

July 15, 2025

National Stock Exchange "Exchange Plaza", C-1, Block G, Bandra- Kurla Complex, Bandra (E), Mumbai – 400 051.	BSE Limited 27th Floor, Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001.
Scrip Symbol : TTKPRESTIG	Scrip Code : 517506

Dear Sir,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-25

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2024-25.

The BRSR also forms part of the Annual Report for the Financial Year 2024-25, which is already submitted to the exchanges.

Kindly take the above information on record.

Thanking you,

Yours faithfully,
For TTK Prestige Limited,

Manjula K V
Company Secretary & Compliance Officer

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

I. Details of the listed entity			
1	Corporate Identity Number (CIN) of the Listed Entity	L85110TZ1955PLC015049	
2	Name of the Listed Entity	TTK Prestige Limited	
3	Year of Incorporation	October 22, 1955	
4	Registered Office Address	Plot No. 38, SIPCOT Industrial Complex, Hosur - 635 126, Tamil Nadu	
5	Corporate Address	'Nagarjuna Castle' No. 1/1 & 1/2, Wood Street, Richmond Town, Bengaluru, Karnataka 560 025.	
6	E-mail	ttkcorp@ttkprestige.com	
7	Telephone	+91-80-68447100	
8	Website	www.ttkprestige.com	
9	Financial year for which reporting is being done	April 01, 2024 to March 31, 2025	
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India and BSE Limited	
11	Paid-up Capital	₹ 13,69,49,974	
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. R. Saranyan	
		Wholetime Director & Chief Financial Officer	
		+91-80-68447100 saranyan.r@ttkprestige.com	
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	All disclosures under this report are made on standalone basis only	
14	Name of Assurance Provider	None	
15	Type of Assurance obtained	Not Applicable	
II. Products / services			
16	Details of business activities (accounting for 90% of the turnover):		
Sl No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing, Marketing, and Distribution	Offer a wide-ranging portfolio of innovative Home and Kitchen Products and Solutions: Pressure Cookers, Cookware and Gas Stoves	48%
2	Marketing and Distribution	Kitchen Appliances	52%
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	Pressure Cooker & Cookware	25994	48%
2	Kitchen Appliances	27502	20%
3	Gas Stove	27504	13%
4	Induction Cooktop	27502	11%
5	Mixer Grinder	27501	8%
III Operations			
18	Number of locations where plants and / or operations / offices of the entity are situated:		
Location	Number of Plants	Number of Offices (incl. Regional Sales Office)	Total
National	6	27 (Including Corporate Office)	33
International	Nil	Nil	Nil

19	Markets served by the entity:		
a.	Number of locations		
	Locations		Number
	National (No. of States)		26
	International (No. of Countries)		21
b.	What is the contribution of exports as a percentage of the total turnover of the entity?		2.68%
c.	A brief on types of customers		With over seven decades of presence, our products are a household name in India. We reach out to our end customers through a large network of Dealers, Authorised Re-Distributors, Prestige Exclusive Stores, Large Format Stores, E-Commerce Platforms and Canteen Stores Department. We work very closely with our channel partners, with the aim of being as easily accessible to our end customers.

IV.	Employees						
20	Details as at the end of the Financial Year (2024-25)						
a.	Employees and workers (including differently abled):						
	Sl.No.	Particulars	Total (A)	Male		Female	
				No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees:						
	1	Permanent (D)	862	828	96.06%	34	3.94%
	2	Other than Permanent (E)	615	571	92.85%	44	7.15%
	3	Total Employees (D+E)	1,477	1,399	94.72%	78	5.28%
	Workers:						
	4	Permanent (F)	608	608	100%	-	0%
	5	Other than Permanent (G)	1,938	1,562	80.60%	376	19.40%
	6	Total Workers (F+G)	2,546	2,170	85.23%	376	14.77%
b.	Differently abled Employees and workers:						
	Sl.No.	Particulars	Total (A)	Male		Female	
				No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently Abled Employees:						
	1	Permanent (D)	2	2	100%	-	0%
	2	Other than Permanent (E)	4	4	100%	-	0%
	3	Total Differently Abled Employees (D+E)	6	6	100%	-	0%
	Differently Abled Workers:						
	1	Permanent (F)	8	8	100%	-	0%
	2	Other than Permanent (G)	11	8	73%	3	27%
	3	Total Differently Abled Workers (F+G)	19	16	84%	3	16%

21	Participation/Inclusion/Representation of women			
	Particulars	Total (A)	No. and Percentage of Female	
			No. (B)	% (B/A)
	Board of Directors	12	2	16.67%
	Key Management Personnel*	3	1	33.33%
	* Two KMP's are also on the Board of Directors			

22	Turnover rate for permanent employees and workers									
	(Disclose trends for the past 3 years)									
		2024-25			2023-24			2022-23		
		(Turnover rate in current FY)			(Turnover rate in current FY)			(Turnover rate in previous FY)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	12.60%	11.40%	12.50%	16.30%	5.40%	15.80%	19.80%	20.60%	19.80%
	Permanent Workers	1.20%	0%	1.20%	1.30%	0%	1.30%	0.60%	0%	0.60%

V Holding, Subsidiary and Associate Companies (including joint ventures)							
23 (a) Names of holding / subsidiary / associate companies / joint ventures							
Sl. No.	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)	Indicate whether Holding / Subsidiary / Associate / Joint Venture			% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)	
1	Ultrafresh Modular Solutions Limited	Subsidiary			51%	No	
2	TTK British Holdings Limited	Subsidiary			100%	No	
3	Horwood Homewares Limited	Step-down subsidiary			100% by TTK British Holdings Limited	No	
VI CSR Details							
24	(i)	Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes / No)				Yes	
	(ii)	Turnover (in ₹ crores)				2,530.32	
	(iii)	Net Worth (in ₹ crores)				1,886.32	
VII Transparency and Disclosures Compliances							
25 Complaints / Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:							
Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Current Financial Year			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*	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Not applicable	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes**	240	Nil	Nil	285	Nil	Nil
Employees and Workers		2	Nil	Nil	2	Nil	Nil
Customers (in lakhs)		14.58	0.12	Nil	13.27	0.27	Nil
Value Chain Partners		Nil	Nil	Nil	Nil	Nil	Nil
Others (Please specify)		Nil	Nil	Nil	Nil	Nil	Nil

The company endeavours to create and maintain a culture in which its stakeholders including employees feel comfortable to raise concerns in good faith about any potential violations of the law or the Company's Code of Conduct. Grievance reporting mechanisms are available to all stakeholders.

