

24<sup>th</sup> August, 2025

**BSE Limited (BSE)**

The Department of Corporate Services  
Phiroze Jeejeebhoy Towers  
Dalal Street, Mumbai – 400 001  
**Scrip Code: 532966**

**National Stock Exchange of India Limited (NSE)**

The Listing Compliance Department  
Exchange Plaza Bandra-Kurla Complex  
Bandra (E), Mumbai – 400 051  
**Symbol: TITAGARH**

Madam/Sir,

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

We enclose, in terms of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, & other applicable Regulations, if any, the Business Responsibility and Sustainability Report of the Company for the financial year ended 31<sup>st</sup> March 2025 (BRSR-2024-25). The BRSR-2024-25 also forms an integral part of the Annual Report of the Company for the financial year ended 31<sup>st</sup> March, 2025 submitted to your office under cover of a separate letter of even date.

The BRSR-2024-25 is available on the website of the Company at [www.titagarh.in](http://www.titagarh.in)

Thanking you,  
yours faithfully,  
**for TITAGARH RAIL SYSTEMS LIMITED**

**Aditya Purohit**  
**Company Secretary & Compliance Officer**  
**M. No. ACS 27825**

**Encl: as above**

CIN: L27320WB1997PLC084819

Registered Office: Poddar Point, 10<sup>th</sup> Floor, 113 Park Street, Kolkata 700016, India  
Corporate Office: Titagarh Towers, 756 Anandapur, E.M Bypass, Kolkata 700107, India  
Phone: +91 33 40190800 Fax: +91 33 40190823 Email: [corp@titagarh.in](mailto:corp@titagarh.in); Web: [www.titagarh.in](http://www.titagarh.in)

## Business Responsibility & Sustainability Report

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L27320WB1997PLC084819
2.	Name of the Listed Entity	TITAGARH RAIL SYSTEMS LIMITED
3.	Year of incorporation	1997
4.	Registered office address	Poddar Point, 10th Floor, 113 Park Street, Kolkata 700016
5.	Corporate office address	Titagarh Towers 756 Anandapur, E.M Bypass, Kolkata 700107
6.	Email	corp@titagarh.in;
7.	Telephone	033 40190800
8.	Website	www.titagarh.in
9.	Financial year for which reporting is being done	2024-2025
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11.	Paid-up capital (INR)	Rs. 26,93,47,536/-
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Mr Aditya Purohit Company Secretary & Compliance Officer Phone: 8910833639 Email: aditya.purohit@titagarh.in;
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).	Standalone
14.	Name of assurance provider	N.A
15.	Type of assurance obtained	N.A

#### II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	Percentage of Turnover of the entity
1	Freight Rail Systems	Consists of manufacturing of Wagons, Loco Shells, bogies, couplers, its components, designing and construction of Warships, Passenger Vessels, Tug and specialised equipment for Defence, Bridges Girders etc.	93.39
2	Passenger Rail Systems	Consists of designing and manufacturing of Metro, Passenger Coaches, EMUs, Train Sets, Mono Rail, Propulsion equipment, Traction Motors and its components.	6.61

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

Sr. No.	Product/Service	NIC Code	Percentage of total Turnover contributed
1	Manufacturing of Wagons, Loco Shells, bogies, couplers and construction of Warships, Passenger Vessels, Tug.	3020	93.39
2	Manufacturing of Metro Coaches, Passenger Coaches, EMUs, Train Sets, Mono Rail, Propulsion equipment, Traction Motors	3020	6.61

**III. Operations**
**1. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of plants	Number of offices	Total
National	4	7	11
International	Nil	Nil	Nil

**2. Markets served by the entity:**
**a. Number of locations**

Locations	Number
National (No. of States)	28
International (No. of Countries)	5

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

**Response:** 0.15%

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

**Response:** Titagarh Rail Systems Limited (TRSL) serves a broad and diversified customer base spanning both domestic and international markets. In India, our key clients include public sector organizations such as Indian Railways, various Metro Rail Corporations, the Defence sector, the National Institute of Ocean Technology (NIOT), and the Shipping Corporation of India. We also supply to private freight logistics companies. Globally, we cater to national railway operators and private clients across regions including Bangladesh, Myanmar, Africa, Australia, and Europe. Our offerings – ranging from freight wagons and metro coaches to propulsion systems, defence and shipbuilding products – are designed to meet the specific needs of each segment, enabling us to build enduring partnerships based on quality, innovation, and reliability.

**IV. Employees**
**1. Details as at the end of Financial Year**

**FY 2024-2025)**

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	<b>Employees</b>					
1	Permanent (D)	1093	1030	94	63	6
2	Other than Permanent (E)	263	236	90	27	10
3	<b>Total employees (D + E)</b>	<b>1356</b>	<b>1266</b>	<b>93</b>	<b>90</b>	<b>7</b>
	<b>Workers</b>					
4	Permanent (F)	129	129	100	0	0
5	Other than Permanent (G)	4056	4021	99	35	1
6	<b>Total workers (F + G)</b>	<b>4185</b>	<b>4150</b>	<b>99</b>	<b>35</b>	<b>1</b>

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled Employees						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	<b>Total differently abled employees (D + E)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Differently abled Workers						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	<b>Total differently abled workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**2. Participation/ Inclusion/ Representation of women:**

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	2	17
Key Management Personnel (other than managing/wholtime Directors)	2	0	0

**3. Turnover rate for permanent employees and workers:**

Particulars	Turnover rate of current FY 2024-25 (%)			Turnover rate of previous FY 2023-24 (%)			Turnover rate of the year prior to the previous FY 2022-23 (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.26	20.63	31.89	21	44	65	7	2	9
Permanent Workers	7.75	0.	7.75	8	0	8	0	0	0

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****Names of holding/ subsidiary/ associate companies/ joint ventures**

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	Percentage 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.	Titagarh Firema S.p.A	Associate Company	25.43	No
2.	Titagarh Singapore Pte Limited	Subsidiary	100.00	No
3.	Titagarh Mermec Private Limited	Joint Venture	50.00	No
4.	Titagarh Firema Engineering Services Private Limited	Subsidiary	66.00	No
5.	Ramkrishna Titagarh Rail Wheels Limited	Joint Venture	49.00	No
6.	Shivaliks Mercantile Limited	Joint Venture	44.63	No

**VI. CSR Details:**

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (INR in Crore): Rs. 3865.82

(iii) Net worth (INR in Crore): Rs. 2519.74

**VII. Transparency and Disclosures Compliances**

**Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC):**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide weblink for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaint filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. For shareholders: the Company has a dedicated email ID: investors@titagarh.in	Nil	Nil	Nil	Nil	Nil	Nil
Investors (Other than shareholders)	Email ID of the Registrar & Share Transfer Agent is: mdpldc@yahoo.com	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders (SCORES)		3*	Nil	Nil	2	Nil	Nil
Employees and workers	For other stakeholders we have a Vigil Mechanism policy/Whistle Blower Policy and the same has been uploaded on website of the Company	Nil	Nil	Nil	Nil	Nil	Nil
Customers	The email address is: vigil.auditcommittee@titagarh.in.	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Further, all stakeholders can also email to ethics.compliance@titagarh.in.	Nil	Nil	Nil	Nil	Nil	Nil
Others (Contract Employees)	The Board has approved policies which can be accessed at weblink: https://titagarh.in/policies-and-codes	Nil	Nil	Nil	Nil	Nil	Nil

