

Annexure - K

Business Responsibility and Sustainability Reporting (BRSR)

Section

A

General Disclosures



I. Details of the listed entity

S No.	Particulars	Response
01.	Corporate Identity Number (CIN) of the Listed Entity	L29110UP1995PLC041834
02.	Name of the Listed Entity	Triveni Turbine Limited
03.	Year of incorporation	1995
04.	Registered office address	A-44, Hosiery Complex, Phase II Ext, Noida- 201305, UP (India)
05.	Corporate address	8 th Floor, Express Trade Towers, Plot No15-16, Sector 16-A, Noida-201301, UP (India)
06.	E-mail	shares.ttl@trivenigroup.com
07.	Telephone	0120-4748000
08.	Website	www.triveniturbines.com
09.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE & NSE
11.	Paid-up Capital	INR 317.87 million

12. Details of the person who may be contacted in case of any queries on the BRSR report.

Name	Telephone	Email
Milind Mohile Chief Risk Officer, Sr. Gen Manager (Strategy & Risk)	0120-4748000	milindmohile@triveniturbines.com

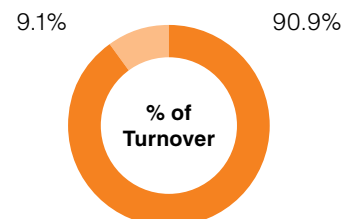
13.	Reporting boundary - Are the disclosures under this report made on as and alone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14.	Name of assurance provider	-
15.	Type of assurance obtained	-



II. Products/services

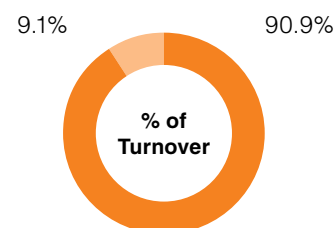
16. Details of business activities (accounting for 90% of the turnover):

S No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
01.	Steam Turbines & Accessories and parts thereof	Manufacturing Services	90.9%
02.	Servicing Operations and Maintenance of Steam turbines	Manufacturing Services	9.1%



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

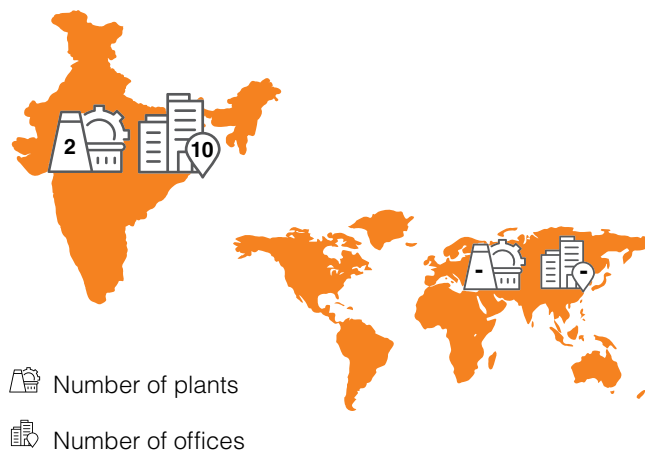
S No.	Product/Service	NIC Code	% of total Turnover contributed
01.	Steam Turbine and Accessories and parts thereof	28110	90.9%
02.	Servicing Operations and maintenance of Steam turbines	33121	9.1%



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	2	10	12
International	-	-	-



19. Markets served by the entity.

a. Number of locations

Location	Number
National (No. of States)	25 (States & Union Territories)
International (No. of Countries)	80



19. b. What is the contribution of exports as a percentage of the total turnover of the entity?
36%

19. c. A brief on types of customers

Triveni Turbine caters to a broad spectrum of industries including sugar, distillery, food processing, paper, textile, palm oil, cement, steel, and chemicals. It has extended its offerings to the oil & gas sector providing API drive turbines. Triveni's clientele also includes captive and independent power plants, as well as geothermal power plants and plants in the chemicals, petrochemicals, and fertilizers industries. The company not only offers aftermarket solutions for its turbines but also refurbishes rotating equipment from other brands. Serving customers from varied industry segments in India and 80 other countries, Triveni delivers a diverse range of products and services.



IV. Employee

20. Details as at the end of Financial Year:

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

S No.	Particular	Total A	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employee						
01.	Permanent (D)	819	783	95.6%	36	4.4%
02.	Other than permanent (E)	31	29	93.5%	2	6.4%
03.	Total Employees (D+E)	850	812	95.5%	38	4.4%
Workers						
04.	Permanent (F)	0	0	0	0	0
05.	Other than permanent (G)	0	0	0	0	0
06.	Total Workers (F+G)	0	0	0	0	0

- I. The Company employs persons on full-time basis on its payroll. It does not employ any person under the category of workmen.

