

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

## SECTION A: General Disclosures

### I. Details of the listed entity

Sr. No.	Particulars	Company Details
1	Corporate Identity Number (CIN) of the Listed Entity	L33121GJ1994PLC022460
2	Name of the Listed Entity	Transformers and Rectifiers (India) Limited
3	Year of incorporation	11-07-1994
4	Registered office address	Survey No. 427 P/3-4 & 431 P/1-2 Sarkhej Bavla Highway, Village: Moraiya, Tal: Sanand, Ahmedabad, Ahmedabad, Gujarat, India, 382213
5	Corporate address	Survey No. 427 P/3-4 & 431 P/1-2 Sarkhej Bavla Highway, Village: Moraiya, Tal: Sanand, Ahmedabad, Ahmedabad, Gujarat, India, 382213
6	E-mail	cs@transformerindia.com
7	Telephone	02717-661624
8	Website	www.transformerindia.com
9	Financial year for which reporting is being done	1 <sup>st</sup> April, 2024 to 31 <sup>st</sup> March, 2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited; National Stock Exchange of India Limited
11	Paid-up Capital (In ₹)	300165834
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Rakesh Kiri Contact: 8238080302 Email: cs@transformerindia.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14	Name of assessment or assurance provider	Not applicable as per SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023
15	Type of assessment or assurance obtained	Not applicable as per SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023

### II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturer and supplier of Electrical Transformers	The company specializes in the manufacturing and supply of various types of transformers, including Power Transformers, Distribution Transformers, Furnace Transformers, Rectifier Transformers, Specialty Transformers, and Reactors. Additionally, the company provides after-sales services related to these transformers.	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Transformers	27102	100%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	4	5	9
International	0	0	0



19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	25

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

13.10%
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c. A brief on types of customers

We cater to customers across India (Pan India), serving all states and accommodating a variety of industry sectors. These include utility, infrastructure, data centers, electronics, food & beverage, oil, gas & chemicals, cement, mining & metals, pharmaceuticals & healthcare, ports, automotive, railways, paper, renewables, traditional power generation, power transmission & distribution, water utilities, textiles, fertilizer, information technology, real estate, and others.

IV. Employees

20. Details as at the end of Financial Year:

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)	393	380	96.69	13	3.31
2.	Other than Permanent (E)	25	24	96	1	4
3.	Total employees (D + E)	418	404	96.65	14	3.35
			<b>WORKERS</b>			
4.	Permanent (F)	160	160	100	0	0
5.	Other than Permanent (G)	1174	1174	100	0	0
6.	Total workers (F + G)	1334	1334	100	0	0

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			<b>DIFFERENTLY ABLED EMPLOYEES</b>			
1.	Permanent (D)	1	1	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	1	1	100	0	0
			<b>DIFFERENTLY ABLED WORKERS</b>			
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33%
Key Management Personnel	5	1	20.00%

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

	FY 24-25 (Turnover rate %)			FY 23-24 (Turnover rate %)			FY 22-23 (Turnover rate %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.69	41.66	22.34	29.12	18.18	28.77	33.22	34.78	33.28
Permanent Workers	4.36	0	4.36	3.59	0	3.59	6.89	0	6.89

Note: FY 23-24 and FY 22-23 turnover rate is getting revised as per the SEBI Guidance Note.

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

23. a) 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	% 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	Transpares Limited	Subsidiary	51%	No
2	Transweld Mechanical Engineering Works Limited	Subsidiary	100%	No
3	TARIL Infrastructure Limited	Subsidiary	100%	No
4	Savas Engineering Company Private Limited	Subsidiary	100%	No
5	TARIL Switchgear Private Limited	Subsidiary	100%	No
6	Triveni Transtech (India) Private Limited	Subsidiary	51%	No

**VI. CSR Details**

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

(ii) Turnover (in ₹): ₹195013.98 Lakhs

(iii) Net worth (in ₹): ₹121042.15 Lakhs

**VII. Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 24-25 Number of complaints filed during the year	FY 23-24 Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Investors* (other than shareholders)	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders*	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Employees and workers**	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers***	Yes	24	0	Nil	21	0	Nil
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	-	-	-	-	-	-	-

\*Communities can reach out to TARIL for any grievances through Drop Boxes present at site - Moraiya, Changodhar and Odhav.

\*\*TARIL's investors consist solely of Promoters and Non-Promoters Shareholders. Any grievances originating from shareholders can be communicated through the contact information provided on TARIL's website. <https://www.transformerindia.com/investor-relations/investors-contact/>

\*\*\*TARIL has implemented a Grievance Redressal Procedure to resolve complaints from employees and workers. The details of this procedure can be found on TARIL's website at the provided link. <https://www.transformerindia.com/investor-relations/policies/>

\*\*\*\*Customers and Value Chain Partners can register their grievances by directly contacting the marketing team or Service Team and Procurement Team respectively. <https://www.transformerindia.com/contact/>

Note: The number of customer complaints has been revised from 15 to 21 for FY 23-24. Revision has been done due to system improvement in data recording.