**\*Note :** All grievances were resolved within prescribed timeline

**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.

Sr. 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	Economic Performance	Opportunity & Risk	The core purpose of a business organization is to generate long-term economic value for all stakeholders. Sustained profitability and growth are essential not only for shareholder returns but also for positively impacting employees, customers, partners, and the broader community. Achieving this requires a commitment to sustainable and resilient financial performance, underpinned by the integration of environmental, social, and governance (ESG) principles into business strategy and operations.	The company maintains a strong focus on cost leadership, unit cost optimization, revenue enhancement, and healthy liquidity management. These financial priorities are critical in navigating challenges such as margin pressures arising from inflation, environmental regulations, and supply chain disruptions. The company is committed to aligning financial discipline with robust ESG practices, ensuring long-term resilience and value creation.	<b>Positive :</b> Increased investor confidence, access to sustainable finance, operational efficiency, and improved market valuation.
2	Sustainable Supply Chain	Opportunity	By embedding strong ESG principles across the value chain, organizations unlock opportunities to empower local businesses, significantly reduce their environmental footprint, and inspire responsible governance among partners. This proactive approach creates a future-ready supply chain that is not only resilient and transparent but also a powerful driver of long-term, sustainable growth.	Embed ESG principles into procurement processes, empower suppliers through capability-building, and drive greater traceability for a more responsible and transparent supply chain.	<b>Positive:</b> Cost efficiencies, improved supplier performance, enhanced trust and brand reputation.
3	Product Safety and Quality	Opportunity	Effective resource management is fundamental to delivering safe, high-quality products that meet customer expectations and enhance our brand reputation. Leveraging our diverse product portfolio and innovative solutions positions us to address evolving market demands and stakeholder requirements confidently. A strong commitment to product safety safeguards consumer health, fosters enduring trust, and drives sustainable business growth. Through rigorous quality control and transparent practices, we create meaningful value for customers, reinforce investor confidence, and support long-term organizational success.	We have implemented comprehensive quality control measures throughout the manufacturing, assembly, and maintenance processes to ensure all products consistently meet stringent safety and quality standards. Each product is subject to rigorous testing and certification by relevant authorities, confirming its safety and performance.  This dedication to quality enables us to foster customer loyalty, differentiate our brand in competitive markets, and pursue growth opportunities in premium segments with high safety and quality expectations. Moreover, ongoing process enhancements contribute to waste reduction and operational efficiency.	<b>Positive:</b> Investing in quality control infrastructure and training delivers strong financial returns by reducing costs associated with product failures and recalls. These improvements lower our risk profile, resulting in potential insurance savings. Additionally, a strengthened brand reputation and increased customer satisfaction drive higher revenues and improved profit margins. This creates opportunities for premium pricing, enhances market positioning, and reduces legal and compliance costs, contributing to sustained financial growth.

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

Sr. 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)
4	Innovation and R&D	Opportunity	We are focused on advancing sustainable growth and innovation., we expect that ongoing development of sustainable products, processes, and technologies will enhance our market position, create lasting value, and support positive environmental and social impact. We will continue to adapt to emerging challenges and evolving stakeholder expectations to build a resilient and responsible business over the long term.	Adopting innovation as a core approach enables organizations to adapt to a rapidly evolving market landscape and mitigate risks associated with obsolescence. Through focused research and development, companies can advance sustainable products, cleaner technologies, and more efficient processes that meet stakeholder expectations and regulatory requirements. This proactive strategy helps safeguard market position, ensures compliance with sustainability benchmarks, and supports long-term resilience.	<b>Positive:</b> Developing eco-efficient and socially responsible products creates opportunities to enter new markets and drive revenue growth. Sustainable innovation enhances customer loyalty and strengthens brand reputation, contributing to long-term competitive advantage. It also improves access to green financing and public R&D grants or subsidies. Additionally, process innovations lead to operational efficiencies and significant cost savings, further supporting financial performance.
5	Regulatory Compliance	Opportunity and Risk	Maintaining alignment with applicable laws, regulations, and industry standards across environmental, social, and governance (ESG) areas is fundamental. This commitment helps protect the organization from legal penalties and supports a strong, positive reputation. Upholding these standards also strengthens relationships with regulators, business partners, and other key stakeholders.	The company has implemented a robust management system to ensure compliance with all applicable laws, regulations, standards, and ethical practices. This proactive approach enables the organization to effectively adapt to evolving regulatory requirements. By maintaining strong compliance mechanisms, the company mitigates risks related to financial penalties, legal actions, license revocations, and reputational damage. This commitment is essential for sustaining stakeholder trust, securing the license to operate, and strengthening investor confidence.	<b>Positive:</b> By implementing a robust management system for compliance, the company significantly reduces the risk of fines, sanctions, or litigation arising from regulatory breaches. This approach helps prevent operational disruptions or delays caused by non-compliance with environmental permits, labor laws, or other regulatory requirements. It also minimizes the risk of exclusion from public tenders or markets with stringent compliance standards, while addressing increased scrutiny from regulators, investors. Overall, this proactive compliance strategy strengthens the company's resilience and supports sustainable business growth.
6	Corporate Governance and Ethics	Opportunity as it Enhances trust & value and also has a degree of Risk	Strong corporate governance and ethical practices are fundamental to building stakeholder trust, enhancing brand reputation, and securing investor confidence. By fostering transparency, accountability, and ethical conduct, organizations strengthen public perception and maintain a solid industry standing. This commitment enables the company to achieve sustainable growth, attract long-term investment, and reinforce its position as a responsible and trusted leader in the market.	Adhering to robust regulatory frameworks and industry best practices, the company ensures transparency, responsibility, compliance, ethics, and trust across all business processes. To uphold accountability to stakeholders, comprehensive policies, a Code of Conduct, and various management systems have been established. Strengthened board oversight with diverse and independent membership supports effective governance. The company promotes a culture of integrity by encouraging open communication and providing clear channels for reporting concerns. Continuous monitoring and transparent communication ensure alignment with evolving regulations and stakeholder expectations, effectively mitigating governance risks and reinforcing ethical business conduct.	<b>Positive:</b> Investor confidence, lower cost of capital, and better risk management.  <b>Negative:</b> Exposure to legal risks.



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

Sr. 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)
7	Energy and Emission Management	Risk	Promoting efficient energy use and managing greenhouse gas (GHG) emissions across operations and the value chain are essential steps in addressing climate change. Embracing low-carbon technologies not only supports the organization's efforts to mitigate environmental impact but also positions it to meet evolving regulations and potential carbon-related costs. This proactive approach strengthens sustainability and operational resilience.	The company has implemented energy-efficient practices in operations and maintenance to reduce energy consumption and emissions, alongside integrating renewable energy sources into its operations. As climate change remains a critical global challenge, businesses face growing expectations from regulators, investors, and customers to minimize their carbon footprint. Efficient energy management not only lowers operating costs—particularly in energy-intensive industries—but also enhances emission performance, a vital metric in ESG ratings and sustainability reporting.	<b>Positive :</b> <ul style="list-style-type: none"> <li>● Reduced operating costs through energy-efficient practices</li> <li>● Enhanced ESG performance and improved sustainability disclosures</li> <li>● Strengthened brand reputation and stakeholder trust</li> <li>● Better preparedness for future regulatory requirements</li> <li>● Competitive positioning in low-carbon and sustainability-focused markets</li> </ul> <b>Negative:</b> <ul style="list-style-type: none"> <li>● Rising carbon costs (e.g., carbon taxes, emissions trading schemes)</li> <li>● Potential reputational impact if emissions are perceived as excessive</li> <li>● Regulatory penalties for non-compliance with emissions or energy efficiency standards</li> <li>● Risk of supply chain disruptions due to energy or emissions-related constraints</li> </ul>
8	Water Use and Recycling	Risk	Water is a vital and finite resource essential to sustainable business operations. In the face of climate change and increasingly unpredictable weather patterns, ensuring a reliable and sufficient water supply has become more challenging. The company is committed to the responsible management of water through efficient consumption, effective wastewater treatment, and recycling practices—reducing environmental impact while safeguarding long-term resource availability.	<p>Water scarcity is an escalating concern, particularly in water-stressed regions, and presents growing challenges for industries with high water dependency, such as manufacturing. Companies face operational and reputational risks due to excessive water use or the degradation of local water sources. In response, regulators and stakeholders increasingly expect transparent water usage reporting and effective risk mitigation strategies.</p> <p>The company has adopted a structured and forward-looking approach to water management, consistently monitoring and improving conservation practices. Key initiatives are aimed at achieving a positive water balance, with a strong emphasis on replenishing local water tables and capturing and reusing rainwater. These actions support operational continuity, reduce environmental impact, and reflect the company's commitment to long-term water stewardship and responsible corporate citizenship.</p>	Positive: Rainwater reuse and water table replenishment can reduce long-term water procurement and treatment costs. and Strong stewardship may improve ESG scores, enhancing access to green financing and lowering cost of capital.



