, Whistleblower Protection Policy, and Equal Opportunity Policy. Adoption of these policies aims at ensuring the confidentiality of complainants and enabling prompt action against any misconduct.

In line with applicable regulations, each manufacturing unit has also set up a Works Committee dedicated to handling human rights-related grievances. These committees function as formal platforms to ensure human rights compliance and address employee concerns effectively.

Through these initiatives, TEIL seeks to foster a secure and inclusive work environment, reinforce its dedication to human rights, and cultivate a culture rooted in respect and continuous improvement.

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

Guided by our core values of respect and dignity for all individuals, TEIL ensures comprehensive human rights due diligence across all aspects of its operations. This commitment extends to both internal and external stakeholders, ensuring that human rights remain central to our day-to-day business conduct.

We uphold full compliance with applicable statutory requirements related to our workforce, including labour laws, workplace safety, non-discrimination, and fair employment practices. Our adherence to relevant legal frameworks, standards, and codes of conduct reinforces our responsibility to safeguard human rights in the workplace.

Our due diligence processes also include continuous monitoring and evaluation of our supply chain to identify and address any potential human rights concerns. We actively engage with suppliers and partners to promote responsible behaviour and uphold human rights across our value chain.

By embedding human rights due diligence into our operational framework, TEIL fosters a work environment that protects the rights and wellbeing of all individuals connected to our business. We remain committed to continuous improvement and risk mitigation, ensuring alignment with internationally recognised human rights principles.



The scope of our due diligence covers the identification, prevention, and mitigation of risks that may arise within TEIL's operations or value chain. These risks include compliance challenges, child and forced labour, wage and discrimination issues, harassment, and constraints on collective bargaining or freedom of association. We address these proactively to uphold the highest standards of human rights throughout our business ecosystem.

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

TEIL is committed to ensuring accessibility for all employees, visitors, and workers, regardless of their physical abilities. To support this, various measures have been implemented to facilitate easy access and provide necessary accommodations for differently abled individuals across its premises and offices.

**Accessibility Features:**

**1. Infrastructure Review:**

- The company routinely assesses its premises to identify areas that need accessibility improvements, ensuring adherence to relevant standards and promoting an inclusive environment.
- Modifications are implemented as needed to align with accessibility standards and regulatory requirements.

**2. Assistive Technologies:**

- TEIL recognises the importance of assistive technologies in creating an accessible and supportive work environment for individuals with disabilities.
- The company has integrated suitable assistive technologies within its premises to accommodate individuals with varying disabilities.

**3. Commitment to Inclusivity:**

- TEIL is dedicated to creating an inclusive workplace culture where all individuals are respected and supported.
- The company's accessibility initiatives are aligned with its broader diversity and inclusion strategies, reinforcing TEIL's core values.

**4 Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed*</b>
Child labour	49.92%
Forced/involuntary labour	49.92%
Sexual harassment	49.92%
Discrimination at workplace	49.92%
Wages	49.92%
Others – please specify	49.92%

Note: This assessment of value chain partners excludes cane suppliers.

\* Compliance topics covered under Supplier Assessment: Anti-Corruption, Conflict of Interest, Confidentiality, Insider Trading, Fair Competition, Quality and Product Responsibility, Human Rights and Labor Standards, Environmental Protection, Social Responsibility, and Whistleblower Protection.

\* This assessment of value chain partners excludes cane suppliers.

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

NA

## PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment

### Essential Indicators



#### 1 Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)*
<b>From Renewable Sources</b>		
Total electricity consumption (A) (GJ)	18,486.00	17,766.00
Total fuel consumption (B) (GJ)	2,17,46,805.45	2,18,58,855.23
Energy consumption through other sources (C) (GJ)	-	-
<b>Total energy consumption from Renewable sources (A+B+C) (GJ)</b>	<b>2,17,65,291.45</b>	<b>2,18,76,621.23</b>
<b>From Non - Renewable Sources</b>		
Total electricity consumption (D) (GJ)	10,562.21	10,714.06
Total fuel consumption (E) (GJ)	40,531.14	38,564.40
Energy consumption through other sources (F) (GJ)	-	-
<b>Total energy consumption from Non-Renewable sources (D+E+F) (GJ)</b>	<b>51,093.35</b>	<b>49,278.45</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>2,18,16,384.80</b>	<b>2,19,25,899.68</b>
<b>Energy intensity per rupee of turnover</b>	0.00032	0.00036
(Total energy consumption//Per Rupee of turnover)		
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	0.0067	0.0079
(Total energy consumed/Revenue from operations adjusted for PPP)		
Energy intensity in terms of physical output (Per metric tonne of sugar)	12.73	13.47
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

\*Last year data has been updated.

