



**Date: 21<sup>st</sup> April, 2024**

**Ref: TRIL/SECT/2024-25/NSE-BSE/COMPL/21**

<b>To, BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001 Security Code : 532928</b>	<b>To, National Stock Exchange of India Limited Exchange Plaza, C-1, Block G, Bandra - Kurla Complex, Bandra (E), Mumbai - 400 051 Trading Symbol : TRIL</b>
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Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for financial year 2023-24**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for financial year 2023-24. The said Report forms part of 30<sup>th</sup> Annual Report for the financial year 2023-24

The Annual Report for the financial year 2023-24 is available on the website of the Company ([www.transformerindia.com](http://www.transformerindia.com))

Please take the same on your record.

Thanking you,

Yours faithfully,

**For Transformers and Rectifiers (India) Limited**

**Rakesh Kiri  
Company Secretary**

Encl.: As above



## ANNEXURE - 6

### Business Responsibility & Sustainability Report

#### Directors note

Transformers and Rectifiers (India) Limited (“TRIL”) is dedicated to preserving the environment and contributing positively to society’s sustainable development, while upholding all relevant governance requirements. This commitment is evident in all strategic and operational activities across the group’s locations. Compliance forms the cornerstone of TRIL’s operations. The Board of Directors has expressly communicated their dedication to adhering to all applicable legal and regulatory standards. The leadership team and office staff are actively involved in various environmental and social welfare initiatives as part of CSR activities, demonstrating the company’s strong commitment to environmental and social well-being. TRIL’s dedication to compliance is reflected in the rigorous implementation of the Code of Conduct and Ethics, followed by all levels of the organization, including Directors, Senior Management, and employees. Vendors are also assessed and expected to comply with relevant legal and regulatory requirements. TRIL strives for transparency and integrity in its business practices. Our vigil mechanism and prevention of insider trading policy prevent data misuse and promote transparent and ethical business conduct. TRIL ensures compliance with environmental consents obtained for each facility and endeavors to adopt new technological controls for continual improvement in sustainability goals according to global guidelines and standards. Innovation is a core value at Transformers and Rectifiers (India) Limited. We take pride in our robust risk and opportunities-based process framework, which enables proactive risk identification and mitigation while leveraging inherent opportunities to drive continual improvement.

#### Executive Summary

TRIL is pleased to present its Business Responsibility and Sustainability Report for the financial year 2023-24. The Board of Directors and leadership are dedicated to ensuring the implementation of policies and procedures that promote responsible and ethical business conduct. The company is committed to continually improving its policies and processes to excel in manufacturing, environmental and social responsibility, as well as governance transparency. TRIL maintains compliance with all regulatory and statutory requirements and has implemented various measures for employee well-being. Our policies align with the National Guidelines for responsible business conduct (NGRBC) principles, emphasizing ethical and transparent business practices. As this is our inaugural BRSR Report, we have initiated processes for data collection and collation, gaining clarity on the required frameworks and procedures. Although data for some processes is unavailable for this financial year, we are actively developing and implementing relevant inventorying processes through review and discussions for the upcoming financial year.

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

Sr No	Particulars	Company Details					
1	Corporate Identity Number (CIN) of the Listed Entity	L33121GJ1994PLC022460					
2	Name of the Listed Entity	Transformers and Rectifiers (India) Limited					
3	Year of incorporation	11-07-1994					
4	Registered office address	Survey No. 427 P/3-4 & 431 P/1-2 Sarkhej Bavla Highway, Village:Moraiya, Tal:Sanand, Ahmedabad, Ahmedabad, Gujarat, India, 382213					
5	Corporate address	Survey No. 427 P/3-4 & 431 P/1-2 Sarkhej Bavla Highway, Village:Moraiya, Tal:Sanand, Ahmedabad, Ahmedabad, Gujarat, India, 382213					
6	E-mail	<a href="mailto:cs@transformerindia.com">cs@transformerindia.com</a>					
7	Telephone	02717-661624					
8	Website	<a href="http://www.transformerindia.com">www.transformerindia.com</a>					
9	Financial year for which reporting is being done	Start date			End date		
	Current Financial Year	01	04	2023	31	03	2024
	Previous Financial Year	01	04	2022	31	03	2023
	Prior to Previous Financial year	01	04	2021	31	03	2022
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited; National Stock Exchange of India Limited					
11	Paid-up Capital (In Rs)	142564121.00					



12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
	Name	Mr. Rakesh Kiri
	Contact	8238080302
	E mail	<a href="mailto:cs@transformerindia.com">cs@transformerindia.com</a>
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	
	Standalone basis	
14	Name of assurance provider	
	N.A.	
15	Type of assurance obtained	
	N.A.	