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

Sr. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or Negative implications)
9	Waste Management	Opportunity & Risk	The company prioritizes effective management, reduction, recycling, and responsible disposal of waste generated throughout operations and supply chains to minimize environmental impact and ensure compliance with regulatory requirements. By proactively aligning with emerging waste management standards, the company demonstrates its strong commitment to sustainability while mitigating potential financial risks such as fines and penalties. Robust waste management practices also enhance operational efficiency and support uninterrupted product manufacturing.	<p>In alignment with regulatory requirements and industry best practices, the company ensures responsible waste management across its operations. Waste is effectively segregated, with certain streams repurposed as raw material for the Foundry division, supporting resource efficiency and circularity. Hazardous waste is safely handled and disposed of through authorized vendors, ensuring full compliance and environmental protection.</p> <p>These initiatives lead to cost savings through reduced raw material use and optimized waste handling. The company also benefits from potential revenue streams via recycling, resale of by-products, and upcycling efforts. Circular economy practices strengthen brand value, enhance customer trust, and contribute to improved ESG performance—further attracting responsible investors and reinforcing the company's commitment to sustainable growth.</p>	<b>Positive :</b> Continued enhancement of waste management systems and recycling infrastructure can lead to meaningful long-term benefits. These efforts may help lower raw material and disposal costs, support revenue generation through the reuse of secondary materials, and foster industrial symbiosis. Additionally, maintaining compliance with environmental regulations can reduce the likelihood of legal expenses and remediation efforts contributing to operational efficiency and overall business resilience.
10	Community Development	Opportunity /Risk	Supporting communities enhances social license to operate and fosters long-term regional stability.	Partner with local stakeholders for education, health, and livelihood initiatives.	Positive: Strengthened local relationships, reputational enhancement, and community harmony.
11	Employment	Opportunity	Employment generation supports social equity and builds a skilled, motivated workforce. Promotes inclusive hiring, skill development, with fair labor practices.	N.A.	Positive: Improved productivity, and stronger employer brand of the Company- "Titagarh".
12	Occupational Health and Safety	Risk	Occupational Health and Safety (OHS) is a core component of responsible business conduct and is essential for ensuring employee well-being and maintaining operational continuity. A strong safety culture not only supports compliance with labor laws and industry standards but also enhances workforce productivity, morale, and retention. Prioritizing health and safety helps prevent workplace incidents, reduces the risk of legal or regulatory consequences, and minimizes disruptions to business operations—ultimately contributing to sustained performance, safety of the workforce and stakeholder confidence.	<p>The Company is committed to maintaining a robust Occupational Health and Safety (OHS) framework through regular internal audits, strict enforcement of safety standards, and adherence to globally recognized certifications such as ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018. Safety awareness and preparedness are reinforced through ongoing programs and the provision of appropriate protective equipment to all employees and workers.</p> <p>A strong safety culture contributes to improved workforce productivity, morale, and retention. It also supports reduced insurance premiums and lowers the incidence of compensation claims. These practices enhance the company's brand reputation, foster stakeholder trust, and strengthen its ability to attract talent in safety-conscious industries.</p>	Positive : A well-established safety culture helps reduce accident-related downtime, legal expenses, and insurance claims. It also supports regulatory compliance, minimizing the risk of fines or business disruptions. Ultimately, this contributes to enhanced workforce productivity, resilience, and smooth operational continuity.

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

Sr. 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)
13	Respect for Human Rights	Risk	The Company is committed to upholding and advancing fundamental human rights across its operations and value chain. This includes safeguarding labour rights, promoting an inclusive and non-discriminatory workplace, and ensuring freedom from any form of exploitation or unethical practices.	Compliance with human rights principles and laws strengthens the Company's legal standing and reinforces its commitment to ethical business practices. Upholding the standards applicable enhances stakeholder trust, supports a resilient and transparent supply chain, and contributes to a positive brand reputation. Strong human rights performance can attract and retain responsible investors and improve ESG ratings, further driving long-term business value.	Positive The company's steadfast commitment to respecting human rights throughout its operations and supply chain fosters a culture of integrity and responsibility. This dedication enhances stakeholder confidence, strengthens partnerships, and attracts ESG-conscious investors and customers. By embedding human rights principles into business practices, the company mitigates potential risks and drives sustainable, long-term value creation, reinforcing its position as a responsible and trusted leader in the industry.
14	Industrial Labour Relations	Opportunity/Risk	Strong industrial relations are essential for fostering a stable and engaged workforce, enhancing productivity, and supporting smooth operational continuity. Effective labour practices help the organization maintain compliance with regulations, avoid potential disputes, and empower employees, contributing to a positive workplace culture and long-term business success.	Positive and collaborative labor relations contribute to enhanced productivity and employee morale. Strong partnerships with unions support labor peace, helping to prevent disruptions such as strikes. This approach strengthens the company's reputation as a preferred employer, attracting and retaining top talent.  The company maintains full compliance with all labor laws and regulations, strictly prohibiting forced, child, or compulsory labor. Our comprehensive policy framework is designed to promote a diverse, safe, and empowered workforce.	Positive : Investments in labor negotiations, compliance with agreements, and ongoing union engagement foster a stable and motivated workforce. These efforts contribute to cost savings through reduced employee turnover and enhanced morale. Over the long term, the company benefits from minimized risks of strikes, litigation, and reputational impacts, supporting sustained operational efficiency and a strong employer brand.I.e. Titagarh

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Section	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://titagarh.in/policies-and-codes">https://titagarh.in/policies-and-codes</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	The policies are based on prescribed principles, conformance to the spirit of international standards like ISO 9000, ISO 14001, ISO 45001, UNGC guidelines, GRI – standards etc. relevant and applicable								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	The Company is engaged in identifying relevant areas and key performance indicators for each principle that would aid in laying roadmap for attaining short, medium- and long-term goals and target.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	The Company is actively engaged in identifying relevant focus areas and key performance indicators (KPIs) for each principle, which will serve as a foundation for establishing a roadmap toward achieving its short-, medium-, and long-term goals and targets. We maintain a strict 'Zero Tolerance' policy toward any violations of human rights and have set internal goals and targets aligned with each principle. Additionally, we have taken a strategic decision to enhance and document the natural habitats in and around our operational areas.								
<b>Governance, leadership, and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p><b>Titagarh Rail Systems Limited (TRSL)</b> integrates sustainability and ethical responsibility at the core of its business. As a manufacturer of freight wagons and metro coaches—two of the most eco-friendly transport modes—TRSL supports low-emission mobility while promoting efficient resource use and inclusive growth.</p> <p>Its plants in Uttarpara and Bharatpur serve as regional development hubs, employing a largely local workforce from nearby rural areas and fostering long-term socio-economic inclusion. The company actively promotes workplace safety, employee well-being, and community engagement through structured CSR programs.</p> <p>Environmentally, TRSL focuses on energy and water efficiency, waste reduction, and compliance, even though its sites are not in water-stressed zones. Governance is anchored in robust ESG policies, with leadership committed to transparency, ethical conduct, and value creation for all stakeholders.</p> <p>TRSL's sustainability vision goes beyond compliance—creating long-term positive impact across the environment, society, and the broader mobility ecosystem</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p>Shri J.P. Chowdhary - Executive Chairman; (DIN 00313685)</p> <p>Shri Umesh Chowdhary - Vice Chairman &amp; Managing Director; (DIN 00313652)</p> <p>Shri Prithish Chowdhary- Deputy Managing Director (DIN 08509158)</p> <p>Shri Anil Kumar Agarwal- Deputy Managing Director (DIN 01501767)</p>								

Disclosure Section	P1	P2	P3	P4	P5	P6	P7	P8	P9
9. Does the entity have a specified Committee of the Board/ Directors responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes, TRSL has constituted various Board committees, which are responsible for and have a remit over key sustainability related policies, as below:</p> <p>TRSL has a dedicated committee that oversees both ESG and CSR matters, known as the Corporate Social Responsibility (CSR) Committee. This Committee is responsible for formulating and recommending the CSR budget, activities, and expenditure, while also guiding the Company's broader Environment, Social, and Governance (ESG) initiatives. Given that TRSL primarily manufactures environmentally responsible products—such as rail freight and metro systems—sustainability remains a core focus for the Company and its stakeholders. The CSR Committee plays a key role in ensuring the effective implementation of TRSL's sustainability strategies and related policies</p> <p>The Stakeholders' Relationship ('SRC') Committee of the Board evaluates the statutory compliances and services concerning dividend payments, security holders, and performance of the Registrar and Transfer Agents.</p> <p>The Risk Management ('RM') Committee of the Board supports the Board in directing the risk management process, the controls and risk tolerance including strategic, financial, operational, sectoral, sustainability (Environmental, Social and Governance) related risks, information &amp; cyber security and compliance risks. It makes recommendations related to risk mitigation and reviews the Company's risk governance system. Audit Committee reviews financial risks and controls and monitors mitigation measures.</p> <p>For the other policies, the Company has adequate internal control for its review and implementation</p>								

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

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
Performance against above policies and follow up action.																		
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances																		

**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.**

**Response:** No

**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
1. The entity does not consider the Principles material to its business (Yes/ No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
2. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/ No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
3. The entity does not have the financial or/ human and technical resources available for the task (Yes/ No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
4. It is planned to be done in the next financial year (Yes/ No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
5. Any other reason (please specify)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### PRINCIPLE 1