- b. Differently abled Employees and workers:

S No.	Particular	Total A	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
01.	Permanent (D)	0	0	0	0	0
02.	Other than permanent (E)	0	0	0	0	0
03.	Total Employees (D+E)	0	0	0	0	0
Workers						
04.	Permanent (F)	0	0	0	0	0
05.	Other than permanent (G)	0	0	0	0	0
06.	Total Workers (F+G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

	Total A	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	1	10%
Key Management Personnel	5	0	0

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

	FY24 (Turnover rate in current FY)			FY23 (Turnover rate in current FY)			FY22 (Turnover rate in current FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.64%	18.75%	7.14%	8.08%	11.76%	8.21%	9.09%	21.7%	9.54%

**V. Holding, Subsidiary, and Associate Companies (including joint ventures)****23. (a) Names of holding/subsidiary/associate companies/joint ventures**

S. 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)
01.	Triveni Turbines Europe Private Limited	Subsidiary	100%	No
02.	Triveni Turbines DMCC	Subsidiary	100%	No
03.	Triveni Turbines Africa Pty Limited	Subsidiary	100%	No
04.	TSE Engineering Pty Limited	Subsidiary	70%	No
05.	Triveni Energy Solutions Limited	Subsidiary	100%	No
06.	Triveni Turbines Americas Inc	Subsidiary	100%	No
07.	Triveni Sports Private Limited	Joint Venture	50%	No

**VI. CSR Details**

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
- (ii) Turnover (in ₹) – INR 13,785.6 Million
- (iii) Net worth (in ₹) – INR 7,645.9 Million



VII. Transparency and Disclosure Compliances

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




Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide weblink for grievance redress policy)	FY 24 Current Financial Year		Remark	FY 23 Previous Financial Year		Remark
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	Yes	0	0		0	0	
Investors (other than stakeholders)	Yes	0	0		0	0	
Shareholders	Yes	2	0		5	0	
Employees & workers	Yes	0	0		0	0	
Customers	Yes	33	7		36	1	
Value chain partners	Yes	0	0		13	0	
Other (Please specify)		0	0		0	0	

Notes:

- * No employee complaints were received, however whenever employees reach us for clarification/query, they are addressed on priority basis.
- * 33 complaints from customers were resolved, of which 8 are awaiting customer feedback. 7 complaints were pending as on 31st March 2024.
- * 28 complaints from customers were resolved while 8 addressed by the Company and awaiting customer confirmation and 1 complaint was pending as on 31 March 2023. The pending complaint was addressed in the subsequent reporting year.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the opportunity	In case of risk, approach to risk/adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Reduction of dependability on fossil fuel 	Opportunity	Reducing greenhouse gas generation and environment compliance	The Company offers customized steam turbines solution and executes projects in diverse industrial segment, which help to reduce environmental impact, such as thermal renewable fuels i.e. Bagasse, Waste heat and Biomass.	Positive
2	Health & Safety 	Risk	This will ensure that employee perform to full capabilities and maintain a workplace free from injuries	Triveni Turbine offers comprehensive health insurance benefits and encourages regular medical examinations through partnerships with healthcare facilities for all staff members holding positions of Senior Manager and above. With its focused efforts, the Company was consistently able to maintain the health of the employees	Positive
3	Skill Development 	Risk	Talent Retention and building skills to meet changing customer expectation	Triveni Turbine always believed people to be their key differentiator in the success of the organization. It has been company's endeavour to nurture home grown talent to help organization in its growth journey effectively & efficiently	Positive

Section

B

Management and Process Disclosures

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

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management System									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Whistle Blower Policy Code of Conduct BRSR Policy	BRSR Policy	Code of Conduct for Employees	CSR Policy BRSR Policy	Human Rights Policy BRSR Policy	BRSR Policy	BRSR Policy	BRSR Policy	Information Security Policy BRSR Policy
2. Whether the entity has translated the policy in procedure	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards(e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		Environmental Management System (ISO 14001:2015) Quality Management System (AS 9100D)		Environment System (ISO 45001:2018) Quality Management System (AS 9100D)	Occupational Health & Safety Management System (ISO 45001:2018) Quality Management System (AS 9100 AD)	Environmental Management System (ISO 14001:2015) Indian Green Building Council			
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Triveni Turbine Limited is committed to increasing renewable energy production, proactively work towards water stewardship while focusing on operational efficiency.								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Triveni Turbine Limited has successfully increased the production of renewable energy across its facilities, while simultaneously focusing on resource efficiency to optimize consumption and minimize environmental impact. The organization has also implemented successful CSR initiatives towards upskilling and driving education initiatives in the marginalized community.								

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)	At Triveni Turbine Limited (TTL), the guiding principle is to meet customer needs efficiently and effectively through a comprehensive technical evaluation of their specific requirements. This approach allows us to design optimal solutions, using the most suitable technology and processes. Our commitment to quality, service, and innovation has firmly positioned Triveni Turbine as a leader in our field, earning global recognition for our ability to provide versatile solutions. In the past year, we have constructed a robust ESG governance framework complemented by detailed policies and systems that will greatly facilitate the actualisation of our ESG objectives. TTL remains steadfast in its commitment towards persistent innovation, strategic alliances, stakeholder engagement, and continuous refinement of its ESG practices. Complementing this, TTL is steadfast in the design and development of innovative, superior-quality, and energy-efficient products and services to satiate unique customer demands.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Arun Mote, Executive Director
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 BRSR initiatives are lead by Mr. Arun Mote, Executive Director under overall supervision of Board of Directors.

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, all principles are reviewed on an annual basis by the board.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances										Yes, all principles are reviewed on an annual basis by the board.								

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.

The BRSR policy is evaluated and reviewed internally.

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

Not Applicable

PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable Essential Indicators

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	% of person in respective category covered by awareness programs	
Board of Directors	3	SEBI Compliances, Innovative technology for environmental impact	100%	
Key Managerial Personnel	3	SEBI Compliances, Innovative technology for environmental impact	100%	
Employees other than BoD and KMPs	3	Health & Safety, POSH, Human Rights	29.54%	

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, 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 (P1 to P9)	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine Settlement Compounding fee		Nil			
Non - Monetary					
	NGRBC Principle (P1 to P9)	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment		Nil			
Punishment					

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

S. No.	Case Detail	Name of the regulatory/enforcement agencies/judicial institutions
		Nil

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.

