



Annexure J

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 EXTENSION, NOIDA, Uttar Pradesh, India, 201305
05.	Corporate address	8 th Floor, Express Trade Towers, Plot No.15-16, Sector 16A, Noida- 201 301, Uttar Pradesh
06.	E-mail	cs.compliance@triveniturbines.com
07.	Telephone	+91 120 4308000
08.	Website	www.triveniturbines.com
09.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 317.87 million

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

S. No.	Name	Telephone	Email
1	Mr. Vivek Dahake (Vice President - Business Excellence)	080-22164000	vivek.dahake@triveniturbines.com

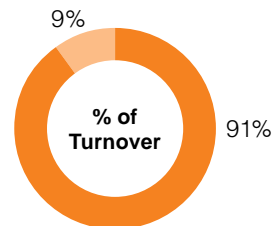
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14.	Name of assurance provider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



II. Products/services

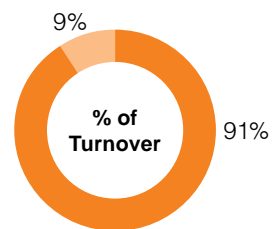
16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
01.	Steam Turbines & Accessories and parts thereof	Manufacturing Services	91%
02.	Servicing Operations and Maintenance of Steam turbines	Manufacturing Services	9%



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	91%
02.	Servicing Operations and maintenance of Steam turbines	33121	9%

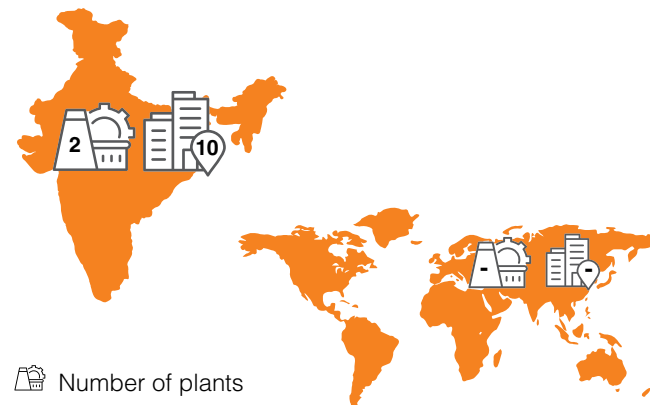


III. Operations

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*	0	0	0

* The Company has two international turbine assembly and repair facilities and three international offices. However, as the BRSR report is prepared on standalone basis, these have not been included in the table above.



Number of plants

Number of offices

19. Markets served by the entity

a. Number of locations

Location	Number
National (No. of States)	25
International (No. of Countries)	81



Number of locations

19. b. What is the contribution of exports as a percentage of the total turnover of the entity?
41.5%

19. c. A brief on types of customers

Triveni Turbines caters to diverse base of customers, from more than 80+ countries with wide range of IPG & API compliant steam turbine products that are built to suit the customer's requirement and provide aftersales services which includes supply of parts & spares and servicing, overhauling & refurbishment of rotating equipment. Our customers base spans over broad spectrum of industries including sugar, distillery, food processing, paper, textiles, palm oil, energy, cement, steel, fertilizer, petrochemicals, geothermal and chemicals.



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)	928	881	94.94%	47	5.06%
02.	Other than permanent (E)	15	14	93.33%	1	6.67%
03.	Total Employees (D+E)	943	895	94.91%	48	5.09%

Note: 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:

Nil

21. Participation/Inclusion/Representation of women

Particular	Total A	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	2	22.22%
Key Management Personnel*	4	0	0%

*Excludes 2 Executive Directors who are already included in the above count of Board of Directors

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

	FY 25 (Turnover rate in current FY)			FY 24 (Turnover rate in previous FY)			FY 23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.78%	13.87%	6.33%	6.64%	18.75%	7.14%	8.08%	11.76%	8.21%

Note: In FY 25, the voluntary separation across employees was 6.33% in comparison to 7.14% in FY 24 and 8.21% in FY 23. Gender-wise attrition for FY 25 stood at 5.78% for male employees and 13.9% for female employees



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

24.

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
- (ii) Turnover (in ₹) – ₹ 17,952 million
- (iii) Net worth (in ₹) – ₹ 10,337 million



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 weblink for grievance redress policy)	FY 25 Current Financial Year			FY 24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0		0	0	
Investors (other than shareholders)	Yes	0	0		0	0	
Shareholders	Yes	0	0		2	0	
Employees & workers*	Yes	0	0		0	0	
Customers**	Yes	72	0		47	0	
Value chain partners	Yes	0	0		0	0	
Other (Please specify)	Yes	0	0		0	0	






Notes:

* Employee concerns & grievances are suitably addressed in accordance with the Company's grievance handling policy.