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

#### Essential Indicators:

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	2	<p>Updates and awareness related to:</p> <ol style="list-style-type: none"> <li>1) Regulatory requirements</li> <li>2) Strategy update</li> <li>3) Industry outlook and changes</li> <li>4) Business update</li> <li>5) Code of Conduct</li> </ol> <p>are conducted for the Board of Directors.</p>	100
Key Managerial Personnel	5	<p>At Titagarh Rail Systems Limited (TRSL), leadership is cultivated through a structured focus on integrity, compliance, and professional excellence. The Company has implemented a comprehensive set of policies and training initiatives to strengthen ethical behaviour, operational efficiency, and domain-specific expertise across all levels. Key initiatives include:</p> <ol style="list-style-type: none"> <li>1) Anti-Bribery and Anti-Corruption Framework – Promotes a zero-tolerance approach to unethical practices and reinforces transparency in business dealings.</li> <li>2) Corporate Communication– Ensures clear, consistent, and responsible communication aligned with TRSL's brand and values.</li> <li>3) Cybersecurity Awareness Programs – Educate employees on digital risks and promote safe practices in an increasingly connected environment.</li> <li>4) POSH (Prevention of Sexual Harassment at Workplace) – Upholds a respectful, inclusive, and safe workplace for all employees.</li> <li>5) Safety Induction Training – Mandatory orientation focused on health, safety, and emergency response preparedness.</li> <li>6) TRSL Code of Conduct Observance – Regularly commemorated and reinforced to embed ethical values into the Company's culture.</li> <li>7) Process-Oriented Thinking – Encourages employees to adopt systematic and quality-driven approaches in everyday operations.</li> </ol> <p>Additionally, leadership and professional development at TRSL encompasses ongoing learning across critical business functions such as:</p> <ul style="list-style-type: none"> <li>● Corporate Law &amp; Compliance</li> <li>● Financial Management &amp; Taxation</li> <li>● Strategic Marketing</li> <li>● Operational Excellence</li> <li>● Industry-Specific Technical Domains</li> </ul> <p>These efforts are aimed at nurturing capable, ethical leaders equipped to drive TRSL's mission forward in a dynamic and responsible manner.</p>	100

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	7	1) Sustainability Leadership Series 2) Anti-bribery and anti-corruption awareness 3) TRSL Code of Conduct Observance – Regularly commemorated and reinforced to embed ethical values into the Company's culture. 4) Prevention of Sexual Harassment at Workplace (POSH) 5) Corporate communications	100
Workers	5	1) Diversity, Equity and Inclusion (DEI) Training 2) TRSL Code of Conduct Observance – Regularly commemorated and reinforced to embed ethical values into the Company's culture. 3) Stakeholder Engagement 4) Training on sustainability 5) Anti-bribery and anti-corruption awareness	100

**Note:** All the principles laid down in BRSR are covered by TRSL's mandatory training which is availed by Board of Directors, Key Managerial Personnel, and all employees.

- 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):**

Particulars	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Settlement of the matter was under the direction of Supreme Court and by an Order dated 12.08.2024 of SLP No. 8284-8293 of 2020 Titagarh Rail Systems Limited vs BHIM etc. disposed of upon payment of settlement amount of Rs. 73,59,000/- to 10 Gardeners of erstwhile Cimmco Limited. The dispute raised by the gardeners was under Industrial Dispute Act, 1947.					

Particulars	Non-monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	N/A				
Punishment					

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
N.A.	N.A.

- 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.**

**Response:** Yes, our business code of conduct (Titagarh Code of Conduct) covers anti-corruption or anti-bribery related requirements. The Company has a Vigil Mechanism framed under Section 177 of Companies Act, 2013, to deal with any instances of corruption or bribery.

Weblink: [https://titagarh.in/storage/report/actual/1679458487\\_G9qJH\\_titagarh-code-of-conductpdf.pdf](https://titagarh.in/storage/report/actual/1679458487_G9qJH_titagarh-code-of-conductpdf.pdf)



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

Particulars	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

**Response:** NA.

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

Particulars	FY 2024-25	FY 2023-24
Number of days of accounts payables	30.44	34.71

**9. Open-ness of business**

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

Parameter	Metrics	FY 2024-25	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	NA	NA
	b. Number of dealers/ distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	NA	NA
Share of RPT in	a. Purchases (Purchases with related parties/ Total Purchases) (%)	0.006	0.960
	b. Sales (Sales to related parties/ Total Sales)	0.002	0.030
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	NA	NA
	d. Investments (Investments related parties/ Total Investments made) (%)	0.334	76.650

**Leadership Indicators:**
**1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:**

Titagarh Rail Systems Limited (TRSL) actively collaborates with its value chain partners to promote responsible and sustainable business practices. As part of this engagement, the Company shares informative materials—such as posters and awareness content—highlighting the nine principles of the National Guidelines on Responsible Business Conduct (NGRBC) and their alignment with the Sustainable Development Goals (SDGs). This initiative helps build shared understanding and commitment across the value chain toward ethical, inclusive, and sustainable growth.

Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	All 9 NGRBC principles	100%

**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.**

**Response:** Yes, Titagarh Rail Systems Limited (TRSL) has in place a well-defined Code of Conduct for Directors and Senior Management, which mandates that all Board members and senior personnel avoid situations that could give rise to actual or perceived conflicts of interest. The Code emphasizes ethical behaviour, transparency, and accountability in all business dealings.

To further strengthen its governance framework, the Company has adopted a robust Related Party Transaction Policy, which provides clear guidelines for identifying, disclosing, and managing transactions with related entities. All such transactions are conducted in the ordinary course of business and strictly on an arm's length basis, ensuring fairness and compliance with applicable regulations.

In line with best practices, the Company obtains an annual declaration from each member of the Board of Directors and Senior Management Personnel, detailing their interests in other entities. Based on these disclosures, TRSL ensures that all necessary statutory approvals are obtained in advance, wherever required, before entering into any transactions with such entities.

**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.**

Principal	FY 2024-25 in crs.	FY 2023-24 in crs.	Details of improvements in environmental and social impacts
R&D	NIL	100.00	The Company has established a structured mechanism to monitor research and development (R&D) expenses and capital investments in targeted technologies. R&D efforts primarily involve employee contributions toward the development of innovative metro coach designs, which are intended to enhance public mobility and generate meaningful social impact.  In line with its commitment to sustainable growth, the Company also invests in capital projects that support both environmental responsibility and community well-being. These initiatives reflect the Company's focus on advancing technology while aligning with broader ESG goals.
Capex	NIL	3.75	

**Note:** Capex include addition made during the financial year related to PPE. R&D includes employee cost towards development of design.

**2. a. Does the entity have procedures in place for sustainable sourcing?**

**Response:** Yes The Company follows a structured sustainable sourcing procedure, under which all new and existing supply chain partners are mandatorily evaluated on key parameters such as environmental impact, health & safety standards, and overall sustainability prior to onboarding. Robust quality assurance and inspection systems are in place to ensure that all goods and services supplied by the Company remain safe and environmentally responsible throughout their life cycle. The Company places strong emphasis on techno-commercial considerations, ensuring that procurement decisions align with both performance expectations and sustainability goals.

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

**Response:** The Company sources materials and components in accordance with customer specifications and gives preference to vendors who can consistently meet performance requirements, wherever feasible.

**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:**

**Response:** Yes, The Company has established structured procedures for the safe reclamation, recycling, and disposal of its products and packaging materials at end-of-life, in line with environmental regulations and sustainability commitments. For plastic waste, including packaging, it complies with Extended Producer Responsibility (EPR) by collaborating with authorized recyclers and Producer Responsibility Organizations (PROs), and also facilitates reverse logistics through take-back programs. E-waste is managed in accordance with applicable E-Waste Management Rules, with authorized recyclers handling safe collection and recycling. Hazardous waste is clearly identified, segregated, and managed by CPCB/WBPCB-approved handlers under a manifest tracking system, with trained personnel and emergency protocols in place. Regular audits ensure ongoing compliance. Non-hazardous waste is handed over to authorized municipal or private agencies. All activities are documented, and the Company discloses relevant waste data annually through its sustainability and ESG reports.

**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.**

**Response:** Yes, The Company has implemented an Extended Producer Responsibility (EPR) initiative as part of its commitment to minimizing waste and promoting sustainable practices. The EPR strategy focuses on the responsible collection and management of waste generated from its products. A structured waste collection plan has been established to ensure environmentally sound handling and disposal. In addition, the Company prioritizes product design that supports recyclability and reusability, helping to reduce overall environmental impact. To strengthen execution, the Company collaborates with authorized waste collectors and recyclers, ensuring waste is managed efficiently and in line with sustainability goals.