* <https://ttkprestige.com/wp-content/uploads/2024/04/Stakeholder-Grievance-Redressal-Policy.pdf>

** https://ttkprestige.com/wp-content/uploads/2024/05/Supplier-Code-of-Conduct_V0_2024.pdf

** <https://ttkprestige.com/wp-content/uploads/2024/05/Document-for-GC-Policy.pdf>

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					
Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product Stewardship / Responsibility	Opportunity	<p>Foster Innovation, improve competitiveness and enhance brand image.</p> <p>We perceive additional opportunities to enhance our customers' satisfaction, and improve product performance and safety. Our sustainable products, solutions, can also positively impact the environment by increasing energy and resource efficiency, leading to a reduction in GHG emissions.</p>	Investment in R&D, and Development of new products will also help us maintain and enhance our competitive advantage.	Positive
2	Customer relationships and satisfaction	Opportunity	Retain customers, expand customer base, maintain competitive edge and growth	The company places its customers at the core of everything it does. Sustained focus on Product quality and customer satisfaction.	Positive
3	Employee Wellbeing and development	Opportunity	<p>Employee wellness, Employee Training and Development, employee morale, and talent retention.</p> <p>With focus on talent management, a positive impact on employee satisfaction, work-life balance and performance can be created which will also contribute to an inclusive culture.</p>	Various Employee Development Programmes and well-being initiatives have been taken up including periodic health awareness sessions, and periodic health check-up.	Positive
4	Occupational Health & Safety (OHS)	Risk	<p>Health and safety hazards in workplace need to be identified and mitigated.</p> <p>Failure to manage health and safety across operations and locations will result in workplace accidents, injuries, or occupational illnesses leading to human suffering, compensation costs, legal liabilities, and reputational damage.</p>	Various measures have been taken to provide a safe and healthy workplace to our employees and contract workmen. These include OHS policies, OHS Management Systems, Employee Wellness initiatives, continuous monitoring and reporting of health & safety key indicators, along with independent Occupational health and safety audits.	Negative
5	Environmental management including Climate Change	Risk & Opportunity	Enhance Compliance, and address Climate change more effectively. The company aims to reduce the carbon footprint of own operations by implementing many sustainable practices.	Through adoption of energy efficient technologies in all units, greater share of renewable energy in our energy mix, and process modifications we are working towards reducing our GHG emissions to address climate risk.	Both

6	Resource Management and Circular manufacturing	Opportunity	<p>Increased use of resource substitution and optimization, and conservation of resources.</p> <p>Reducing waste through our products will also help in minimizing the environmental impacts such as air and water pollution.</p>	<p>Resource efficiency, reduction of waste, and material substitution.</p> <p>Within our own operations, we are working towards minimizing waste and achieving 'zero waste to landfill' goal across all our operations by making our products and processes more efficient.</p>	Positive
7	Water	Risk & Opportunity	Regulatory compliance on water consumption, erratic monsoon due to climate change	<p>The company focuses on water as a valuable and scarce resource.</p> <p>Is implementing water conservation programmes, rainwater harvesting system, adopting reuse and recycling systems.</p>	Both
8	Supply Chain Management	Risk & Opportunity	<p>Ensuring uninterrupted supply of materials, scaling up volumes, brand reputation, and improved green supply chain.</p> <p>By actively and responsibly managing the supply chain, there can be a positive impact on local economies, the environment and people, including safety and human rights along the value chain. Non-adherence to the same can lead to noncompliance, reputational risk for the Company, besides the risk of availability of components and raw materials.</p>	<p>Supplier evaluation, and supplier support programmes.</p> <p>Established Supplier's Code of Conduct along with processes to evaluate the suppliers' adherence to it and ESG requirements.</p>	Both
9	Technology	Opportunity	New technologies enable improved / new processes and products, and provide opportunities to enhance the value offerings to the customer with higher quality, productivity, efficiency and reliability.	Sustained focus on ideation, adoption of new technologies, new product development, investment in people, R&D and infrastructure	Positive
10	Regulatory compliance	Risk	Dynamic regulatory landscape	<p>Compliance with all applicable laws and regulations.</p> <p>Management system and oversight for ensuring that the Company and its employees comply with all applicable laws, regulations, standards, and follow ethical practices.</p>	Negative

11	Cyber security	Risk	Cyber incidents such as data breaches can lead to economic loss, impact on the reputation of the company and loss of customer confidence. They can further lead to noncompliance with local/global laws and regulations related to data privacy and cyber security.	Implementing sound information security systems and policies, employee training, and vulnerability assessments. We have established systems and processes in alignment with local and global data protection standards to safeguard the Company data including business documents and personal information. Appropriate cyber security measures are in place to reduce business risk.	Negative
12	Community development	Opportunity	Growing focus on community engagement, improving goodwill	Periodic review of programmes, impact assessment, and better engagement with communities	Positive
13	Geopolitics	Risk	Uncertainty in business sales volumes and revenue	Diversification of markets and geographies, market penetration, and improved sourcing of inputs and components.	Negative
14	Changing Customer Behaviour	Risk & Opportunity	Shorter lifespan of some of the existing products, opportunity for innovation and introduction of new products	Product innovation and development of new products, designing and styling, alternative materials, and material substitution	Positive
15	Business performance	Risk & Opportunity	Business performance which is sustainable and resilient is a company-wide objective, that encompasses crisis management and business continuity, and the need to respond to all types of risks that the company may face, e.g. cyber threat, natural disasters, etc.	Identify, plan and manage crises which could result in significant consequences with established crisis management systems and tools to mitigate risks effectively and facilitate business continuity.	Positive
16	Sustainability and Innovation	Opportunity	The company believes in adopting sustainability as an opportunity to achieve all around progress and breakthrough innovation in products and processes. This will also help the company in terms of enhanced operational efficiency, cost savings, employee engagement and morale, environmental benefits, and reputation.	The Company's Sustainability strategy is implemented across the Company business. With specific goals and reporting processes, the major change management process is driving innovation and strengthening relations with both internal and external stakeholders and ensures overall achievement of sustainability goals at company level.	Positive

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.

The National Guidelines for Responsible Business Conduct (NGRBC) as brought out by the Ministry of Corporate Affairs advocates nine principles referred to as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions										
Policy and Management Processes		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)					Yes				
	b. Has the policy been approved by the Board? (Yes / No)					Yes				
	c. Web Link of the Policies, if available	https://ttkprestige.com/corporate/investor-centre/corporate-governance/ -Policies								
2	Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3	Do the enlisted policies extend to your value chain partners? (Yes / No)					Yes				
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	BRSR Policy, Code of Conduct of the company, Principle of Corporate Governance, Corporate Governance Voluntary Guidelines, 2009.	BRSR Policy, ISO 14001, ISO 45001, ISO 9001,	BRSR Policy, Universal Declaration on Human Rights of the United Nations, ISO 45001, SA 8000	BRSR Policy, ISO Standards	BRSR Policy, Universal Declaration on Human Rights of the United Nations, SA 8000	BRSR Policy, ISO 14001	BRSR Policy	BRSR Policy, CSR disclosures pursuant to Section 135 of the Companies Act, 2013, read with the Companies (Corporate Social Responsibility Policy) Rules, 2014	BRSR Policy, ISO 9001, ISO 14001

5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	We have set specific Environmental, Social, and Governance (ESG) goals, which serve as our strategy to deliver consistent competitive performance and create long term value for our all our stakeholders. We have also set sustainability targets for ESG commitment year on year basis, related to Products stewardship, Energy and water conservation, Waste reduction, Safe workplace, and Sustainable supply chain management. Examples include: 'Zero Harm', Zero incidence of corruption and bribery, Employee development, and collaborative working. The Company monitors the performance against the specific commitments on an ongoing basis.																	
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	As part of the roadmap to achieve the goals, we have laid down activities on a yearly basis which will aid guide progress and ultimately aid in achieving the commitment. We constantly monitor the performance towards our Goals and take appropriate actions wherever required. We have a robust governance mechanism to monitor the progress of our sustainability goals. The top management monitors the progress against the stated targets and reviews the systems and practices, ensuring that they are effective and deliver the desired results. The company's goals and targets are cascaded to the operating Units who work on achieving them. The necessary guidance and support are extended by the corporate office.																	
Governance, leadership and oversight																			
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company believes in Sustainability as a basic principle coupled with efficient and profitable operations, and is committed to drive our business in a sustainable way. The company recognises that sustainability is integral to delivering value to our stakeholders. Our business strategy integrates sustainability across our business operations, with the objective of delivering consistent competitive performance and offer long term value for all our stakeholders. The company is also committed to long-term growth by developing and offering products that meet the continually evolving needs and expectations of our consumers while minimising their impacts on the environment. Besides focusing on the holistic well-being of its employees through various Health and Safety initiatives in all its plants and providing continuous learning and development opportunities within the organization, the company also places great importance on the development of communities around its manufacturing units. The Company is also committed to resource efficiency and minimizing the environmental footprint. Please also refer to the details provided under Sl.No.26 in Section A. Working closely with our stakeholders, we strive to create a positive impact on the environment and society, ensuring a sustainable future for all.																	
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Managing Director & Chief Executive Officer																	
9	Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Risk Management Committee																	
10	Details of Review of NGRBCs by the Company:																		
	Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	Yes									The Board meets once in every quarter or as and when required to review and discuss key issues relevant to the organization and its stakeholders.								