** These concerns were reported by the customers and were addressed promptly through a systematic approach, including thorough investigation, root cause analysis, and the implementation of appropriate actions to ensure customer satisfaction. The previous year's data on customers' complaints has been updated as per latest status. The Company views it as a reflection of stronger customer engagement. Enhanced accessibility to feedback channels and better internal tracking have enabled more customers to voice concerns - helping us identify issues proactively. The Company treats every complaint as an opportunity to improve. In response, the Company has strengthened root cause analysis, accelerated resolution timelines, and implemented preventive measures. These steps are part of our commitment to continuously enhancing the customer experience.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for Identifying the Risk/Opportunity	In Case of Risk, Approach to Adapt or Mitigate	Financial Implications of the Risk or Opportunity
1	Energy Efficiency 	Opportunity	The global energy transition is driving demand for cleaner and more efficient solutions that reduce greenhouse gas emissions and conserve natural resources.	Customized steam turbines are deployed across diverse industrial segments, enabling the use of renewable fuels like bagasse, waste heat, biomass, and municipal solid waste.	Positive
2	Health & Safety 	Risk	Maintaining a safe and injury-free workplace ensures employee well-being, reduces downtime, and improves morale.	Comprehensive health coverage, regular medical check-ups, and proactive safety initiatives are implemented across all locations.	Negative
3	Skill Development 	Risk	Retaining and upskilling talent is crucial to meet evolving customer demands and sustain competitive advantage.	Focused efforts are made to nurture in-house talent through structured training, leadership development, and mentorship programs.	Negative
4	Innovation 	Opportunity	Innovation in design and technology enables development of cleaner, more efficient, and cost-effective solutions, meeting growing customer needs.	Ongoing R&D investments aim to improve turbine efficiency, reduce environmental impact, and enhance product offerings.	Positive
5	Supply Chain Management 	Risk / Opportunity	Disruptions in the supply chain can impact timelines, cost, and quality, but also offer a chance to build resilience through strategic sourcing.	Supplier diversification, long-term partnerships, and increased local sourcing are prioritized to reduce dependencies and improve reliability.	Negative

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	BRSR Policy	Code of Conduct for Employees	CSR Policy	Human Rights Policy	BRSR Policy	BRSR Policy	BRSR Policy	Information Security Policy
	Code of Conduct	-	-	BRSR Policy	BRSR Policy	-	-	-	BRSR Policy
	BRSR Policy	-	-	-	-	-	-	-	-
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	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)		Occupational Health & Safety Management System (ISO 45001: 2018)		Occupational Health & Safety Management System (ISO 45001: 2018)	Environmental Management System (ISO 14001: 2015)			
	Quality Management System (AS 9100D) API SPEC Q1, 10TH Edition)				Quality Management System (AS 9100D, API API SPEC Q1, 10TH Edition	Indian Green Building Council			
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	<ul style="list-style-type: none">20% of energy consumption from renewable sources by 2035.Maintain Zero Liquid Discharge (ZLD) status at both manufacturing facilities at Peenya and Sompura.Impact at least 2,000 beneficiaries through CSR education/health projects every year.Maintain zero data breaches.Maintain Zero Fatalities in the manufacturing units.As part of a long-term strategic vision, ongoing technology initiatives are focused on progressively reducing the carbon footprint of products. These efforts will continue to evolve in the coming years. In parallel, enhanced system redundancy has been introduced to strengthen the safety margins of field operations, reinforcing a sustained commitment to environmental responsibility.								
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. TTL has implemented a Zero Liquid Discharge (ZLD) mechanism to ensure sustainable water management. Both manufacturing facilities in Bengaluru operate as ZLD facilities, where all wastewater is treated, recycled, and reused within the premises, ensuring that no liquid waste is discharged externally. The Company has maintained zero data breaches and zero fatalities in manufacturing units during the year.								

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, we remain committed to meeting our customers' needs efficiently by conducting thorough technical evaluations to design tailored solutions. This commitment to quality, service, and innovation has solidified our position as a global leader in providing versatile energy solutions. Over the past years, we have made significant progress in building a comprehensive ESG governance framework, which is supported by detailed policies and systems to drive the achievement of our ESG objectives.