Policy available (Yes/No)

Yes

Matters related to the policy are reviewed by the Board of Directors. The Company also encourages its suppliers and contractors to adopt such practices and follow the concept of being a responsible business entity. <https://www.triveniturbines.com/wp-content/uploads/2023/10/TTL- Anti-Bribery-Policy.pdf>

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

Designation	FY24 Current Financial Year	FY23 Previous Financial Year
Director	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

Designation	FY24 (Current Financial Year)		FY23 (Current Financial Year)	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0		0	
Numbers of Complaints received in relation to issues of Conflict of Interest of the KMPs	0		0	

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

Nil

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

	FY24 Current Financial Year	FY23 Previous Financial Year
Number of days of accounts payables	59	49

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	Metric	FY 24 Current Financial Year	FY 23 Previous Financial Year
Concentration of purchases	a. Purchase from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sale	a. Sales to dealers/distributors as % of total sales	0	0
	b. Number of dealers/distributors to whom sales are made	0	0
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	0	0
Share of RPTs in	a. Purchases (purchases with related parties/Total Purchases)	9.7%	10.3%
	b. Sales (Sales to related parties/Total Sales)	10.1%	6.5%
	c. Loans and advances (Loans and advances given to related parties/Total loans and advances)	0	0
	d. Investments (Investments in related parties/Total Investments made)	9.2%	5.4%

Leadership Indicators »

1. Awareness programs conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmed held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
57	During joint Supply Chain Management and Subcontract visit, 26 current and 31 new suppliers were trained, focusing on quality performance and root cause analysis. The evaluations emphasized corrective action for pollution, employee working conditions, environmental stewardship, fair wages, and the provision of social security and medical facilities	10%

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



Triveni Turbine Limited has devised a Related Party Transaction Policy aligned with the relevant provisions of the Companies Act, 2013 read with Rules framed thereunder ["Act"] and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations 2015 ["Listing Regulations"], as amended from time to time which keeps a check on transactions that would present an improper conflict of interest for any director/member of the board. Policy can be accessed at: https://www.triveniturbines.com/wpcontent/uploads/2023/10/Related_Party_Transaction_Poicy.pdf

PRINCIPLE 2

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

Essential Indicators »

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D 	1.31%	0.89%	Triveni Turbine's R&D division is investing in innovating efficient steam generation technologies, focusing on reducing reliance on fossil fuels. We have devised advanced solutions for flaring processes aim to capture and utilize waste gases, thereby minimizing emissions substantially for all value chain partners.
Capex 	0.10%	0.33%	Triveni Turbine Limited has acquired licenses for advanced tools and applications that are utilized in the design and analysis of steam turbine products.

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?

- Entity has procedures (Yes/No) Yes
- If yes, what percentage of inputs were sourced sustainably?

Yes, the company implements sustainable sourcing methods by requiring ISO, EMS & OHSAS certifications from vendors and maintaining a thorough process to promote sustainability across the supply chain and suppliers. The company sources 44% of the total material from sustainable vendors. This involves ensuring compliance with ESG guidelines as part of contractual obligations. New suppliers are required to adhere to ESG criteria including environmental impact, health and safety standards, fair labour practices, regulatory compliance, and our Waste Supplier/Vendor Code of Conduct (COC). This COC encompasses environmental, health and safety (EHS), and human rights standards, which value chain partners must agree to by signing the COC as part of their contractual agreements.

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

	Process Description
(a) Plastics (including packaging)	At Triveni Turbine Limited, the turbines and parts thereof are designed for durability and have lifespan of around 20 years. We proactively seek opportunities to extend the life cycle of the products by replacing parts and, components when feasible. Additionally, the company is committed to responsible environmental stewardship by detailing safe disposal and reclaim process in its Operation & Maintenance (O&M) Manual. All disposals are carried out in strict alignment with environmental regulations, ensuring that the operations have minimal impact on the planet.
(b) E-waste	
(c) Hazardous waste	
(d) other waste	

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

Extended Producer Responsibility (EPR) applicable (Yes/No) Yes

Describe	Triveni Turbines complies with the provisions of waste collection, in line with EPR provisions. Further, it is actively applied for EPR certification for the year 2024-25.
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Leadership Indicators >>

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

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

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

Current Financial Year	Description of the risk/concern	Action Taken
NA		

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*	
	FY24 Current Financial Year	FY23 Previous Financial Year
Steel Castings and Forgings and Blade raw material (Manufacturer uses recycled/reused input raw material for production of steel castings, forgings, and blade raw material)	90%	90%

* The number has been derived from recycled input material procured to total material procured (applicable only for raw materials stated above)

Triveni Turbine Limited is committed to sustainable practices by engaging with verified suppliers who specialize in the production of casting, forging, and blade raw materials. These suppliers employ eco-friendly methods, such as re-melting steel scraps and creating new castings, to provide recycled and repurposed steel. By incorporating this steel into the manufacturing of our turbines, Triveni Turbine effectively reduces the reliance on virgin materials, thereby supporting environmental conservation and resource efficiency. Additionally, the company supports re-utilization of packaging

materials within various organizational processes. For instance, plastic packaging is ingeniously repurposed, which are then employed for the secure movement and storage of components. This initiative not only minimizes waste but also exemplifies TTL's commitment to a circular economy and the reduction of our environmental footprint.

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

Triveni Turbine Limited is recognized for engineering turbines that boast a substantial operational lifespan of 20 years. This durability is a testament to the company's commitment to quality and sustainability. However, the extended lifespan of these products poses a challenge in tracking and managing the end-of-life (EOL) process for each turbine. Our Operation & Maintenance Manual (O&M) highlights the safe disposal of used oil, old battery, packing materials etc in alignment of Environmental Laws.