	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes					Key concerns are identified at the Unit / Business level and communicated by senior executives to the Board for discussion, advice and decisions. The Board collectively ensures, along with the senior and operating management, that all the compliance and statutory requirements are met.			
		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.	No. However, the Company conducts periodic independent review and assessment, both internally and externally, of its policies and corrective actions are taken based on the findings. The Company uses multiple agencies from time to time for specific policy review and independent assessment/evaluation. As a part of the oversight of the internal management controls, the company reviews the adherence to the stated policies in the Company. Besides, the company also develops new policies or updates existing ones based on internal needs and developments in the external environment.								
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes / No)	NOT APPLICABLE								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes / No)									
	The entity does not have the financial or / human and technical resources available for the task (Yes / No)									
	It is planned to be done in the next financial year (Yes / No)									
	Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.				
PRINCIPLE 1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.			
	Essential Indicators			
1	Percentage coverage by training and awareness programmes on any of the Principles during the financial year:			
	Segment	Total Number of training and awareness programmes held	Topics / Principles covered under the training and its impact	%age of persons in respective category by the awareness programmes

Board of Directors (BoDs)	4	Business models, new strategic initiatives, current trends in technology, risk management and sustainability, emerging market opportunities for the company's products, factory visits for familiarisation with upgraded technologies and processes, Code of Conduct, ethics and governance , legal and regulatory updates	100%
Key Managerial Personnel (KMP)	4		100%
Employees other than BoD and KMPs	4	TTK Prestige Values & Code of Conduct, Anti-Bribery and Anti-Corruption, Prevention of Sexual Harassment at Workplace, legal and regulatory compliance, and various capability building programmes.	100% of new Inductees
Workers	30	Environmental awareness, Operational improvements, Health & Safety related trainings, Wellness sessions and Skill upgradation, Code of Conduct, Anti-Bribery and Anti-Corruption, Prevention of Sexual Harassment at Workplace	83%

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	Nil	Nil	Nil	Nil	NA
Settlement	Nil	Nil	Nil	Nil	NA
Compounding Fee	Nil	Nil	Nil	Nil	NA
Non-Monetary					
	NGRBC Principle	Name of the Regulatory / Enforcement Agencies / Judicial Institutions		Brief of the Case	Has an appeal been preferred (Yes / No)
Imprisonment		Nil	Nil	Nil	NA
Punishment		Nil	Nil	Nil	NA

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		
	Nil		NA		
4.	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.	The Company has a code of Conduct which covers prevention of corruption and bribery. According to this code, we do not tolerate any form of bribery or corruption, and only enter into business relationships with reputed third parties that share our ethical standards. The company's Code of Conduct is publicly available at the Web link *			
5.	Number of Directors / KMPs / Employees / Workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption:				
		2024-25	2023-24		
	Directors	Nil	Nil		
	KMPs				
	Employees				
	Workers				
6.	Details of complaints with regard to conflict of interest:				
		2024-25		2023-24	
		Number	Remarks	Number	Remarks
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
7.	Provide details of any corrective action taken or underway on issues related to finds / 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 payables(Accounts payable * 365) / (Cost of goods / services procured) in the following format				
		2024-25	2023-24		
	Number of days of accounts payable	47	50		
9.	Open-ness of business				
	Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans & advances & investments with related parties, in the following format				
	Parameter	Metrics	2024-25	2023-24	
	Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil	
		b. Number of trading houses where purchases are made from			
		c. Purchases from top 10 trading houses as % of total purchases from trading houses			

* https://ttkprestige.com/wp-content/uploads/2024/05/Supplier-Code-of-Conduct_V0_2024.pdf

Concentration of Sales	a. Sales to dealers / distributors as % of Total Sales	87.1%	85.7%
	b. Number of dealers / distributors to whom sales are made	4066	3912
	c. Sale to top 10 dealers / distributors as % of sales to dealers / distributors	26.2%	22.3%
Share of RPTs in	a. Purchases (purchases with related parties / Total purchases)	0.0%	0.1%
	b. Sales (Sales to related parties / Total Sales)	0.1%	0.1%
	c. Loans & Advances (Loans & Advances given to related parties / Total Loans & Advances)	100%	Nil
	d. Investments (Investments in related parties / Total investments made)	44.0%	39.0%

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
	<p>The Company is committed to conducting its business in an ethical, fair, legally, socially and environmentally responsible manner. The Company's Value Chain Partners (VCPs) are an integral part of the ecosystem, and the Company encourages them to be responsible corporate citizens. The Company has in place a documented Supplier Code of Conduct for its VCPs to emphasise its commitments in the areas of business integrity, human rights, environmental protection etc. The agreements/contracts/purchase orders entered into by the Company with the VCPs include confirmation from them on the above mentioned aspects. The Code of Conduct for VCPs is available and the Company has also initiated taking confirmation from the VCPs on acceptance and adherence to the same. The process of conducting awareness sessions for our VCPs on these principles is under development.</p>		
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.	<p>Yes. The company has established a comprehensive process to avoid/ manage conflict of interests involving members of the Board. The company's Code of Conduct covering principle of Conflict of Interest also applies to the Directors on the Board. In order to maintain transparency and integrity at highest level, the company's Code of Conduct with Conflict of Interest procedures mandates all the Board of Directors to disclose any potential conflicts of interest related to personal, social, professional, financial, political, or other interests, or activities or relationships that might reasonably be perceived to conflict with the best interests of the Company, or create an appearance of impropriety, or affect the judgment in carrying out their role as Directors of the Company.</p> <p>The Company takes an annual declaration from all the Directors and KMPs at the beginning of every financial year inline with the Company's code of conduct.</p>	

PRINCIPLE 2		Businesses should provide goods and services in a manner that is sustainable and safe		
Essential Indicators				
1.	Percentage of R&D and Capital Expenditure (Capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and Capex Investments made by the entity, respectively.			
		Current Financial Year	Previous Financial Year	Details of Improvements in environmental and social impacts
	R&D	1.36%	0.16%	During the year, we have undertaken research and development and implemented various sustainability projects such as development of Energy Saving Detachable burner Gas Stove and Triply Projects.
	Capex	25.59%	15.97%	During the year, we have undertaken capital expenditure on various sustainability projects such as Power Press Safety, several Greenco Projects and Energy Saving Lighting. Besides these projects, we also work towards water conservation and rainwater harvesting, energy conservation, solar power plants, employee well-being, occupational health & safety improvement programmes, and waste management.
2.	a.	Does the entity have procedures in place for sustainable sourcing? (Yes/No)		
	b.	If yes, what percentage of inputs were sourced sustainably?		
3.	Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous Waste and (d) Other Waste		The company has a policy of product exchange under which used and end-of-life products are taken back with a credit for new purchase. These products are recycled. Plastics, e-Waste and hazardous waste are handled as per applicable statutory regulations. Extended producer responsibility requirement is applicable to packaging plastic. The company fulfils its Extended Producer Responsibility (EPR) target with respect to plastic waste.	
4.	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.		Yes. The waste collection plan is in line with the EPR plans submitted to the Pollution Control Boards.	
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.
Division 28 Clause :2899 Sub Clause: 28997 & 28996	Pressure Cookers, Cookware and Kitchen Appliances	LCA Study has been carried out for 11 Products - Contributing to 42% of Turnover	Cradle to Gate	Yes	No

LCA studies will be extended in scope and also to cover more products over subsequent reporting years.

