



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.