August 19, 2025

To,

National Stock Exchange of India Ltd.
Exchange Plaza, 5th Floor,
Plot No. C-1, Block G,
Bandra – Kurla Complex,
Bandra (East), Mumbai – 400 051
Symbol: TIMETECHNO

BSE Limited
1st Floor, New Trading Ring,
Rotunda Building,
P.J. Towers, Dalal Street,
Fort, Mumbai – 400 001
Scrip Code: 532856

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2024–25

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report which forms part of the Annual Report for the Financial Year 2024–25.

You are requested to kindly take the above information on your record.

Thanking You,

For Time Technoplast Limited

BHARAT KUMAR VAGERIA Digitally signed by BHARAT KUMAR VAGERIA Date: 2025.08.19 19:13:00 +05'30'

Bharat Kumar Vageria
Managing Director
DIN: 00183629

TIME TECHNOPLAST LTD.
Bringing Polymers To Life
CIN : L27203DD1989PLC003240
Regd. Office : 101, 1st Floor, Centre Point, Somnath Daman Road, Somnath, Dabhel, Nani Daman, Daman - 396210
Corp. Off. : 55, Corporate Avenue, 2nd Floor, Saki Vihar Road, Andheri (East), Mumbai - 400 072 INDIA Tel. : 91-22-7111 9999 Fax : 91-22-2857 5672 E-mail : ttl@timetechnoplast.com Website : www.timetechnoplast.com
Bangalore : (080) 26608056/61 Baddi : 9816720202/9816700202/9816820202 Chennai (044) 4501 0019/29 Delhi : (0120) 4326144/4284946 Hyderabad : 9849019428 Kolkata : (033) 46037097/98

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

[Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

Introduction

At Time Technoplast Limited, we believe that sustainability is not just a responsibility—it's a core part of our long-term strategy and operational ethos. As part of our commitment to responsible growth and innovation, we have continuously pursued sustainable practices across our business.

We are proud to be the first company in India to receive final approval for the manufacturing and supply of supply of Type-4 composite cylinder and now received approval for Type-3 Fully Wrapped Fibre Reinforced Composite Cylinders for Hydrogen-Powered Fuel Cells, Unmanned Aerial Vehicles (UAVs), and Drones. This milestone underscores our dedication to the Government of India's 'Make in India' initiative and reinforces our leadership in advancing green energy solutions within the Hydrogen Energy sector. Our innovations in hydrogen cylinder technology reflect our belief that sustainability can drive both environmental impact and business value.

To further strengthen our commitment to sustainability, we have established Time Ecotech Private Limited (TEPL), a wholly-owned subsidiary of Time Technoplast Ltd. TEPL will be dedicated to the recycling and reprocessing of used industrial plastic packaging, positioning us at the forefront of India's circular economy. As part of Phase I, we are setting up a greenfield facility in Gujarat, marking the beginning of a nationwide initiative aimed at transforming waste management and advancing resource recovery practices.

This Business Responsibility and Sustainability Report (BRSR) presents our ongoing initiatives, accomplishments, and future commitments as we move toward building a more responsible and resilient organization.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	Company Details
1	Corporate Identity Number (CIN) of the Listed Entity	L27203DD1989PLC003240
2	Name of the Listed Entity	Time Technoplast Limited
3	Date of incorporation	20-12-1989
4	Registered Office Address	101, 1st Floor, Centre Point, Somnath Daman Road, Somnath, Dabhel, Nani Daman, Dadra and Nagar Haveli and Daman and Diu (U.T.) – 396 210
5	Corporate Address	55, Corporate Avenue, 2nd Floor, Saki Vihar Road, Andheri (East), Mumbai – 400072
6	E-mail	**investors@timetechnoplast.com**
7	Telephone	022 – 71119999
8	Website	**www.timetechnoplast.com**
9	Financial year for which reporting is being done	FY 2024 – 2025
10	Name of the Stock Exchange(s) where shares are listed	The National Stock Exchange of India Limited BSE Limited
11	Paid-up Capital	Rs. 22,69,29,066/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Manoj Kumar Mewara Sr. VP Finance & Company Secretary 55, Corporate Avenue, 2nd Floor, Saki Vihar Road, Andheri (East), Mumbai – 400072. Tel No.: 022 – 71119294 E-mail: **investors@timetechnoplast.com**

Sr. No.	Particulars	Company Details
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)	This report is being prepared on Standalone basis for Time Technoplast Limited.
14	Name of assurance provider	Not applicable for FY 2024-2025
15	Type of assurance obtained	Not applicable for FY 2024-2025

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	Manufacturing of Composite & Industrial Plastic Products	Industrial Packaging (Drum, Jerry can, IBC), Composite Cylinders (LPG, CNG, Oxygen and Hydrogen), MOX films, Automotive Components, Lifestyle Products, Infrastructure Products etc.	100.00

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

Sr. No.	Product / Service	NIC Code	% of Turnover of the Entity
1	Manufacturing of Composite & Industrial Plastic Products	222	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
National	23	8	31
International	0	0	0

19 Markets served by the entity

a. Number of locations

Location	Number
National (No. of States)	29
International (No. of Countries)	64

Time Technoplast Limited has built a strong and far-reaching market presence, catering to a broad customer base both within India and across international markets. Our robust domestic network spans the length and breadth of the country, allowing us to effectively address the diverse needs of local industries and consumers.