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
Nil		
The LCA studies conducted so far do not indicate any major adverse impacts on the environment. Further, as given in SI. No. 3 above, significant proportion of our products gets recycled, thereby reducing the environmental impact and also contribute to resource conservation. Safe operating procedures have been laid down for workers in all manufacturing operations. Safe handling, storage and disposal instructions are given relating to all products as applicable.		

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

	Indicate input material	Recycled or re-used input material to total material	
		2024-25	2023-24
a	Recycled Aluminium	16.70%	9.80%
b	Polybags (20% Recycled plastic content - LLDPE)	100.00%	100.00%
c	Corrugated Paper Boards (100% Recycled Material for domestic supplies)	95.00%	95.00%
d	Recycled polybags, recycled plastics for induction and kettle parts, reprocessed brass for gas burners, reprocessed paper in packagings, recycled aluminum are used as input materials.		

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:

	2024-25			2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	247.20	576.80	Nil	941.38	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous Waste	Nil	Nil	Nil	Nil	Nil	Nil
Other Waste	Nil	798.61	Nil	Nil	700.00	Nil

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									
			2024-25					2023-24				
	Kitchenware		0.45%					0.44%				
PRINCIPLE 3		Businesses should respect and promote the well-being of all employees, including those in their value chains										
Essential Indicators												
1.	a. Details of measures for the well-being of employees:											
% of Employees covered by												
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities		
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
Permanent Employees												
Male	828	828	100%	828	100%	0	0%	828	100%	0	0	
Female	34	34	100%	34	100%	34	100%	0	0%	0	0	
Total	862	862	100%	862	100%	34	4%	828	96%	0	0	
Other than Permanent Employees												
Male	571	571	100%	571	100%	0	0%	0	0%	0	0%	
Female	44	44	100%	44	100%	44	100%	0	0%	0	0%	
Total	615	615	100%	615	100%	44	7%	0	0%	0	0%	
b. Details of measures for the well-being of workers:												
% of Workers covered by												
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities		
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
Permanent Workers												
Male	608	608	100%	608	100%	-	0%	-	0%	-	0%	
Female	-	-	-	-	-	-	-	-	-	-	-	
Total	608	608	100%	608	100%	-	0%	-	0%	-	0%	
Other than Permanent Workers												
Male	1562	1562	100%	-	0%	-	0%	-	0%	-	0%	
Female	376	376	100%	-	0%	376	100%	-	0%	245	65%	
Total	1938	1938	100%	-	0%	376	19%	-	0%	245	13%	
c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format												
								2024-25		2023-24		
Cost incurred on well being measures as a % of total revenue of the company								0.11%		0.11%		

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year						
Benefits	2024-25			2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	0%	85%	Y	23%	86%	Y
Others – Superannuation	1.08%	0%	Y	2.27%	0%	Y
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.			Appropriate infrastructural facilities and amenities are provided to employees and workers with disabilities to enable them to discharge their duties safely and effectively in the company			
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.			The Company has a Policy on Equal Opportunity and Non-Discrimination as an important aspect of the Company's Code of Conduct.			
5. Return to work and Retention rates of permanent employees and workers that look parental leave.						
	Permanent Employees			Permanent Workers		
Gender	Return to Work Rate	Retention Rate		Return to Work Rate	Retention Rate	
Male	100%	100%		NA	NA	
Female	100%	100%		NA	NA	
Total	100%	100%		NA	NA	
6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.						
				Yes / No (If Yes, then give details of the mechanism in brief)		
Permanent Workers			Yes Grievance Committee			
Other than Permanent Workers						
Permanent Employees			Internal grievance redressal mechanism is in place to address employee grievances			
Other than Permanent Employees						
7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:						
Category	2024-25			2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or union	% B/A	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or union	% B/A
Total Permanent Employees	862	Nil	Nil	788	Nil	Nil
-Male	828	Nil	Nil	751	Nil	Nil
-Female	34	Nil	Nil	37	Nil	Nil
Total Permanent Workers	608	-	-	624	522	84%
-Male	608	508	84%	624	522	84%
-Female	-	-	Nil	Nil	Nil	Nil

8. Details of training given to employees and workers:										
Category	2024-25					2023-24				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (A)	On Health and Safety Measures		On Skill Upgradation	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Male	1,399	1,399	100.00%	1,158	82.77%	1,238	1,238	100.00%	1,012	81.74%
Female	78	78	100.00%	74	94.87%	75	75	100.00%	71	94.67%
Total	1,477	1,477	100.00%	1,232	83.47%	1,313	1,313	100.00%	1,083	82.48%
Workers										
Male	2,170	2,170	100.00%	2,103	96.91%	2,090	2,090	100.00%	1,954	93.49%
Female	376	376	100.00%	332	88.30%	307	307	100.00%	270	87.95%
Total	2,546	2,546	100.00%	2,435	95.64%	2,397	2,397	100.00%	2,224	92.78%
9. Details of performance and career development reviews of employees and worker:										
Category	2024-25			2023-24						
	Total (A)	No.(B)	%(B/A)	Total (A)	No.(B)	%(B/A)				
Employees										
Male	1,399	1,321	94.42%	1,238	1,213	97.98%				
Female	78	77	98.72%	75	70	93.33%				
Total	1,477	1,398	94.65%	1,313	1,283	97.72%				
Workers										
Male	2,170	1,124	51.80%	2,090	1,083	51.82%				
Female	376	113	30.05%	307	92	29.97%				
Total	2,546	1,237	48.59%	2,397	1,175	49.02%				
Regular workers are governed under wage settlement agreements. Contract workers are governed under the terms of the works contracts. All workers including contract workers are monitored for performance in terms of quality, productivity and safety, and appropriate training, re-training and counselling are done. Skill appraisals are carried out every quarter and also annually. Job rotation amongst workers takes place to develop multi skilling. The company is in the process of inducting more female workers in the shop floor. This proportion is expected to go up in the coming years										
10. Health and Safety Management System:										
a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes / No). If yes, the coverage such system?					<p>Yes, the Company has implemented an Occupational Health and Safety Management System at all locations. Maintaining, fostering and improving the safety and the well being of the employees is embedded in the Companywide Risk Management system and processes.</p> <p>The Company has a HSE policy that outlines its commitment to providing safe and healthy working conditions, preventing incidents and work-related illnesses, and protecting the environment.</p> <p>The company ensures that the policy is regularly updated. Risk assessment is conducted periodically to identify opportunities to eliminate hazards and reduce risks. The company also emphasizes the importance of communication, and supports and provides training and information to ensure good participation and consultation among employees, promoting a culture of safety and awareness. Specific risk controls are implemented at company to manage changes and ensure safe operations</p>				