## II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturer and supplier of Electrical Transformers	Company is manufacturing & Supplying of Power Transformer, Distribution Transformer, Furnace Transformer, Rectifier Transformer, Speciality Transformer and Reactors also providing sales after service relating to Transformers.	100.00%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Electrical Transformers	27102	100.00%

## 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
<b>National</b>	4	5	9
<b>International</b>	0	0	0

19. Markets served by the entity:

a. Number of locations

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

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

Contribution of exports as a percentage of the total turnover of the entity is 11%

c. A brief on types of customers

We serve customers pan India, spanning all states and catering to diverse industry segments such as utility, infrastructure, data centers, electronics, food & beverage, oil, gas & chemicals, cement, mining & metals, pharmaceuticals & healthcare, ports, automotive, railways, paper, renewables, conventional power generation, power transmission & distribution, water utilities, textile, fertilizer, IT, real estate, and others.



#### IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	353	342	96.88	11	3.12
2.	Other than Permanent (E)	13	13	100	-	-
3.	<b>Total employees (D + E)</b>	366	355	96.99	11	3.01
<b>WORKERS</b>						
4.	Permanent (F)	175	175	100	-	-
5.	Other than Permanent (G)	1333	1333	100	-	-
6.	<b>Total workers (F + G)</b>	1508	1508	100	-	-

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57%
Key Management Personnel	5	1	20.00%

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

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	22 %	-	22 %	21 %	-	21 %	17	-	17%
<b>Permanent Workers</b>	1.74 %	-	1.74%	1.12%	-	1.12%	1.65%	-	1.65%



## 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)
1	Transpares Limited	Subsidiary	51.00%	No
2	Transweld Mechanical Engineering Works Limited	Subsidiary	100.00%	No
3	Taril Infrastructure Limited	Subsidiary	100.00%	No
4	Savas Engineering Company Private Limited	Subsidiary	100.00%	No
5	Taril Switchgear Private Limited	Joint Venture	60.00%	No

## VI. CSR Details

24.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs.)	₹ 13749823103
(iii) Net worth (in Rs.)	₹ 3824710757

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY (2023-24) Current Financial Year			FY (2022-23) 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	Internal grievance redressal mechanism in place.	0	0	Internal grievance redressal mechanism in place.
Investors (other than shareholders)*	Yes	0	0	Internal grievance redressal mechanism in place.	0	0	Internal grievance redressal mechanism in place.
Shareholders **	Yes	0	0	Internal grievance redressal mechanism in place.	1	0	Internal grievance redressal mechanism in place.



Employees and workers <sup>^</sup>	Yes	0	0	Internal grievance redressal mechanism in place.	0	0	Internal grievance redressal mechanism in place.
Customers ##	Yes	15	0	Internal grievance redressal mechanism in place.	19	0	Internal grievance redressal mechanism in place.
Value Chain Partners <sup>^</sup>	Yes	0	0	Internal grievance redressal mechanism in place.	0	0	Internal grievance redressal mechanism in place.
Other (please specify)	-	-	-	-	-	-	-

<sup>^</sup> Internal grievance redressal mechanism and procedures are in place.

\*There are no other investors in the Company other than Promoters and Non- Promoters Shareholders.

\*\* Weblink for shareholders' grievance:

[www.transformerindia.com/investor-relations/investors-contact](http://www.transformerindia.com/investor-relations/investors-contact)

## A customer feedback mechanism is in place.

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate change and carbon neutrality	O	Energy efficiency, Increase use of non-fossil fuel use of renewable energy, and efficient use of water.	NA	Positive implications
2	Responsible Sourcing	R	Managing sourcing of materials across the supply chain and comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances.	Integrating sustainable practices in to supply chain procedures	Negative implications
3	Employee Wellbeing labor conditions	O	The Company considers its employees as part of its family. The Company takes keen interest to understand their concerns and expectations for their well being.	NA	Positive implications



4	Health and Safety	R	Managing safety and health is on top priority. Risk Assessment is a continuous process followed by measures to effectively control them to ensure safety and good health of people at work.	To mitigate the risk, we strictly follow the rules and procedures laid down by our stringent health and safety management systems. We regularly conduct trainings to create awareness on safe working conditions.	Negative implications
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### 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 Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
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	<a href="http://www.transformerindia.com/investor-relations/corporate-governance">www.transformerindia.com/investor-relations/corporate-governance</a>								
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)	No								
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.	The following management systems have been implemented: <ul style="list-style-type: none"> <li>• ISO 9001:2015 Quality Management System</li> <li>• ISO 14001:2015 Environment Management System</li> <li>• ISO 45001:2018 Occupational Health &amp; Safety Management System</li> </ul> BIS certificates to ensure the quality, safety and reliability of products in accordance with Indian Standards.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company is committed to better performance in terms of product excellence, marketing excellence, organizational excellence and manufacturing excellence. The Company aims to achieve carbon neutrality in its operations. The Company is targeting reduced carbon emissions and focusing more on green energy.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has achieved the first step as target set out in its sustainability plan.								