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

Triveni Turbine Limited specializes in the B2B market, offering long-lasting capital goods with a lifespan exceeding 15 years. Our extensive client base, spread both domestically and internationally, assumes ownership of the packaging materials accompanying our products. The logistical challenges presented by this wide distribution render the recovery of end-of-life products or packaging from our customers unfeasible. To address environmental concerns, our Operation & Maintenance Manual (O&M) provides detailed guidance on the environmentally responsible disposal of used oil, old batteries, packing materials, and other related items, in compliance with Environmental Laws.

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	783	783	100%	783	100%	-	-	783	100%	0	0
Female	36	36	100%	36	100%	36	100%	-	-	0	0
Total	819	819	100%	819	100%	36	100%	783	100%	0	0
Other than Permanent Employee											
Male	29	29	100%	29	100%	0	0	0	0	0	0
Female	2	2	100%	2	100%	0	0	0	0	0	0
Total	31	31	100%	31	100%	0	0	0	0	0	0

b. Details of measures for the well-being of Workers: NA

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

	FY 24 Current Financial Year	FY 23 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.36%	0.40%

Note: All expenditures related to staff welfare including Employee Insurance, Benefits, Rewards, and other staff related expenditures excluding salary/wages

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

Benefits	FY 24 Current Financial Year		FY 23 Previous Financial Year	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Y	100%	Y
ESI	2.24%	Y	3.61%	Y
Gratuity	100%	Y	100%	Y
Other				

Accessibility of workplaces

3. Are the premises/offices of the entity accessible to differently abled employees and workers? (Yes/No) If not, whether any steps are being taken by the entity in this regard.

Entity accessible to differently abled employees and workers (Yes/No) Yes

Any steps are being taken	Accessibility for differently abled persons is ensured in the Company's manufacturing units and offices with provision of wheelchairs and wheelchair ramps.
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4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 (Yes/No). If so, provide a web- link to the policy.

Entity has an equal opportunity policy(Yes/No) Yes

Web-Link <https://www.triveniturbines.com/wp-content/uploads/2023/10/TTL-Equal-Opportunity-Policy.pdf>

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

Permanent employees			
Gender		Return to work rate	Retention rate
Male		100%	100%
Female		0*	0*
Total		96%	96%

* One female employee availed the maternity leave in the reporting period

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	NA
Other than Permanent Workers	NA
Permanent Employees	Yes ICC Committee, HR Help Desk, Grievance Redressal Register available at site and email ID for reporting POSH and strong whistle blower mechanism is in place to address complaints or issues raised.
Other than Permanent Employees	No

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

Category	FY24 Current Financial Year			FY23 Previous Financial Year		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total	819	Nil	0%	722	Nil	0%
Permanent Employee						
Men	783	Nil	0%	694	Nil	0%
Female	36	Nil	0%	28	Nil	0%
Total	819	Nil	0%	722	Nil	0%

8. Details of training given to employees and workers:

Category	FY24 Current Financial Year					FY23 Previous Financial Year				
	Total (A)	On health and Safety Measures		On Skill upgradation		Total (D)	On health and Safety Measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Male	783	175	22.3%	532	67.9%	694	157	22.6%	310	44.6%
Female	36	15	41.6%	25	69.4%	28	6	21.4%	11	39.2%
Total	819	190	23.1%	557	68%	722	163	22.5%	321	44.4%

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

Category	FY24 Current Financial Year			FY23 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Female	36	36	100%*	27	27	100%*
Male	783	783	100%*	581	581	100%*
Total	819	819	100%*	608	608	100%*

*All employees are eligible for performance and career development review as per company policy.

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

Health and safety management system implemented by the entity(Yes/No) Yes

Coverage system	The Company ensures implementation of occupational health and safety management system with adoption of ISO 45001:2018 certification by 3 rd party audit.
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10 b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The company's safety committee actively identifies work hazards, ensuring a safe work environment by inspecting conditions and analysing safety data. Triveni Turbine Limited conducts detailed risk assessments for daily activities and enforces necessary controls to mitigate identified risks. The company also utilizes Job Safety Analysis (JSA) to detect hazards in non-routine tasks. Adherence to ISO 45001 standards reflects the company's commitment to occupational health, complying with regulations and continuously improving processes for the wellbeing of employees and the planet.

10. c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes, we have processes in place for our employees to report on work-related hazards and remove themselves from risks.

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

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

Salary Incident/Number	Category	FY24 Current Financial Year	FY23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.69	1.13*
Total recordable work-related injuries	Employees	2	3
No. of fatalities	Employees	0	0
High consequence work-related injury or ill- health (excluding fatalities)	Employees	0	0

High consequence work-related injury or ill-health (excluding fatalities)

* For FY24 the LTIFR has been reported on a standalone basis, as compared to FY23 consolidated LTIFR

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

- All Safety related accidents are being investigated and learnings from investigations are shared across organisations for deployment of corrective actions to stop recurrence further.
- Effectiveness of Corrective actions deployed are checked through Safety Audits.
- Various safety-training programmes are conducted at regular intervals.

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

Assessment Type	Current Financial Year			Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

14. Assessments for the year:

Assessment Type	% 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.

We have taken necessary corrective actions for minor safety issues and there are no risks and concerns regarding the same.