Internationally, our products are exported to multiple countries, and we continue to make strategic efforts to expand our global footprint and reach new customers. Among our key international markets, the Middle East stands out as one of the fastest-growing regions for the Group. This growth is driven by rising demand from critical sectors such as chemicals, petroleum, solvents, and construction—underscoring our ability to serve evolving industry needs with agility and reliability.

Our expanding presence, both at home and abroad, reflects our commitment to delivering quality solutions to a wide and varied customer base, while continuously exploring opportunities for sustainable growth.

b. What is the contribution of exports as a percentage of the total turnover of the entity? 5.05%

c. A brief on types of customers

Time Technoplast Limited caters to a wide range of customers across various sectors, focusing on B2B (Business to Business) markets across India and beyond. The company has established itself as a key player in the polymer industry with a diverse product range that serves numerous segments, including:

i. **Industrial Packaging & Material Handling:** The company supplies packaging and material handling solutions to rapidly growing sectors such as retail, automotive, agriculture, processed food, apparel, pharmaceuticals, FMCG, chemicals, consumer durables, and logistics. These solutions include packaging pails, PET sheets, and other packaging materials.

ii. **Composite Cylinders (LPG, CNG, Oxygen, and Hydrogen):** Time Technoplast offers a range of composite cylinders tailored for various applications. Lite Safe LPG cylinders are used in household, industrial, and lifestyle segments. CNG cylinders serve the automobile industry, while oxygen cylinders support medical, SCBA, and scuba diving needs. Our hydrogen cylinders power UAVs and drones can be used in defence, agriculture, aerial photography, search & rescue, monitoring, and cargo delivery.

iii. **MOX Films:** Techpaulin, a Multi-layer, multi-axis Oriented X cross laminated film (MOX), is supplied for a variety of industrial applications, including agriculture, textile, construction and automotive industries.

iv. **Infrastructure Products:** The company provides a range of products for the agriculture and irrigation sectors, including pipes, fittings, and water storage tanks used in irrigation, water supply, and other agricultural applications.

v. **Auto Components:** Time Technoplast serves the automotive sector by providing components and solutions for automobile interiors, such as rain flaps, fuel tanks, deaeration tanks/radiator tanks, air ducts, and other automotive parts.

vi. **Lifestyle Products:** The company also caters to the consumer goods industry by supplying products such as Duro Turf, Matting and Dumpo Bins.

These examples illustrate the customer segments served by Time Technoplast Limited. The company's diverse product portfolio enables it to cater to a broad base across multiple industries. We have established long-standing relationships with our customers based on trust and mutual interest.

iv. Employees

20 Details as at the end of Financial Year

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% of (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1	Permanent (D)	2366	2316	97.89	50	2.11
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	**Total employees (D + E)**	**2366**	**2316**	**97.89**	**50**	**2.11**
	WORKERS					
4	Permanent (F)	1291	1282	99.30	9	0.70
5	Other than Permanent (G)	2975	2882	96.87	93	3.13
6	**Total workers (F + G)**	**4266**	**4164**	**97.61**	**102**	**2.39**

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% of (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	12	12	100.00	0	0
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	**Total employees (D + E)**	**12**	**12**	**100.00**	**0**	**0**
WORKERS						
4	Permanent (F)	8	8	100.00	0	0
5	Other than Permanent (G)	3	3	100.00	0	0
6	**Total workers (F + G)**	**11**	**11**	**100.00**	**0**	**0**

21 Participation/Inclusion/Representation of women

	Total (A)	No. of percentage of Females	
		No. (B)	% (B/A)
Board of Directors	11	1	9.09
Key Management Personel	5	0	0

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

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	**14.7**	**12.9**	**14.6**	**14.5**	**12.8**	**14.4**	**14.0**	**14.1**	**14.1**
Permanent Workers	**17.2**	**0**	**17.0**	**17.0**	**0**	**16.9**	**16.7**	**10.5**	**16.6**

v. Holding, Subsidiary and Associate Companies (including joint ventures)