		<p>which includes monitoring and measuring the status of operations and objectives to drive performance and prioritize safety. The company is committed to continuous improvement by learning from experience and sharing good practices.</p> <p>All manufacturing locations of the company have implemented and been certified on occupational health & safety management system under ISO 45001 standard.</p>		
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The system includes risk identification, risk assessment, risk mitigation and controls, training of employees, internal and external audits, management reviews, and corrective and preventive actions.		
c.	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.(Y/N)	Yes, the process is available at all locations.		
d.	Do the employees / workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes. Our OHCs and 24/7 helpline cater to non occupational Medical and health care. We also conduct annual health checks.		
11.	Details of safety related incidents, in the following format:			
	Safety Incident / Number	Category* 2024-25 2023-24		
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
		Workers	0.64	0
	Total recordable work-related injuries	Employees	0	0
		Workers	4	5
	No. of fatalities	Employees	0	0
		Workers	0	0
	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0
12.	Describe the measures taken by the entity to ensure a safe and healthy work place.	<p>Removed unsafe conditions, conducted regular safety awareness programs on unsafe acts, refresher training, tool box talks, and supplied and ensured usage of PPE's.</p> <p>In brief, the OHS System operates as follows:</p> <ul style="list-style-type: none"> • Risk analysis identifies opportunities to eliminate hazards, and to reduce risks and adverse impacts. • Communication & support: company provides training, information and support to ensure good participation and consultation of people for ideas and effectiveness of our OHS programs. • Adequate risk controls and manage change. • Monitoring & measurement assesses the status of operations and objectives and drives priorities and performance. • Learning from experience ensures the sharing of good practices and support continuous improvement of our OHS performance. • Crisis and Emergency Management: Ensuring systems are in place for handling crisis and emergency management. • Accident Analysis and Prevention: Routine review and analysis of health and safety performance to prevent accidents. 		

13.	Number of complaints on the following made by employees and workers:						
	Category	2024-25			2023-24		
		Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
	Working Conditions	Nil	Nil	None	Nil	Nil	None
	Health and Safety	Nil	Nil	None	Nil	Nil	None
14.	Assessment for the year:						
	Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)					
	Working Conditions	100%					
	Health and Safety	100%					
15.	Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions			<p>The Company continuously monitors and assesses its health and safety practices and working conditions. Investigation is conducted if any incident is reported using standard methodologies to identify the root causes. The corrective and preventive measures proposed are reviewed at various levels by the local management and central teams, which are then deployed horizontally across locations. Continual improvement is a key performance metric.</p> <p>The company's key objective is 'zero harm to its people'. It emphasizes safety-related communication, and safety discipline to foster a robust safety culture. These measures reflect the company's commitment towards ensuring a safe and healthy working environment for all its employees and contract workmen.</p>			
	Leadership Indicators						
1.	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y / N) (B) Workers (Y / N)			Employees		No	
				Workers		Yes	
2.	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.			At the time of entering into contracts with the value chain partners, it is impressed upon them that all statutory compliances are mandatory. We further ensure Statutory Deduction Challans are also collected from them as proof of compliance.			
3.	Provide the number of employees / workers having suffered high consequences work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are 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			
		2024-25	2023-24	2024-25		2023-24	
	Employees	0	0	0		0	
	Workers	0	0	0		0	
4.	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)			No			

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	The Company has in place a Code of Conduct for Value Chain Partners (or contractual requirement), who are expected to provide a safe and healthy workplace for their employees and contract workmen. They must also be compliant with all applicable regulations on Occupational Health and Safety.
	Working Conditions	
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.	No significant risk / concern was reported on health, safety and / or working conditions of value chain partners.

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

Essential Indicators

1	Describe the processes for identifying key stakeholder groups of the entity.	Stakeholder groups are identified based on the nature of their engagement with the entity. The process is qualitative, and is conducted in consultation with operating departments and senior management and the Board as appropriate. The Company maintains regular contact with its various stakeholder groups, including customers, employees, and suppliers. It engages in a transparent dialogue with all its stakeholders to enable them to make informed decisions on a timely basis. We also interact regularly with governments as well as communities and external partners.			
2	List Stakeholder Groups identified as key for your entity and the frequency of engagement with each stakeholder group				
	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually / Half Yearly / Quarterly / Others – Please Specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
	Employees	No. TTK Prestige is an equal opportunity employer encouraging diversity in the workplace.	<ol style="list-style-type: none"> 1. E-mails - Monthly updates, Newsletters 2. Notice Boards in Factories 3. Company Intranet and website 4. Regular updates on Internal social media group 5. Townhalls and virtual meetings. 6. Celebrations to acknowledge and appreciate diversity - such as women's day, various festivals and holidays calendar specific to different states, etc. 7. Annual performance reviews 	<ol style="list-style-type: none"> 1. Employee satisfaction survey each year 2. Business-specific monthly/quarterly meetings 3. Annual meetings 4. Periodic Dipstick surveys 	<ol style="list-style-type: none"> 1. Information about the Company's business growth plans and business performance 2. Top-down communication about important changes, policies, wellbeing initiatives. 3. Platform for gathering informal feedback. 4. Workplace diversity is encouraged through various diversity equity and inclusion initiatives.

Shareholders	No	<ol style="list-style-type: none"> 1. Annual reporting 2. Press releases 3. Investor Relations website 4. Quarterly analyst and investor meet 5. Annual General Body Meetings 	Quarterly, Annual and need based	Shareholder-related communication, the Company's results, major events and future strategy
Customers / Service partners	No	<ol style="list-style-type: none"> 1. Customer trade shows 2. Customer service 3. Key account manager relationships 4. Customer requests 	Continuous, As and when required	Information on business offerings
Vendors	No.TTK Prestige encourages suppliers from all sections. However, final engagement depends upon the quality and timely delivery.	<ol style="list-style-type: none"> 1. Supplier meets 2. Vendor management and onboarding assessments 3. E-mails conference calls, virtual meetings 	Continuous, As and when required	Understand new market trends and educating the suppliers.
Community	No	<ol style="list-style-type: none"> 1. CSR initiatives, donations / contributions, and volunteering 2. Direct communication with community representatives, local municipal and rural bodies for development projects. 	Continuous, As and when required	<ol style="list-style-type: none"> 1. To develop and implement CSR projects for the community according to the needs assessment and priorities 2. Community engagement on improving basic needs infrastructure, education, skilling, healthcare and livelihood opportunities that could be created through CSR initiatives.
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.	<p>The Company has formulated several Committees of which Board Members are a part to address stakeholders concerns. These are as follows:</p> <ol style="list-style-type: none"> 1. Audit Committee: The committee is entrusted with overseeing the Business, Economic and Environmental responsibilities of the organisation. The Audit Committee supervises the Company's financial reporting and disclosures ensuring timeliness and compliance with regulatory requirements. 2. Nomination and Remuneration Committee: The committee recommends suitable persons for the post of Directors, Key Managerial Personnel and their remuneration. The Board of Directors considers their recommendations and seeks approval of the shareholders for the appointment of Directors. This committee also lays down performance evaluation criteria for independent Directors based on expertise and value offered and attendance at Committee meetings. 		