Leadership Indicators »

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

Yes

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

Adherence to the applicable statutory provisions including payment and deduction of statutory dues is incorporated in the contract agreement with the value chain partners. The company makes sure that all the relevant clauses dealing with statutory compliances are validated and followed by both sides. The contractors are required to provide supporting documents against the payments of statutory dues e.g PF, ESIC with their invoices. The GST payment of vendors is monitored while releasing the payments.

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

Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
FY24 Current Financial Year	FY23 Previous Financial Year	FY24 Current Financial Year	FY23 Previous Financial Year
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) No

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	100%
Working Conditions	100%

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

No such corrective actions are taken or are underway.

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.

The company identifies everyone connected with its business activity (individuals, groups, or organizations) as stakeholder that could impact or be impacted by the company's decision, activity or outcome. Stakeholders are also identified by their interest, engagement and influence on the company's business. Among these stakeholders, the ones having high influence on the company's business are identified as key stakeholders. Stakeholders identified by the company are - customers, suppliers, subcontractors, employees, regulatory bodies, shareholders, investors, and community.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly/ others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers 	No	Business interactions, client satisfaction, Personal visits, mass media.	Ongoing	Customer constitutes the most primary stakeholder of the company for sustainable growth & development.
Suppliers & Subcontractors 	No	Regular supplier and dealer meets Supplier & vendor meets, workshops & trainings, policies	Continuous training is provided as well as Supplier meets are conducted recently, and ongoing meetings are carried on as per requirement offline and online basis.	Need and expectation, schedule, supply chain issue, need for awareness and other training, their regulatory compliance, EHS performance etc. Suppliers meet to discuss vision and mission, business plan, supplier awards

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly/ others– please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Regulatory Bodies 	No	Press Releases, Quarterly Results, Annual Reports, Sustainability/ Integrated Reports, Stock Exchange filings, issue	As and when required as per Statutory requirements	Reporting requirement, statutory compliance, support from authority and resolution of issues
Shareholder & Investor 	Yes, Minority and Individual Shareholders	Press Releases, Info desk - an online service, dedicated email ID for Investor Grievances, Quarterly Results, and Annual Reports, AGM (Shareholders interaction), Quarterly investor presentation, Investors meets, stock exchange filings and corporate website	Continuous and as per Statutory requirements	To understand their need and expectation which are material to the Company. Key topics are The Company's financial performance, ESG performance
Employee & Workforce 	Yes, women employees	<ul style="list-style-type: none"> Employee satisfaction surveys, engagement surveys Circular and messages from corporate and line management Corporate social initiatives Welfare initiatives for employee and their families Online news bulletins to convey topical developments A large bouquet of print and on-line in-house magazines (some location specific, some business-specific), a CSR Programme newsletter 	As and when required	Employees' growth and benefits, their expectation, volunteering, career growth, professional development and continuing education and skill training etc.
Communities 	Yes	Direct engagement and through the Company's CSR project	As and when required	Implementing community initiatives and helping them to attain a better standard of living. For making a difference in society and creation an impact through our SR initiatives.

Leadership Indicators »

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

Leadership at Triveni Turbine Limited maintains regular and proactive communication with its principal partners: shareholders, clients, vendors, and its workforce. We systematically inform the governing board of the company's developments and actively seek their expert advice on a regular basis. The Board receives thorough briefings on an array of subjects at routine intervals; these include insights into market dynamics, customer relations enhancements, supply chain management, advances in technology, community engagement efforts, financial status, and strategic direction. Furthermore, the company ensures that its directors are well-informed about the latest regulatory conditions, highlighting key legislative changes, updates from advisories, and modifications introduced by authorities like the Securities & Exchange Board of India and the Ministry of Corporate Affairs. We have also implemented a BRSR Policy in the organization, that guides the company in delivering its various responsibilities to its stakeholders and the society. We take regular feedback and ensure that it is reviewed at appropriate levels and incorporated as a part of the company's commitment to fostering a collaborative atmosphere and maintaining governance.

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.**

Used (Yes/No) Yes

Details

Triveni Turbine Limited actively engages with stakeholders via materiality assessments, addressing core concerns in the economic, environmental, and social realms. Communication with investors and analysts shapes a sustainability framework encompassing initiatives like environmental impact, health & safety and skill development. Prioritization in the company relies on the materiality matrix, aligning corporate focus with stakeholder significance. Internal and external feedback refines environmental and social agendas, meeting significant stakeholder needs. Regular dialogues, consultations, and grievance mechanisms nurture a climate of trust, enhancing the organization's ability to navigate socio-environmental challenges and deliver enduring mutual value.

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

Triveni Turbine Limited is dedicated to driving socio-economic progress in its neighbouring locales, with a special emphasis on empowering the underserved and marginalized to achieve equity. Through concerted CSR endeavours, particularly in education and vocational training, the company has positively impacted approximately 1600 students, over half of whom are from its primary operational regions in Peenya and Sompura. Moreover, the company champions mental health through its association with Tirath Ram Hospital, enhancing the lives of over 450 children by providing screening, assessment, and therapy for developmental and behavioural issues. Collaborating with the Indian Institute of Science, Triveni Turbine also endorses structured support for technology and development initiatives.