Our focus on innovation, strategic partnerships, stakeholder engagement, and continuous enhancement of ESG practices will ensure that TTL stays at the forefront of sustainable business practices. Furthermore, we are dedicated to developing and delivering energy-efficient, high-quality products and services to meet evolving customer needs while contributing to the global transition towards sustainability.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Nikhil Sawhney – Vice Chairman and Managing 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 led by Mr. Nikhil Sawhney, Vice Chairman and Managing Director in consultation with the 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									Annually				
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					Yes									Annually				

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 for all principles.
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



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	% of person in respective category covered by awareness programs	
Board of Directors	2	SEBI (Listing Obligations and Disclosure Requirements) (Third Amendment) Regulations, 2024 and Innovative Technology and Emerging Business Avenues	100%	
Key Managerial Personnel	2	SEBI (Listing Obligations and Disclosure Requirements) (Third Amendment) Regulations, 2024 and Innovative Technology and Emerging Business Avenues	100%	
Employees other than BoD and KMPs	4	Code of Conduct	58%	
		Business Ethics	57%	
		ESG Awareness	41%	
		POSH	82%	

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):

Nil

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

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

Yes

Web Link	https://www.triveniturbines.com/wp-content/uploads/2023/10/TTL-Anti-Bribery-Policy.pdf
Details	Triveni Turbine Limited is committed to ethical business practices and strict compliance with anti-corruption and anti-bribery laws. Our policy strictly prohibits any form of bribery or corruption, whether direct or indirect. The policy ensures adherence to all applicable legal standards while mandating regular monitoring and enforcement to uphold compliance. TTL promotes ethical conduct across its value chain by encouraging suppliers and business partners to adopt similar anti-bribery practices.

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	FY 25 Current Financial Year	FY 24 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	FY 25 (Current Financial Year)		FY 24 (Current Financial Year)	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Not Applicable		Not Applicable	
Numbers of Complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable

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

	FY 25 Current Financial Year	FY 24 Previous Financial Year
Number of days of accounts payables	93	59

Note – Significant purchase made at the end of the year for the planned production in FY 26.

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 25 Current Financial Year	FY 24 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)	6.42%	9.7%
	b. Sales (Sales to related parties/Total Sales)	7.87%	10.1%
	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)	13.38%	9.2%

Leadership Indicators >>

1. Awareness programmes 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
10	Occupational health and safety, Pollution control, Wages related and discrimination, prevention of child labors, POSH, Zero defect – Quality performances and root cause analysis.	64%

Note: As per the Company's Sustainable Sourcing Policy, suppliers accounting for 80% of the business volume have been considered.

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

Yes



Triveni Turbine Limited has devised a Related Party Transaction Policy aligned with the relevant provisions of the Companies Act, 2013 read with the 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/investors/corporate-governance/key-policies/>

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 	1.8%	1.57%	Investing in efficient steam tech and flare gas recovery solutions to cut fossil fuel use and emissions across the value chain.
Capex 	7.7%	5.51%	Triveni Turbine Limited acquired licenses for advanced design tools to enhance turbine efficiency and to optimize the designs for supporting environmental sustainability.

* Previous year's figures have been updated based on refined data.

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) 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 70% 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, our turbines and components are designed for durability, with an average lifespan of approximately 20 years. To maximize product life, we actively facilitate refurbishment by replacing critical parts and components whenever feasible, thereby reducing waste and resource consumption.
(b) E-waste	
(c) Hazardous waste	
(d) other waste	
	Additionally, we are committed to responsible end-of-life management. Our Operation & Maintenance (O&M) Manual provides detailed guidelines on the safe disposal, reclamation, and recycling of turbine components. All disposal and recycling activities are conducted in strict compliance with environmental regulations, ensuring minimal ecological impact. By prioritizing sustainable lifecycle management, we contribute to a circular economy while maintaining our commitment to environmental stewardship.

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

Yes

Triveni Turbine Limited complies with the provisions of waste collection as per Extended Producer Responsibility (EPR) regulations. The company has successfully registered in the EPR portal of Pollution Control Board on December 5, 2024. The controls are in place for the waste management and the plastic usage practices as per the pollution control board guidelines.

Leadership Indicators >>

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

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the Web-link
28110	Steam Turbine and Accessories and parts thereof	91%	From Raw Material to Equipment Retirement (End of Life)	No	No
33121	Servicing operations and maintenance of steam turbines.	9%			

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 during the current FY 25.

Name of Product/service	Description of the risk/ concern	Action Taken
Steam Turbine and Accessories and parts thereof	No significant risk	Covered in BRSR - Life Cycle Management Process
Servicing operations and maintenance of steam turbines.		