		<p>3. Stakeholders Relationship Committee: The committee oversees the timely and appropriate resolution of investor complaints. Members of this committee also formulate policies to service this stakeholder group.</p> <p>4. Risk Management Committee: The Committee is responsible for reviewing and evaluating all the business risks identified by the Company's management, including those pertaining to the environment. Members of this committee oversee the formulation of the Company's Risk Management policy and also provide strategic direction to minimize potential risks. They also oversee the establishment, implementation and monitoring of the organisation's risk management system.</p> <p>5. CSR Committee: The Committee is entrusted with the social responsibility obligations of the Company. This Committee is responsible for developing and modifying the organisation's CSR policy, as well as for identifying the CSR programs for the company to undertake and their related expenditure. for the company to undertake. The monitoring of CSR projects implemented including the financials is in the purview of this committee, as is keeping the Board updated of the organisation's CSR activities.</p>
2	Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.	Yes. Stakeholder consultation is used to support the identification and management of environment and social aspects of importance.
3	Provide details of instances of engagement with and actions taken to, address the concerns of vulnerable / marginalized stakeholder groups.	<p>The CSR initiatives of the company are mainly focused on vulnerable groups such as differently-abled persons, women, girls, children, elderly and the poor. Various programs are specifically designed to address to provide support to these groups of people under CSR initiatives.</p> <p>The Company directly or through its manufacturing units promotes education and takes required steps for uplifting of under privileged in the neighbouring communities.</p>

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	2024-25			2023-24		
		Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
	Employees						
	Permanent	862	83	9.63%	788	80	10.15%
	Other than permanent	615	31	5.04%	525	21	4.00%
	Total Employees	1,477	114	7.72%	1,313	101	7.69%
	Workers						
	Permanent	608	56	9.21%	624	60	9.62%
	Other than permanent	1,938	52	2.68%	1,773	46	2.59%
	Total Workers	2,546	108	4.24%	2,397	106	4.42%

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

Category	2024-25					2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees:										
Male	828	-	-	828	100%	751	-	-	751	100%
Female	34	-	-	34	100%	37	-	-	37	100%
Total	862	-	-	862	100%	788	-	-	788	100%
Other than Permanent:										
Male	571	-	-	571	100%	487	-	-	487	100%
Female	44	-	-	44	100%	38	-	-	38	100%
Total	615	-	-	615	100%	525	-	-	525	100%
Workers										
Permanent Workers:										
Male	608	-	-	608	100%	624	-	-	624	100%
Female	-	-	-	-	-	-	-	-	-	-
Total	608	-	-	608	100%	624	-	-	624	100%
Other than Permanent:										
Male	1562	482	31%	1,080	69%	1,466	443	30%	1,023	70%
Female	376	74	20%	302	80%	307	62	20%	245	80%
Total	1,938	556	29%	1,382	71%	1,773	505	28%	1,268	72%
Grand Total	4,023	1,112	28%	3,467	86%	3,710	505	14%	3,205	86%

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

Category	Male		Female	
	Number	Median Remuneration / Salary / Wages of respective category (in ₹)	Number	Median Remuneration / Salary / Wages of respective category (in ₹)
Board of Directors (BoDs)				
-Non-Executive Directors	10	30,31,000	3	25,21,000
-Executive Directors	4	2,61,69,336	-	-
Key Managerial Personnel (KMPs) (2 KMP's are accounted under ED's above)	0		1	47,56,312
Employees other than BoD and KMPs	828	800,900	34	935,600
Workers	608	385,616	Nil	Nil

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

	2024-25	2023-24
Gross wages paid to females as % of total wages	4.22%	4.36%

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. At the Factories: the Factory Managers. For the company as a whole: the Head HR.

5	Describe the internal mechanisms in place to redress grievances related to human rights issues.	<p>Any grievance related to human rights issues is addressed through whistle blower mechanism. Also, we have Internal Complaints Committee under POSH Policy to redress the grievances, if any.</p> <p>For access to grievance and remedy the employees, contractors, suppliers and other stakeholders are encouraged to speak up and report any suspected or observed violations of the law or the company's Code of Conduct, including issues related to human rights. The Company encourages all its external stakeholders to feel empowered to raise such concerns so that they can be appropriately addressed and remediated if necessary. There are multiple channels for stakeholders to report potential violations of the Code of Conduct or of the law.</p>
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6 Number of complaints on the following made by employees and workers:

	2024-25			2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil		Nil	Nil	
Discrimination at workplace						
Child Labour						
Forced Labour / Involuntary Labour						
Wages						
Other human rights related issues						

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

	2024-25	2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (prevention, Prohibition and Redressal) Act 2013, (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

8	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	Internal Complaints Committee is a mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases. In addition, code of conduct committee addresses the grievances related to ethics and code of conduct matters.
9.	Do human rights requirements form part of your business agreements and contracts? (Yes / No)	Yes. Statutory and regulatory requirement clauses stipulate regarding human values, child labour, equal remuneration and social security. This is being adhered to.

10	Assessments for the year:	
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
	Child Labour	100%
	Forced / Involuntary Labour	100%
	Sexual Harassment	100%
	Discrimination at workplace	100%
	Wages	100%
	Others – Please specify	None
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 business process being modified / introduced as a result of addressing human rights grievances / complaints.	As the Company has not received any complaint on human rights issues, no significant modifications have been carried out in existing practices.
2	Details of the scope and coverage of any Human rights due-diligence conducted.	Through regular awareness programs and our Internal review system, robust legal and regulatory compliance at all levels are ensured, and also that the stipulated practices are in place.
3	Is the premise / office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Yes
4	Details on assessment of value chain partners:	
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
	Sexual Harassment	100%. In accordance with the Company's policy on Code of Conduct for Value Chain Partners (VCPs) / business contracts, agreements and purchase orders, all of them must treat all their employees with respect and dignity and exhibit zero tolerance towards unacceptable sexual harassment, workplace discrimination and must not engage in child labour, Forced Labour/Involuntary Labour, etc. They must also provide safe and healthy workplace for their employees and contractors. Besides, they must be compliant with local and national laws and regulations on Occupational Health and Safety. No complaints were received by the company during the year.
	Discrimination at workplace	
	Child Labour	
	Forced / Involuntary Labour	
	Wages	
	Others – Please specify	None
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	2024-25 (in GJ)	2023-24 (in GJ)
	From renewable sources		
	Total Electricity Consumption (A)-Solar	5,742	4,081
	Total Fuel Consumption (B)	-	-

Energy consumption through other sources (C) -Wind	1,879	672	
Total Energy consumed from renewable sources (A+B+C)	7,621	4,753	
From non-renewable sources			
Total Electricity Consumption (A)	70,607	68,423	
Total Fuel Consumption (B)-Diesel/Petrol (Converted in to GJ)	10,459	10,831	
Energy consumption through other sources (C)-Piped Natural Gas (PNG) -Converted in to GJ	27,863	32,669	
Total Energy consumed from non-renewable sources (A+B+C)	1,08,929	1,11,923	
Energy intensity per rupee of turnover (Total energy consumption / Revenue from Operations) (GJ/₹ Crores)	46.06	46.66	
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption / Revenue from Operations adjusted for PPP) (GJ/USD Cr.) (1USD=₹ 20.662 on PPP)	951.72	1,067.50	
Energy intensity in terms of physical output			
Energy intensity (optional) - the relevant metric may be selected by the entity	NA (as we have a wide and heterogeneous product mix)	NA	
Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.		No	
2	Does the entity have any sites / facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N). If yes, disclose whether targets set under the PAT Scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.	No	
3	Provide details of the following disclosures related to water, in the following format:		
	Parameter	2024-25	2023-24
	Water withdrawal by source (in kilolitres)		
	(i) Surface Water	Nil	Nil
	(ii) Groundwater	1,16,367	99,239
	(iii) Third party water	14,936	14,385
	(iv) Seawater / Desalinated water	Nil	Nil
	(v) Others	Nil	Nil
	Total volume of water withdrawal (in kilolitres) (I + ii + iii + iv + v)	1,31,303	1,13,624
	Total volume of water consumption (in Kilolitres)	1,31,303	1,13,624
	Water intensity per crore rupee of turnover (Water consumed / Revenue from Operations) (KL/₹ Crore)	51.89	45.44