**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? N.A.**

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.
Nil					

**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
N.A.		

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

Indicate input material	Recycled or re-used input material to total material (%)	
	FY 2024-25	FY 2023-24
Returns from Foundry	16.64	21

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:

Particulars	FY 2024-2025			FY 2023-2024		
	Current Financial Year			Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	38.77	-	-	81.8
E-waste	-	-	5.6	-	-	6.275
Hazardous waste	-	-	55	-	-	32.4
Other waste	8044	-	-	16500	-	-

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

Indicate product category	Reclaimed products and their packing materials as % of total products sold in respective category
Not Applicable	

### PRINCIPLE 3

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

#### Essential Indicators:

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

Category	Percentage of employees covered by										
	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	1030	1030	100	815	79	0	0	1030	100	0	0
Female	63	63	100	63	100	63	100	0	0	0	0
Total	1093	1093	100	878	80	63	5.7	1030	94	0	0
Other than Permanent Employees											
Male	236	236	100	215	91	0	0	236	100	0	0
Female	27	27	100	27	100	27	100	0	0	0	0
Total	263	263	100	242	92	27	100	236	897	0	0

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

Category	Percentage of workers covered by										
	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	129	129	100	129	100	0	0	0	0	229	100
Female	0	0	0	0	0	0	0	0	0	0	0
Total	129	129	100	129	100	0	0	0	0	0	0
Other than Permanent Workers											
Male	4021	4021	100	4021	100	0	0	0	0	4021	100
Female	35	35	100	35	100	35	100	0	0	35	100
Total	4056	4056	100	4056	100	35	0.80	0	0	4056	100

**c. Spending measures towards well-being of employees and workers (including permanent and other than) in the following format:**

Particulars	FY 2024-2025	FY 2023-2024
Cost incurred on well-being measures as a % of total revenue of the company	2.17%	1.70%

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

Benefits	FY 2024-25			FY 2022-23		
	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 percentage of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	86.28	99.09	Y	100	100	Y
Gratuity	100.00	100.00	Y	100	100	Y
ESI (eligible employees/ workers)	21.97	99.09	Y	21	81	Y
Others- please specify	0	0	N.A	0	0	N.A

**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.**

**Response:** Yes most of the office buildings and operation locations are accessible to differently abled employees and workers, We ensure that the persons with disabilities enjoy the right to equality, life with dignity and respect for his or her integrity equally with others.

**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.**

**Response:** The Company is committed to provide equal employment opportunities without any discrimination on the grounds of age, colour, origin, nationality, disability, religion, race, caste, gender, sex etc. The Company believes that diversity at workplace is an instrument for economic growth, sustainable competitive advantage and societal progress.

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

Gender	Permanent Employees (%)		Permanent Workers (%)	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	NA	NA
Female	100	100	NA	NA
<b>Total</b>	<b>100</b>	<b>100</b>	<b>NA</b>	<b>NA</b>

Note: No permanent worker availed parental leave.

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	<p>Yes. TRSL has a grievance redressal mechanism available to the employees and workers. The intent of the mechanism is to ensure that the grievance is dealt in a fair and just manner whilst being in compliance with the Company's Policies. The Company's practices encourage fair resolution of the grievances, and the aim is to promote a positive work environment. The Company's Vigil mechanism encourages employees to report unethical business practices at workplace without reprisal.</p> <p>The Employees both at corporate and factory level, can report their grievances to the HR team. In case any grievance is unresolved, the same can be escalated to the CHRO/ Compliance Officer.</p> <p>We conduct periodic welfare meeting, safety committee meeting, for effective grievance redressal and ensuring a healthy workplace environment. Unit meetings are periodically held for both contractual and non-contractual workers and employees to discuss any concerns or grievances. We have a robust 'Whistle Blower Policy' in place which acts as a mechanism for employees, workers and senior management</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
<b>Total Permanent Workers</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1266	1106	87.36	668	52.76	818	588	71.88	127	15.53
Female	90	71	78.89	17	18.89	99	36	36.36	23	23.23
Total	1356	1177	86.80	685	50.52	917	624	68.05	150	16.36
Workers										
Male	4150	4150	100	4150	100	2189	1091	49.84	567.00	25.90
Female	35	35	100	35	100	67	26	38.81	44.00	65.67
Total	4185	4185	100	4185	100	2256	1117	49.51	611.00	27.08

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
<b>Employees</b>						
Male	1902	598	31.44	1173	475	40.49
Female	124	32	25.81	99	37	37.37
<b>Total</b>	<b>2026</b>	<b>630</b>	<b>31.10</b>	<b>1272</b>	<b>512</b>	<b>40.25</b>
<b>Workers*</b>						
Male	4150	N.A	N.A	147	NA	NA
Female	35	N.A.	N.A.	-	NA	NA
<b>Total</b>	<b>4185</b>	<b>N.A.</b>	<b>N.A.</b>	<b>147</b>	<b>NA</b>	<b>NA</b>

**Note:** The numbers disclosed include only permanent workers. The performance and career development reviews are not applicable for other than permanent workers.

The performance of all management staff employees is managed through a performance appraisal process. The performance management process facilitates open communication between managers and employees to clarify expectations, communicate organizational goals, provide feedback, and offer continuous coaching for improving performance. This system employs a structured cascade of balanced scorecard objectives all the way down to individual targets, ensuring alignment across the organization. It integrates performance and leadership behaviour appraisal, with rewards based on both company performance and individual contributions. Compensation reviews consider performance, leadership behaviour, and market comparisons, ultimately aiming to enhance business outcomes by defining and achieving goals effectively.

**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?**

**Response:** TRSL has established a comprehensive Occupational Health and Safety (OHS) Management System that underscores its unwavering commitment to the health, safety, and overall well-being of its employees and workers. The Company's OHS practices are aligned with internationally recognized standards, with three out of six manufacturing plants certified under ISO 45001. Additionally, TRSL's environmental management practices are certified under ISO 14001:2015 and ISO 14001:2018. These certifications are supported by regular internal audits and periodic third-party external assessments to ensure continued compliance, effectiveness, and continual improvement.

The Company's approach to occupational health and safety is guided by its Business Responsibility and Sustainability Report (BRSR) Policy and detailed Standard Operating Procedures (SOPs), which outline clear protocols for hazard identification, risk mitigation, emergency preparedness, and compliance with applicable legal requirements. TRSL promotes a strong safety culture by conducting regular safety training sessions, awareness programs, and capacity-building initiatives for all employees and contract workers across its operations. The Company's proactive stance on occupational health and safety aims to create a zero-harm work environment and foster long-term well-being for all its personnel.

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

**Response :** At TRSL, occupational health and safety risk assessment is an integral component of the Company's change management and operational planning processes. Routine safety assessments are conducted by the designated Safety Officer to proactively identify potential work-related hazards and risks across all work areas. In alignment with a culture of continuous improvement, regular safety committee meetings are held to review safety performance, share learnings, and discuss preventive measures. The Company follows a systematic approach to hazard prevention and control that includes gathering existing information on potential risks, conducting workplace inspections, investigating incidents, identifying hazards related to emergencies and non-routine operations, characterizing hazards, defining control measures, and prioritizing risks based on severity and likelihood of exposure. This structured process ensures early identification, timely mitigation, and effective control of workplace hazards. TRSL maintains strict compliance with applicable safety regulations, including the West Bengal Factories Rules, 1958. A comprehensive Safety Manual and Standard Operating Procedures (SOPs) are in place to guide safe work practices, emergency response, and legal compliance. The ongoing monitoring and review of these procedures help ensure a safe and healthy work environment for all employees and workers.

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

**Response:** Yes, TRSL has a system in place that allows employees and workers to report any work-related hazards they may encounter.

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

**Response:** Yes, all the employees/workers have access to non-occupational medical and healthcare services. All our plants have either dedicated occupational health centres (OHC) or medical consultants, visiting doctors, and trained paramedic staff to ensure uninterrupted emergency medical services round the clock

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	14.92	4.91
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
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

\* Including the contract workforce

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

**Response:** TRSL places the highest priority on ensuring the health, safety, and well-being of its employees and workers across all operational sites. The Company has implemented structured internal processes to regularly evaluate the effectiveness of its Occupational Health and Safety (OHS) systems and ensure compliance with all applicable legal and regulatory requirements. A wide range of proactive measures have been adopted to create and sustain a safe working environment.



All new employees and workers undergo a comprehensive induction program that covers safety protocols, workplace hazards, and emergency procedures. In addition, periodic departmental safety trainings are conducted to reinforce role-specific safety practices. TRSL provides appropriate Personal Protective Equipment (PPE)—including helmets, gloves, safety shoes, and goggles—based on job roles and risk profiles. Safety awareness is continually reinforced through prominently displayed OHS posters and monthly safety meetings with employees and contract workers.

TRSL has developed a robust emergency response plan covering potential incidents such as fires, explosions, and chemical leaks. This plan is tested through quarterly mock drills at the plant level to ensure preparedness. First-aid facilities are available at all plant locations, and regular health check-ups are conducted for employees and workers to monitor physical well-being and identify potential health issues early.