23 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	TPL Plastech Limited	Subsidiary	74.86	No
2	Power Build Batteries Private Limited (NED Energy Limited merged with Power Build Batteries Private Limited)	Subsidiary	97.04	No
3	Time Ecotech Private Limited	Subsidiary	100.00	No
4	Elan Incorporated FZE	Subsidiary	100.00	No
5	Kompozit Praha S R O	Subsidiary	96.20	No
6	Ikon Investment Holdings Limited	Subsidiary	100.00	No
7	GNXT Investment Holdings Pte. Ltd.	Subsidiary	100.00	No
8	Schoeller Allibert Time Materials Handling Solutions Limited	Subsidiary	100.00	No
9	Schoeller Allibert Time Holdings Pte. Ltd.	Subsidiary	50.10	No
10	Time Mauser Industries Private Limited	Joint Venture	49.00	No

VI. CSR details

24 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**

(ii) Standalone Turnover (₹ in lakhs) – **2,66,267.67**

(iii) Standalone Net worth (₹ in lakhs) – **1,89,696.60**

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 2024-2025			FY 2023-2024		
		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	No grievance received	0	0	No grievance received
Investors (other than shareholders)	Yes	0	0	No grievance received	0	0	No grievance received
Shareholders	Yes	1	0	Satisfactory redressal done for shareholder's grievance / complaints	1	0	Satisfactory redressal done for shareholder's grievance/ complaints
Employees and workers	Yes	15	0	Satisfactory redressal done for Employee & Worker grievance / complaints	10	0	Satisfactory redressal done for Employee & Worker grievance/ complaints
Customers	Yes	10	0	Satisfactory redressal done for customer grievance / complaints	12	0	Satisfactory redressal done for customer grievance / complaints
Value Chain Partners	Yes	10	0	Satisfactory redressal	0	0	No grievance received
Other (please specify)	No	0	0	No grievance received	0	0	No grievance received

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 of opportunity (Indicate positive or negative implications)
1	Safety risk	Risk and Opportunity	The manufacturing operations of the Company require employees to interact with plant, machinery, and material handling equipment, all of which carry an inherent risk of injury.	Adherence to safety standards, the Company's EHS Policy and highest operational standards for handling hazardous materials at plants	**Positive:** Adoption Of safety related protocols and measures to create a safe work environment. **Negative** Impact on health and well-being of employees at the Company
2	Employee Wellbeing	Opportunity	**Opportunities:** Prioritizing employee well-being can lead to increased productivity, efficiency, and overall job satisfaction. By promoting employee well-being, a supportive work environment can be created that reduces absenteeism and turnover rates.	-	**Positive:** Healthy and engaged employees tend to be more motivated, focused, and committed to their work. When employees feel valued and their well-being is prioritized, they are more likely to remain with the company, reducing the costs and disruptions associated with high turnover.

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 of opportunity (Indicate positive or negative implications)
3	Waste Management & Circular Economy	Opportunity	Opportunities: Implementing effective waste management practices allows for the recovery and recycling of plastic waste. Recycling and reusing plastic waste reduce the expenses associated with waste disposal and procurement of new raw materials. Embracing the circular economy encourages product innovation and design for recycling. Manufacturers can develop products that are easily recyclable made from recycled materials or designed for extended use through repair, refurbishment, or manufacturing.	-	**Positive** Encouraging recyclability and circular economy initiatives can lead to resource and cost efficiency in the longer run. Opening of new market opportunities will cater to growing demand for sustainable products.
4	Customer Satisfaction	Opportunity	Key to consistency is customer retention, sustained business and long-term associations By prioritizing customer satisfaction, we can foster customer loyalty and improve customer retention rates. We conduct customer satisfaction surveys to get the customer feedback and valuable insights.	Approach to capitalise opportunity: Usage of efficient and environment friendly products, solutions, services, technology, automation & digitalization. Continual engagement, enablement & empowering of stakeholders. Differentiation with competitors and giving customers a compelling reason to choose our products over alternatives.	**Positive:** Satisfied customers are more likely to continue purchasing products from the company, reducing customer churn, and increasing repeat sales. Satisfied customers are more likely to make repeat purchases and potentially increase their spending with a manufacturer. This can lead to higher sales volumes and revenue growth
5	Risk Management and Cyber Security	Opportunity	The inadequacy of risk mapping and management system adversely affects the overall business operations and relationship with the customers.	Risk Management Committee constituted by the Board ensures that timely actions are taken on the actual and or potential threats, so as to mitigate the adverse effects.	**Negative** Weak data integrity and cyber security mechanisms may lead to data breaches and loss of valuable data.
6	Energy Conservation	Opportunity	Energy conservation measures often involve optimizing processes equipment and systems to operate more efficiently. Implementing energy conservation measures can lead to significant cost savings.	-	Improved productivity, reduced downtime and streamlined operations resulting in overall business efficiency and gains. Lowering of utility bills and operational expenses resulting in improved profitability.