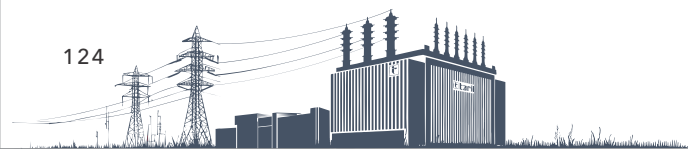


26. Overview of the entity's material responsible business conduct issues.

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

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) (P/N)
1	Climate Change	R	Risk - Climate change represents a significant risk for the business, affecting operational efficiency, maintenance costs, demand patterns, regulatory compliance, and supply chain resilience.	TARIL is actively doing its part to mitigate climate change risks. This includes installing solar rooftops at our Moraiya and Changodhar plants and setting up recharge wells at each location. Furthermore, we are recycling our wastewater for use in our gardening initiatives.	N
2	Energy and emission management	R/O	<p>Energy and emission management pose risks for businesses including cost implications, regulatory compliance issues, supply chain disruptions, reputation concerns, climate change impacts, technological and market shifts, and operational resilience challenges.</p> <p>Energy management and emission reduction also present opportunities for transformer businesses to enhance sustainability, drive cost savings, comply with customer expectations, and gain a competitive edge. By implementing energy-efficient practices, embracing renewable energy sources, reducing emissions, and demonstrating environmental responsibility, businesses can improve operational efficiency, reputation, and profitability while contributing to a greener future.</p>	Through the installation of solar rooftops, TARIL is taking proactive steps to reduce its carbon footprint.	N/P
3	Waste & Hazardous Materials Management	R	Waste and hazardous material management present risks for business, including compliance violations, health and safety hazards, environmental impact, reputational damage and financial liabilities.	In compliance with all regulatory requirements, waste generated at TARIL is sent to government-authorized recycling facilities.	N
4	Water & Wastewater Management	R	Poor Water and wastewater management can introduce risks such as those related to regulatory requirements, pollution concerns, operational disruptions, community agitations and reputation risks.	TARIL adheres to all the regulatory requirements. By processing it through Sewage Treatment Plants (STPs), TARIL is reusing its generated wastewater for the purpose of gardening at its facilities.	N
5	Supply Chain ESG Management	R/O	<p>Supply chain sustainability and responsible practices are key components of ESG considerations, and Stakeholders are putting pressure on companies to enhance transparency, reduce environmental impact, address social issues, and ensure ethical practices throughout their supply chains.</p> <p>Understanding and strategizing to mitigate ESG risk in Supply chain can bring numerous competitive advantages to the organizations.</p>	TARIL has proactively implemented a supplier code of conduct to set standards and expectations for its vendors. This code of conduct covers various aspects of environmental, social, and governance compliance to ensure that suppliers adhere to responsible business practices throughout their operations. By enforcing this supplier code of conduct, TARIL aims to promote sustainable sourcing, reduce environmental impact, uphold ethical labor standards, and foster transparency within its supply chain.	P/N

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) (P/N)
6	Worker Welfare and Human Rights at Workplace	R	Neglecting worker welfare and human rights exposes business to risks such as reputational damage, legal liabilities, financial impacts, and stakeholder pressure. Infringement of human rights and unsafe working conditions can have detrimental effects on employees and operations.	TARIL has implemented a range of workplace policies to safeguard human rights, such as the Human Rights Policy, Anti-Discrimination & Anti-Harassment Policy, Anti-Slavery Policy, Child Labor Policy, and Freedom of Association Policy. These policies are clearly communicated to all employees and workers during onboarding and training sessions to ensure understanding and adherence.	N
7	Health Safety & Wellbeing	R	Risks associated with health, safety, and wellbeing in transformer manufacturing business include workplace accidents, occupational health hazards, compliance violations, productivity loss, and reputation damage. It is crucial for business to prioritize safety measures, training, risk assessments, and a safety culture to mitigate these risks effectively.	The core of our operations at TARIL is safety and wellbeing maintained through a robust Occupational Health and Safety (OHS) system, ensuring a secure working environment for our personnel. We conduct our annual Safety Week initiatives to heighten awareness and promote a culture that values safety first, accomplished via quizzes, poster competitions, and exclusive training sessions. These initiatives substantially contribute to creating a safe workplace environment. In terms of well-being, TARIL offers provisions such as health and accident insurance, annual health check-ups, and yoga sessions to support mental health.	N
8	Community Welfare	O	Building positive relationships with the community fosters a good reputation and ensures robust social license to operate.	-	P
9	Diversity, Equity and Inclusion (DEI)	O	Implementing Diversity, Equity, and Inclusion (DEI) initiatives offers businesses opportunities for innovation, competitive advantage, customer insights, reputation building, employee engagement, and talent development.	-	P
10	Learning and Development	O	Learning and development are crucial for individuals, teams, and organizations to thrive and succeed in a rapidly changing business environment. By enhancing skills, improving performance, advancing careers, promoting engagement, fostering adaptability, enabling succession planning, driving growth, and boosting employee retention, learning and development initiatives contribute significantly to the overall success and sustainability of businesses. Investing in continuous learning not only benefits employees in their professional growth and job satisfaction but also strengthens organizations by building a skilled workforce, fostering innovation, and ensuring competitive edge in the market.	-	P



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) (P/N)
11	Awareness of Electrical Safety	O/R	<p>As TARIL is engaged in the business of transformer manufacturing, increasing electrical safety awareness among its workforce could potentially reduce safety-related incidents.</p> <p>Awareness of electrical safety risks is essential for transformer businesses to prevent accidents, equipment damage, legal issues, and reputation damage. Prioritizing safety measures, training, and compliance with regulations is crucial to mitigate risks effectively and ensure a safe work environment.</p>	TARIL organizes safety awareness programs for all its employees and workers.	P/N
12	Availability of Skilled Manpower	O	Given that TARIL's business focuses on transformer manufacturing, possessing a skilled workforce is pivotal and provides an opportunity to enhance productivity. To this end, TARIL has initiated various skill development programs such as Uday and Aarambh. These programs aim to improve the skills of our existing workforce and cultivate a capable team through collaborations with Industrial Training Institutes (ITIs).	-	P
13	Cybersecurity and data privacy	R	Cybersecurity and data privacy risks pose significant challenges for business, including the threats of cyber attacks, data breaches, regulatory non-compliance, operational disruption, supply chain vulnerabilities, reputational damage, and financial implications.	TARIL has established a strategic and robust mechanism to safeguard data by implementing Information Security Policy. The use of all organization data and applications is limited to company employees. Additionally, access from outside can only be made through a Virtual Private Network (VPN).	N
14	Corporate Governance and Business Ethics	R	Corporate governance and business ethics present risks for business, including compliance failures, ethical lapses, legal liabilities, employee misconduct, reputational damage, conflicts of interest, and regulatory scrutiny. Managing these risks through strong governance practices, ethical standards, compliance programs, and oversight mechanisms is vital to safeguarding the business's reputation, stakeholder trust, and long-term sustainability in the marketplace.	TARIL has established strong governance policies that enhance its commitment to corporate governance and business ethics.	N
15	Product Design and Safety	O/R	<p>Product design and safety risks, if not addressed properly, can lead to defects, malfunctions, injuries, regulatory non-compliance, and damage to brand reputation.</p> <p>Prioritizing product design and safety not only improves customer experience and loyalty but also drives business success, reputation, and long-term growth in the industry.</p>	TARIL conducts quality check of their products and also obtain customer feedback for any improvement.	P/N