Note: Since sugar accounts for the highest turnover among all product segments, energy intensity is disclosed specifically per unit of sugar produced.

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.**

No, the entity currently does not have any sites or facilities classified as Designated Consumers (DCs) under the Government of India's Perform, Achieve and Trade (PAT) Scheme. However, as the sugar industry has been notified as Designated Consumers, Triveni is committed to aligning with the regulatory requirements. The company will leverage its existing energy-efficiency initiatives to meet the scheme's objectives and will take proactive steps to ensure compliance moving forward.

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

Parameter	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)*
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	14,54,925.09	16,18,645.15
(iii) Third party water	6,954.05	6,345.52
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>14,61,879.14</b>	<b>16,24,990.67</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>14,61,879.14</b>	<b>16,24,990.67</b>
<b>Water intensity per rupee of turnover</b> (Water consumed/Per Rupee of turnover)	0.000021	0.000026
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/Revenue from operations adjusted for PPP)	0.00045	0.00059
<b>Water intensity in terms of physical output (Per metric tonne sugar)</b>	0.84	0.99
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity	-	-

\*Last year data has been updated.

Note: Since sugar accounts for the highest turnover among all product segments, water intensity is disclosed specifically per unit of sugar produced.

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,

**Name of Agency:**

1. Aviral Earth Services
2. ETRC Consultant Pvt. Ltd., Lucknow

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

Parameter	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)*
<b>Water discharged by destination and level of treatment (in kilo litres)</b>		
(i) To Surface water		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iii) To Seawater		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(v) Others		
No treatment	NA	NA
With treatment – please specify level of treatment( Tertiary Treatment)	9,52,203.64	9,66,032.15
<b>Total volume of water discharged (in kilolitres) (i + ii + iii + iv + v)</b>	<b>9,52,203.64</b>	<b>9,66,032.15</b>

\* Last year data has been updated.

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.

**Name of Agency:** 1. Aviral Earth Services  
2. ETRC Consultant Pvt. Ltd., Lucknow

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

Yes, the entity has implemented a Zero Liquid Discharge (ZLD) mechanism across its distillery units and the PTB facility. These units are equipped with advanced infrastructure including incineration boilers, Multi-Effect Evaporators (MEE), Condensate Polishing Units (CPU), and wastewater recycling systems to ensure complete water reuse and sustainable operations. At the PTB facility, all drains are connected to the CETP, and treated water is reused for gardening and as cooling tower makeup.

In the case of sugar units, ZLD is not technically feasible, as some volume of water discharge is inherent to the process and is permitted under CPCB norms. However, Triveni focusses on minimising treated water discharge per ton of cane crushed and reducing groundwater abstraction. This is achieved through adoption of superior technologies and systems such as anaerobic filters, along with measures like reuse of treated water for irrigation, process cooling, and recycling of turbine and cooling water—enhancing overall water efficiency.



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

Parameter	Please specify unit	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
NOx	MT	519.50	540.01
SOx	MT	249.31	211.35
Particulate Matter (PM)	MT	949.90	1,100.91
Persistent Organic Pollutants (POP)	-	-	-
Volatile Organic Compounds (VOC)	-	-	-
Hazardous Air Pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

No

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

Parameter	Unit	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)*
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	42,858.87	42,499.71
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2,132.98	2,130.91
<b>Total Scope 1 and Scope 2 emission intensity</b> (per rupee of turnover) (Total Scope 1 and Scope 2 GHG emissions/ Per Rupee of turnover)	MT of CO <sub>2</sub> equivalent//Per Rupee of turnover	0.00000068	0.00000072
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	MT of CO <sub>2</sub> equivalent//Per Rupee of turnover adjusted for PPP	0.000014	0.000016
<b>Total Scope 1 and Scope 2 emission intensity (Per metric tonne of sugar)</b>	MT of CO <sub>2</sub> equivalent/ Product	0.026	0.027

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 details.**

Yes, the entity has undertaken multiple initiatives to reduce greenhouse gas emissions as part of its sustainability efforts. A key measure includes the use of bagasse for power generation, which lowers dependence on grid electricity and reduces emissions linked to conventional energy sources. The company has also partnered with a wind power generation unit to procure renewable energy at reduced rates, supporting the transition to cleaner energy. Key projects such as the installation CO<sub>2</sub> capture Plant, Anaerobic System and Filters at the ETP, and rainwater harvesting tanks further minimise environmental impact. Additionally, to drive greater energy efficiency and reduce our carbon footprint, we have deployed Variable Frequency Drives (VFDs) at the Dust Collector ID Fan. This technology allows precise control of motor speed based on real-time demand, significantly reducing unnecessary energy consumption. Such interventions are crucial in energy-intensive industries like ours, where even incremental efficiency gains contribute meaningfully to environmental sustainability.