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	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
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, the policies are approved by the Board and signed by the heads of the respective department responsible for the implementation of the policies.								
c) Web Link of the Policies, if available	https://www.timetechnoplast.com/investor-center/shareholder-center/policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/certifications / labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015 IAFT 16949:2016 ISO 14001:2015 ISO 22000:2018 ISO 45001:2018								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Company has accelerated sustainability journey, significantly expanded the coverage and enhanced the initiatives. The Company has set goals and targets focusing on ESG Key Performance indicators related to: ✓ The company will promote energy-saving practices across all operations by encouraging the use of efficient equipment and responsible energy consumption behavior among employees. ✓ The Company is on track to achieve its sustainability target, ensuring that by the end of the year, 35% of total energy consumption will be derived from green energy sources. ✓ Water conservation efforts at manufacturing sites will be strengthened through measures like rainwater harvesting, water reuse, and improved process efficiency. ✓ Waste segregation and recycling initiatives will be enhanced by ensuring proper segregation at source and partnering with certified recyclers for effective disposal. ✓ Regular safety drills and emergency preparedness training will be conducted to ensure employees are well-equipped to handle any unforeseen incidents. ✓ Internal communication on ESG practices and policies will be improved through periodic updates, awareness campaigns, and integration into employee communication platforms. ✓ Training sessions on ethics and responsible business conduct will be organized to reinforce the importance of compliance, integrity, and transparency across the organization. ✓ Documentation and monitoring of ESG-related data will be improved by standardizing data collection processes and strengthening internal controls. ✓ Opportunities for reducing plastic and packaging waste will be identified ✓ The company will continue to enhance transparency in ESG reporting by disclosing relevant data and progress in a timely and accurate manner to all stakeholders.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Board of Directors of the Company has empowered the Management to exercise oversight on the implementation of targets committed under ESG. ✓ The performance of existing waste treatment and control systems was evaluated, and necessary modifications or additional equipment have been installed to enhance their effectiveness. ✓ Hazardous waste generation has been reduced through the adoption of improved operational practices and tighter process controls. ✓ Under Phases II and III of the Green Energy initiative, significant investments were made in setting up solar photovoltaic (PV) power plants and grid-connected renewable energy systems across all production sites. These installations have already generated substantial volumes of green energy, contributing directly to our sustainability goals. Through this initiative, we achieved a reduction of approximately 31,142 tons of CO_2 emissions, underscoring our commitment to clean energy adoption and carbon footprint minimization. ✓ The company maintained its zero-fatality record in health and safety during the reporting period. ✓ No fines, penalties, or punishments were incurred from any regulatory or enforcement agencies during the year.								

	✓ The number of employees trained in firefighting techniques was maximized to enhance emergency preparedness. ✓ Groundwater consumption was reduced through the successful implementation of effective engineering controls.
Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	As the Managing Director of Time Technoplast Limited, I am pleased to present our third Business Responsibility and Sustainability Report—a reflection of our continued journey toward building a more responsible, inclusive, and sustainable enterprise. Over the past year, we have not only advanced our ESG goals but have also expanded our vision to align more deeply with the national and global sustainability agenda. Sustainability is embedded at the core of our strategic decision-making. We have consistently worked to minimize the environmental and social impact of our operations by focusing on efficient resource utilization, responsible innovation, and stakeholder engagement. Our ESG roadmap continues to guide our actions, with focused efforts on improving energy efficiency, strengthening water management, and ensuring zero waste to landfill across key sites. In line with our long-term sustainability vision, we are proud to announce the formation of Time Ecotech Private Limited (TEPL), a wholly-owned subsidiary of Time Technoplast Ltd. TEPL will focus exclusively on the recycling and reprocessing of used industrial plastic packaging, playing a pivotal role in supporting India's circular economy goals. As part of Phase I, a greenfield facility will be established in Gujarat, laying the foundation for a nationwide initiative to revolutionize waste management and resource recovery. We view this step not just as a business expansion, but as a responsibility to lead by example. It is our aspiration that TEPL will encourage greater collaboration among stakeholders, policymakers, and industry peers—driving collective progress toward a cleaner and more resource-efficient future. Each year, we continue to strengthen our sustainability practices, learning from experience and raising our standards. Our commitment to ESG is not a one-time initiative, but a continuous journey of improvement and accountability. With innovation, collaboration, and purpose-driven leadership, we remain focused on building a more sustainable and responsible future for all our stakeholders.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Time Technoplast Limited is the highest authority responsible for the oversight of the implementation of the Business Responsibility policies. **Executive implementation and oversight:** Mr. Bharat Kumar Vageria, Managing Director & Chief Executive Officer of the Company is the highest authority responsible for the implementation of all policies in Time Technoplast Limited.
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Board of Time Technoplast has constituted various Board committees, which are responsible for and have a remit over key sustainability-related policies of as below: Risk Management Committee

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The senior management of the Company regularly monitors its performance across all aspects of the nine principles of the NGRBC. They provide updates on developments to the Board and the CSR Committee, with periodic reviews conducted by the CFO and the respective department heads.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Company strives to maintain the highest degree of conformance and compliance with the laws in all locations. Any statutes and legislation pertaining to the nine principles of the NGRBC are complied with.																	