## 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.

NGRBC Principles and Core Elements.									
Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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	https://www.transformerindia.com/investor-relations/policies/								
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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	-	Y	-	-	Y	-	-	Y
	The following management systems have been implemented: <ul style="list-style-type: none"><li>• ISO 9001:2015 Quality Management System</li><li>• ISO 14001:2015 Environment Management System</li><li>• ISO 45001:2018 Occupational Health &amp; Safety Management System</li><li>• ISO/IEC 17025:2017 Testing and Calibration Laboratories</li></ul> BIS certificates to ensure the quality, safety and reliability of products in accordance with Indian Standards.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	TARIL is in the process of formulating goals and targets laying down its specific sustainability commitments.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	TARIL is in the process of formulating goals and targets laying down its specific sustainability commitments.								
Note: Policies mapped NGRBC Principles wise:									
Principle 1	<ul style="list-style-type: none"><li>• Whistleblower Policy</li><li>• Sustainability Policy</li></ul>								
Principle 2	<ul style="list-style-type: none"><li>• Supplier Code of Conduct</li><li>• Sustainability Policy</li></ul>								
Principle 3	<ul style="list-style-type: none"><li>• QEHS Policy</li><li>• Anti Discrimination and Anti Harassment policy</li><li>• Death Relied Fund Policy</li><li>• Emergency Preparedness Plan</li><li>• Grievance Handling</li><li>• Sustainability Policy</li></ul>								
Principle 4	<ul style="list-style-type: none"><li>• Sustainability Policy</li></ul>								
Principle 5	<ul style="list-style-type: none"><li>• Anti Discrimination and Anti Harassment policy</li><li>• Anti Slavery policy</li><li>• Child Labour Policy</li><li>• Freedom of association Policy</li><li>• Grievance Handling policy</li><li>• Human rights policy</li><li>• Sustainability Policy</li></ul>								
Principle 6	<ul style="list-style-type: none"><li>• QEHS Policy</li><li>• Sustainability Policy</li></ul>								
Principle 7	<ul style="list-style-type: none"><li>• Sustainability Policy</li></ul>								
Principle 8	<ul style="list-style-type: none"><li>• Sustainability Policy</li><li>• CSR Policy</li></ul>								
Principle 9	<ul style="list-style-type: none"><li>• Information security policy</li></ul>								





## Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

We are delighted to share the incredible progress we have made in our sustainability journey at Transformers and Rectifiers India Limited. Our commitment to environmental stewardship and workplace safety is driving us towards a future where we thrive in harmony with the world around us. This has helped us achieve the tag of Great Place to Work.

One significant step we have taken towards sustainability is the installation of a 1MW solar rooftop system at our Moraiya and Changodhar plants. This move not only reduces our carbon footprint but also sets a great example for embracing renewable energy sources.

Moreover, our efforts to manage water resources responsibly are evident through the installation of recharge wells at our plants and the reuse of wastewater for gardening within our premises after treatment in our Sewage Treatment Plants (STP). Additionally, our waste management practices, which involve sending waste to authorized recyclers, underscore our commitment to a circular economy.

Safety is at the core of all our operations, and our robust Occupational Health and Safety (OHS) system ensures that our employees and workers have a safe working environment. Our annual Safety Week initiatives, focusing on raising awareness and cultivating a safety-first culture through quizzes, poster competitions, and dedicated training sessions, are instrumental in nurturing a safe workplace.

Furthermore, our dedication to skill development is evident through initiatives such as the Uday and Aarambh programs, aimed at upskilling our existing workforce and building a skilled team through collaborations with Industrial Training Institutes (ITIs).

As we look ahead, we strive to push the boundaries of sustainability, making conscious efforts to enhance our environmental responsibility, workplace safety, and skills development programs.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

TARIL has constituted Business Responsibility & Sustainability Reporting Core Committee (BRSR Core) for implementation and oversight of the Business Responsibility policies. Details of the committee are given below:

Sr. No.	Name	Designation	Category
1.	Mr. Satyen J. Mamtora	Managing Director	Chairman
2.	Mr. Chanchal S S Rajora	Chief Financial Officer and Advisor to the Board	Member
3.	Mr. Ajay Bamzai	Chief Human Resource Officer	Member
4.	Mr. Ashwani Kumar Sharma	Chief Marketing Officer	Member
5.	Mr. Rakesh Kiri	Company Secretary	Member

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes, the Business Responsibility & Sustainability Reporting Core Committee (BRSR Core) along with the Business Responsibility & Sustainability Reporting Working Committee (BRSR Working) are the principal bodies directing the company's Environmental, Social, and Governance (ESG) initiatives. In addition, these committees ensure precise reporting on these activities in accordance with regulatory guidelines.

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

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, TARIL's BRSR Committee performs reviews of all policies as necessary, particularly in response to changes in regulatory obligations.																	
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.

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
N	N	Y	N	N	Y	N	N	N

**Note:** Yes, Bureau Veritas has assessed TARIL's QEHS Policy as per ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 certification.



12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

Not applicable (NA)

## SECTION C: Principle-wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

**PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

### Essential Indicators

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

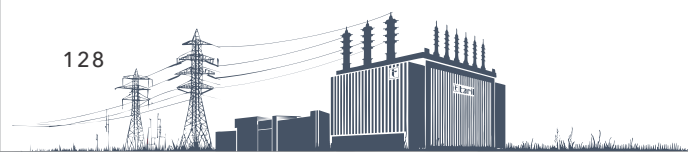
Segment	Total number of training and awareness programmes held	Topics /principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	Principle 1 - Familiarisation Program	100%
Key Managerial Personnel	4	Principle 1 - Familiarisation Program	100%
Employees other than BoD and KMPs	56	Principle 1, Principle 3, Principle 5 and Principle 6 - POSH, Human Rights, Environment, Health & Safety, ISO Awareness Session, Code of Conduct	73.68%
Workers	66	Principle 3, Principle 5 and Principle 6 - POSH, Human Rights, Environment, Health & Safety, ISO Awareness Session, On-Job Trainings	84.18%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

Note: Nil. TARIL has not been subject to any monetary or non-monetary fines, penalties, punishments, or compounding fees.



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
Not applicable.	

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

Yes, the Sustainability Policy of TARIL covers the aspects of Anti-Corruption policy. This policy is a reflection of TARIL's commitment to maintaining a high level of integrity in all business transactions, with an unwavering adherence to honesty, fairness, and ethical principles.

TARIL's Code of Conduct also addresses aspects of anti-corruption and anti-bribery. The code is applicable to all individuals associated with TARIL, encompassing employees, directors, contractors, subsidiaries, joint ventures, and suppliers. Moreover, the code encourages individuals to report any observed breaches, and a formal mechanism to do so is established under TARIL's Whistleblower Policy.

Both the policies and code are hosted on the website of the company: <https://www.transformerindia.com/investor-relations/policies/>

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

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

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

	FY 2024-25		FY 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not applicable	Nil	Not applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not applicable	Nil	Not applicable

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.