This initiative underscores our commitment to adopting impactful technologies that promote responsible operations and long-term climate action.

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

Parameter	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste <b>(A)</b>	1,463.52	1,975.40
E-waste <b>(B)</b>	9.99	5.11
Bio-medical waste <b>(C)</b>	0.12	0.25
Construction and demolition waste <b>(D)</b>	-	-
Battery waste <b>(E)</b>	9.85	7.50
Radioactive waste <b>(F)</b>	-	-
Other Hazardous waste. Please specify, if any. <b>(G)</b>	12.45106	16.43
Other Non-hazardous waste generated <b>(H)</b> . Please specify, if any. (Break-up by composition, i.e. by materials relevant to the sector)	347.48	404.21
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>1,843.42</b>	<b>2,408.9</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated/Per Rupee of turnover)	0.00000027	0.00000039
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated/Revenue from operations adjusted for PPP)	0.00000057	0.00000089*
<b>Waste intensity in terms of physical output (per metric tonne of sugar)</b>	0.0010	0.0014*
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	1,831.99	2,406.75
(ii) Re-used	-	-
(iii) Other recovery operations	9.72	-
<b>Total</b>	<b>1,841.71</b>	<b>2,406.75</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	1.7	1.75
(ii) Landfilling	-	0.01
(iii) Other disposal operations	-	0.47
<b>Total</b>	<b>1.7</b>	<b>2.16</b>

\* Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) and Waste intensity in terms of physical output has been updated for last year.

**Note:** Since sugar accounts for the highest turnover among all product segments, waste intensity is disclosed specifically per unit of sugar produced.

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.**

TEIL follows a structured and environmentally responsible waste and hazardous chemical management approach across its Sugar, Distillery, Power Transmission Business (PTB), and Water Business Group (WBG) operations.

In the Sugar Business, waste management practices include secure storage and disposal of hazardous materials such as used oil and grease through authorised recyclers like M/s Bharat Oil & Waste Management Ltd., who hold valid No Objection Certificates (NOCs) from the Central or Uttar Pradesh Pollution Control Boards. Oil skimmers and collection pits are used to collect oil and grease daily, which are then mixed with bagasse and used as fuel in boilers. Oil skimmers at Effluent Treatment Plant (ETP) inlets also prevent oil from entering the water system. Importantly, sugar manufacturing does not involve the use of toxic chemicals; instead, only food-grade substances are used. Preventive maintenance and chemical reduction strategies further ensure operational safety and environmental sustainability. By-products such as bagasse, molasses, and press mud are efficiently utilised — bagasse for steam and power generation, surplus power is sold to the grid, molasses is used for ethanol production, and press mud is distributed to farmers as bio-fertiliser.

In the Distillery Business, advanced waste management and minimisation practices are adopted. Sludge generated from the distillation process is incinerated in boilers, contributing to energy recovery and reducing waste volume. Hazardous and non-hazardous waste such as used oil, ETP sludge, and chemical containers are handled through authorised agencies. Fly ash is sold to fertiliser manufacturers, and ETP sludge is reused for in-house plantation. Units actively reduce chemical use by adopting safer alternatives and optimising processes through strict SOPs. Used oil and chemical containers are recycled via vendors like M/s Bharat Oil & Waste Management.

The Power Transmission Business (PTB) manages waste through systematic segregation, collection, and disposal via vendors authorised by regulatory bodies such as the Karnataka State Pollution Control Board (KSPCB). Hazardous waste like plastic, oil, and empty barrels are securely stored and disposed off responsibly. Waste oil recovery is enhanced by centrifuge systems, and initiatives like the proposed installation of a chip compacting machine are underway to further reduce machining waste. Reuse of wooden packing materials is also encouraged to reduce environmental impact.

The Water Business Group (WBG) does not use toxic chemicals in its operations. Hazardous waste generation is minimal and is handled through approved vendors. Protocols for proper segregation, storage, and disposal ensure full regulatory compliance and uphold the company's commitment to safe and sustainable industrial practices.

In Power Transmission business, adherence to stringent environmental protocols for handling hazardous waste is followed. Materials such as used oil, plastics, and empty barrels are securely stored in designated containment areas and disposed of through authorised vendors approved by the Karnataka State Pollution Control Board (KSPCB).

Company is committed to waste minimisation and resource efficiency. To this end, we recover and reuse oil through centrifuge processes, significantly reducing the need for fresh procurement. Additionally, we actively promote the reuse of wooden packing materials, contributing to both environmental sustainability and cost-effectiveness.