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

Indicate Input Material	Recycled or re-used input material to total material*	
	FY 25 Current Financial Year	FY 24 Previous Financial Year
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%

Note: 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 tonnes) reused, recycled, and safely disposed, as per the following format:

Triveni Turbine Limited designs and manufactures turbines with a long operational lifespan of approximately 20 years, ensuring durability and sustainability. While this extended lifespan makes it challenging to track the end-of-life (EOL) stage of each turbine, TTL remains committed to responsible disposal and recycling practices. The company provides clear guidelines in its Operation & Maintenance (O&M) Manual, outlining proper disposal procedures for used oil, old batteries, and packaging materials in compliance with environmental laws. TTL also encourages customers to follow best practices for the safe reclamation, reuse, and recycling of turbine components wherever feasible. The Company continues to explore ways to enhance circularity in its products by promoting sustainable material management and responsible end-of-life disposal.

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	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees-											
Male	881	881	100%	881	100%	-	-	0	0%	0	0
Female	47	47	100%	47	100%	47	100%	-	-	0	0
Total	928	928	100%	928	100%	47	100%	0	0%	0	0
Other than Permanent Employee											
Male	14	14	100%	14	100%	-	-	0	0%	0	0
Female	1	1	100%	1	100%	1	100%	-	-	0	0
Total	15	15	100%	15	100%	1	100%	0	0%	0	0

b. Details of measures for the well-being of Workers: Not Applicable

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

	FY 25 Current Financial Year	FY 24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.35%	0.36%

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 25 Current Financial Year		FY 24 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*	0.74%	Y	2.24%	Y
Gratuity	100%	Y	100%	Y
Others (Super Annulation)	3.39%	Y	4%**	Y

Note:

*ESI is provided to all eligible employees as per applicable statutory guidelines.

** Previous year data has been updated

Accessibility of workplaces

3. 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? (Yes/No) If not, whether any steps are being taken by the entity in this regard

Yes

Accessibility for differently abled persons is ensured in the Company's manufacturing units and offices with provision of wheelchairs and wheelchair ramps.

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.

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	100%		100%
Total	100%		100%

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	Not Applicable
Other than Permanent Workers	Not Applicable
Permanent Employees	Yes ICC Committee, HR Help Desk, Grievance Redressal Register is available at offices and email ID for reporting POSH and strong whistle blower mechanism is in place to address complaints or issues raised.
Other than Permanent Employees	Yes, same mechanism as Permanent employees.

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

Category	FY 25 Current Financial Year			FY 24 Previous Financial Year		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	928	0	0%	819	0	0%
Men	881	0	0%	783	0	0%
Female	47	0	0%	36	0	0%

Note: We do not have any worker's Union and Staff Association recognized by the company.

8. Details of training given to employees and workers:

Category	FY 25 Current Financial Year					FY 24 Previous Financial Year				
	Total (A)	On health and Safety Measures		On Skill upgradation		Total (D)	On health and Safety Measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Male	881	308	35%	740	84%	783	175	22%	532	68%
Female	47	11	23%	47	100%	36	15	42%	25	69%
Total	928	319	34%	787	84.8%	819	190	23%	557	68%

Note : Introduced eLearning platform in addition to the existing instructor led program etc., enabling employees for self-paced learning.

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

Category	FY 25 Current Financial Year*			FY 24 Previous Financial Year**		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Male	881	762	86.5%	783	654	83.52%
Female	47	34	72.3%	36	27	75.00%
Total	928	796	85.77%	819	681	83.15%

Note: *796 out of 943 are eligible for Performance & Career development review for FY 25 as per company policy.

**FY 24 data updated as per actuals.

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

Yes

The Company ensures implementation of occupational health and safety management system with adoption of ISO 45001:2018 certification by third party audit.

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?

At Triveni Turbine Limited, work-related hazards are identified and assessed through a structured approach for both routine and non-routine activities. Routine hazard identification includes regular visual inspections of the workplace to detect unsafe conditions, faulty equipment, and improper work practices. Employees are encouraged to report potential hazards and near-miss incidents, leveraging their operational insights. Additionally, safety data, including incident reports, near-miss records, and audit findings, are periodically reviewed to identify trends and emerging risks. A systematic Hazard Identification and Risk Assessment (HIRA) process is conducted to analyze risks and implement appropriate control measures. For non-routine hazard identification, thorough incident investigations are carried out to determine root causes and address gaps in safety procedures. Special attention is given to emergency situations, with predefined procedures in place to mitigate risks. Furthermore, before introducing new equipment, processes, or work activities, a comprehensive HIRA is conducted to ensure compliance with safety standards. These proactive measures reinforce Triveni Turbine Limited's commitment to maintaining a safe and risk-aware work environment.

