

## 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)
<b>Employees</b>						
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