	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Water consumed / Revenue from Operations adjusted for PPP) (KL/USD Cr.) (1USD=₹ 20.662 on PPP)	1,072.19	1,039.58	
	Water intensity in terms of physical output			
	Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA	
	Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency (Y/N). If yes, name of the external Agency		No	
4				
	Parameter	2024-25	2023-24	
	Water discharge by destination and level of treatment (in kilolitres)			
	(i) Surface Water	Nil	Nil	
	- No treatment	Nil	Nil	
	- With treatment- please specify level of treatment	Nil	Nil	
	(ii) To Ground Water			
	- No treatment	Nil	Nil	
	- With treatment- please specify level of treatment	Nil	Nil	
	(iii) To Sea Water			
	- No treatment	Nil	Nil	
	- With treatment- please specify level of treatment	Nil	Nil	
	(iv) Sent to third-parties			
	- No treatment	Nil	Nil	
	- With treatment- please specify level of treatment	Nil	Nil	
	(v) Others			
	- No treatment	Nil	Nil	
	- With treatment- please specify level of Treatment - Treated in ETP and STP to stipulated levels	76,321	77,213	
	Total water discharged (In kilolitres)	76,321	77,213	
	Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N). If yes, name of the external agency.		No	
5	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	The company is moving towards the objective of becoming a Zero Liquid Discharge operation by implementing various water conservation measures		
6	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
	Parameter	Please specify unit	2024-25	2023-24
	NOx	µg/m ³	17.60	18.58
	SOx	µg/m ³	16.00	11.36
	Particulate Matter (PM2.5)	µg/m ³	25.80	21.67
	Particulate Matter (PM10)	µg/m ³	52.30	51.60

Persistent Organic Pollutants (POP)		NA	NA
Volatile Organic Compounds (VOC)			
Hazardous Air Pollutants (HAP)		NA	NA
Others – Please specify		NA	NA
Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.		No	No
7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Parameter	Unit	2024-25	2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,370	4,188
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	12,597	15,015
Total Scope 1 and Scope 2 emission intensity per Rupee of Turnover (Total Scope 1 and Scope 2 GHG emission / Revenue from operations)	Metric tonnes of CO ₂ equivalent / ₹.Cr.	5.92	7.68
(Total Scope 1 and Scope 2 emission intensity per rupee if turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emission / Revenue from operations adjusted for PPP) (1USD = ₹ 20.662 on PPP)	Metric tonnes of CO ₂ equivalent / USD Cr.	122.22	175.70
(Total Scope 1 and Scope 2 emission intensity in terms of physical output)	-	-	-
(Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity)	-	NA	NA
Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.		No	
8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details:	Yes. Several Energy reduction projects are being implemented. These include installation of 500 KWP roof top solar plant with Inhouse battery storage, Battery operated fork lift trucks, etc.		
9. Provide details related to waste management by the entity, in the following format:			
Parameter	2024-25	2023-24	
Total Waste generated (in M.T)			
Plastic Waste (A)	78.48	41.88	
E-waste (B)	5.58	19.32	
Bio-medical Waste (C)	0.05	0.05	
Construction and Demolition Waste (D)	Nil	Nil	
Battery Waste (E)	0.2	0.54	
Radioactive Waste (F)	Nil	Nil	
Other Hazardous Waste. Please specify, if any (G) if any (G) - (includes ETP and Process Waste, Oil-soaked cotton waste, and Used Oil)	207.07	467.67	

Other Non-Hazardous Waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector.	-	-
- Metal waste	2,126.16	1,968.04
- Other waste (Paper, Wood, etc)	1,757.56	900.92
Total (A + B + C + D + E + F + G + H)	4,175.09	3,398.41
Waste intensity per Rupee of turnover (Total Waste generated / Revenue from Operations) (M.T. / ₹ Cr)	1.65	1.36
"Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated / Revenue from Operations adjusted for PPP) (M.T./USD Cr.) (1USD=₹ 20.662 on PPP)"	34.09	31.09
Waste intensity in terms of physical output	-	-
Waste intensity (optional) - the relevant metric may be selected by the entity	NA	NA

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

Category of waste	2024-25	2023-24
(i) Recycled	2,969.73	2,792.94
(ii) Re-used	0.00	15.83
(iii) Other recovery operations	983.82	339.24
Total	3,953.54	3,148.01

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

Category of waste	2024-25	2023-24
(i) Incineration	0.05	0.05
(ii) Landfilling	57.43	49.85
(iii) Other disposal operations	164.07	200.51
Total	221.55	250.41

Note:	Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.	No. However, as a part of ISO 14001 certification, independent audit of environmental practices is carried out in all Units.
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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.	Waste Segregation and Disposal Procedures established in the company are in line with the requirements of ISO 9001:2015 and ISO 14001:2015 Standards. The company focuses on operational efficiency and resource conservation through waste reduction, reuse, recycle and recovery practices, and has undertaken several initiatives in these areas.
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:	

Sl.No.	Location of operations / offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.		
Our Manufacturing facilities are not located in ecologically sensitive areas.					
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
None					
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 and Environment Protection Act and Rules thereunder (Y/N). If not provide details of all such non-compliances, in the following format:				
Sl.No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by the regulatory agencies such as Pollution Control Boards or by Courts	Corrective action taken, if any	
Yes. The Company complies with all the applicable environmental laws / regulations / guidelines and there is a robust mechanism to monitor and report its compliances. There is no non-compliance. The company has also obtained ISO 14001 certification for its Environmental Management Systems for 4 of its major manufacturing locations					
Leadership Indicators					
1	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)				
The Company is not operating in any water stress areas and therefore, this indicator is not applicable.					
For each facility / plant located in areas of water stress, provide the following information					
(i) Name of the area					
(ii) Nature of Operations					
(iii) Water withdrawal					
Parameter	2024-25		2023-24		
Water withdrawal by source (in kilolitres)					
(i) Surface Water	NA		NA		
(ii) Groundwater					
(iii) Third Party Water					
(iv) Seawater / Desalinated water					
(v) Others					
Total volume of water withdrawal (in kilolitres)	-		-		
Total volume of water consumption (in kilolitres)	-		-		
Water intensity per rupee of turnover (Water consumed / turnover)	-		-		
Water intensity (optional) – the relevant metric may be selected by the entity	-		-		
Water discharge by destination and level of treatment (in kilolitres)					

(i) To Surface Water			
- No treatment	NA	NA	
- With treatment – Please specify level of treatment			
(ii) To Groundwater			
- No treatment	NA	NA	
- With treatment – Please specify level of treatment			
(iii) To Seawater			
- No treatment	NA	NA	
- With treatment – Please specify level of treatment			
(iv) Sent to third-parties			
- No treatment	NA	NA	
- With treatment – Please specify level of treatment			
(v) Others			
- No treatment	NA	NA	
- With treatment – Please specify level of treatment			
Total water discharged (in kilolitres)			
Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.			NA
2	Please provide details of total Scope 3 emissions & its intensity, in the following format:	Scope 3 emissions are indirect GHG emissions that occur outside the organization, including both upstream and downstream emissions. We do not measure Scope 3 emissions as of now, but have plans for future years.	
	Parameter	Unit	FY 2023-24
	Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA
	Total Scope 3 emissions per rupee of turnover		NA
	Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA
	Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.		No
3	With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities		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:		