In addition, across all business verticals, waste streams such as e-waste and plastic waste are routed through licensed vendors, ensuring compliance with environmental regulations and safe disposal or recycling. This holistic approach, combined with a focus on resource efficiency and environmental protection, underscores Triveni's commitment to sustainability and regulatory excellence.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
NA			

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

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

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

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

## Leadership Indicators

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

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

- Name of the area: **Not Applicable**
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
<b>Water withdrawal by source (in kilo litres)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater/desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>NA</b>	<b>NA</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>NA</b>	<b>NA</b>
<b>Water intensity per rupee of turnover</b> (Water consumed/turnover)	NA	NA
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	NA	NA



Parameter	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
<b>Water discharged by destination and level of treatment (in kilo litres)</b>		
(i) Into Surface water	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third parties	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
<b>Total volume of water discharged (in kilolitres) (i + ii + iii + iv + v)</b>	<b>NA</b>	<b>NA</b>

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

**2 Please provide details of total Scope 3 emissions & its intensity, in the following format:**

Parameter	Unit	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
Total Scope 3 emissions (Breakup of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	44,287.57	-
Total Scope 3 emissions intensity per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent/Per Rupee of turnover	0.00000066	-
Total Scope 3 emission intensity per metric tonne of sugar	Metric tonnes of CO <sub>2</sub> equivalent/Metric tonnes of Sugar	0.025	-

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

**Note 1: 4 Categories are considered this year**

Upstream Emissions

Employee Commute

Business Travel

Waste Generated in Operations

Note 2: Scope 3 Emission calculation has been initiated this year.

Note 3: Since sugar accounts for the highest turnover among all product segments, emission intensity is disclosed specifically per unit of sugar produced.

**3 With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

NA

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of Initiative
1	CO <sub>2</sub> capture plant	CO <sub>2</sub> is generated in fermentation process at distillery units. Distillery at Sabitgarh already has CO <sub>2</sub> capturing unit. Additional facility at MNP based distillery is under consideration and is targeted for completion in 2025-26.	Triveni is actively reducing air pollution and lowering its greenhouse gas emissions, contributing to improved environmental performance.
2	Reduction in Bagasse Consumption and Process Steam Consumption	<p>Replacement of Extraction-cum-Condensing type turbine by a backpressure turbine at phase 1 cogeneration plant at Khatauli hereby significantly enhancing bagasse saving.</p> <p>At Deoband plant, in view of an optimised operations and full utilisation of new falling film evaporator enabling the unit to use third body vapour bleeding from the evaporators which reduces process steam consumption and corresponding increase in bagasse savings.</p> <p>At Khatauli, an innovative, industry first large-scale system tailor-made for the sugar industry was installed to reduce the process steam consumption. It helped reduce steam consumption and reduced condensate heat/losses and thereby enhanced bagasse savings. Optimised operations of this system for which the efforts are on, would further reduce the process steam consumption leading to an even higher bagasse savings.</p>	<p>These initiatives contribute to 10% reduction in steam consumption intensity and overall, more than 5% of decrease in bagasse consumption intensity.</p> <p>Further optimisation of this system is expected to yield even greater efficiency.</p>
3	Installation of Variable Frequency Drives (VFDs) at Milaknarayanpur Plant	VFDs were installed on Pan Circulators (Pan No. 7 and 8) and Cane Unloader No. 03 to optimise motor speed based on real-time load, brix levels, and process demands. This application aimed to improve energy efficiency, reduce inrush current, minimise mechanical wear, and align motor performance with actual operating needs. The solution reflects tailored energy optimisation across critical equipment in the sugar manufacturing process.	Combined annual energy savings of approx. 1,18,800 kWh. Estimated cost savings of more than ₹ 2,97,216 per year from pan operations. Improved operational control, smoother equipment performance, and enhanced energy efficiency. Effectiveness confirmed through direct kW monitoring.
4	VFD-based Air compressor	To improve energy efficiency, company installed a VFD-based air compressor in PTB unit that adjusts motor speed as per air demand, reducing power consumption and ensuring consistent supply.	Theoretical analysis indicates an estimated 15% energy savings, translating to energy cost reduction as well.



Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of Initiative
5	Energy Saving Measures - Lighting, Equipment Optimisation & Renewable Energy Sourcing	Triveni implemented a suite of energy-saving initiatives across units: replacement of Metal Halide (MH) lamps with induction lamps to reduce lighting energy use; installation of Variable Frequency Drives (VFDs) on blowers to optimise motor speed based on real-time demand; procurement of wind and non-conventional energy sources to reduce fossil fuel dependence and operational costs. These measures reflect the company's commitment to energy efficiency, cost optimisation, and environmental sustainability. The unit procured non-conventional energy to reduce reliance on fossil fuels.	Achieved 50% reduction in lighting energy consumption, 10% savings from blower operations, and notable steam savings at Deoband Sugar Plant. Additionally, renewable and non-conventional energy sourcing significantly reduced GHG emissions and delivered direct annual cost savings of approximately ₹ 1.25 crore.
6	ETP Enhancements – Solid Separation & Aeration Improvement, Installation of Anaerobic System & Anaerobic Filters at ETP	Triveni upgraded its Effluent Treatment Plants (ETPs) at sugar units by installing decanters for effective solid-liquid separation and advanced diffusers to enhance aeration within treatment tanks. These interventions aimed to optimise wastewater treatment efficiency and ensure compliance with discharge norms.  Anaerobic filters with specialised media were installed at the ETP to reduce COD levels. Based on expert advice, a two-stage system was implemented, improving COD reduction from 60% to 80%.	Achieved significant reduction in Total Suspended Solids (TSS) and enhanced overall ETP performance, resulting in pollutant levels better than standard regulatory norms. Consistent 80% COD reduction, improving ETP performance and regulatory compliance.
7	Waste reduction	Oil recovery through a centrifuge system installed at Power Transmission Business unit.	Oil is recycled through a centrifuge system to have a prolonged life and reduce hazard waste generation.
8	Air emission control measure	Installed bag filter in the incineration boiler which reduces the emission of PM (Particulate matter) in a distillery unit.	Enables significant reduction of particulate matter (PM) in air emissions while effectively capturing potash-rich ash from flue gases, which is subsequently utilised as a valuable fertiliser supporting both cleaner air and circular resource use.
9	Water conservation and recycling	Installed a Condensate Polishing Unit (CPU) in distillery units	Wastewater generated from the process is treated through a Condensate Polishing Unit (CPU) to achieve Zero Liquid Discharge (ZLD), enabling water to be recycled back into operations. This closed-loop approach not only ensures regulatory compliance but also significantly advances our water conservation efforts.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of Initiative
10	Aluminium compressor pipeline	The unit installed an aluminium compressor pipeline in PTB unit to enhance energy efficiency and reduce pressure drops, offering better durability and lower maintenance.	Theoretical calculation shows a saving of 10% of energy by frictionless and zero air leakage.
11	Rainwater Collection from Respective Shed to New Tanks	As part of plant expansion, rainwater is being directed to newly constructed tanks, enhancing the site's rainwater harvesting capacity and promoting sustainable water management.	Strengthened rainwater harvesting systems to maximise water conservation, reduce reliance on external sources, and enhance long-term water sustainability.
12	Replacement of AHU outdoor units	The unit replaced the AHU outdoor units at PTB unit to improve cooling performance, energy efficiency, and reliability.	Enhanced operational efficiency resulting in annual cost savings.
13	<ol style="list-style-type: none"> <li>1. Construction of 6m wide side draft painting booth (2)</li> <li>2. Fab Deburring Station (Sanding Room)</li> <li>3. Erection &amp; Commissioning Sanding room</li> <li>4. Telescopic collapsible Darkroom</li> </ol>	The unit installed two side draft painting booths, a sanding room with deburring station, and a telescopic collapsible darkroom at PTB Unit.	Creating a healthier work environment that uplifts operator morale, enhances wellbeing, and drives overall productivity through a culture of care and respect.

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

Yes, Triveni has put in place a comprehensive Business Continuity and Disaster Management Plan to ensure resilience and the continuation of operations during unexpected events. The plan covers risk assessments for situations such as natural disasters, technological disruptions, and pandemics. It outlines clear roles and responsibilities for an organised emergency response, emphasises critical business functions, and defines procedures for emergency handling and operational recovery. The plan also incorporates data protection measures, maintains consistent communication, and provides for alternate work setups. Regular training, testing, and review are integral to keeping the plan effective and relevant.

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

Triveni does not anticipate any significant environmental impact resulting from activities within its value chain, given the nature of the products it sources. The company's core operations primarily involve sugarcane, which constitutes the bulk of its raw material procurement. As this is directly sourced from farmers within Triveni's command area, the company is well-positioned to identify and manage any associated risks internally.