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	FY 25 Current Financial Year	FY 24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.33	1.69
	Workers	-	-
Total recordable work-related injuries	Employees	3	2
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Triveni Turbine Limited (TTL) ensures a safe and healthy workplace through the following measures: Regular Safety Training:- Conducts ongoing safety training for employees based on their specific roles and potential hazards.- Establishes clear safety protocols and procedures for all tasks and activities.- Conducts regular emergency response drills, including fire drills, evacuation procedures, and first aid training. Hazard Assessment and Control:- Performs regular hazard assessments to identify workplace risks and implement control measures.- Eliminates or minimizes hazards through measures such as improved ventilation, better lighting, and the use of safer equipment.- Provides employees with necessary Personal Protective Equipment (PPE) (e.g., safety glasses, gloves, hard hats) and ensures proper training on their usage. Compliance with Occupational Health & Safety Standards:- Strictly adheres to ISO 45001 for Occupational Health and Safety Management Systems.- Promotes workplace safety through awareness programs and safe working practices. These measures reinforce TTL's commitment to maintaining a safe, healthy, and risk-free work environment for all employees.

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

Assessment Type	FY 25 Current Financial Year			FY 24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	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
(A) Employees (Yes/ No) : Yes

(B) Workers (Yes/ No) : Not Applicable

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

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 / 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 25 Current Financial Year	FY 24 Previous Financial Year	FY 25 Current Financial Year	FY 24 Previous Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

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

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	63%
Working Conditions	63%

Note: As per the Company's Sustainable Sourcing Policy, suppliers accounting for 80% of the business volume have been considered.

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.
Nil

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
Regulatory Bodies 	No	Press Releases, Quarterly Results, Annual Reports, Sustainability/ Integrated Reports, Stock Exchange filings, Newspaper, Website, Email	As and when required as per Statutory requirements	Reporting requirement, statutory compliance, support from authority and resolution of issues
Employee & Workforce 	No	<ul style="list-style-type: none">Onboarding induction and internal trainingPerformance review & feedbackInteractions for celebrating days of individual, organizational, and national significance	Regular & Need based	<ul style="list-style-type: none">Respecting human rightsWorkplace health and safetyCareer advancement and opportunitiesTraining and developmentRewards and recognition.
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 CSR initiatives.
Shareholders 	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, dividend related matters, notices of meetings, evoting etc.

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.

Yes

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 neighboring locales, with a special emphasis on empowering the underserved and marginalized to achieve equity. Through concerted CSR endeavors, particularly in education and vocational training, the Company has positively impacted approximately 1924 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 500 children by providing screening, assessment, and therapy for developmental and behavioral issues and also enhancing women health by providing maternity ward improvisation, civil improvements, water proofing at Government hospital Sompura. Collaborating with the Indian Institute of Science, Triveni Turbines 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	FY 25 Current Financial Year			FY 24 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total C	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	928	760	82%	819	190	23.2%
Other than Permanent	15	0	0	31	0	0%
Total Employees	943	760	80.59%	850	190	22.35%

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

Category	FY 25 Current Financial Year					FY 24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	928	0	0	928	100%	819	0	0	819	100%
Male	881	0	0	881	100%	783	0	0	783	100%
Female	47	0	0	47	100%	36	0	0	36	100%
Other than Permanent	15	0	0	15	100%	31	0	0	31	100%
Male	14	0	0	14	100%	29	0	0	29	100%
Female	1	0	0	1	100%	2	0	0	2	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 ₹)	Number	Median remuneration/ salary/wages of respective category (in ₹)
Board of Directors (BoD)	7	36,25,000	2	37,10,000
Key Managerial Personnel*	4	1,42,25,118	0	-
Employees other than BoD and KMP**	891	13,02,093	48	8,73,815
Workers	NA	NA	NA	NA

* Excludes remuneration paid to Executive Directors

** Does not include trainees.

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

	FY 25 Current Financial Year	FY 24 Previous Financial Year
Gross wages paid to females as % of total wages	3.38%	3.23%



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

5. Describe the internal mechanisms in place to redress grievances related to human rights issues. Triveni Turbine Limited has established a robust grievance redressal mechanism as outlined in its Human Rights Policy. The process clearly defines roles and responsibilities of designated authorities to ensure that any grievance related to human rights is promptly received, recorded, investigated, and resolved. The Head of Administration serves as the custodian for all human rights-related grievances. The policy ensures accountability and transparency, and the grievance redressal process is detailed in the Human Rights Policy available at: <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	FY 25			FY 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	0	0	Nil	0	0	Nil
Discrimination at Workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/Involuntary	0	0	Nil	0	0	Nil
Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other Human rights related Issue	0	0	Nil	0	0	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 were received 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 25 Current Financial Year	FY 24 Previous Financial Year
Total Complaints reported under the Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act,2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