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	FY24 Current Financial Year			FY23 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total C	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	819	190	23.2%	722	162	22.4%
Other than Permanent	31	0	0	81	0	0
Total Employees	850	190	22.3%	803	162	20.1%

Note: New employees undergo Human Rights training, with plans to roll out the curriculum to all staff for full coverage

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

Category	FY24 Current Financial Year					FY23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent										
Male	783	0	0	783	100%	694	0	0	694	100%
Female	36	0	0	36	100%	28	0	0	28	100%
Other than Permanent										
Male	29	0	0	29	100%	80	0	0	80	100%
Female	2	0	0	2	100%	1	0	0	1	100%

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

a. Median remuneration/wages:

Gender	Male		Female	
	Number	Median remuneration/salary/wages of respective category (in INR)	Number	Median remuneration/salary/wages of respective category (in INR)
Board of Directors (BoD)	9	37,50,000	1	41,45,000
Key Managerial Personnel*	5	81,34,691	0	-
Employees other than BoD and KMP**	719	11,02,000	32	8,98,000

* Excludes remuneration paid to any BoD

** The median calculation excludes the trainees

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

	FY 24 Current Financial Year	FY 23 Previous Financial Year
Gross wages paid to females as % of total wages	3.23%	3.04%

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

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

Triveni Turbine Limited has a Grievance redressal policy, which defines the roles & responsibilities for different authorities for grievance redressal for human rights and accordingly all Grievances, are received, recorded, investigated, and acted upon for the closure and Head of Administrations is the custodian for Human rights related grievances in the organization. The same is highlighted in the grievance redressal section of the human rights policy - <https://www.triveniturbines.com/wp-content/uploads/2023/10/TTL-Human-Rights-Policy.pdf>

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

Complaint Type	FY24 Current Financial Year	FY23 Previous Financial Year
Sexual Harassment	Nil	Nil
Discrimination at Workplace	Nil	Nil
Child Labour	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil
Wages	Nil	Nil
Other Human rights related Issue	Nil	Nil

Triveni Turbine Limited upholds a transparent approach for the swift handling of employee concerns. Grievances are addressed promptly as they are presented. Triveni Turbine Limited follows a robust policy for prevention of sexual harassment, with set procedures for grievance redressal, confidentiality, and disciplinary action. For the reporting year as well as previous year, no complaints related to sexual harassment, human rights violation, workplace discrimination, deployment child or forced labour or wages.

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

	FY 24 Current Financial Year	FY 23 Previous Financial Year
Total Complaints reported under the Sexual Harassment on of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013 (POSH) Complaints on POSH as a % of female employees/workers Complaints on POSH upheld	0	0

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

Any information, related to conciliation, enquiry, recommendation, or action taken is kept confidential and not published, communicated or made known to the public, media or any other concerned personnel's or related party. All records, including grievance forms, investigation notes, interviews and minutes of meetings will be securely filed and confidentiality is maintained for all parties involved.

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

10. Assessments for the year:

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

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

No violations were highlighted during the assessments carried out by various authorities during the period. In view of the above, no corrective actions are suggested/under-way currently.

Leadership Indicators >>

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

None

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

Triveni Turbine Limited is committed to upholding human rights and has implemented a robust human rights policy. The entity diligently tracks compliance with this policy through grievance redressal mechanisms, with particular attention to preventing forced labour, child labour, ensuring timely payment of wages, and addressing sexual harassment.

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 - Required necessary ramps have been provided to all the offices. Wheelchair arrangements are also made.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	NA

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

Nil

PRINCIPLE 6

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

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

Parameter	FY24 Current Financial Year	FY23 Previous Financial Year
From renewable sources (in Gigajoules) *		
Total electricity consumption (A)	4691.38	1257.4
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	4691.38	1257.4
From non-renewable sources (in Gigajoules) *		
Total electricity consumption (D)	10,841.73	12,128.6
Total fuel consumption (E)	40,757.32	37,537.44
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	51,599.05	49,666.04
Total energy consumed (A+B+C+D+E+F)	56,290.43	50,923.44
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations.) GJ/INR	0.0000041	0.0000047
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP)	0.0000915	0.000103
Revenue from operations adjusted for PPP	615428571.4	490158371
Energy intensity in terms of physical output (GJ/Turbines Produced)	323.5	320.2
Energy intensity (optional) – the relevant metric may be selected by the entity		

* Data has been reported for two plants: Sompura and Peenya. The FY23 figures have been updated in FY24 based on revised calculation.

Note: Revenue from operations have been adjusted to PPP based on the year wise PPP conversion factor published by the International Monetary Fund for India which is 22.4 (FY24) and 22.1 (FY23)

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.

Assurance has been carried out(Yes/No) No

Name of external agency

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.

Have sites? No

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

Parameter	FY24 Current Financial Year	FY23 Previous Financial Year
Water withdrawal by source (in kiloliters)*		
(i) Surface water	0	0
(ii) Groundwater	68,189	54,363
(iii) Third party water	185	125
(iv) Seawater/desalinated water	0	0
(v) Others (BWSSB)	1749	2105
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	70,123	56,593
Total volume of water consumption (in kiloliters)	70,123	56,593
Water intensity per rupee of turnover (Total Water consumption/Revenue from operations)	0.0000050	0.0000052
Water intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP)(Total water consumption/Revenue from operations adjusted for PPP)	0.000113	0.000115
Water intensity in terms of physical output	403	355.9
Water intensity (optional) – the relevant metric may be selected by the entity		

* Data has been reported for two plants: Sompura and Peenya. The FY23 figures have been updated in FY24 based on revised calculation

Note: Revenue from operations have been adjusted to PPP based on the year wise PPP conversion factor published by the International Monetary Fund for India which is 22.4 (FY24) and 22.1 (FY23)

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.