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	The policies are reviewed internally on a periodic basis. No independent assessment/evaluation review is conducted through external partners.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category by the awareness programmes
Board of Directors	4	Corporate Governance Amendments to SEBI (LODR) Regulations 9 Principles of BRSR Technology & Innovation Sustainability Risk management	100%
Key Managerial Personnel	5	Corporate Governance Amendments to SEBI (LODR) Regulations 9 Principles of BRSR Technology & Innovation Sustainability Risk management	100%

Employees other than BOD and KMPs	7	Prevention of Sexual Harassment (POSH) Energy efficiency Technology & Innovation	90%
Workers	38	Safe work permit system 3P protection (Person, Property & Policy), First Aid – Awareness Workplace safety Emergency response plan & procedure Importance of PPE's (personal protective equipment) Security access control policy	75%

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 3 – of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	**Name of the regulatory enforcement agencies / judicial institution**	**Amount (In Rs.)**	**Brief of the case**	**Has an appeal been preferred? (Yes/No)**
Penalty / Fine	Nil				
Settlement					
Compounding fee					

Non Monetary				
	NGRBC Principle	**Name of the regulatory enforcement agencies / judicial institution**	**Brief of the case**	**Has an appeal been preferred? (Yes/No)**
Imprisonment	Nil			
Punishment				

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
NA	

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.

The Company has an anti-bribery and corruption policy forming part of HR manual. It is applicable to all subsidiaries, associates, and business partners. The Company strictly prohibits any form of bribery and corruption in its operations and is committed to conducting its business ethically and transparently. It has implemented various internal controls such as conducting audits, internal reviews, no political contribution, regular compliance checks, whistle blower policy, etc. to ensure the company or its employees do not engage in unethical practices. The Company encourages and promotes a culture of intensive deliberations, transparency, and impartiality in its dealings with stakeholders and the public at large.

The Policy can be accessed at: **https://www.timetechnoplast.com/wp-content/uploads/2023/09/hr-manual-final.pdf**

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

	FY 2024-25	FY 2023-24
Director	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	None	0	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	None	0	None

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

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	54	51

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	8.58%	9.42%
	b. Number of dealers / distributors to whom sales are made	174	169
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	41.20%	39.80%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	10.74%	8.89%
	b. Sales (Sales to related parties / Total Sales)	3.73%	3.68%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	67.61%	72.02%
	d. Investments (Investments in related parties / Total Investments made)	98.38%	99.09%

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 (by value of business done with partners) under the awareness programmes
-	-	-

The Company is developing a well-defined training programme for the value chain partners. This programme is aimed at inculcating the NGRBC Principles. We continuously engage with them through various mediums and facilitate capacity building workshops and awareness sessions for its key value chain partners. The Company emphasizes and ensures that suppliers strive to adhere to Company's Code of Conduct and Ethics as well as Health, Safety and Sustainability initiatives.

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.**

Yes, we have processes in place to avoid/ manage conflict of interests involving members of the Board.

The company's structure consists of two layers: the Board of Directors and the Committees of the Board at the highest level, and the Management Team at the operational level. The Board sets the overall corporate objectives and provides guidance and autonomy to the Management Team to achieve these objectives within a defined framework. This professional management approach creates an environment conducive to sustainable business operations and value creation for all stakeholders. The Board fulfils its fiduciary responsibilities of protecting the interests of the company, operating within the boundaries of the law. The composition and size of the Board are designed to be robust, allowing it to effectively address emerging business development issues and make independent judgments.

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.**

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R & D	2.84%	2.96%	The cost includes overall expenditure including the expenditure made on environmental and sustainability related projects like composite hydrogen cylinders, reducing dependence on freshwater consumption, maximising value from waste, energy efficiency, recycling of plastic waste, Increasing the utilisation of recycled materials.
Capex	14.24%	13.15%	a) The installation of rooftop solar systems and group captive solar plants resulted in a reduction of CO2 emissions by providing an alternative energy source, which decreased reliance on conventional electricity and facilitated the transition to renewable energy solutions. b) Energy efficiency initiatives i.e., replacement of old machine with latest trends in technology leading to significant energy saving and improved efficiency. c) Plastic recycling efforts helped reduce waste, conserve resources, and minimize environmental impact, contributing to a more sustainable approach to resource management.