To safeguard complainants in cases of discrimination and harassment, Triveni Turbine Limited ensures strict confidentiality throughout the redressal process. All information related to conciliation, enquiry, recommendations, or actions taken is securely recorded and not disclosed to the public, media, or unrelated parties. Grievance forms, investigation records, and meeting minutes are maintained with utmost discretion to protect the identities and dignity of all individuals 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 protecting human rights and has established a comprehensive Human Rights Policy. The scope of due diligence includes monitoring adherence to fair labour practices, prevention of child and forced labour, timely wage payments, and a safe work environment free from discrimination or harassment. Compliance is tracked through internal assessments and grievance redressal mechanisms across all operational locations.

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, manufacturing premises and permanent offices are equipped with necessary ramps to ensure accessibility for differently abled visitors. Wheelchair arrangements & lifts have also been made available to facilitate ease of mobility. The Company continues to review periodically the need for providing appropriate infrastructural support to enable differently abled people.

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	63%
Discrimination at workplace	63%
Child Labour	63%
Forced Labour/Involuntary Labour	63%
Wages	63%
Others – please specify	63%

Note: As per the Company's Sustainable Sourcing Policy, suppliers accounting for 80% of the business volume have been considered.

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	FY 25	FY 24
From renewable sources in Gigajoules		
Total electricity consumption (A)	6,238.84	4,691.38
Total fuel consumption (B)	-	-
Energy consumption through other sources [C]	-	-
Total energy consumption (A+B+C)	6,238.84	4,691.38
From non-renewable sources in Gigajoules		
Total electricity consumption (D)	10,367.78	10,841.73
Fuel (E)	53,847.69	40,757.32
Energy consumption through other sources (F)		
Total energy consumption (D+E+F)	64,215.47	51,599.05
Total energy consumption (A+B+C+D+E+F)	70,454.31	56,290.43
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0000039	0.0000041
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0000812	0.0000915
Energy intensity in terms of physical output	330.8	323.5
Energy intensity (optional) – the relevant metric may be selected by the entity		
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		

* Coverage has been enhanced this year by including our office locations in addition to the manufacturing plants.

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

Assurance has been carried out (Yes/No) No

Name of 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? (Yes/ No) 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? (Yes / No) No

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

Parameter	FY 25 Current Financial Year*	FY 24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	84,062	68,189
(iii) Third party water	4,600.28 **	1934 **
(iv) Seawater/desalinated water	0	0
(v) Others	0 **	0 **
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	88,662.28	70,123
Total volume of water consumption (in kilolitres)	88,662.28	70,123
Water intensity per rupee of turnover (Water consumed / turnover)	0.000005	0.000005
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000102	0.000113
Water intensity in terms of physical output (Total water consumption / Total Output produced in Metric tonnes)	416	403
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*Coverage has been enhanced this year by including our regional office locations in addition to the manufacturing plants.

** Water consumption from BWSSB is now reported in third party water category.

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

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

Name of external agency Not Applicable

4. Provide the following details related to water discharged:

Parameter	Treatment	FY 25	FY 24
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? (Yes/ No) If yes, name of the external agency.

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

Name of external agency - Not Applicable

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

Yes, TTL has implemented a Zero Liquid Discharge (ZLD) mechanism to ensure sustainable water management. Both manufacturing facilities in Bengaluru operate as ZLD facilities, where all wastewater is treated, recycled, and reused within the premises, ensuring that no liquid waste is discharged externally. Additionally, rainwater is harvested through dedicated ponds and soak pits to enhance water conservation efforts. TTL continuously works towards reducing water consumption through operational controls and efficiency improvements, reinforcing its commitment to environmental sustainability. Water discharge at office locations is not traceable hence not included in the ZLD.



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

Parameter	Please specify unit	FY 25 Current Financial Year	FY 24 Previous Financial Year*
NOx	MT	0.02	0.06
SOx	MT	0.01	0.03
Particulate matter (PM)	MT	0.03	0.11
Persistent organic pollutants matter (POP)	MT	0	0
Volatile organic compounds (VOC)	MT	0	0
Hazardous air pollutants (HAP)	MT	0	0
Others – please specify			

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

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

Name of 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 25 Current Financial Year*	FY 24 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 tonnes of CO ₂ equivalent	4,142.84	3,374.68
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 tonnes of CO ₂ equivalent	3,353.61	2156.3
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	Metric tonnes/₹	0.0000004	0.0000004
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Metric tonnes/₹	0.0000086	0.0000089
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes/₹	35.19	31.79
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

* Coverage has been enhanced this year by including our office locations in addition to the manufacturing plants.