<b>Governance, leadership and oversight</b>																				
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements ( <i>listed entity has flexibility regarding the placement of this disclosure</i> )																				
As a responsible entity, TRIL is dedicated to environmental preservation and fostering sustainable societal development while upholding governance standards. Our leadership team and office staff actively engage in multiple environmental and social welfare initiatives, exemplifying our commitment to enhancing environmental and social well-being through CSR activities.																				
Our unwavering dedication to compliance is demonstrated through the rigorous implementation of our Code of Conduct and Ethics, which permeates through all levels of the organization, including Directors, Senior Management, and employees. We hold our vendors to similar standards, ensuring alignment with legal and regulatory requirements.																				
Transparency and integrity are fundamental to our business conduct, supported by vigilant mechanisms and policies aimed at preventing data misuse and promoting ethical behavior.																				
Furthermore, we continuously strive for improvement by adopting new technological controls aligned with global sustainability guidelines and standards. Our robust risk and opportunities-based framework empowers us to proactively identify and mitigate risks while capitalizing on opportunities for continual improvement.																				
Our efforts in Environmental, Social, and Governance (ESG) initiatives commenced during the financial period under review. We have taken specific actions to reduce carbon intensity across our operating locations through initiatives focused on electricity and water consumption reduction, as well as waste minimization. Additionally, we have implemented robust systems to uphold integrity, inclusion, diversity, health and safety, and human rights in our business operations and employee conduct																				
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).																				
<b>Sr. No.</b>	<b>Name of Director</b>									<b>Designation</b>										
1	Mr. Chanchal S S Rajora									Chief Financial Officer & Advisor to Board										
2	Mr. Rakesh Kiri									Company Secretary										
3	Mr. Sharvin Patel									Team Leader EHS										
4	Mr. Kalpesh Raval									Team Leader IMS										
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.											No									
10. Details of Review of NGRBCs by the Company:																				
<b>Subject for Review</b>			<b>Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee</b>							<b>Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</b>										
			<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>			
			<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
Performance against Above policies and follow up action			Yes, Any other Committee							On the basis of need										
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances			Yes, Any other Committee							On the basis of need										
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.											<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>
											<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	
											Not Applicable									





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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
It is planned to be done in the next financial year (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Any other reason (please specify)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Sr. No	NGRBC PRINCIPLES
1	Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable
2	Businesses should provide goods and services in a manner that is sustainable and safe.
3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
4	Business should respect the interests of and be responsive to all its stakeholders.
5	Business should respect and promote human rights.
6	Business should respect and make efforts to protect and restore the environment.
7	Businesses, when engaging in influencing public and regulatory policy should do so in a manner that is that is responsible and transparent.
8	Businesses should promote inclusive growth and equitable development.
9	Businesses should engage with and provide value to their consumers in a responsible manner.

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

**PRINCIPLE 1:**

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

Essential Indicators			
1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:			
Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	At each meeting of the Board and other committees, members and KMPs also deliberate on the key integrity matters that help to reflect focus on key strategies. The members also discuss various sustainability initiatives of the Company and impact thereof.	100%
Key Managerial Personnel	2		100%
Employees other than BoD and KMPs	15	Skill Development, cost Reduction, BBS, General Safety, Knowledge Encasement	32.46%
Workers	27	Works related information. General Safety, BBS, Skill development,	28.64 %

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):

No material Fines / Penalties / Punishments or compounding fees were levied and paid by the company.

**Monetary**

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

**Non-Monetary**

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



3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed. Not Applicable		
<b>Case Details</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	
-	-	
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, as per the company policy, all the business transactions are conducted in an honest, fair and ethical manner in line with the core values of the company. It prohibits bribery in all business dealing with both Governments and the Private sector. The policy and procedures are maintained internally.		
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:  Nil		
	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	<b>FY 2023-24 (Current Financial Year)</b>		<b>FY 2022-23 (Previous Financial Year)</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	None, not applicable	Nil	None, not applicable
Number of Complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not applicable	Nil	Not applicable
7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. Not Applicable				



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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of account payables	111	106

4. Open-ness of business

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	2%	2%
	b. Number of trading houses where purchases are made from	1	1
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	N.A	N.A
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	N.A	N.A
	b. Number of dealers / distributors to whom sales are made	N.A	N.A
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	N.A	N.A
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	7%	8%
	b. Sales (Sales to related parties / Total Sales)	2%	2%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	15%	16%
	d. Investments (Investments in related parties / Total Investments made)	11%	14%