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

49.92%

**Note:** This assessment of value chain partners excludes cane suppliers.



**8 How many Green Credits have been generated or procured:**

**FY 25 (Current Financial Year)**

By the listed entity	<p>TEIL has not procured any green credits. However, the organisation has a history of generating green credits through various sustainability initiatives:</p> <ol style="list-style-type: none"> <li><b>1. Renewable Fuel Use:</b> Our sugar and distillery units operate on renewable fuels such as bagasse and biomass, contributing positively to sustainability without the need for external green credit procurement.</li> <li><b>2. Ethanol Production:</b> The ethanol produced in our distilleries supports India's Ethanol Blended Petrol (EBP) Programme, significantly reducing dependence on fossil fuels. As an important biofuel, ethanol not only helps lower the country's foreign exchange outgo but also promotes self-reliance, benefits local farmers and contributes meaningfully to the reduction of greenhouse gases and harmful emissions.</li> <li><b>3. Renewable Power Generation:</b> Our co-generation plants produce renewable energy, with surplus power being exported to UPPCL.</li> <li><b>4. Historical Carbon Credit Generation:</b> In the past, under the Clean Development Mechanism (CDM), Triveni's Deoband and Khatauli Phase 1 cogeneration plants generated a significant number of carbon credits, which were successfully transacted for revenue.</li> <li><b>5. Renewable Energy Certificates (RECs):</b> We also generated and sold RECs from captive power consumption under the REC mechanism</li> </ol>
By the top ten (in terms of value of purchases and sales, respectively) value chain partners	NA

**PRINCIPLE 7**

**Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**Essential Indicators**



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

08

**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**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Sugar Mills Association	National
2	UP Sugar Mills Association	State
3	Confederation of Indian Industry	National
4	Federation of Indian Chambers of Commerce & Industry	National
5	Quality Circle Forum of India	National
6	American Gear Manufacturer Association (USA)	International
7	All India Distillers Association (AIDA)	National
8	Indian Chambers of Food and Agriculture	National

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

Name of authority	Brief of the case	Corrective action taken
During the reporting period, Triveni did not receive any notices from regulatory authorities regarding anti-competitive conduct, antitrust violations, conflicts of interest, or monopolistic practices. As a result, no corrective measures were required or implemented. The company remains fully committed to maintaining ethical standards and complying with all relevant regulations to uphold transparency and accountability in its operations.		

**Leadership Indicators**

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/ Others – please specify)	Web Link, if available
The Company actively engages in policy advocacy with industry associations, government agencies, and regulatory authorities. It follows a transparent and responsible approach to ensure that its advocacy efforts align with both organisational priorities and the broader national interest. The Company firmly believes that policy advocacy should promote the greater public good rather than serve narrow or self-serving objectives. With this ethical foundation, the Company remains dedicated to responsible corporate conduct and creating a positive impact on society. These efforts reflect the Company's broader mission to support societal wellbeing while maintaining high standards of integrity and accountability.					

**PRINCIPLE 8**

**Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
NA	NA	NA	NA	NA	NA

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
NA						

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

TEIL has established a system that ensures open and transparent communication with local communities while promoting participatory engagement to address concerns and grievances collaboratively.

In the sugar business, where all facilities are located in rural areas, community engagement is actively managed by dedicated Cane Staff. These teams maintain continuous interaction with the farming communities through both formal and informal channels. Feedback received often pertains to areas such as education, healthcare, clean drinking water, drainage and



flooding, road access, and other developmental needs. TEIL takes proactive steps to resolve these issues, and where matters fall outside the Company's purview, they are escalated to the relevant district authorities for action.

To further support the community, TEIL aligns local needs with its Corporate Social Responsibility (CSR) initiatives. By integrating CSR efforts into the grievance redressal system, the Company not only enhances its ability to respond effectively to community concerns but also reaffirms its commitment to socially responsible and community-focussed practices.

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

	<b>FY 25 (Current Financial Year)</b>	<b>FY 24 (Previous Financial Year)</b>
Directly sourced from MSMEs/small producers *	63.88%	68.71%
Directly from within India	98.74%	98.77%

\*This includes sugarcane procurement from farmers.

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

<b>Location</b>	<b>FY 25 (Current Financial Year)</b>	<b>FY 24 (Previous Financial Year)</b>
Rural	60%	67.5%
Semi-urban	-	-
Urban	40%	32.5%
Metropolitan	-	-

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

**Leadership Indicators**

**1 Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

<b>Details of negative social impact identified</b>	<b>Corrective action taken</b>
NA	

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

<b>S. No.</b>	<b>State</b>	<b>Aspirational District</b>	<b>Amount spent (In ₹)</b>
---------------	--------------	------------------------------	----------------------------

While Triveni did not implement targeted CSR projects in aspirational districts during the reporting year, our commitment to contributing meaningfully to society remains steadfast. We continue to prioritise initiatives that align with identified community needs and our organisational strengths, ensuring that our efforts are both relevant and impactful. By focussing on areas of high social importance, we aim to support long-term, sustainable development in the communities we serve.

We remain mindful of the evolving needs of our stakeholders and consistently strive to enhance the effectiveness of our CSR approach. We believe that meaningful change is best achieved through collaboration, and we actively engage with local community leaders, NGOs, and government bodies to ensure inclusive participation. Through these collective efforts, we remain dedicated to driving positive outcomes and contributing to a more equitable and resilient future for all.