The Company also undertakes periodic external audits—covering safety, electrical systems, and structural integrity—through accredited third-party agencies to proactively identify and mitigate workplace hazards. Preventive maintenance is carried out routinely on equipment, tools, and machinery to reduce the risk of mechanical failure and accidents. TRSL remains fully compliant with the West Bengal Factories Rules, 1958, and follows other relevant safety regulations, including implementation of toolbox talks, operational SOPs, and continuous workplace inspections.

Through these integrated efforts, TRSL ensures a safe, compliant, and health-conscious workplace, fostering a strong culture of safety and continuous improvement across its operations.

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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

### 14. Assessments for the year:

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

### 15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health and safety practices and working conditions.

Response: TRSL gives utmost importance to maintaining a safe and healthy work environment for all its employees and workers. To support this commitment, the company has implemented structured internal mechanisms to assess the performance of its occupational health and safety (OHS) systems and to ensure full compliance with relevant laws, standards, and regulations. Several initiatives have been put in place to enhance workplace safety and employee well-being. These include the development of a comprehensive emergency response plan to address incidents such as fires and monthly safety meetings involving both employees and contract workers to discuss safety practices and concerns; and the widespread circulation of OHS awareness posters outlining key safety guidelines. Regular mock drills are conducted to evaluate emergency preparedness, and first-aid facilities are maintained at the plant level to respond to health emergencies. In addition, TRSL provides continuous safety training to all employees and workers and conducts periodic health check-ups to monitor and promote their physical well-being.

#### Leadership Indicators

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

(a) **Employees (Y/N):** Yes, suitable benefit is extended by TRSL on a case-to-case basis.

(b) **Workers (Y/N):** Yes, suitable benefit is extended by TRSL on a case-to-case basis.

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

**Response:** The Company's internal audit team regularly reviews and verifies that all statutory dues owed by service providers for their employees are fully remitted on time. Before any payment is released, service providers must submit supporting documentation, which is then vetted by the audit team. Additionally, spot checks are conducted by cross-referencing records with the relevant authority's online portals to ensure compliance.

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

Particulars	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	NA	NA
Workers	0	0	NA	NA

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

**Response:** Yes, The Company continually invests in human capital development which includes building skills and capabilities that are contemporary while providing employees with a diversity of experiences.

5. Details on assessment of value chain partners:

Particulars	Percentage of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	We actively engage with our value chain partners to ensure adherence to applicable health, safety, and working condition standards and practices.
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:

**Response:** The Company's guidelines are communicated to all value chain partners. TRSL personnel conduct periodic site visits to these partners to assess any health and safety risks or concerns. During these visits, any identified issues are addressed, and corrective actions are collaboratively discussed to ensure continuous improvement in safety practices.

## 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.

**Response:** TRSL recognizes the vital role stakeholders play in shaping its long-term success and aligns its engagement approach with its BRSR Policy. The Company places strong emphasis on engaging stakeholders meaningfully to support effective decision-making, enhance accountability, and build long-term relationships. Key stakeholder groups are identified and periodically reviewed by senior management based on well-defined criteria such as strategic relevance, financial impact, dependency, immediacy, responsibility, and influence. Structured and ongoing engagement with these stakeholders is a priority for TRSL, enabling the organization to foster trust, improve transparency across business operations, and manage emerging risks proactively. This approach not only reinforces stakeholder confidence but also ensures alignment with the Company's sustainability objectives.

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 and 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
Vendors	No.	Email, Meetings and Website	Need based/ any time as per mutual convenience / monthly/ quarterly	The Company is committed to transparency and timely disclosure, along with the efficient and sustainable use of natural resources across its operations. Efforts are continuously made to optimize inputs, support small and medium enterprises, and invest in competency development to build a more inclusive and resilient value chain.

Stakeholder group	Whether identified as Vulnerable and 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.	Regular unit level interactions, annual appraisal, celebration of events	Need based/ any time as per mutual convenience / monthly/ quarterly	The Company cultivates a culture of empathy and attentiveness by addressing concerns thoughtfully, providing ongoing training, and encouraging increased involvement from all employees. Regular discussions on updated SOPs, policies, programs, and events ensure transparent communication and foster a sense of inclusion and shared purpose throughout the organization.
Shareholders and Investors		E-mail, Meetings and Website	Analysts meet -Quarterly One to one investoras and when requested.	To review the Company's performance and secure the necessary consent or approval from shareholders as required by law, ensuring seamless business operations. The process also emphasizes open and transparent communication to address investor inquiries and uphold strong corporate governance standards.
Customers		Email, Meetings and Website	Need based/ any time as per mutual convenience / monthly/ quarterly	Understanding customer requirements, enhancing service delivery, upgrading infrastructure, conducting satisfaction assessments, providing timely updates, addressing grievances promptly, promoting products, exchanging feedback, and fostering interactive communication.

#### **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.**

**Response:** At TRSL, executive management is entrusted with the responsibility of engaging with stakeholders on key economic, environmental, and social matters. Feedback and insights gathered through these engagements are formally communicated to the Board via the CSR Committee. The Company has implemented a transparent and structured process for stakeholder engagement, particularly on issues related to social and community development. TRSL ensures that stakeholder voices are considered in strategic decision-making and integrated into the Company's broader sustainability efforts.

- 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.**

**Response:** Yes, experts are consulted for identifying environmental related aspects. The stakeholder groups, especially the workmen and employees are consulted for identification of issues. The Company conducts its operations keeping in mind the concerns of the communities around its plant operations based on the inputs and feedback received from community representatives and employees.

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

**Response:** Chairperson of CSR Committee engages with the stakeholders concerned for implementing the projects to benefit the marginalized stakeholder groups, Various CSR activities undertaken by the Company are testimony to its commitment to addressing the concerns of vulnerable stakeholder groups.

**PRINCIPLE 5**

**Businesses should respect and promote human rights.**

**Essential Indicators:**

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of Employees/ Workers covered (B)	% (B/A)	Total (A)	No. of Employees/ Workers covered (B)	% (B/A)
<b>Employees</b>						
Permanent	1093	1093	100	723	680	94
Other than Permanent	263	263	100	190	179	94
<b>Total</b>	<b>1356</b>	<b>1356</b>	<b>100</b>	<b>913</b>	<b>859</b>	<b>94</b>
<b>Workers</b>						
Permanent	129	129	100	147	137	93
Other than Permanent	4056	4056	100	1634	1095	67
<b>Total</b>	<b>4185</b>	<b>4185</b>	<b>100</b>	<b>1781</b>	<b>1232</b>	<b>69</b>

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1030	0	0	1030	100	898	0	0	898	100
Female	63	0	0	63	100	55	0	0	55	100
Other than Permanent										
Male	236	0	0	236	100	109	0	0	109	100
Female	27	0	0	27	100	20	0	0	20	100
Workers										
Permanent										
Male	129	0	0	129	100	372	0	0	372	100
Female	0	0	0	0	0	19	0	0	19	100
Other than Permanent										
Male	4056	4056	100	0	0	1600	1600	100	0	0
Female	35	35	100	0	0	30	30	100	0	0

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

a. Median remuneration/ wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (In INR)	Number	Median remuneration/ salary/ wages of respective category (In INR)
Board of Directors (BoD)	10	30,24,000.00	2	8,07,000.00
Key Managerial Personnel	2	71,64,837.50	Nil	N.A.
Employees other than BoD and KMP	961	4,16,016.00	59	4,44,000.00
Workers	129	2,20,044.00	0	0

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	5.14%	4.18%

**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)**

**Response:** Yes, HR team is authorized to monitor the human rights impact or issues caused or contributed to by the business and report to CSR Committee through CHRO/ Compliance Officer.

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

**Response:** The Company is committed to fostering a diverse and inclusive environment that upholds and promotes human rights. To safeguard the rights of its employees, vendors, and service providers, the Company has established a comprehensive Code of Conduct that aligns with applicable national laws and relevant international standards. These policies are designed to ensure that the Company's operations and business activities respect the rights of all individuals, including those who may be impacted by its operations. The Code of Conduct and Corporate Social Responsibility (CSR) policies clearly define acceptable behavior within the organization and include strict disciplinary measures for any violations. Human Resource and Industrial Relations personnel at each facility and the Head Office are responsible for addressing any grievances related to human rights.