Leadership Indicators		
1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:		
Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered under the training (by value of business done with such partners) under the awareness programme
-	-	-
2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same. No		

**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	Nil	Nil	N.A.
Capex	Nil	Nil	N.A.

2. (a) Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
No formal “sustainable sourcing process presently in place” Formulations of sustainable sourcing framework is currently being reviewed and resulting progress will be reported in the next year.
- (b) If yes, what percentage of inputs were sourced sustainably?  
Not Applicable
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.  
Not applicable. Being a transformer manufacturing Company, there is no scope for reclaiming products for further processing. The Company has process covering policy guidelines for managing hazardous waste and scrap at factories.
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.  
Not applicable, presently there is no such requirements applicable to TRIL and no process framework or plan is available. Review of the applicability and the process of establishing the EPR is presently under progress.

**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? Not Available

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.
-	-	-	-	-	-



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.

Not Identified Yet

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

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

Not Applicable

Indicate input material	Recycled or re-used input material to total material	
	FY (2023-24)	PY (2022-23)
-	-	-

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:

Product Packaging in applicable items are done in wooden material only and as the Transformers and its accessories are involved in larger capital investments, for reliability and quality assurance the company has limited scope of using recycled/reused materials in manufacturing. Hence this session is not applicable.

	FY (2023-24)			PY (2022-23)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

Indicate product category	Reclaimed products and their packaging materials as Percentage of total products sold in respective category
NIL	NIL

### PRINCIPLE 3:

Businesses should respect and promote the well-being of all employees, including those in their value chains

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)
<b>Permanent employees</b>											
Male	342	342	100	342	100	-	-	-	-	-	-
Female	11	11	100	11	100	3	27.27	-	-	-	-
<b>Total</b>	<b>353</b>	<b>353</b>	<b>100</b>	<b>353</b>	<b>100</b>	<b>3</b>	<b>0.85</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	13	13	100	13	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>13</b>	<b>13</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>



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

Category	Total (A)	% of workers 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)
<b>Permanent workers</b>											
Male	175	175	100	175	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	175	175	100	175	100	-	-	-	-	-	-
<b>Other than Permanent workers</b>											
Male	1333	1333	100	1333	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	1333	1333	100	1333	100	-	-	-	-	-	-

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company	0.17	0.08

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	No. of Employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	96.42	100	Y	100	100	Y
Gratuity	96.42	100	Y	100	100	Y
ESI	11.61	71.42	Y	14.73	73.71	Y
Others – please specify	-	-	-	-	-	-

## 3. Accessibility of workplaces

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

Yes, the premises/offices are accessible to differently abled employees and workers as per the requirements of the rights of persons with disabilities act, 2016.

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

Yes, HR Policy covers all aspects of Equal Opportunity Policy relevant to the entity. HR Policy is available to the employees and workers as a manual.



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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100%	100%	100%	100%
<b>Total</b>	100%	100%	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 mechanism I brief)
Permanent Worker	Yes, Employees and workers have various avenues to report their concerns or grievances within the company. TRIL has established a comprehensive complaint and grievance reporting process. Individuals may report issues to their immediate reporting manager, Function Lead, or HR representative. Additionally, there is an Internal Committee for the Prevention of Sexual Harassment where grievances related to such matters can be addressed. Upon receiving grievances, thorough examinations and inquiries are conducted within a specified timeframe to resolve them effectively.
Other than Permanent Worker	
Permanent Employees	
Other than Permanent Employees	

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

There is no such association/ unions.

Category	2023-24			2022-23		
	Total employees/ workers in respective category (A)	Total employees/ workers in respective category who are part of association or union (B)	% (B/ A)	Total employees/ workers in respective category (C)	Total employees/ workers in respective category who are part of association or Union (D)	% (D/ C)
Total Permanent Employees	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-
Total Permanent Workers	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	2023-24					2022-23				
	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)
<b>Employees</b>										
Male	353	150	42	30	9	342	120	35	31	9
Female	13	2	15	3	23	9	1	11	1	11
<b>Total</b>	366	152	42	33	9	351	121	34	32	9
<b>Workers</b>										
Male	1508	430	29	996	66	1432	412	29	859	60
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	1508	430	29	996	66	1432	412	29	859	60

An approximate net number has been calculated from training records (per training per plant) of our four plants.





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

Category	2023-24			2022-23		
	Total (A)	Total (B)	% (B/A)	Total (C)	Total (D)	% (D/C)
<b>Employees</b>						
- Male	342	208	61	341	255	75
- Female	11	9	82	9	9	100
<b>Total</b>	353	217	62	350	264	75
<b>Workers</b>						
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-

### 10. Health and safety management system:

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

Yes, occupational health and safety management system has been implemented as per ISO 45001:2018 and certified.