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

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

Name of external agency Not Applicable

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	Triveni Turbine Limited remains committed to reducing greenhouse gas emissions through various sustainability initiatives. The Company continues to operate solar rooftop panels, reducing dependence on conventional energy sources by harnessing solar power to meet its energy demands. Any excess electricity generated is supplied to BESCOM (Bangalore Electricity Supply Company), contributing to the local grid and supporting the broader transition to clean energy. Additionally, TTL maintains its Green Building Certification, reinforcing its commitment to resource efficiency and sustainability throughout the building lifecycle. Energy-saving strategies remain a key focus, leading to reduced carbon emissions and lower energy costs. Furthermore, TTL continues to drive product stewardship by enhancing the energy efficiency of its steam turbines, particularly for thermal renewable fuel applications. These sustained efforts reflect TTL's ongoing dedication to minimizing its environmental impact and contributing to a cleaner, greener future.
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9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 25	FY 24
Total Waste Generated (in metric tonnes)		
Plastic waste	0.27	0.81
E-waste	1.76	0
Bio-medical waste		
Construction and demolition waste		
Battery waste	-	-
Radioactive waste	-	-
Other Hazardous waste (Waste residues containing oil, Used Oil and Empty barrels/containers)	45.09	43.63
Other Non-hazardous waste generated. (MS boring and turning scrap, MS metal scrap and Packaging wood waste)	328.5	466.35
Total	375.62	510.8
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000021	0.000000037
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000000043	0.000000083
Waste intensity in terms of physical output	1.76	2.93
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 tonnes)		
Category of Waste		
(i) Recycled	1.76	-
(ii) Re-Used	-	-
(iii) Other recovery operations	-	-
Total	1.76	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste	-	-
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	373.86	510.8
Total	373.86	510.8

* Increase in reported waste is due to improved process implementation and enhanced tracking mechanisms.

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

Triveni Turbine Limited follows a structured and responsible approach to waste management, ensuring compliance with Pollution Control Board (PCB) norms. The Company has implemented mechanisms to recycle both products and waste, minimizing environmental impact. Lubricating oil is efficiently recycled through a centrifuge filtration process that removes suspended solids and impurities, enabling the recovery and reuse of approximately 85% of the oil. Additionally, steel scrap generated during the manufacturing process is sent for recycling and reuse, ensuring that nearly 100% of steel waste is recovered with negligible disposal. To further enhance sustainability, TTL continuously explores ways to reduce the use of hazardous and toxic chemicals in its products and processes by adopting safer alternatives and improving process efficiencies. Through these initiatives, TTL remains committed to sustainable waste management, resource efficiency, and minimizing its environmental footprint.

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
Not Applicable					

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

S. No.	Specify the law / regulation / guidelines which was not complied	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
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1 Yes, all compliance with applicable laws/regulations/guidelines is maintained

Leadership Indicators >>

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

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

(i) Name of the area

Sompura, Peenya, Hyderabad, Noida, Ahmedabad

(ii) Nature of operations

Manufacturing plants and offices

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

Parameter	FY 25	FY 24
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater	84,062	68,189
(iii) Third party water	3,255	1,934*
(iv) Seawater/desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)	87,317	70,123
Total volume of water consumption (in kilolitres)	87,317	70,123
Water intensity per rupee of turnover (Water consumed / turnover)	0.000005	0.000005
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	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

*Water consumption from BWSSB is now reported in third party water category.

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

Assurance has been carried out by an external agency: No

Name of external agency : Not Applicable

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.

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:

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Electrical Energy Conservation	Target set to reduce electrical energy consumption by 25,500 kWh per year.	Achieved annual energy savings of 35,382 kWh.
Water Consumption Optimization	Target set to limit daily water consumption to less than 175 KL per day.	Achieved daily water consumption of 152 KL.

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

Triveni Turbine Limited hosts key business applications such as SAP, Salesforce, and Primavera on cloud platforms, including email services. SAP is hosted locally and is supported by a disaster recovery site to ensure business continuity. Business-critical data across functions – such as technology, product, customer care, HR, and finance – is regularly and securely backed up using Veeam, a leading backup solution. The Company has identified business continuity risks and has implemented business impact assessments and recovery plans to address potential disruptions.

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.