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, Company has established procedures to ensure sustainable sourcing practices. The Company is dedicated to manufacturing its products responsibly and takes steps to ensure that the procurement process is conducted in an ethical, safe, and environmentally conscious manner. As a leading Company in the manufacturing of composite and plastic products, we recognize the importance of long-term sustainable development for our success, and we value our relationships with suppliers who share our commitment to responsible business practices.

b. **If yes, what percentages of inputs were sourced sustainably? –** 7.4%

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.**

End-of-Life Product Reclamation Processes

(a) Plastics (Including Packaging)

Processes in Place:

- **Collection & Segregation:** Plastics are collected in dedicated bins and sorted by type (e.g., PET, HDPE, LDPE).
- **Cleaning & Shredding:** Packaging waste is cleaned and shredded into flakes for easier processing.
- **Reprocessing:** Shredded plastics are melted, re-extruded into pellets, and reused in manufacturing new products.
- **Partnerships:** Collaboration with certified recyclers and Extended Producer Responsibility (EPR) organizations ensures proper recycling.
- **Eco-design Initiatives:** Focus on using mono-materials and reducing colored plastics to improve recyclability.

Plastic Waste Disposal:

- As per the Plastic Waste Management Rules, 2016, the company reprocesses post-consumer packaging materials through authorized re-processors.

(b) E-Waste

Processes in Place:

- **Collection & Segregation:** E-waste is collected at designated locations and sorted by type (e.g., IT waste, batteries).
- **Authorized Disposal:** Only government-authorized disposal agencies are used to ensure compliance with regulations.
- **Documentation:** Manifests and disposal certificates are maintained for auditing and compliance purposes.

E-Waste Disposal:

- The company generates e-waste (e.g., DG set batteries), which is disposed of through manufacturer buy-back schemes. Other general e-waste is handled by authorized re-processors.

(c) Hazardous Waste

Processes in Place:

- **Identification & Labeling:** Hazardous waste is clearly labeled and documented to ensure safe handling.
- **Storage:** Waste is stored in leak-proof, corrosion-resistant containers in designated hazardous waste areas.
- **Authorized Disposal:** Only government-authorized disposal agencies are engaged, ensuring proper incineration or treatment.
- **Documentation:** Manifests and disposal certificates are maintained for compliance.
- **Training:** Employees are trained in handling hazardous materials and emergency response procedures.

Hazardous Waste Disposal:

The company generates and disposes of hazardous waste as follows:

Sr. No.	Material	Disposal Method
1	Used Oil	Disposed to Authorized re-processor
2	Used Cotton Waste	Disposed to CHWTSDF
3	Used Empty inks bottles, containers (1-2 Litre)	Disposed to CHWTSDF

Other hazardous materials include explosives, toxic gases, flammable liquids, and corrosive substances. These are stored in labeled drums, as per Form-8 regulations, and treated accordingly. The company maintains a designated hazardous waste storage pad with fire-fighting provisions and secondary containment.

d) Other Waste (e.g., Paper, General Non-Hazardous Waste)

Processes in Place:

- Segregation at Source: Waste is sorted into biodegradable and non-biodegradable categories at the point of generation.
- Paper Recycling: Paper waste is collected and sent to municipal corporation facilities for recycling.
- Awareness Programs: Internal campaigns promote waste reduction, reuse, and recycling among employees and consumers.

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

Yes, Extended Producer Responsibility (EPR) is applicable to the entity's activities. We have registered under the EPR framework on the CPCB portal in accordance with The Plastic Waste Management Rules, 2022. Additionally, the annual return has been submitted to the CPCB portal as required. This applies specifically to:

· **Plastic Packaging Waste**

Compliance with the EPR Plan:

- Our waste collection plan aligns with the EPR plan submitted to both the State Pollution Control Boards (SPCB) and Central Pollution Control Board (CPCB).
- Collection, recycling, and environmentally sound disposal targets are consistently monitored, with quarterly and annual returns filed via the designated CPCB portal.
- All recyclers and waste management partners we engage with are CPCB/SPCB-authorized, ensuring full traceability and compliance.

  Where applicable, barcode and QR-code tracking systems are used to validate the collection and recycling process.

LEADERSHIP INDICATORS

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

NIC Code	Name of Product/ Service	% Of total turnover contributed	Boundary for which the Life Cycle Perspective/ Asessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No) If yes, provide the web-link
Not Applicable					

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.**

Name of Product / Service	Description of risk/concern	Action taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Recycled in-house plastic waste generation	15.64%	13.18%

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**

Particulars	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

Company is striving towards promoting waste management practice which aligns with our commitment to environmental sustainability and responsible product stewardship. We understand the importance of effective waste management and are continuously exploring opportunities to enhance the recyclability and sustainability of our products.