Not applicable.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	75	111

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	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 RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	8.04%	7%
	b. Sales (Sales to related parties / Total Sales)	0.71%	2%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	18.09%	15%
	d. Investments (Investments in related parties / Total Investments made)	32.34%	0

Note: Not Applicable - NA

There is no purchase from trading houses hence data for the year FY 23-24 is getting revised.

Investment in RPTs for the year FY 23-24 is getting revised from 11% to 0.

This is due to system improvement in data recording.

## Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	Nil	Nil

- 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.

Yes, TARIL's Code of Conduct instructs to refrain from any agreements that could result in, or imply, a conflict between personal activities and the company's business interests.

## PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

- 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.

	FY 2024-25	FY 2023-24	Details of improvement in environmental & social impacts
R&D	Nil	Nil	Nil
Capex	12.40	Nil	Installation of 1 MW solar rooftop at Moraiya Plant

**Note:** TARIL aspires to deliver its products with an optimal level of customer satisfaction. Concurrently, the company embeds the industry's best practices in its business operations to minimize its environmental and social impact.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, TARIL has put into effect a supplier code of conduct that demonstrates its robust commitment and strategic approach to corporate responsibility, seeking relationships with suppliers who share the same level of commitment towards the environment and society. This code anticipates that suppliers adhere to all relevant laws and regulations, guarantee a safe workplace, minimize the impacts of their activities and products on the environment, and approach product design with a 'total life cycle' perspective. TARIL's Sustainability Policy reinforces commitments to sustainable sourcing across all its business operations.

- If yes, what percentage of inputs were sourced sustainably?

Every supplier and vendor at TARIL is governed by the Supplier Code of Conduct. However, TARIL is currently in the process of developing procedures and systems to calculate the percentage of sustainably sourced inputs.

- 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.

Not applicable. Given that TARIL is a transformer manufacturing company, the concept of reclaiming products for further processing does not apply.

- 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.

Not applicable. As TARIL is engaged in transformer manufacturing, the company's operations do not fall under the applicability of Extended Producer Responsibility (EPR).

## Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
-	-	-	-	-	-

- 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 the Product/ Service	Description of risk/ concern	Action Taken
-	-	-



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
-	-	-

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

	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-wastes	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

Note: Not applicable. Given that TARIL is a transformer manufacturing company, the concept of reclaiming products and packaging for further processing does not apply.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective categories
Not applicable	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	% 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	380	380	100	380	100	0	0	0	0	0	0
Female	13	13	100	13	100	13	100	0	0	0	0
Total	393	393	100	393	100	13	3.31	0	0	0	0
Other than Permanent employees											
Male	24	23	95.8	23	95.83	0	0	0	0	0	0
Female	1	1	100	1	100	0	0	0	0	0	0
Total	25	24	96.0	24	96	0	0	0	0	0	0

Note: Other than permanent employees working from outside India are not covered under health and accident insurance. Currently, TARIL does not offer specific paternity benefits and daycare facilities.

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

Category	% 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	160	160	100	160	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	160	160	100	160	100	0	0	0	0	0	
Other than Permanent workers											
Male	1174	1174	100	1174	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	1174	1174	100	1174	100	0	0	0	0	0	0

Note: Permanent workers and other than permanent workers are covered under ESIC/Workmen Compensation Policy. Currently, TARIL does not offer specific paternity benefits and daycare facilities.

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.13	0.17

**Note:** The Cost on well-being measures includes employee benefits, welfare mentioned under the financial statement, actual costs incurred by the company on health insurance and accident insurance, and actual salaries paid to employees for maternity benefits. However, this year, there were no maternity claims. The difference in values of FY 24-25 is due to an increase in the company's turnover.

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	96.42	100	Y
Gratuity	100	100	Y	96.42	100	Y
ESI	100	100	Y	11.61	71.42	Y
Others - please specify	-	-	-	-	-	-

**Note:** The gratuity fund is maintained at LIC and India First.

3. Accessibility of workplaces

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

Yes, the corporate building of TARIL is accessible to differently abled employees and workers.

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

Yes, TARIL has an Anti-Discrimination and Anti-Harassment policy established. This policy encompasses the requirements set by an equal opportunity policy. As an 'equal opportunity employer', TARIL takes a strong, zero-tolerance stance against discrimination. The policy definitively states that the company shall not engage in discriminatory practices and will implement 'affirmative action' measures to prevent such discrimination. TARIL's Sustainability Policy also reinforces commitments to equal opportunity across all its business operations.

The policy is hosted on the website of the company: <https://www.transformerindia.com/investor-relations/policies/>

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	0	0	0	0
Female	100	100	0	0
Total	100	100	0	0

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.

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	<p>Yes, TARIL has established a Grievance Handling procedure applicable to all employees and workers, both permanent and non-permanent. The procedure assigns responsibility to the manager to acknowledge and manage grievances effectively in a six-step process:</p> <ol style="list-style-type: none"> <li>Quick Action: Identifying and resolving the grievance swiftly.</li> <li>Acknowledgement: Fostering a conducive work environment through the acknowledgement of grievances.</li> <li>Fact Gathering: Maintaining relevant facts and records of the grievance.</li> <li>Examining the Cause: Investigating to reveal the root cause of the grievance.</li> <li>Decision Making: Identifying alternate courses of action to resolve the grievance.</li> <li>Execution &amp; Review: Implementing the final decision and reviewing its efficacy.</li> </ol> <p>An Independent Grievance Redressal Committee has been constituted to effectively implement the aforementioned grievance redressal procedure.</p> <p><b>The grievance escalation matrix is as follows:</b> Immediate Supervisor &gt; Shift Supervisor &gt; Head of Department &gt; Grievance Redressal Committee &gt; Top Management.</p> <p>The procedure also permits workers to bypass the matrix and directly report to HR or top management</p>



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

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	393	0	0	353	0	0
- Male	380	0	0	342	0	0
- Female	13	0	0	11	0	0
Total Permanent Workers	160	0	0	175	0	0
- Male	160	0	0	175	0	0
- Female	0	0	0	0	0	0

Note: At TARIL, there are no employees or workers who are part of associations and unions.

8. Details of training given to employees and workers:

Details of training given to employees and workers:										
Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety Measures		On Skills upgradation		Total (D)	On Health and Safety Measures		On Skills upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	%(F/D)
Employees										
Male	404	120	29.70	126	31.19	353	150	42	30	9
Female	14	7	50	7	50	13	2	15	3	23
Total	418	127	30.38	133	31.82	366	152	42	33	9
Workers										
Male	1334	881	66.04	242	18.14	1508	430	29	996	66
Female	0	0	0	0	0	0	0	0	0	0
Total	1334	881	66.04	242	18.14	1508	430	29	996	66

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
<b>Employees</b>						
Male	404	294	72.77	353	208	58.92
Female	14	10	71.43	13	9	69.23
<b>Total</b>	418	304	72.73	366	217	59.29
<b>Workers</b>						
Male	1334	1334	100	1508	1508	100
Female	0	0	100	0	0	100
<b>Total</b>	1334	1334	100	1508	1508	100

Note: All the employees (permanent and other than permanent who have joined the organization before 30th September are eligible for annual performance review. Hence, there is difference between the total number of employees and the people covered under performance review.