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

Work methodology is defined in work procedure and work related hazards and risks are identified & assessed for routine and non routine activities. Work risk assessment is also conducted before start of any activity. The company assess their suppliers and focuses monitoring of health and safety conditions for employees and workers.

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

Yes, reporting and monitoring of leakage, induction and fire safety trainings are performed to inform workers about risks and safety processes to be followed.

- 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:

Safety Incident / Number	Category*	2023-24	2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	10	15
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No.of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*including in the contract work force

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

Our organization places a paramount emphasis on the safety and well-being of our employees, both physically and mentally. We have established a robust Health, Safety, and Environment (HSE) management system in line with the ISO 14001 and 45001 standards, demonstrating our unwavering commitment to maintaining the highest standards of safety and health within our workplace.

Continual improvements are an integral part of our approach to HSE management, reflecting our dedication to staying ahead of evolving risks and challenges. We regularly conduct activity-based risk assessments to identify and mitigate potential hazards across all aspects of our operations that could pose a threat to health, safety, or the environment. To ensure that our workforce is equipped with the necessary skills and knowledge to operate safely, we develop comprehensive training plans tailored to the specific needs and competencies of our employees.


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

	FY (2023-24)			PY (2022-23)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

**14. Assessment for the year:**

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

**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.**

Our commitment to continuous improvement drives us to actively seek feedback from stakeholders and assess the outcomes of implemented corrective actions. This iterative approach enables us to refine our safety practices, strengthen our risk mitigation strategies, and promote a culture of safety excellence across all levels of the organization.

Through our proactive approach to incident analysis, corrective action deployment, and systematic recording, we strive to uphold the highest standards of safety and ensure the well-being of our employees and stakeholders.

Leadership Indicators				
1. Does the entity extend any life insurance or any compensatory package in the event of death of				
(A) Employees (Y/N)		(A) Yes & (B) Yes – we have GPA policy for staff and workers, its' over and above of ESIC, further we have death relief policy for staff and workers also.		
(B) Workers (Y/N).				
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.		N.A.		
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 (2023-24)	PY (2022-23)	FY (2023-24)	PY (2022-23)
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL
4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No/ NA)				No
5. Details on assessment of value chain partners: Nil				
		% of value chain partners (by value of business done with such partners) that were assessed		
Health and safety practices		N.A.		
Working Conditions				
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.				
N.A.				

**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 maintains a dynamic and strategic stakeholder engagement process where it identifies key stakeholder groups from the larger universe of all possible stakeholders. This is done after considering the material influence each group has on the Company's ability to create value (and vice-versa). Through this mechanism, the Company has currently identified seven internal and external stakeholder groups: Employees, Government and Regulatory Authorities, Customers, Communities and Civil Society / NGOs, Suppliers, Institutions, Investors.

**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 & marginalised group (Y/N)	Channel of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement.
Customer	No	Customer meets, website and Conferences, events, Phone calls, emails and meetings.	Frequent and as and when required	To acquire new customers and service the existing ones
Employees	No	Emails and meetings, Training programs, Performance appraisal, Grievance redressal mechanisms, Notice boards, Employee engagement initiatives	As and when required	To keep employees abreast of key developments happening in the Company, routine work, personal and professional growth and also addressing their grievances
Suppliers	No	Publications, website, calls, meetings	As and when required	For serving existing business better and to get feedback.
Investors/Shareholders	No	Conference calls, Annual General Meeting, Official communication, publications, website and Investor meetings	Annual, quarterly and on a need basis	Quarterly results, dividend, communication with respect to IEPF, AGM Notice, Annual Report etc.
Institutions & Industry Bodies	No	Networking through meeting	As and when required	Networking so as to be abreast of new opportunities in sector and drive change
Governments & Regulatory Authorities	No	Call, Newspaper advertisement, Online filing, Submission through portal, Meeting, inspection & audit	Periodically, as and when required	With regard to compliance with law, amendments, inspections, approvals and assessments.
Community, civil society / NGO	No	Need assessment, Meetings and briefings, Partnerships in community development projects, Training and workshops, Email & call	Frequent, as and when required	Support CSR project



Leadership Indicators	
1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.	The Board of Directors (BOD) has initiated the process of obtaining feedback as well as oversees the implementation of ESG initiatives and performance
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.	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.	-
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.	TRIL engages regularly with communities and key identified beneficiaries to understand their existing needs, resolve any concerns and support their progress and development. During FY 2023-24, TRIL has defined 3 strategic focus areas for its corporate social responsibility: Education, Social and Environment. These initiatives include Animal Welfare, Promoting education and Distributing Food Packets/Grains to needy people, Rural Developments, Education, Women Empowerment Medical Activities and Environmental Protection Activities. For more details, please refer the annual CSR report under the Annual Report.