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

TIME

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

ESSENTIAL INDICATORS

1. a. Details of measures for the well-being of employees

Category	% of employees covered by										
	Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Pernament Employees											
Male	2316	517	22.32	2316	100	0	0	0	0	0	0
Female	50	17	34.00	50	100	50	100	0	0	0	0
Total	**2366**	**534**	**22.57**	**2366**	**100**	**50**	**2.11**	**0**	**0**	**0**	**0**
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

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

Category	% of workers covered by										
	Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Pernament Employees											
Male	1282	0	0	1282	100	0	0	0	0	0	0
Female	9	0	0	9	100	9	100	0	0	0	0
Total	**1291**	**0**	**0**	**1291**	**100**	**9**	**0.70**	**0**	**0**	**0**	**0**
Other than Permanent Employees											
Male	2882	0	0	2882	100	0	0	0	0	0	0
Female	93	0	0	93	100	93	0	0	0	0	0
Total	**2975**	**0**	**0**	**2975**	**100**	**93**	**3.13**	**0**	**0**	**0**	**0**

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

	FY2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.07%	0.06%

2. Details of retirement benefits, for FY 2024-25 and FY 2023-24

Benefits	FY 2024-25			FY 2023-24		
	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	100.00	100.00	Yes	100.00	100.00	Yes
Gratuity*	100.00	100.00	Yes	100.00	100.00	Yes
ESI	100.00	100.00	Yes	100.00	100.00	Yes
Other: Life Insurance/ Death Benefits	100.00 only for staff	NA	NA	100.00 only for staff	NA	NA

*Company is maintaining Gratuity Trust.

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? (Yes/ No)

Yes, The Company has already modified several locations with disabled-accessible infrastructure including ramps, furniture, washrooms and other installations. It is also currently in the process of incorporating similar measures across all locations.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? (Yes/ No)

Yes

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	NA	NA	NA	NA
Female	100.00%	100.00%	No Maternity leave was recorded in this year	-
Total	100.00%	100.00%	No Maternity leave was recorded in this year	-

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.

<table>
<tr><th>Particulars</th><th>Yes/No (If yes, then give details of the mechanism in brief)</th></tr>
<tr><td>Permanent Workers</td><td rowspan="4">· Any concerned employee or worker can inform the Complaints Committee through email or written complaint giving details of the incident.
· Once the complaint is received, it will be kept strictly confidential.
· The person accused will be informed that a complaint has been filed against him/her and no unfair acts of retaliation or unethical action will be tolerated.
· The Committee shall ensure that a fair and just investigation is undertaken immediately.
· Both the complainant and the alleged accused initially will be questioned separately with a view to ascertain the veracity of their contentions. If required, the person who has been named as a witness will need to provide the necessary information to assist in resolving the matter satisfactorily.
· The complainant and the accused shall be informed of the outcome of the investigation. The investigation shall be completed within reasonable time period of the receipt of the complaint. Where any misconduct is found by the Committee, appropriate disciplinary action shall be taken against the accused. Disciplinary action may include transfer, withholding promotion, suspension or even dismissal or any other action as may deem fit by the Committee. This action shall be in addition to any legal recourse sought by the complainant and the Company.</td></tr>
<tr><td>Other than Permanent Workers</td></tr>
<tr><td>Permanent Employees</td></tr>
<tr><td>Other than Permanent Employees</td></tr>
</table>

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

Benefits	FY 2024-25			FY 2023-24		
	Total employees/ workers in respective category (A)	No of employees workers in respective category, who are part of association(s) of Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No of employees workers in respective category, who are part of association(s) of Union D)	% (C/D)
Total Permanent Employees	2366	0	0	2380	44	1.85
Male	2316	0	0	2330	44	1.89
Female	50	0	0	50	0	0
Total Permanent Workers	1291	0	0	1381	44	3.19
Male	1282	0	0	1371	44	3.21
Female	9	0	0	10	0	0

8. **Details of training given to employees and workers**

Category	FY 2024-25					FY 2023-24				
	Total	On Health Insurance		On Skill Upgradation		Total	On Health Insurance		On Skill Upgradation	
	(A)	No (B)	% (B/A)	No. C	% (C/A)	(D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	2316	2250	97.15	2275	98.23	2330	2220	95.28	2250	96.57
Female	50	50	100	50	100	50	50	100	50	100
Total	**2366**	**2300**	**97.21**	**2325**	**98.27**	**2380**	**2270**	**95.38**	**2300**	**96.64**
Workers										
Male	4164	3800	91.26	3850	92.46	3829	3300	86.18	3500	91.41
Female	102	90	88.24	98	96.08	85	61	71.76	65	76.47
Total	**4266**	**3890**	**91.19**	**3948**	**92.55**	**3914**	**3361**	**85.87**	**3565**	**91.08**

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

Benefits	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
			Employees			
Male	2316	2316	100.00	2330	2330	100.00
Female	50	50	100.00	50	50	100.00
Total	**2366**	**2366**	**100.00**	**2380**	**2380**	**100.00**
			Workers			
Male	4164	4164	100.00	3829	3829	100.00
Female	102	102	100.00	85	85	100.00
Total	**4266**	**4266**	**100.00**	**3914**	**3914**	**100.00**

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?