There is no formal process of reviewing performance of worker. However, yearly reviews take place when there is a change in minimum wages.

Note: Percentage Data of Employees for FY 23-24 has been revised, due to system improvement in data record keeping.

10. Health and safety management system:

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

Yes, TARIL has put in place an Occupational Health and Safety Management System in accordance with ISO 45001:2018. This system is applicable across all manufacturing facilities and the corporate building.

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

TARIL's Environment, Health and Safety (EHS) management plan includes a procedure to identify Occupational Health & Safety (OH&S) hazards related to various processes, activities, products, and services at the TARIL units in Moraiya, Changodar, and Odhav. A work risk assessment is conducted prior to the start of any activity. The plan establishes criteria for defining the significance of hazards and determining necessary operational controls. All OH&S hazards (including routine and non-routine activities) are recorded in the Hazard Identification & OH&S Risk Assessment Register. The register includes key information like the type of activity, respective hazard, OH&S risk, scenario, relevance to legal requirement, risk priority analysis, significance evaluation, operational control procedure reference number, and corresponding Environment Health & Safety Management Programme number.

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

Yes, TARIL has digitized the reporting of Hazard Identification & Risk Assessment (HIRA) and near-miss incidents using a QR code-based approach. This information has been relayed to all employees and workers during health and safety training sessions.

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

Yes, TARIL provides health and accident insurance to all its permanent employees and workers. Furthermore, the company arranges health checkups for all employees and workers, including other than permanent.

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 Workers	0 9.88		0 10.96	
Total recordable work-related injuries	Employees Workers	0 0		0 0	
No. of fatalities	Employees Workers	0 0		0 0	
High consequence work-related injury or ill-health (excluding fatalities)	Employees Workers	0 0		0 0	

Note: FY 23-24 data is being revised due to system improvement in data record keeping.

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

TARIL places the utmost importance on both the physical and mental well-being of its employees and workers. To ensure their safety, TARIL has set up a robust Health, Safety, and Environment (HSE) management system in accordance with the ISO 14001 and 45001 standards, exhibiting our steadfast commitment to sustaining the highest levels of safety and health in workplace. At TARIL, all employees and workers are provided with health and safety training to make them aware of workplace hazards. A health and safety handbook has been developed and distributed to all employees, workers, and visitors to TARIL's premises. TARIL's Environment, Health and Safety (EHS) management plan includes a procedure to identify Occupational Health & Safety (OH&S) hazards. In keeping with advancements in technology, company has digitized Hazard Identification & Risk Assessment (HIRA) and near-miss reporting using a QR code-based system. QEHS Policy is conspicuously displayed across all facilities. Additionally, TARIL has implemented an Emergency Preparedness Plan that covers both man-made and natural emergencies, with clear allocation of responsibilities across the organization. All policies are effectively communicated to employees, workers, and any visitors on the premises.

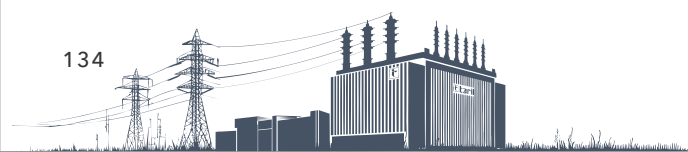
TARIL incorporates a range of Health & Safety Best Practices in its operations. These include the celebration of Safety Week, the semi-annual organization of mock drills including fire and first aid training, administering of safety quizzes in Hindi, English, and Gujarati, and daily recitation of a safety oath by all departments. We also conduct job safety quizzes using playcards and display best safety practices. TARIL also recognizes Best EHS Performer Department as per their Rewards & Recognition Program. Annual events such as blood donation camps and Yoga Day celebrations help to promote mental wellbeing. Additionally, we provide 111AF training through a certified, DISH-approved trainer. We also organize external trainings annually, schedule necessary internal trainings, and host ESIC awareness camps facilitated by ESIC officials.

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

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	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

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





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

TARIL has implemented following corrective actions to address safety-related risks/concerns:

**Incident Management Program:** An extensive system is implemented for scrutinizing safety-related incidents and assessment findings. The process includes defining roles for reporting incidents, pinpointing root causes, along with setting up corrective and preventive measures.

**HI-NM Reporting System:** A digitalized hazard identification and near-miss (HI-NM) report can be accessed via QR codes and offline modes, offering smooth reporting and tracking. Enhanced interactive infographics are also available to aid accurate hazard identification and streamline the reporting processes.

**Action Owner Tracking:** Clear responsibility is established with sectional action owner tracking for effective problem-solving.

**Health & Safety Assessments:** Regular checks are performed to identify potential risks, recognize concerns, and figure out areas needing enhancement.

#### Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, the Company's Group Accident Insurance policy covers cases of death, permanent disablement, and partial disablement. This policy applies to all employees, while workers are covered under the Employee's State Insurance Corporation (ESIC). Furthermore, TARIL has put into effect a Death Relief Fund Policy, which is applicable to all employees, including staff members and contractual workmen.

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

Every supplier and vendor of TARIL adheres to Supplier Code of Conduct, which includes provisions for ensuring fair wages and compliance with all labour regulations.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

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

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.

5. Details on assessment of value chain partners:

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

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.

TARIL is actively enforcing the Supplier Code of Conduct to enhance supplier awareness about the significance of health and safety in the workplace. However, no such assessments have been carried out, and therefore, no corrective actions have been necessitated.

#### 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.

TARIL has carried out a Stakeholder Engagement and Materiality Assessment (SEMA). This involves identifying those stakeholder groups that directly or indirectly impact TARIL's business operations. TARIL has classified identified stakeholders into two categories - internal and external. Internal stakeholders comprise Employees and Workers, while external stakeholders consist of Investors/Shareholders, Suppliers, Customers, NGOs, Regulatory Authorities, and Industrial Bodies.