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

No, TEIL's Equal Opportunity Policy ensures a non-discriminatory approach in supplier selection, offering equal opportunities to all potential suppliers without bias. While the qualification criteria do not specifically highlight marginalised or vulnerable groups, the company actively encourages collaboration with local suppliers, including farmers near its facilities.

This approach supports local economic development while aligning with our sustainability objectives. Sourcing locally helps reduce carbon emissions from transportation, lowering our environmental footprint. By supporting local economies and promoting environmental supervision underscores our holistic approach to supplier engagement

**(b) From which marginalised/vulnerable groups do you procure?**

In Sugar business, we purchase 100% sugarcane from farmers.

**(c) What percentage of total procurement (by value) does it constitute?**

59.06%

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

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
	NA	NA	NA	NA

**5 Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Name of authority	Brief of the Case	Corrective action taken
NA	NA	NA

**6 Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Screening of cancer, osteoporosis and anemia in females	600 (Women)	100%
2.	Preventive Health Checkup programme for young girls	600 Young Girls	100%
3.	New Born Screening Programme	800 Infants	100%
4.	Healthcare Mobile Vans (Mobile Chikitsa), Medical camps at Shamli and Moradabad	76,000 Patients	100%
5.	Healthcare Eyes and Dental Camps	135 Patients	100%
6.	Support to Nursing School, Women Empowerment	30 Nurses	100%
7.	Support to schools at Khatauli, Deoband, Ram kola and Mysuru-Distribution of flags	478 Students	100%
8.	Soil Health Analysis and fertiliser incentive programme	Soil Samples - 19,852 Fertiliser subsidy - 51,635	100%
9.	Promoting sports for children and youth	325 children by IYSA	100%
10.	Animal welfare and others	Local residents and community, gaushala and others	-



## PRINCIPLE 9

**Businesses should engage with and provide value to their consumers in a responsible manner**

### Essential Indicators



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

The Company has put in place a well-structured grievance redressal system to efficiently manage customer complaints and feedback. Consumers can reach out through various channels such as email and phone, ensuring convenient access for communication. A dedicated team, trained in ISO 9000 Quality Management principles, promptly evaluates each submission to ensure fair and timely resolution. Upon receiving any complaint or feedback, the team conducts a thorough investigation and takes the necessary corrective actions. The Company places high priority on resolving concerns swiftly and equitably. Beyond addressing individual cases, it performs in-depth analysis of feedback and complaints to identify recurring patterns, helping to pinpoint areas for improvement and drive enhancements in products, services, and internal processes.

Customer input is regarded as a valuable opportunity for growth and development. The Company remains committed to refining its operations to achieve the highest levels of customer satisfaction. This grievance mechanism is seamlessly aligned with its customer-first approach, ensuring timely and effective resolution of any issues raised by valued customers.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	59.33%
Safe and responsible usage	75.08%
Recycling and/or safe disposal	69.53%

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

	FY 25 (Current Financial Year)		Remarks	FY 24 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	109	22	The complaints are in the process of being resolved.	108*	10*	The complaints were in the process of being resolved at the end of the fiscal year.
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other (Petty Complaints)	9	1	Petty Complaints	-	-	-

\*Last Year data has been updated

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

During the reporting period, our organisation did not face any product recalls related to safety concerns. We place strong emphasis on product safety and have implemented rigorous quality control and testing procedures to maintain the highest standards. Each product is carefully assessed to ensure it is safe to use and handle. In addition, we provide customers with detailed product information—such as manuals, leaflets, and packaging instructions—to promote safe and informed usage. These proactive measures reflect our ongoing commitment to delivering safe, reliable, and high-quality products.

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

TEIL has established a robust cybersecurity and data privacy framework that includes encryption protocols, access controls, regular security audits, and continuous monitoring. These measures ensure the highest standards of data protection and safeguard against potential risks.

Encryption protocols secure data by encoding it to prevent unauthorised access, while strict access controls ensure that only authorised personnel can handle sensitive information. Regular security audits help identify vulnerabilities and maintain cybersecurity integrity. Additionally, continuous monitoring enables swift detection and response to potential security breaches.

TEIL's robust cybersecurity and data privacy framework reflects its strong commitment to maintaining the highest security standards while ensuring the confidentiality, integrity, and availability of entrusted data.

Web link where the policy is available:

<https://www.trivenigroup.com/files/policies/Cyber%20Security%20and%20Data%20Privacy%20Policy.pdf>

**6 Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cybersecurity and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.**

Although no product has been recalled, the Company has a structured approach to address critical service-related concerns, such as gearbox issues. In such cases, the Quality Head, who oversees the customer complaint resolution process, promptly initiates a Customer Feedback Team (CFT). This team works collaboratively to investigate the issue and implement suitable corrective measures.