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

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

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

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/ workers	0	0
Complaints on POSH upheld	0	0

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

**Response:** The Company has established a robust grievance redressal mechanism to address concerns related to discrimination, harassment, and workplace misconduct. All reported matters are directed to the appropriate internal authority for timely and impartial resolution. In its ongoing efforts to promote a respectful and inclusive work environment, the Company conducts regular awareness sessions and internal discussions to educate employees on the prevention of sexual harassment and reinforce expectations for workplace conduct. TRSL is committed to maintaining a workplace where every employee feels safe to voice concerns. Through its Whistle Blower Policy, employees are encouraged to report unethical practices, violations of policy, or misconduct without fear of retaliation. The policy ensures that whistleblowers are protected from any form of victimisation or unfair treatment, and the Company strongly denounces any retaliatory actions or discriminatory behaviour. Further, TRSL maintains a zero-tolerance stance on harassment of any kind, including sexual harassment. The Company fosters a culture of openness and accountability, encouraging employees to report any incidents of inappropriate conduct. To support this, Internal Complaints Committees have been constituted in accordance with applicable legal requirements to investigate complaints related to sexual harassment and recommend necessary actions, ensuring due process and protection for all parties involved.

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

**Response:** Yes. All contracts bear the affirmation from the awardee about adherence to the TRSL Code of Conducts wherein the Company's policy on human rights is defined.

**10. Assessments for the year:**

Particulars	Percentage of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child Labour	100% the Company's operational areas are subject to periodic assessment and process control reviews. The Company's internal team verifies that that policies and procedures are being followed according to defined processes, and ensure that human rights aspects, such as child labour, sexual harassment, and minimum wages, are properly justified and reported.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

**Response:** N.A

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

**Response :** The Company has not encountered any concern requiring a change in our business processes because of addressing human rights grievances/complaints.

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

**Response:** The Company is implementing robust human rights due diligence across its operations.

**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.**

**Response:** Yes

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

Particulars	Percentage of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	The Company has established a proactive approach to evaluating value chain partners against key human rights standards. Human rights considerations are now being integrated into supplier assessment and engagement practices, reinforcing the Company's alignment with regulatory developments and its commitment to responsible and ethical business conduct.
Discrimination at workplace	
Child Labour	
Forced/involuntary labour	
Wages	
Others – please specify	

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

**Response:** 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:**

Parameters	FY 2024-25 (GJ)	FY 2023-24 (GJ)
<b>From renewable sources</b>		
Total electricity consumption (A)	4,104	4647
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>4,104</b>	<b>4647</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	153484	134078.68
Total fuel consumption (E)	145739	182335
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non- renewable resources (D+E+F)</b>	<b>299,223</b>	<b>316413.68</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>303327</b>	<b>321,061</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed/ Revenue from operations) (GJ/ INR lac)	0.7807 GJ/Lakh	0.8334 GJ/Lakh
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed/ Revenue from operations adjusted for PPP) (GJ/ INR lac adjusted for PPP)	15.61 GJ/Lakh	16.66 GJ/Lakh
<b>Energy intensity in terms of physical output</b>	PRS = 1) 5.96 GJ per motor	PRS 1) 32.74 GJ/motor
	2) 715.4 GJ per metro coach	2) 163.25 GJ/metro coach
	FRS 3.32 GJ / wagon	FRS 15.22 GJ /wagon
	Foundry-I (Castings) 7.78 GJ / MT Steel Casting	Foundry-I 9.04 GJ /MT
	Foundry-II (Castings) 8.38 GJ / MT Steel Casting	Foundry-II 4.37 GJ /MT
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

**Note:** Indicate whether an independent assessment, evaluation, or assurance has been performed by an external agency. If yes, specify the agency's name. No independent assessment, evaluation, or assurance has been conducted by any external agency. For India, the PPP conversion factors (national currency per international dollar) are as follows: **FY 2024-25: ₹22.40** and **FY 2023-24: ₹22.17**, conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

**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.**

**Response:** The Company is not classified as a Designated Consumer (DC) under India's Perform, Achieve and Trade (PAT) Scheme. Consequently, questions regarding achievement of PAT targets or implementation of remedial actions are not applicable to our business operations.



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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	87480
(ii) Groundwater	85560	30240
(iii) Third party water	32400	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	117720
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>117960</b>	<b>47880</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>50040</b>	<b>69840</b>
Water intensity per rupee of turnover (Total Water consumption/Revenue from operation) (KL/ INR lac)	0.1287 KL/INR lakh	0.1812 KL/INR lakh
Water intensity per rupee of turnover adjusted from Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operation adjusted for PPP) (KL/ INR lac)	2.85 KL/INR lakh	4.01 KL/INR lakh
Water intensity in terms of physical output	<ul style="list-style-type: none"> <li>● <b>PRS (combined Traction Motors and Rolling Stock Cars):</b> 8.01 KL per unit</li> <li>● <b>Foundry-II (Steel Castings):</b> 1.75 KL per metric tonne</li> <li>● <b>Foundry-I (TSL – Steel Castings):</b> 0.53 KL per metric tonne</li> <li>● <b>FRS–TRSL (Wagon Factory):</b> 1.21 KL per wagon</li> </ul>	<ul style="list-style-type: none"> <li>● <b>PRS (combined Traction Motors and Rolling Stock Cars):</b> 38.18 KL per unit</li> <li>● <b>Foundry-II (Steel Castings):</b> 2.45 KL per metric tonne</li> <li>● <b>Foundry-I (TSL – Steel Castings):</b> 0.70 KL per metric tonne</li> <li>● <b>FRS–TRSL (Wagon Factory):</b> 1.28 KL per wagon</li> </ul>
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

**Note:** For India, PPP conversion factor is 22.4 and 22.17 for the years 2024 and 2023 respectively as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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

Parameters	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
<b>(i) To Surface Water</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	N.A	N.A
<b>(ii) To Groundwater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	N.A	N.A
<b>(iii) To Seawater</b>		
- No treatment	54960	28137.20
- With treatment – please specify level of treatment	N.A	N.A
<b>(iv) Sent to third parties</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	N.A	N.A
<b>(v) Others</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	N.A	N.A
<b>Total water discharged (in kilolitres)</b>	<b>54960</b>	<b>28137.20</b>

**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.:

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

**Response:** Yes, TRSL has implemented several measures to support the objective of Zero Liquid Discharge (ZLD), ensuring that water is reused and not discharged externally. The following key systems are in place:

● **Drip Trays Installed:**

Drip trays are provided under machines, valves, and pipe joints to capture any leakages and prevent contamination. Collected fluids are safely disposed or reused after treatment.

● **Water Recycling Reservoir – Shower Test Area:**

Water used in the shower test area is collected in a dedicated reservoir, treated, and recirculated for repeated use, significantly reducing freshwater consumption.

● **Bunding for Chemical Storage Areas:**

Containment bunds are provided around chemical storage areas to prevent any potential spills from contaminating the soil or drains.

● **Reuse of RO Reject Water:**

RO reject water is reused in non-critical applications such as toilet flushing and housekeeping to minimize overall water wastage.

● **Zero Discharge Monitoring:**

Internal checks and documentation are maintained to ensure that no untreated or excess water is discharged outside the premises.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
Nox	Mg/ Nm3	9001.63	9013.31
Sox	Mg/ Nm3	5762.62	6328.37
Particulate Matter (PM)	Mg/ Nm3	22067.17	24647.72
Persistent organic pollutants (POP)	Mg/ Nm3	0	0
Volatile organic compounds (VOC)	ppm	0	0
Hazardous air pollutants (HAP)	ppm	0	0
Others – please specify	N.A	0	0

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

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

Parameter	Unit	FY2024-25	FY 2023 24
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	18767.34	35985
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	33399	30539
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent	0.00000135075971	0.000000172252719
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> equivalent	0.0002787	0.0003848
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO <sub>2</sub> equivalent	Foundry-I: 1.874 tCO <sub>2</sub> e/MT	Foundry-I: 2.167 tCO <sub>2</sub> e/MT
		Foundry-II: 2.005 tCO <sub>2</sub> e/MT	Foundry-II: 2.083 tCO <sub>2</sub> e/MT
		Wagon Factory: 0.665 tCO <sub>2</sub> e/wagon	Wagon Factory: 0.769 tCO <sub>2</sub> e/wagon
		PRS 4.40 tCO <sub>2</sub> e/coach	PRS 25.19 tCO <sub>2</sub> e/motor
		PRS 4.46 tCO <sub>2</sub> e/motor	PRS 17.35 tCO <sub>2</sub> e/coach
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

**Note:** Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N). No

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

**Response:** At Titagarh Rail Systems Limited, we take our responsibility to reduce greenhouse gas emissions seriously. We implemented several initiatives to advance this goal, including replacing conventional office and factory lighting with energy-efficient LEDs. A key highlight is the commissioning of an 803 kW rooftop solar plant across our TWL and TSL facilities. This plant generated 841,537 kWh and 834,634 kWh respectively, accounting for approximately 15 % and 4 % of these annual electricity consumption. Beyond reducing costs, this clean energy production significantly lowers our carbon footprint and reinforces our commitment to sustainability.