Has been carried out by an external agency(Yes/No) No

Name of external agency

4. Provide the following details related to water discharged:

Parameter	Treatment	FY24 Current Financial Year	FY23 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface Water		0	0
(ii) To Groundwater		0	0
(iii) To Seawater		0	0
(iv) Sent to third- parties		0	0
(v) Others		0	0
Total water discharged (in kilolitres)		0	0

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

Assurance has been carried out by an external agency(Yes/No) No

Name of external agency

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

Mechanism implemented?(Yes/No) Yes

Details	Triveni Turbine's Zero Liquid Discharge (ZLD) mechanism, ensures that all water is recycled and utilized internally, eliminating any wastewater discharge beyond its premises. This mechanism guarantees total environmental responsibility. Moreover, Triveni emphasizes rainwater conservation through harnessing techniques and the use of soak pits. Additionally, it has a Sewage Treatment Plant (STP) with a significant capacity of 25 KL per Day (KLD).
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6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY24 Current Financial Year	FY23 Previous Financial Year*
NOx	Mg/NM3	59.3	76.78
SOx	Mg/NM3	28.7	49.1
Particulate matter (PM)	Mg/NM3	108.51	131.11
Persistent organic pollutants matter (POP)		0	0
Volatile organic compounds (VOC)		0	0
Hazardous air pollutants (HAP)		0	0
Others – please specify			

* Data has been reported for two plants: Sompura and Peenya. The FY23 figures have been updated in FY24 based on revised calculation

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.

Assurance has been carried out by an external agency(Yes/No) No

Name of external agency - NA

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

Parameter	Unit	FY24 Current Financial Year*	FY23 Previous Financial Year*
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tones of CO ₂ equivalent	3,374.68	3,073.68
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tones of CO ₂ equivalent	2156.3	2412.2
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	Metric Tons/INR	0.0000004	0.0000005
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Metric Tons/INR	0.0000089	0.0000111
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric Tons/INR	31.79	34.50
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

* Data has been reported for two plants: Sompura and Peenya. The FY23 figures have been updated in FY24 based on revised calculation.

Note: Revenue from operations have been adjusted to PPP based on the year wise PPP conversion factor published by the IMF for India which is 22.4 (FY24) and 22.1 (FY23)

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.

Assurance has been carried out by an external agency(Yes/No) No

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

Have project?(Yes/No) Yes

Details	<p>Solar Rooftop Panels & Renewable Energy: Triveni Turbine Limited has successfully installed solar rooftop panels which is a highlight of a commitment to renewable energy. These panels significantly reduce reliance on traditional energy sources by harnessing solar power to meet their energy demands. Moreover, the excess electricity generated from this solar setup is sent to BESCOM (Bangalore Electricity Supply Company), contributing to the local grid and promoting the use of clean energy in the broader community. Additionally, maintaining Green Building Certification underscores the commitment to resource efficiency in the building's life cycle, reinforcing a role in championing eco-friendly practices. These measures, coupled with vigilant energy savings strategies, result in reduced carbon emissions and lower energy costs, showcasing an integrated approach to sustainable industrial practice and contribution to a cleaner and greener future. Triveni Turbine is driving product stewardship by increasing energy efficiency of their products by developing steam turbines for thermal renewable fuels.</p>
	<p>Avoided Emissions through Waste Heat Recovery System (WHRS): Triveni Turbine Limited is transforming sustainable power in many industries, especially the cement sector and coke generation through substantial investments in turbines for waste heat recovery systems. By converting industrial excess heat into electricity, these systems diminish reliance on external power and slash carbon emissions. Triveni's commitment to eco-friendly practices elevates energy efficiency and positions its industrial partners at the forefront of sustainable innovation.</p>

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

Parameter	FY24 Current Financial Years	FY23 Previous Financial Year
Total Waste Generated (in metric tonnes)*		
Plastic waste (A)	0.81	0.78
E-waste (B)	0	0.63
Bio-medical Waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery Waste (E)	-	-
Radioactive Waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	43.63	33.95
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	466.35	328.56
Total (A + B + C + D + E + F + G + H)	510.8	363.92
Waste intensity per rupee of turnover (Total Waste generated/Revenue from operations)	0.000000037	0.000000034
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated/Revenue from operations adjusted for PPP)	0.000000083	0.000000074
Waste intensity in terms of physical output	2.93	2.28
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of Waste		
(i) Recycled	-	-
(ii) Re-Used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	510.8	363.92
Total	510.8	363.92

* Data has been reported for two plants: Sompura & Peenya. The FY23 figures have been corrected in FY24 on the basis of revised calculations.

Note: Revenue from operations have been adjusted to PPP based on the year wise PPP conversion factor published by the International Monetary Fund for India which is 22.4 (FY24) and 22.1 (FY23)

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.

Assurance has been carried out by an external agency: No

Name of external agency : NA

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.

Responsible disposal of all waste generated meeting the PCB norms. The Company have a mechanism to recycle products & waste. Lubricating oil is recycled using centrifuge filtering process to remove suspended solids and impurities. ~85-88% of lubricating oil is recovered and reused by this process. Further, the steel scrap arising out of the manufacturing process are sent back for recycling and reuse. The Company thus ensures almost 100% recycle of steel waste during production with negligible waste.