TARIL maintains a regular dialogue with these stakeholders to effectively understand their needs and concerns and respond to them appropriately.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Customer	No	Customer meets, website and Conferences, events, Phone calls, emails and meetings	Frequent and as and when required	To acquire new customers and service the existing ones
Employees	No	Emails and meetings, Training programs, Performance appraisal, Grievance redressal mechanisms, Notice boards, Employee engagement initiatives	As and when required	To keep employees abreast of key developments happening in the Company, routine work, personal and professional growth and also addressing their grievances
Workers	No	Shift meetings, notice board, Suggestion Scheme, Reward and Recognition Programs	Shift Meeting (Daily) Notice Board (As and when required) Suggestion scheme (Half yearly)	To address their grievances and to access their work, personal and professional growth
Suppliers	No	Vendor assessment and review, Supplier audits, publications, website, calls, meetings	As and when required	For serving existing business better and to get feedback
Investors/ Shareholders	No	Conference calls, Annual General Meeting, Official communication, publications, website and Investor meetings	Annual, quarterly and on a need basis	Quarterly results, dividend, communication with respect to IEPF, AGM Notice, Annual Report etc.
Institutions & Industry Bodies	No	Networking through meeting	As and when required	Networking so as to be abreast of new opportunities in sector and drive change
Governments & Regulatory Authorities	No	Call, Newspaper advertisement, Online filling, Submission through portal, Meeting, inspection & audit	Periodically, as and when required	With regard to compliance with law, amendments, inspections, approvals and assessments.
Customer	No	Customer meets, website	Frequent and as and when required	To acquire new customers and service the existing one
Community, civil society / NGO	No	Need assessment, Meetings and briefings, Partnerships in community development projects, Training and workshops, Email & call	Frequent, as and when required	Support CSR project

### 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.

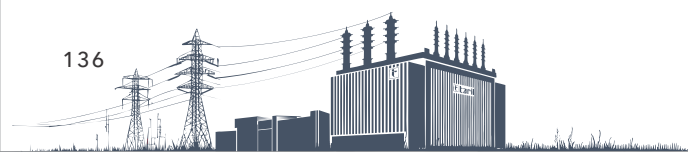
TARIL has delegated the consultation between the stakeholders and the Board on economic, environmental, and social topics to BRSR committee and working committee. Feedback updates are provided during the Board meetings and separate meetings of Board Committees.

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

Yes, TARIL has carried out a Stakeholder Engagement and Materiality Assessment (SEMA) to pinpoint issues pertinent to its operations. Through this materiality assessment, TARIL has prioritized environmental and social topics based on their significance to both stakeholders and the business itself. Key Performance Indicators (KPIs) have been created around these topics, and TARIL's policies, as well as strategic planning processes, have been aligned accordingly. The impact of these factors is being managed through dedicated action plans and resource allocation, encompassing capital expenditure, revenue expenditure, technology implementation, manpower planning, and more.

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

TARIL strives to address the concerns raised by its stakeholders. However, as of now TARIL is not engaged with any vulnerable/ marginalized 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 (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	393	178	45.29	353	-	-
Other than permanent	25	3	12	13	-	-
<b>Total Employees</b>	418	181	43.30	366	-	-
<b>Workers</b>						
Permanent	160	-	-	175	-	-
Other than permanent	1174	-	-	1333	-	-
<b>Total Workers</b>	1334	-	-	1508	-	-

Note: TARIL has initiated a human rights training program from FY 24-25 through a third-party trainer. TARIL is looking forward to extend human rights training to its workers from next FY.

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	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	393	0	0	393	100	353	0	0	353	100
Male	380	0	0	380	100	342	0	0	342	100
Female	13	0	0	13	100	11	0	0	11	100
<b>Other than Permanent</b>	25	0	0	25	100	13	0	0	13	100
Male	24	0	0	24	100	13	0	0	13	100
Female	1	0	0	1	100	0	0	0	0	0
<b>Workers</b>										
Permanent	160	29	18.12	131	81.87	175	35	20	140	80
Male	160	29	18.12	131	81.87	175	35	20	140	80
Female	0	0	0	0	0	0	0	0	0	0
<b>Other than Permanent</b>	1174	440	37.47	734	62.52	1333	351	26.33	982	73.67
Male	1174	440	37.47	734	62.52	1333	351	26.33	982	73.67
Female	0	0	0	0	0	0	0	0	0	0

Note: FY 23-24 data for workers is being revise due to system improvement in data record keeping.

3. Details of remuneration/salary/wages

- a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD) – Executive Directors	2	125.65 Lakhs	1	37.50 Lakhs
Key Managerial Personnel	4	89.80 Lakhs	1	37.50 Lakhs
Employees other than BoD and KMP	378	5.15 Lakhs	13	4.61 Lakhs
Workers	160	3.51 Lakhs	0	0

Note: The Median is calculated only for the Permanent Category. Bonuses are paid at TARIL on half yearly basis.

There are (6) members on the Board of Directors. Only (3) Executive Directors are paid remuneration while (3) Independent Directors are provided with a sitting fee.

KMP includes (3) Executive Directors on the Board, CFO, and CS.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	1.25%	1.88%

**Note:** Data for FY 23-24 is being revised as the wages of the female Director was included. Total wages includes both permanent and other than permanent employees and workers.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, at TARIL HR Team is the focal point responsible for addressing human rights impacts or issues caused or contributed to by the business. TARIL has Internal Complaints Committee to redress POSH related grievances.

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

At TARIL, we're committed to creating a safe and inclusive business environment and workplace for everyone, irrespective of their ethnicity, location, sexual orientation, race, caste, gender, religion, disability, work designation, or any other factors. Respect for human rights is a fundamental value at TARIL, where we endeavour to uphold, protect, and promote human rights to ensure ethical business and employment practices.

TARIL has a zero-tolerance policy towards any form of slavery, forced labor, child labor, human trafficking, and any kind of violence or abuse, be it physical, sexual, psychological or verbal.

TARIL has put in place various policies protecting human rights in the workplace. These include the Human Rights Policy, Anti-Discrimination & Anti-Harassment Policy, Anti Slavery Policy, Child Labor Policy, and Freedom of Association Policy. All of these policies are effectively communicated to all employees and workers during induction and through training sessions. In addition, TARIL has implemented a Grievance Handling Procedure that applies to all employees and workers, both permanent and non-permanent. Under this procedure, the manager is responsible for acknowledging and appropriately managing grievances. It encompasses all types of grievances, including those related to human rights violations at the workplace. TARIL has Internal Complaints Committee to redress POSH related grievance.