Nil

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

70%

8 a. Green credits generated or procured by the entity

Nil

8 b. Green credits generated or procured by top ten value chain partners (in terms of value of purchases and sales respectively)

Nil

PRINCIPLE 7

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

Essential Indicators >>

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

10

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
7	Bangalore Management Association	State
8	Indian Sugar Mills Association	National
9	All India Management Association	National
10	Pinion Association For Industrial And Co	International

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:

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
	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.				https://www.cii-twi.in/advisory-board.html https://www.aima.in/about-aima/office-bearers/nikhil-sawhney
	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.				



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	Date Notification	Whether Conducted by independent external agency (Yes / No)	Results Communicated in public domain (Yes / No)	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 ₹)
Nil						

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

Triveni Turbine Limited has designated contact points at all locations to receive and address community grievances. At manufacturing locations and assembly and repair facilities, factory managers serve as the primary contact, while at project sites, the site in-charge or project manager handles such matters. Community members can approach these representatives directly to provide feedback or raise concerns, which are then escalated to the relevant management team for timely resolution.

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

	FY 25 Current Financial Year	FY 24 Previous Financial Year
Directly sourced from MSMEs/ small producers	61.08	58.81
Directly from within India	91.48	96.13

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 25 Current Financial Year	FY 24 Previous Financial Year*
Rural	-	-
Semi-urban	10.33%	8.99%
Urban	10.10%	9.86%
Metropolitan	79.57%	81.14%

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

* The data has been re-calculated and corrected.

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
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	Aspirational District	Amount Spent (In ₹)
NIL			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) No
- (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 based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit Shared (Yes/ No)	Basis of calculating benefit share
No IP application were made pertaining to traditional knowledge, nor were any IP rights acquired on traditional knowledge		Nil	

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

Name of Authority	Brief of the Case	Corrective Action Taken
Not applicable		Nil

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Promoting education, including special education	1924	100
2.	Ensuring environmental sustainability, ecological balance and conservation of natural resources	NA	NA
3.	Promoting healthcare including preventive health care	4640	100

PRINCIPLE 9

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

Essential Indicators »

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**
Customer complaints are received by the Company's employees facing customers. These are recorded and monitored for satisfactory resolution in Salesforce-based Customer Complaint Resolution System (CCRS). The complaints are registered throughout product lifecycle from start of installation to end of life. Feedback from customers is sought for during business transactions - from sales phase to aftermarket service. This is analyzed on various parameters and monitored as Customer Satisfaction (C-SAT) score. On annual basis also, customer feedback is solicited through independent agency and Net Promoter Score (NPS) is measured for various business segments and markets. Improvement actions on C-SAT score and NPS are identified, planned, executed and tracked.

- Turnover of products and/or services as a percentage of turnover from all products/service that carry information about:**

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

- Number of consumer complaints in respect of the following:**

Complaint Type	FY 25 Current Financial Year		Remarks	FY 24 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	0	0		0		
Advertising	0	0		0		
Cyber Security	0	0		0		
Delivery of essential service	0	0		0		
Restrictive trade practices	0	0		0		
Unfair trade practice	0	0		0		
Other*	72	0		47		

Note - * These Customer Complaints were reported by the customers and were addressed through a systematic approach, including thorough investigation, root cause analysis, and the implementation of appropriate actions to ensure customer satisfaction. The previous year data on customer complaint updated as per latest status.

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

	Number	Reason to recall
Voluntary Recall	0	NA
Forced Recall	0	NA

- 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.**

Policy available (Yes/No) Yes

Web <https://www.triveniturbines.com/wp-content/uploads/2023/10/TTL-Information-Security-Policy.pdf>

- 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.**

Not Applicable

- 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 data breaches: Not Applicable

Leadership Indicators »

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

Channels/Platforms available (Yes/No) Yes

Web <https://www.triveniturbines.com/products/>
<https://www.triveniturbines.com/parts-sales-services/>
<https://www.triveniturbines.com/refurb/>

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

Triveni Turbine Limited ensures that all consumers are well-informed about the safe and responsible use of its products through clearly documented guidelines provided in the Operation & Maintenance (O&M) Manual. The manual outlines critical safety protocols, including staff training, use of personal protective equipment, and adherence to prescribed safety procedures by authorized personnel. It also mandates the strategic placement of warning signs and safety instructions at key locations. Furthermore, during the Erection & Commissioning phase, Triveni's engineers conduct in-depth briefings for consumers to reinforce safe operational practices and ensure thorough understanding of safety measures.

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

Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Product Information Over and Above (Yes/No/Not Yes Applicable) Yes

Details	The product information is specified as per regulations.
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Survey carried out (Yes/No) Yes