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

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

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

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

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

Yes, all compliance with applicable laws/regulations/guidelines is maintained

Leadership Indicators >>

1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

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

(i) Name of the area

Sompura, Bengaluru, Karnataka Peenya, Bengaluru, Karnataka

(ii) Nature of operations

Manufacturing

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	Treatment	FY24 Current Financial Year	FY23 Previous Financial Year
Water withdrawal by source (in kilolitres)			
(i) Surface water		0	0
(ii) Groundwater		68,189	54,363
(iii) Third party water		185	125

Parameter	Treatment	FY24 Current Financial Year	FY23 Previous Financial Year
(iv) Seawater/desalinated water			
(v) Others		1749	2105
Total volume of water withdrawal(in kilolitres)		70,123	56,593
Total volume of water consumption(in kilolitres)		70,123	56,593
Water intensity per rupee of turnover(Water consumed/turnover) KL/INR		0.0000050	0.0000052
Water intensity (optional) - the relevant metric may be selected by the entity			
Water discharge by destination and level of treatment (in kiloliters)			

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.

Has been carried out by an external agency(Yes/No) No

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

Scope 3 has not been calculated for the current reporting year.

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.

None

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:

Initiative undertaken	Details of the initiative	Outcome
Establishment of Sewage Treatment Plant (STP) for Water Circularity	Triveni Turbine Limited's establishment of a Sewage Treatment Plant (STP) has been a significant step towards water circularity. This system treats and purifies wastewater from operations, allowing it to be reused in cooling processes, and other non-potable applications. As a result, the company has substantially reduced its freshwater consumption, minimized environmental impact, and demonstrated a commitment to sustainable water resource management, aligning with eco-friendly industrial practices	TTL overachieved the FY23 target from 5000 Kwh to 5040 Kwh. Environmental monitoring is done on a continual basis to address any concerns/adverse impacts. The company is committed to implement principles of Energy Management System (e.g. ISO 50001: 2018) in next 12-18 months
Switching to LED from CFL across sites and facilities	Switching from CFL bulbs to LED lighting has enabled Triveni Turbine Limited to achieve significant energy savings and reduce its carbon footprint. LEDs consume substantially less electricity and have a longer lifespan, resulting in lower operational costs and fewer bulb replacements and positively impacting the company's bottom line through reduced energy expenses	

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

Triveni Turbine Limited hosts crucial business applications such as SAP, Salesforce, and Primavera on the cloud, including emails. SAP is locally hosted and featured a Disaster Recovery site with Cloud4C for business continuity. Business-critical data from diverse sectors like technology, product, customer care, HR, finance, etc., are securely backed up regularly using Veeam, a leading backup software in the industry. Business continuity risks, their business impact analysis and recovery plans are in place to deal with any eventuality.

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.

None

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

100%

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.

6

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Confederation of Indian Industries (CII)	National
2	Federation of Indian Chambers of Commerce & Industries (FICCI)	National
3	The Sugar Technologies Association of India (STAI)	National
4	International Society of Sugarcane Technologists (ISSCT)	International
5	Peenya Industry Association (PIA)	State
6	Bangalore Chambers of Industries & Commerce (BCIC)	State

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

Name of authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

Leadership Indicators >>

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

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
<p>Triveni Turbine Limited is at the forefront of championing the adoption of cogeneration and power generation with Refuse Derived Fuel (RDF), emphasizing the benefits of energy efficiency and sustainability. The company's commitment to industry advocacy is evident through its active involvement in associations like AIMA and CII, promoting development and the positive contribution of human resources.</p> <p>Furthermore, Triveni Turbines strongly advocates for industry-academia cooperation in the development of new and eco-friendly technologies, as demonstrated by its ongoing support for a leading research institute in Bengaluru focusing on emerging energy technologies.</p> <p>In addition to its technological pursuits, Triveni Turbines prioritizes education and the well-being of children, investing in the future of the nation by supporting marginalized children in educational institutes like Dharithree Trust and Aruna Chetna, as well as hospitals such as Tirath Ram.</p> <p>The company's advocacy extends beyond words, translating into action through its R&D programs and CSR initiatives. This commitment will persist in the coming year, with continued support for causes that Triveni Turbines deeply believes in.</p>				

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.**

Project Name	SIA Notification	Date Notification	Conducted by independent	Result Communicated	Web link
Nil					

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

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

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

The communities where Triveni Turbine Limited operates can readily reach out to the responsible location in-charge of the company. These roles are well-defined - for manufacturing and service centres, the factory managers function as the principal contacts; on active installation sites, the site in-charge and project manager hold these responsibilities. Through these representatives, community members can provide feedback or register complaints. The respective concerns are then relayed to the appropriate management staff to ensure a prompt resolution.

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

	FY24 Current Financial Year	FY23 Previous Financial Year
Directly sourced from MSMEs/small producers	58.81	41.15
Directly from within India	96.13	96.89

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	FY24 Current Financial Year	FY23 Previous Financial Year
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100%	100%

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

Leadership Indicators »

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

Negative Social Impact	Corrective Action
Nil	

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

S. No.	State	S. No. State Aspirational District	Amount Spent (In INR)
Nil			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) No
- (b) From which marginalized/vulnerable groups do you procure? NA
- (c) What percentage of total procurement (by value) does it constitute? NA

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

Intellectual Property	Owned Acquired	Benefit Shared	Calculate Benefit Share
Nil			

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

Authority Name	Brief Case	Corrective Action
Nil		

6. Details of beneficiaries of CSR Projects:

Education and Training for Special/Differently-abled children - Dharithree Trust Narsipura

66
100%

Education and Training for Special/Differently-abled children – Aruna Chetana

153
100%

Education and Training Initiatives in Peenya & Sompura Government Schools

1,236
100%

Master-Classes Series on emerging technologies -Ananta Aspen Centre

100
100%

Screening Assessment & Therapy of Developmental & behavioural problems in Children by Tirath Ram Hospital

465
100%

No. of persons benefitted from CSR Projects

% of beneficiaries from vulnerable and marginalized groups