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

Parameter	FY 2024-25	FY 2023-24
Plastic waste (A)	38.77	81.8
E-waste (B)	5.6	6.275
Bio- medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste Please specify, if any (G)	55	32.4
Other Non-hazardous waste generated (H). Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)	13620	16920
<b>Total ((A+B+C+D+E+F+G+H) (in metric tonnes)</b>	<b>13720</b>	<b>17040</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated/ Revenue from operations) (Metric tonne/ INR lac)	0.00000035525634	0.00000044122216
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated/ Revenue from operations adjusted for PPP) (metric tonne/ INR lac adjusted for PPP)	<b>0.7909 MT/Lakh</b>	<b>0.9805 MT/Lakh</b>
<b>Waste intensity in terms of physical points</b>	<b>3.532</b>	<b>4.424</b>
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	0	405.47
(ii) Re-used	16500	14,517.28
(iii) Other recovery operations	0	0
<b>Total</b>	<b>16500</b>	<b>14,922.75</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	1.3	0
(ii) Landfilling	0	0
(iii) Other disposal operations	19.9	3158.89
<b>Total</b>	<b>21.2</b>	<b>3158.89</b>

**Note:** For India, PPP conversion factor is 22.4 and 22.17 for the years 2024 and 2023 respectively as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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

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

TRSL adheres to a robust waste management policy in full compliance with the State Pollution Control Board (SPCB) regulations, especially concerning hazardous waste. The company secures SPCB authorization under Form 2 for hazardous waste generation and disposal, maintains clear segregation and storage in secure, designated areas to prevent environmental contamination, and coordinates with only SPCB approved agencies for final disposal. Additionally, TRSL submits the mandatory annual return (Form 4) to the SPCB by June 30 each year, detailing the volume and handling of hazardous waste, ensuring full transparency and regulatory adherence.

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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)
1	Mal Godown Road, Bharatpur	Fabrication work	Yes

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 weblink
NA					

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

Sl. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines /penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
The Company has stringent internal controls for ensuring compliance to all guidelines and standards set by CPCB / SPCBs. The Company aims at surpassing the minimum standards at every manufacturing stage.				

#### Leadership Indicators

1. **Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):**  
For each facility / plant located in areas of water stress, provide the following information:
- (i) Name of the area
  - (ii) Nature of operations
  - (iii) Water withdrawal, consumption, and discharge in the following format:

Response:

Parameter Water withdrawal by source (in kilolitres)	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
(i) Surface water	26372	0
(ii) Groundwater	82516.1	398731.75
(iii) Third party water	0	281237.2
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>95916</b>	<b>679968.95</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>95916</b>	<b>679968.95</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.00000248358364	0.00001760665329
<b>Water intensity</b> (optional) - the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) Into Seawater	0	0
- No treatment	113325.75	398731.75
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
<b>Total water discharged (in kiloliters)</b>	<b>0</b>	<b>0</b>

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency

**2. Please provide details of total Scope 3 emissions and its intensity, in the following format: EHS****Response:** Not available

Parameter	Unit	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2.78	4.17
<b>Total Scope 3 emissions per rupee of turnover</b>		0.00000000007198	0.00000000010798
<b>Total Scope 3 emission intensity</b> (optional) the relevant metric may be selected by the entity			

**3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct and indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.****Response:** No Significant Direct or Indirect impact**4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No	Initiative undertaken	Details of the initiative	Outcome of the initiative
1.	APCD (Air Pollution control Device)	APCD has been installed in various facility	As per statutory

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

**Response:** Yes, Titagarh Rail Systems Limited has established a Business Continuity Plan (BCP) and Disaster Management Plan (DMP) to ensure operational resilience and safety during unforeseen events. The plans outline procedures for risk assessment, emergency response, and recovery of critical functions in case of natural disasters, fire, cyberattacks, or operational disruptions. Regular mock drills, employee training, backup systems, and coordination with local emergency services are part of the strategy. The company also has designated teams for crisis communication, evacuation, and restoration. The plans are periodically reviewed and updated to align with evolving risks and regulatory requirements, ensuring minimal disruption to operations.

**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.**

**Response:** Titagarh Rail Systems Limited engaged in manufacturing passenger rolling stock, freight rolling stock acknowledges its commitment to fostering a sustainable and environmentally responsible value chain. The company actively promotes the use of sustainable materials and encourages suppliers to adhere to environmental norms, integrating green guidelines into purchase orders. To enhance environmental performance, TRSL engages in regular audits and collaborates with suppliers through environmental awareness programs. Additionally, the company implements initiatives such as bulk transportation, GPS tracking, and the in-house use of battery-operated vehicles to further reduce its environmental footprint across the value chain.

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.****Response:** 90%**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.****Response:** 4 [Four]

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chamber of Commerce & Industry	National
2	Confederation of Indian Industry	National
3	Indian Chamber of Commerce	National
4	Bharat Chamber of Commerce	State

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. A.P

Name of authority	Brief of the case	Corrective action taken
None	Not Applicable	Not Applicable

#### **Leadership Indicators:**

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

**Response:** The Company's BRSR covers on Responsible Advocacy. It provides the guideline for necessary interface with Government/ Regulatory Authorities on matters concerning the industry/sector in which the Company operates.

## **PRINCIPLE 8**

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

#### **Essential Indicators: EHS**

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

Sr. No.	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
N.A						

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

Sr. No.	Name of Project for which R & R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
During the financial year 2024–2025, none of the projects undertaken by the entity required rehabilitation and resettlement (R&R) interventions. There was no displacement of local populations or acquisition of inhabited land, and therefore, the question is not applicable (NA). The entity remains committed to upholding human rights and ensuring that its operations do not adversely impact local communities.						

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

**Response:** Titagarh Rail Systems Limited has a clear and active approach to community engagement near its manufacturing sites. Staff at these locations are trained to work closely with local communities to receive and address any grievances. As part of its Corporate Social Responsibility (CSR) efforts, the company supports four schools near its TRSL facilities, partnering with Titagarh Municipality for implementation. Dedicated personnel are available to listen to community concerns and offer support, reflecting the company's commitment to strong local relationships and successful CSR initiatives.

Beyond formal channels set by government rules the teams at the factory regularly engage with the local community to proactively resolve any issues or problems, arisen.

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

Particulars	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers (%)	41.97	12.45
Directly from within India (%)	51.76	94.69

**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: HR**

Location	FY 2024-25	FY 2023-24
Rural	4.86	6.32
Semi-urban	12.04	12.61
Urban	31.02	30.09
Metropolitan	52.08	50.98

(Location categorised as per RBI classification System – rural/ semi urban/ urban/ metropolitan)

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

**Response:** Not Applicable

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

**Response:** Not Applicable

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

**Response:** Yes. At TRSL, the policy is not to discriminate between the suppliers based on their size and provide equal opportunities to all.

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

**Response:** MSMEs, local vendors etc.

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

**Response:** Not Applicable

**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:**

**Response:** Not Applicable

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

**Response:** Not Applicable

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

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Muskan School	58	100
2.	Titagarh Municipality	1685	100
3.	Annamrita	1000	100
4.	South Kolkata Hamari Muskan	230	100
5.	Rotary Club of Calcutta Metropolitan Trust	45*	100
6.	Apprentices under NAPS	1120	100
7.	Calcutta Marudyan	250	100

**Note:** \* Noise Pollution Device for PCB facilitated research on noise created by various firecrackers to enable it to formulate/adjust its policy on noise pollution and help improve the environment. Public at large would be the beneficiaries.

\* Animal Welfare Project



## 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.

**Response:** On receipt of customer complaints and feedback, the same is shared with the Quality and Warranty Departments. Quality and Warranty Depts. analyses the complaints for check on warranty obligations, warranty limitations in terms of period of warranty. Thereafter, communication with the customer is imparted with necessary visits and obligations are being imparted. On completion a joint note is prepared and the same is closed.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and/or safe disposal	100

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

Particulars	FY 2024-25			FY 2023-24		
	Received during the year	Pending Resolution at end of year	Remarks	Received during the year	Pending Resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

Particulars	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	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

**Response:** Yes at <https://titagarh.in/policies-and-codes>

#### 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.

**Response:** Nil

#### 7. Provide the following information relating to data breaches:

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

**Leadership Indicators:**

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

**Response:** [www.titagarh.in](http://www.titagarh.in)

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

**Response:** Not Applicable

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

**Response:** The Company's operations and products/services do not qualify under essential services - hence this is not applicable for the Company.

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)**

**Response:** The Company ensures all that is manufactured is displayed with appropriate markings and labels as prescribed by the guidelines set forth by the Indian Railways, & any other prominent regulatory bodies.

5. **Provide the following information relating to data breaches:**

- a. Number of instances of data breaches along-with impact
- b. Percentage of data breaches involving personally identifiable information of

**Response:** NA. No such instance of breach has happened.