**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: N.A.**

Category	FY (2023-24)			PY (2022-23)		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
<b>Employees</b>	-	-	-	-	-	-
- Permanent	-	-	-	-	-	-
- Other than permanent	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-
<b>Workers</b>	-	-	-	-	-	-
- Permanent	-	-	-	-	-	-
- Other than permanent	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-

\*An approximate number has been calculated from training records of our four plants.



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

Category	FY (2023-24)					PY (2022-23)				
	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)
<b>Employees</b>										
<i>Permanent</i>										
Male	342	-	-	342	100	334	-	-	334	100
Female	11	-	-	11	100	10	-	-	10	100
<i>Other than Permanent</i>										
Male	13	-	-	13	100	11	-	-	11	100
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<i>Permanent</i>										
Male	175	35	20	140	80	178	35	20	143	80
Female	-	-	-	-	-	-	-	-	-	-
<i>Other than Permanent</i>										
Male	1508	386	26	1122	74	1432	330	23	1102	77
Female	-	-	-	-	-	-	-	-	-	-

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (Amount ₹ in Lakhs / Per month)	Number	Median remuneration/salary/wages of respective category (Amount ₹ in Lakhs / Per month)
Board of Directors (BoD)	2	475000	1	150000
Key Managerial Personnel	4	475917	1	150000
Employees other than BoD and KMP	338	56223	10	70071
Workers	169	33391	-	-

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

	FY (2023-24)	PY (2022-23)
Gross wages paid to females as % of total wages	2.54 %	1.72 %

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.

The entity considers respect for human rights as a fundamental and core value, striving to uphold, protect, and promote human rights to ensure fair and ethical business and employment practices. We maintain a zero-tolerance policy towards all forms of slavery, coerced labor, child labor, human trafficking, as well as any form of violence or abuse, whether physical, sexual, psychological, or verbal.

We are committed to fostering a safe and inclusive business environment and workplace for all individuals, regardless of their ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work designation, or any other parameter.

TRIL believes in ensuring that every workplace remains free from violence, harassment, intimidation, or any other unsafe or disruptive conditions, whether originating from external or internal threats. Accordingly, we have implemented reasonable safeguards to protect employees in the workplace, while respecting their privacy and dignity.



As a matter of policy, TRIL does not employ underage individuals or engage with any agent or vendor against their free will. We have a separate mechanism for handling grievances.

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

	FY (2023-24)			PY (2022-23)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other humanrights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	FY (2023-24)	PY (2022-23)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The mechanisms for addressing grievances are outlined in the HR Policy, ensuring strict adherence to anonymity and prohibiting any form of harassment or violence to safeguard the complainant's safety. We prioritize anonymity and enforce stringent data security and management practices to uphold employee security and ensure a violence and harassment-free workplace. The company has established a grievance handling procedure/mechanism and a Sexual Harassment policy to address such concerns effectively.

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

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

**10. Assessment for the year**

	% of your plants and office that were assessed (by entity/ statutory authorities/ third parties)
Child labour	Nil
Forced/ involuntary labour	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Other please specify	Not Applicable

**11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.**

Not Applicable



Leadership Indicators	
1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	While we have not received any specific complaints, the organisation acknowledges the importance of addressing Human Rights.
2. Details of the scope and coverage of any Human rights due-diligence conducted	Focus on Human Rights considerations has been an integral part and a core value of TRIL since its inception. We continue to comply with all statutory requirements under this ambit.
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
4. Details on assessment of value chain partners: Nil (Suppliers are having code of conduct document from the Company)	
	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil
Others – please specify	Nil
5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. N.A.	

**PRINCIPLE 6:****Businesses should respect and make efforts to protect and restore the environment Essential Indicators**

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

Parameter	FY (2023-24)	PY (2022-23)
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	-	-
<b>From non-renewable sources</b>		
Total electricity consumption (D)	21032	20319
Total fuel consumption (E)	44,579	40,110
Energy consumption sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	65,611	60,429
<b>Total energy consumed (A+B+C+D+E+F)</b>	65,611	60,429
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.00000515	0.00000439
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.00011790	0.000099465
<b>Energy intensity in terms of physical Output (Total energy consumed/Number of Transformers manufactured)</b>	93.596	90.734
Energy intensity ( <i>optional</i> ) – the relevant metric may be selected by the entity	-	-

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



2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. **Not Applicable**
3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY (2023-24)	PY (2022-23)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NIL	NIL
(ii) Groundwater	13277	12639
(iii) Third party water	1803	1798
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	15080	14437
<b>Total volume of water consumption (in kilolitres)</b>	15080	14437
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.000001184	0.000001049
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.00002709	0.00002376
<b>Water intensity in terms of physical Output (Total volume of water consumed /Number of Transformers manufactured)</b>	21.5121	21.6771
<b>Water intensity (optional)</b> – the relevant metric may be selected by the Entity	-	-

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

4. Provide the following details related to water discharged:

Parameter	FY (2023-24)	PY (2022-23)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – Through ASP based STP Plant complying Pollution control board norms – Using Sewage treated water for Gardening Purpose only	7989	4252
<b>Total water discharged (in kilolitres)</b>	7989	4252

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





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

The Company required very negligible quantity of water for manufacturing purpose except domestic usage and sewage water is being treated Through ASP based STP Plant Complying Pollution control board norms – Using for Gardening Purpose only.