Sl. No.	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Rooftop solar	500 KWP- Rooftop solar power generation with Battery Storage system	Reduced Electricity from non-renewable energy sources and CO2 emission reduction.
2	Automation	Pick and Place Robotics	Improvement in safety, ergonomics and productivity
3	Battery-operated forklift and stackers	Replaced diesel forklift	Reduction in CO2 emission
4	GreenCo Initiatives	Implemented GreenCo Initiatives and obtained certification for "GreenCo Silver Rating" in 2 Plants.	Reduction in energy and water consumption, reduced waste and CO2 emission, and improved work safety.
5	Does the entity have a business continuity and disaster management plan? Give details in 100 words / web link.	<p>Yes. A detailed plan is in place to ensure uninterrupted operations during and after disruptive events such as natural disasters, technical failures, or political unrest. The plan outlines clear procedures for responding to emergencies, minimizing downtime, and safeguarding resources.</p> <p>All our Manufacturing units have comprehensive emergency preparedness plans to handle various identified and potential emergencies. The plans are designed to contain the incident, minimize casualties and prevent further injuries, mitigation measures, quick and streamlined relief and rescue operation and speed up restoration of normalcy. Members of the emergency response teams are aware of their roles and responsibilities and ensure that the risks are managed well as per the plan. This is achieved by implementing the plan, training the people, improving response through regular conduct of mock drills and auditing controls to ensure that the system works as planned.</p>	
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?	Value chain partners have not yet been assessed for environmental Impacts. This process will be initiated in the coming years.	
7	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	Not Applicable	
8	How Many Green Credits have been Generated or procured:		
	a. By the listed entity	Nil	
	b. By the top ten (in terms of values of purchases and Sales, respectively) value chain partners	Nil	

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.	4
	b.	List of top 10 trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to	

Sl. No.	Name of the trade and industry chambers / associations		Reach of trade and industry chambers / associations (State / Nationals)			
1	Confederation of Indian Industry		National & State			
2	Retailers Association of India					
3	Bangalore Chamber of Industry & Commerce					
4	Federation of Karnataka Chambers					
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	
	Nil					
	Leadership Indicators					
1	Details of public policy positions advocated by the entity:					
Sl. 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	
	Nil					
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	
Nil						
2	Provide information on Project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format					
Sl. No.	Name of Project for which R & R is ongoing	State	District	No. of Project Affected Families (RAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Nil						
3	Describe the mechanisms to receive and redress grievances of the community			All the CSR / Community projects are undertaken based on need assessment and in consultation with the local community. All the Units have a designated person and team to interact with the community and address any grievances by planning projects towards the same. The teams have a good relationship with all stakeholders such as community, district administration and work towards finding the most optimal solution.		
4	Percentage of input material (inputs to total inputs by value) sourced from suppliers:					
		2024-25		2023-24		
	Directly sourced from MSMEs / Small Producers	65%		Approx 70%		
	Sourced directly from within the district and neighbouring districts	5 - 10%		5 - 10%		

5	Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.			
	Location	2024-25	2023-24	
	Rural	0.09%	0.07%	
	Semi-urban	0.58%	0.37%	
	Urban	1.34%	1.36%	
	Metropolitan	4.20%	5.21%	
	(place to be categorized as per RBI Classification System - rural / semi-urban/urban/metropolitan)			
	Leadership Indicators			
1	Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):			
	Details of negative social impact identified		Corrective action taken	
	NA			
2	Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by Government Bodies:			
	Sl. No.	State	Aspirational District	Amount Spent (In ₹)
	Nil			
3	a.	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes / No)	No such preferential procurement policy exists as of now. Our procurement is based on merit-related criteria of quality and delivery.	
	b.	From which marginalized / vulnerable groups do you procure?	NA	
	c.	What percentage of total procurement (by value) does it constitute?	NA	
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:			
	Sl. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit Shared (Yes / No)
	Nil			
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			
6	Details of beneficiaries of CSR Projects:			
	Sl. No.	CSR Project	No. of Persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	1	Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation	12,206	96%
	2	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects	850	100%
	3	Promotion and development of traditional knowledge and culture	6,258	Nil
	4	Promoting healthcare including preventive health care	57,693	30%

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	<p>The Company has a well-established system for receiving and addressing customer complaints and feedback. Some of the channels are:</p> <ol style="list-style-type: none"> Contact helplines available via dedicated telephone number, and email. Customer satisfaction surveys communicated periodically. Customer and business partner meetings and events. The sales and service representatives of the company are in continual touch with customers to interact with them, receive complaints or feedback in person or through phone and other means. <p>The Company uses the interaction with end users to improve the products, business operations and services.</p>				
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	100%				
	Safe and responsible usage	100%				
	Recycling and / or safe disposal	100%				
3	Number of consumer complaints in respect of the following	2024-25		2023-24		Remarks
		Received during the year	Pending resolution at end of the year	Received during the year	Pending resolution at end of the year	
	Data privacy	Nil	Nil	Nil	Nil	
	Advertising	Nil	Nil	1	Nil	
	Cyber-security	Nil	Nil	Nil	Nil	
	Delivery of essential services	Nil	Nil	Nil	Nil	
	Restrictive Trade Practices	Nil	Nil	Nil	Nil	
	Unfair Trade Practices	Nil	Nil	Nil	Nil	
	Other (in lakhs)	14.58	0.12	13.27	0.27	Customer compliants relate to products post sales which are resolved immediately

4 Details of instances of product recalls on account of safely issues:		
	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA
5 Does the entity have a framework / policy on cyber security and risks related to data privacy? (Yes / No). If available, provide a web-link of the policy.	Yes. We have multiple policies on IT security areas addressing the risks related to cyber security and data privacy. These are available for internal use and reference https://ttkprestige.com/wp-content/uploads/2024/07/Information-Security-and-Data-Privacy-Policy_2024-1.pdf	
6 Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.	As a part of our security policy, we regularly conduct vulnerability assessments on critical IT assets and ensure that customer related services are not impacted. We also conduct regular awareness programs for all our employees, deploying a variety of approaches such as displaying desktop banners, conducting mock exercises and observing cyber security awareness month. We also conduct several simulation exercises and vendor security assessments.	
7. Provide the following information relating to data breaches :		
a. Number of instances of data breaches	Nil	
b. Percentage of data breaches involving personally identifiable information of customers	Nil	
c. Impact, if any, of the data breaches	Nil	
Leadership Indicators		
1 Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	Details can be obtained by sending a mail to customer service. Weblink: www.ttkprestige.com	
2 Steps taken to inform and educate consumers about safe and responsible usage of products and / or services.	Information regarding usage of product and end use applications are given in the respective Product catalogues, Instructions for Use (IFUs), Website of the Company, etc.	
3 Mechanisms in place to inform consumers of any risk or disruption / discontinuation of essential services.	The products and services offered by the company do not fall in the category of essential services and hence this disclosure is not applicable.	
4 Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/ No/Not Applicable). If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)	The required information are given on all the products of the Company as stipulated under the applicable laws. For some products, information over and above the mandated requirement is also provided. Customer satisfaction survey and obtaining feedback is a continuous process as the distributors and dealers are in constant touch with the customers to ensure that this is communicated transparently across the value chain.	

Note: Previous year figures have been regrouped or reclassified as appropriate.
NA - Not Applicable