These actions may include modifications in design, materials, or manufacturing practices, functioning as preventive steps for future supplies. By taking a proactive stance on resolution and fostering continuous improvement, the Company remains committed to maintaining high product quality standards and ensuring customer satisfaction.

**7 Provide the following information relating to data breaches:**

Number of instances of data breaches	0
Percentage of data breaches involving personally identifiable information of customers	0
Impact, if any, of the data breaches	NA



## Leadership Indicators

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

TEIL's product-related information can be accessed at our website and social media handles. For our Power Transmission Business, we conduct workshops & provide catalogues as per our customer requirements

Website: <https://www.trivenigroup.com/businesses>

LinkedIn: <https://www.linkedin.com/company/triveniengineering/>

Youtube: <https://www.youtube.com/channel/UCJla4fACodZmBS5PPsaBFiw>

Facebook: <https://www.facebook.com/triveniengineering>

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

While our core operations are primarily focussed on B2B engagements, we place significant importance on consumer safety education. Our Operations and Maintenance (O&M) manual outlines detailed safety guidelines for gearbox usage, ensuring safe handling and operation. Safety instructions are also incorporated into technical documentation shared with our European clients.

We provide comprehensive installation training, along with clear manuals and protocols for visitors. All technical files comply with relevant safety certifications and are tailored to meet regulatory standards applicable in the EU, USA, and Canada. Our strict adherence to disclosure norms and industry regulations guarantees transparency and compliance across markets. We actively engage in industry forums to contribute to broader safety discussions. Though we operate in a B2B environment, we recognise our impact on the end user and are committed to fostering safe and responsible product use. Through continuous compliance and educational efforts, we promote safety across the value chain and remain dedicated to enhancing awareness and responsible practices in every aspect of our operations.

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

TEIL has not encountered any major disruptions or discontinuation of essential services during the year. Any concerns arising in customer or supplier relationships are addressed through ongoing and transparent communication. The focus remains on identifying issues early and resolving them promptly before they escalate. This approach has helped strengthen TEIL's position as a dependable and trusted partner. The company also takes a proactive approach to identifying and managing potential risks that may affect service continuity. Internal teams are involved in monitoring operations and conducting regular assessments to detect any possible concerns. When risks are identified, necessary steps are taken to address them at the earliest.

In case of any disruptions, customers are informed immediately to ensure clear and timely communication. Any delays in dispatches are conveyed through email. These measures help keep customers informed and prepared, while reflecting TEIL's consistent focus on maintaining service quality and meeting customer expectations.

### 4 Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)

Yes

#### If yes, provide details in brief.

As a responsible and ethical organisation, we place strong emphasis on complying with all applicable legal requirements and industry standards related to product information disclosure and labeling. Our products are delivered with detailed documentation and specifications, enabling our B2B clients to make well-informed decisions. Safety warnings are clearly displayed on the gearbox and accompanying stickers, including multilingual alerts. Specification nameplates are also affixed to ensure clarity, accuracy, and regulatory compliance.

**5 Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, as part of our customer-centric approach, our organisation actively conducts structured surveys and feedback exercises across all key operational segments to better understand stakeholder expectations and improve service delivery.

In our Power Transmission Business, we engage independent third-party agencies to conduct comprehensive customer satisfaction surveys. These evaluations cover critical aspects such as pre-sales interactions, order execution, commissioning support, service responsiveness, equipment performance, commercial terms, and overall customer experience. Insights from these surveys enable us to continuously refine our operations, enhance product quality, and strengthen relationships with our clients.

Similarly, in our Sugar Business, a dipstick consumer survey was carried out across major urban centers—Delhi, Noida, and Gurgaon—to gain insights into packaged sugar consumption patterns, brand preferences, price sensitivity, and usage behavior. The survey included 100 respondents for each parameter, covering key factors such as sugar type preference (loose vs. packaged), purchasing locations, monthly expenditure, frequency of purchase, selection criteria, satisfaction with sugar quality, preferred pack sizes, and average price paid.

With 98 respondents specifically outlining their brand selection criteria, the data gathered offers a robust foundation for aligning our packaging, pricing strategies, and product enhancements with consumer needs. These insights play a critical role in improving customer satisfaction and fostering brand loyalty in a highly competitive market.

By integrating systematic feedback mechanisms across our business units, we remain committed to delivering high-quality, responsive, and customer-focussed solutions that drive long-term value.

**For and on behalf of the Board of Directors**

Place: Noida  
Date: May 27, 2025

**Dhruv M. Sawhney**  
Chairman and Managing Director  
DIN: 00102999