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

Parameter	Please specify unit	FY (2023-24) 24 hrs Average	PY (2022-23) 24 hrs Average
NOx	ppm	17.46	19.00
Sox	ppm	10.53	10.00
Particulate matter (PM)	Mg/Nm <sup>3</sup>	7.95	38.37
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please Specify	-	-	-

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

Yes, we ensure proactive compliance approach against our environmental emission scope and respective permissible limits of applicable environmental consents. Hence third party recognized from pollution control board monitors different applicable parameters on periodical basis. External Agency Name: Go Green Mechanisms Pvt. Ltd.

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

Parameter	Unit	FY (2023-24)	PY (2022-23)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> Equivalent</i>	NA	NA
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	NA	NA
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		NA	NA
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted</b>		NA	NA
<b>Parameter</b>	<b>Unit</b>	<b>FY (2023-24)</b>	<b>PY (2022-23)</b>
<b>for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	NA	NA
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	-	NA	NA
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity	-	NA	NA

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

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

No



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

Parameter	FY (2023-24)	PY (2022-23)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0	0
E-waste (B)	0.08	0.04
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	1.35	2.09
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	71.76	82.66
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>73.19</b>	<b>84.79</b>
Parameter	FY (2023-24)	PY (2022-23)
<b>Waste intensity per rupee of turnover</b> (Total waste generated/Revenue from operations)	<b>0.0000000574</b>	<b>0.0000000616</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	<b>0.0000013152</b>	<b>0.0000013956</b>
<b>Waste intensity in terms of physical output (Total waste generated /Number of Transformers manufactured)</b>	<b>0.10441</b>	<b>0.12732</b>
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	NIL	NIL
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
<b>Total</b>	<b>NIL</b>	<b>NIL</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	NIL	NIL
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	NIL	NIL
<b>Total</b>	<b>NIL</b>	<b>NIL</b>

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

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The Company segregates the waste depending upon its type (General waste, E-waste, Hazardous waste) and handover to authorized vendors for further disposal / recycling. Further there is no toxic chemical generation in the Company's product and process.



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.
-	-	-	-

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
-	-	-	-	-	-

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

Yes. The Company complies with all applicable laws.

S. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
-	-	-	-	-

#### Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable

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

- Name of the area - Not Applicable
- Nature of operations- Not Applicable
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY (2023-24)	PY (2022-23)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Not Applicable	Not Applicable
(ii) Groundwater	Not Applicable	Not Applicable
(iii) Third party water	Not Applicable	Not Applicable
(iv) Seawater / desalinated water	Not Applicable	Not Applicable
(v) Others	Not Applicable	Not Applicable
<b>Total volume of water withdrawal (in kilolitres)</b>	Not Applicable	Not Applicable
<b>Total volume of water consumption (in kilolitres)</b>	Not Applicable	Not Applicable
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	Not Applicable	Not Applicable
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity	Not Applicable	Not Applicable
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	Not Applicable	Not Applicable
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(ii) Into Groundwater	Not Applicable	Not Applicable
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable



(iii) Into Seawater	Not Applicable	Not Applicable
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iv) Sent to third-parties	Not Applicable	Not Applicable
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(v) Others	Not Applicable	Not Applicable
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
<b>Total water discharged (in kilolitres)</b>	Not Applicable	Not Applicable

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

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

<i>Parameter</i>	<i>Unit</i>	<b>FY (2023-24)</b>	<b>PY (2022-23)</b>
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	NA	NA
<b>Total Scope 3 emissions per rupee of turnover</b>		NA	NA
<b>Total Scope 3 emission intensity</b> ( <i>optional</i> ) – the relevant metric may be selected by the entity		NA	NA

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

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:

<b>Sr. No</b>	<b>Initiative undertaken</b>	<b>Details of the initiative (<i>Web-link, if any, may be provided along-with summary</i>)</b>	<b>Outcome of the initiative</b>
Not Applicable	Not Applicable	Not Applicable	Not Applicable