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

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

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

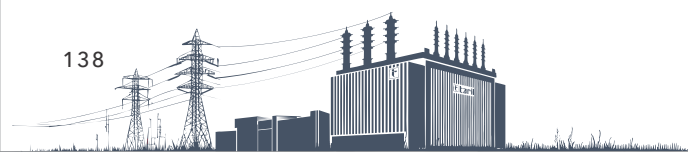
	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

TARIL has set up a grievance handling procedure/mechanism along with a Sexual Harassment policy to effectively respond to these issues. The procedures for dealing with grievances emphasis on preserving anonymity and preventing any form of harassment or violence to protect the complainant's safety. TARIL prioritize maintaining anonymity and implement rigid data security and management practices to assure employee safety and maintain a workplace free of violence and harassment.

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

Yes. We have initiated the process of including respect for human rights in the business agreements and contracts of the Company.



10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/ Involuntary Labour	100%
Wages	100%
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.

TARIL is diligent in implementing its human rights policies and sensitizing its workforce on the importance of human rights in the workplace. Hence, no corrective actions have been necessitated.

**Leadership Indicators**

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

There have been no reported human rights grievances/ complaints at TARIL. Hence, there was no instances of business process being modified.

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

TARIL is diligent in implementing its human rights policies and sensitizing its workforce on the importance of human rights in the workplace. However, TARIL has not conducted any human rights due diligence as of now.

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

Yes, the corporate building of TARIL is accessible to differently abled visitors.

4. Assessments for the year:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour/ Involuntary Labour	Nil
Wages	Nil
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.

TARIL is actively enforcing the Supplier Code of Conduct to enhance supplier awareness about the significance of human rights at the workplace. However, no such assessments have been carried out, and therefore, no corrective actions have been necessitated.

## PRINCIPLE 6 Businesses should respect and make efforts to protect and restore the environment

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

Parameter	FY 2024-25	FY 2023-24
<b>From renewable sources (GJ)</b>		
Total electricity consumption (A)	3444.54	0
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>	3444.54	0
<b>From non-renewable sources (GJ)</b>		
Total electricity consumption (D)	20501.61	20718.27
Total fuel consumption (E)	35985.27	34141.12
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	56486.88	54859.39
<b>Total energy consumed (A+B+C+D+E+F)</b>	59931.42	54859.39
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from Operations)	0.30	0.42
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	6.34	8.75
<b>Energy intensity in terms of physical Output</b> (Total energy consumed/ Number of Transformers manufactured)	70.25	78.48
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

Note: Data of FY 23-24 is being revised due to system improvement in data record keeping. There is an increase in energy consumption due to increase in production in FY 24-25.

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.  
Not applicable.

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.

Not applicable.

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	12966	13277
(iii) Third party water	1575	1803
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	14541	15080
<b>Total volume of water consumption (in kilolitres)</b>	14541	15080
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from Operations)	0.07	0.11
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	1.54	2.40
<b>Water intensity in terms of physical output</b> (Total water consumption/ Number of Transformers manufactured)	17.04	21.57
<b>Water intensity</b> (optional) -the relevant metric may be selected by the entity	-	-

Note: Decrease in water consumption in FY 24-25 due to system improvement in drinking water RO System.

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.  
Not applicable.



4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- 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	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

**Note:** In FY 24-25, 7445 KL of water is getting treated through ASP ASP-based STP Plant complying Pollution Control Board norms and is being used for Gardening purposes only.

**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.  
Not applicable.

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

No. However, the wastewater generated at all of TARIL's facilities is treated using an Activated Sludge Process (ASP) based Sewage Treatment Plant (STP), in accordance with Pollution Control Board norms. The treated water is subsequently utilized for gardening within the facility 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	PPM	<50	<50
Sox	PPM	<100	<100
Particulate matter (PM)	mg/NM3	<150	<150
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others - please specify	-	-	-

**Note:** Data of FY 23-24 is being revised due to system improvement in data record keeping.

**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.  
Not applicable.

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into Co2, CH4, N2O, HFCs, PFCs, Sf6, NF3, if available)	Metric tonnes of CO2 equivalent	6563.22	6722.25
<b>Total Scope 2 emissions</b> (Break-up of the GHG into Co2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	4140.18	4183.94
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from Operations)	MTCO2eq/ Unit revenue	0.05	0.08
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MTCO2eq/ Unit revenue adjusted for PPP	1.13	1.74
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b> (Total emissions/ Number of transformers manufactured)	MTCO2eq/ Number of transformers manufactured	12.54	15.60
<b>Total Scope 1 and Scope 2 emission intensity</b> (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) If yes, name of the external agency.  
Not applicable.



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

To minimize its GHG emissions footprint, TARIL has implemented a 1MW solar rooftop at its Moraiya plant, which has been generating solar energy since June 2024. Similarly, the Changodhar facility is equipped with a 1MW solar rooftop system, that is earmarked to begin energy production from the next year.

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)*	94.01	71.56
E-waste (B)	0.28	0.08
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) - Used Oil	1.37	1.54
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1877.51	1604.09
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1973.16</b>	<b>1677.28</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from Operations)	<b>0.01</b>	<b>0.01</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	<b>0.20</b>	<b>0.26</b>
<b>Waste intensity in terms of physical output</b> (Total waste generated/ Number of Transformer manufacture)	<b>2.31</b>	<b>2.39</b>
<b>Waste intensity</b> (optional) - the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	1973.16	1677.28
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>1973.16</b>	<b>1677.28</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	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

\*The data includes both paper and plastic waste. Basis the exercise conducted in the last week of March 2025, paper and plastic waste generation is in ratio of 1:4. However, TARIL is currently working on improving its internal procedures for segregating waste at the source of generation

Note: The total waste generation and recycled have been revised for FY 23-24. Revision has been done due to system improvement in data recording.

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.

Not applicable.

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.

TARIL is in the process of adopting the 3 R principle (Reduce, Reuse, Recycle) with respect to waste management practices. TARIL's non-hazardous waste is disposed of through recyclers authorized by the Central Pollution Control Board (CPCB). The company also has a system in place ensuring e-waste is managed effectively and in compliance with the E-Waste Management (EWM) Rules, 2016. The e-waste is collected at a designated central location and managed by certified vendors, operating under CPCB rules and guidelines. Similarly, hazardous waste is handed over to CPCB-authorized vendors in a timely manner in accordance with the Hazardous Waste Management Rules 2016.



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)  If no, the reasons thereof and corrective action taken, if any.
-	-	-	-

Note: None of the TARIL facilities and offices are situated around ecologically sensitive areas.

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

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

Note: An Environmental Impact Assessment (EIA) was not mandated by law in this financial year FY 24-25.

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:

Sr. 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
-	-	-	-	-

Note: TARIL was compliant with all the applicable environmental laws and regulations.