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.  
Business Contingency plan is developed and updated from time to time with key focus on detailed function wise plan to tackle any emergency or accidental occurrence of events and their mitigation aspects to be conducted in regards to support business continuity.
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.  
No Significant adverse impacts identified
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.  
NA

**PRINCIPLE 7:**

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

<b>Essential Indicators</b>		
1. a. Number of affiliations with trade and industry chambers/ associations.	6	
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	6	
<b>Sr. No.</b>	<b>Name of the trade and industry chambers/ associations</b>	<b>Reach of trade and industry chambers/ associations (State/National/International)</b>
1	Confederation of Indian Industries (CII)	National
2	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
3	Gujarat Chamber of Commerce & Industry (GCCCI)	State
4	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
5	Central Board of Irrigation & Power (CBIP)	National
6	All India Induction Furnaces Association (AIIFA)	National
2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.		N.A

<b>Leadership Indicators</b>					
1. Details of public policy positions advocated by the entity:					
<b>Sr. no.</b>	<b>Public policy advocated</b>	<b>Method resorted for such advocacy</b>	<b>Whether information available in public domain? (Yes/No)</b>	<b>Frequency of Review by Board</b>	<b>Web Link, if available</b>
NA					

**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.

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

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

<b>Sr. No.</b>	<b>Name of Project for which R&amp;R is ongoing</b>	<b>State</b>	<b>District</b>	<b>No. of Project Affected Families (PAFs)</b>	<b>% of PAFs covered by R&amp;R</b>	<b>Amounts paid to PAFs in the FY (In INR)</b>
Not Applicable						

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

We have established an internal grievance redressal mechanism.



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

	FY (2023-24)	PY (2022-23)
Directly sourced from MSMEs/small producers	6.12%	6.76%
Sourced directly from within the district and neighboring districts	96.20%	95.47%

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

Loaction	FY (2023-24)	PY (2022-23)
Rural	-	-
Semi-Urban	86.12	89.04
Urban	9.49	10.64
Metropolitan	4.39	4.92

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):				
Sr. No.	Details of negative social impact identified		Corrective action taken	
Not Applicable				
2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:				
Sr.No.	State	Aspirational District	Amount spent (In INR)	
1	Gujarat	Ahmedabad	Rs. 52.00 lakhs	
3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No/NA) N.A.				
(b) From which marginalized /vulnerable groups do you procure? N.A.				
(c) What percentage of total procurement (by value) does it constitute? N.A.				
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:				
Sr.No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1.	Trademark of Company's Logo	Yes	No	N.A.
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.				
Sr.No.	Name of authority	Brief of the Case	Corrective action taken	
Not Applicable				



6. Details of beneficiaries of CSR Projects:			
Sr.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Animal Welfare	It cannot be assessed. The CSR Activity was undertaken through implementing agency (Trust/NGO)	It cannot be assessed. The CSR Activity was undertaken through implementing agency (Trust/NGO)
2	Promoting education		
3	Distributing Food Packets/Grains to needy people, Rural Developments, Education, Women Empowerment Medical Activities and Environmental Protection Activities		

**PRINCIPLE 9:**

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

<u>Essential Indicators</u>						
1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback. Service Department is available and in place to receive and respond to consumer complaints and feedback.						
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: N.A.						
<b>Parameters</b>	<b>As a percentage to total turnover</b>					
Environmental and social parameters relevant to the product	Not Applicable					
Safe and responsible usage						
Recycling and/or safe disposal						
3. Number of consumer complaints in respect of the following:						
	<b>FY (2023-24)</b>		<b>Remark</b>	<b>PY (2022-23)</b>		<b>Remark</b>
	<b>Received during the year</b>	<b>Pending resolution at end of year</b>		<b>Received during the year</b>	<b>Pending resolution at end of year</b>	
Data privacy	0	0	All consumer complaints are received at the Service Department, where a process of segregating complaints based on type of complaint.	0	0	All consumer complaints are received at the Service Department, where a process of segregating complaints based on type of complaint.
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	N.A.	N.A.		N.A.	N.A.	
4. Details of instances of product recalls on account of safety issues		<b>Number</b>		<b>Reasons for recall</b>		
Voluntary recalls		Nil		Nil		
Forced recalls		Nil		Nil		
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy Yes, policy on cyber security and framework for risks related to data privacy are covered under our IT Policy.						
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services. Nil						



7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

**NIL**

b. Percentage of data breaches involving personally identifiable information of customers

**NIL**

c. Impact, if any, of the data breaches

**NA**

#### **Leadership Indicators**

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

Details of the products and services of the Company can be accessed at the Company's website:

[www.transformerindia.com](http://www.transformerindia.com)

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

We have our own standard maintenance manual for proper maintenance of the product.

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)

No

If yes, provide details in brief.

N.A.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, periodic performance check of the product is in place.