Disclaimer: PPP factor has been taken from World Economic Outlook (October 2024) - Implied PPP conversion rate: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>

## 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: Not applicable (NA) TARIL does not have its operations in water stress areas.

(i) Name of the area

NA

(ii) Nature of operations

NA

- iii. Water withdrawal, consumption and discharge in the following format:

(iv) Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres)</b>	NA	NA
<b>Total volume of water consumption (in kilolitres)</b>	NA	NA
<b>Water intensity per rupee of turnover</b> (Total water consumption / turnover)	NA	NA
<b>Water intensity</b> (optional) - the relevant metric may be selected by the entity	NA	NA
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	NA	NA
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA

(iv) Parameter	FY 2024-25	FY 2023-24
(iii) To Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>Total water discharged (in kilolitres)</b>	NA	NA

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.  
Not applicable.

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

Parameter	Unit	FY 2024-25	FY 2023-24
<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	-	-
<b>Total Scope 3 emissions per rupee of turnover</b>	-	-	-
<b>Total Scope 3 emission intensity (optional)</b> – 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) If yes, name of the external agency.  
Not applicable.

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

Not applicable.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Solar Rooftop	To minimize its GHG emissions footprint, TARIL has implemented a 1MW solar rooftop at its Moraiya plant, which has been generating solar energy since June 2024. Similarly, the Changodhar facility is equipped with a 1MW solar rooftop system, that is earmarked to begin energy production from the next year.	Reduction in emission

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

TARIL's emergency preparedness plan outlines the approach for readiness and response in the event of both man-made and natural emergencies. This plan delineates the roles and responsibilities of the emergency management team, which includes the safety officer, plant head, maintenance officer, security officer, and onsite firefighters. It specifies the evacuation strategy and rescue procedures for injured personnel. The plan thoroughly covers varied emergencies, including earthquakes, flammable gas leaks, major uncontrolled fires, explosions, hazardous chemical leaks, electrocution, and medical emergencies.

In addition to the emergency preparedness plan, TARIL also incorporates a business contingency plan that outlines steps to be taken during accidental mishaps. The plan details contingency measures on a departmental level, addressing potential issues like labor shortages, building damages, disruptions in utilities, and equipment malfunctions.

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.

TARIL is actively enforcing the Supplier Code of Conduct to enhance supplier awareness about the environmental impacts of business.

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

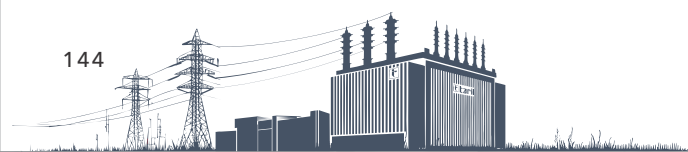
TARIL is actively enforcing the Supplier Code of Conduct to enhance supplier awareness about the environmental impacts of business. However, no such assessments have been carried out.

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

a. By the listed entity

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

None



**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. There are Six (6) such affiliations.
- 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	Confederation of Indian Industries (CII)	National
2	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
3	Gujarat Chamber of Commerce & Industry (GCCCI)	State
4	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
5	Central Board of Irrigation & Power (CBIP)	National
6	All India Induction Furnaces Association (AIIFA)	National

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

Name of authority	Brief of the case	Corrective action taken
Not applicable as no such conflicts have occurred.		

**Leadership Indicators**

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
The company has not participated in public policy advocacy as of yet.					

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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 ₹)
Not applicable. TARIL's operations do not fall under the purview of Rehabilitation and Resettlement (R&R).						

3. Describe the mechanisms to receive and redress grievances of the community.  
Drop boxes are placed at TARIL's Moraiya, Changodhar, and Odhav locations for community members to report any grievances arising from the company's operations. These grievances are then forwarded to the relevant departments for resolution. Members of the community can also report issues through the email provided on the website.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	9.47%	6.12%
Directly from within India	93.11%	96.20%

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

Location	FY 2024-25	FY 2023-24
Rural		-
Semi-urban	94.77	95.58
Urban	3.40	2.72
Metropolitan	1.83	1.70

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

Note: FY 23-24 data is being revised as per industry standard clarification.

### Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable. TARIL's operations do not fall under the purview of a Social Impact Assessment (SIA).	

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

Sr.No.	State	Aspirational District	Amount spent (in ₹)
1	Gujarat	Ahmedabad	1,10,85,798

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

No.

- b. From which marginalized /vulnerable groups do you procure?

Not Applicable.

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

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:

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

Name of authority	Brief of the Case	Corrective action taken
Not applicable as no such conflicts have occurred.		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from No. CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Raginiben Bipin Chandra Seva Karya Trust - Women Empowerment, Medical & Healthcare, Ration Distribution	This project has been executed with the help of the implementing agency	-
2	Aastha Charitable Trust for welfare of mentally challenged	This project has been executed with the help of the implementing agency	-
3	PM SHRI Changodhar Pay Center Shakha, Ahmedabad - RO water purifier	757 (Students and School Staff)	-

## 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.

TARIL employs an Integrated Management System (IMS) Manual as a tool to address customer-related grievances. All grievances are initially received by the service team and then directed to the relevant departments as per the nature of the complaint. The service team retains records of all grievances.

Apart from this, customers provide their feedback through product performance certificates.



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

Service	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable
Safe and responsible usage	100% (Danger signs present at all the transformers)
Recycling and/or safe disposal	Not applicable

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other - Services	24	Nil	-	21	Nil	-

**Note:** The number of consumer complaints has been revised from 15 to 21 for FY 23-24. Revision has been done due to system improvement in data recording.

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

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

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

Yes, TARIL has Information Technology Security Policy. The policy is hosted on the website of the company: <https://www.transformerindia.com/investor-relations/policies/>

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.

There have been no instances of data breaches at TARIL. However, TARIL has established a strategic and robust mechanism to safeguard data. The use of all organization data and applications is limited to company employees. Additionally, access from outside can only be made through a Virtual Private Network (VPN).

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: Nil.

**Leadership Indicators**

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

Details of the products and services of the Company can be accessed at the Company's website: [www.transformerindia.com](http://www.transformerindia.com)

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

An Operations and Maintenance manual is given to customers to guide them on the responsible and safe usage of the product.

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

Discontinuation of any product range is communicated on company's website.

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)

Yes, each transformer is marked with a danger sign.

Yes, TARIL obtains feedback from customers in the form of product performance certificates.

**Disclaimer:** In case of any discrepancy in data submitted via XBRL, data reported in this BRSR REPORT shall prevail.