Implementation Status:

Yes, the entity has implemented an Occupational Health and Safety Management System (OHSMS).

Coverage of the System:

The OHSMS encompasses the following key areas:

i. Scope of Coverage:

- **Employees:** Includes all full-time, part-time, and contract employees across all manufacturing, operational, and office locations.
- **Worksites:** Covers all production plants, warehouses, laboratories, and field service locations.
- **Third Parties:** Extends to vendors, visitors, and on-site service providers, ensuring applicable safety protocols are followed.

ii. Standards Followed:

- Aligned with ISO 45001:2018 (or OHSAS 18001, if a legacy system is in place).
- Complies with local statutory requirements, such as the Factories Act, Occupational Safety Codes, and any other relevant national safety regulations.

iii. Key Components of the OHSMS:

- Hazard Identification & Risk Assessment (HIRA): A structured approach for identifying and assessing workplace hazards.
- Incident Reporting & Investigation Mechanism: A system for reporting and investigating incidents to prevent recurrence.
- Regular Safety Audits and Inspections: Periodic evaluations of workplace safety practices to identify areas of improvement.
- Emergency Preparedness & Response Plans: Comprehensive plans to respond effectively to emergencies.
- Health Surveillance & Medical Check-ups: Ongoing health monitoring to safeguard employee well-being.
- Personal Protective Equipment (PPE) Program: Ensures proper usage and availability of PPE to all employees.
- Training and Awareness Programs: Continuous employee education on safe work practices and safety protocols.

iv. Performance Monitoring:

- Tracking of leading and lagging indicators (e.g., near misses, Lost Time Injury Frequency Rate).
- Conducting periodic internal reviews and third-party audits to assess the effectiveness of the OHSMS and ensure continuous improvement.

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

The entity adopts a structured, proactive methodology to identify and assess work-related hazards and risks, addressing both routine and non-routine tasks. Key processes involved are:

i. Hazard Identification and Risk Assessment (HIRA)

- Frequency: Conducted periodically and prior to any new activity, with special focus on high-risk areas like manufacturing, maintenance, and logistics.
- Coverage: Assesses physical, chemical, biological, ergonomic, and psychosocial hazards.
- Scope: Includes both routine operations (e.g., daily production work) and non-routine tasks (e.g., maintenance shutdowns, plant modifications).

ii. Job Safety Analysis (JSA) / Job Hazard Analysis (JHA)

- Pre-Task Analysis: Carried out before executing specific tasks, particularly for non-routine or high-risk jobs.
- Process: Breaks down each job into steps, identifying potential hazards and establishing control measures for each step.

iii. **Safety Audits and Inspections**

- Internal Audits: Regular safety audits are conducted to identify hazards and instances of non-compliance.
- Workplace Inspections: Weekly inspections are performed by safety officers or line managers to ensure ongoing safety standards.

iv. **Permit-to-Work (PTW) System**

- Scope: Mandatory for high-risk and non-routine tasks, including:
- Hot work (welding, cutting, working at heights)
- Electrical maintenance
- Objective: Ensures that hazards are thoroughly assessed and mitigated before the commencement of work.

v. **Incident and Near-Miss Reporting**

- Encouragement: Employees are actively encouraged to report near-misses, unsafe conditions, and incidents.
- Investigation: Root cause analysis is conducted for every incident and near-miss, with updates made to risk assessments accordingly.

vi. **Employee Participation**

- Engagement: Regular toolbox talks, safety committees, and feedback sessions actively involve employees in hazard identification and communication.
- Safety Suggestions: Employees are encouraged to contribute through safety suggestion boxes, fostering a culture of shared responsibility.

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

Yes, The entity has implemented formal processes that facilitate workers in reporting work-related hazards and ensuring effective follow-up. These processes include:

i. **Reporting Work-Related Hazards:**

- Workers have access to multiple channels for reporting hazards, including:
- Safety suggestion boxes for anonymous submissions.
- Toolbox talks and safety committee meetings for direct communication and discussion.

ii. **Follow-Up Mechanism:**

- Reported hazards are promptly investigated to determine the root cause.
- Corrective and Preventive Actions (CAPA) are put in place to address and mitigate the identified risks.
- Workers are regularly updated on the resolution of reported hazards, ensuring transparency and fostering trust in the system.

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

Yes, employees / workers have access to non-occupational medical and healthcare services.

Yes, The entity provides access to non-occupational medical and healthcare services to its employees/workers through various means, such as:

i. **Health insurance coverage** that includes general medical treatment, specialist consultations, diagnostics, and hospitalization beyond workplace-related injuries.

ii. **Employee wellness programs, including:**

- Regular health check-ups and screenings (e.g., blood pressure, diabetes, vision)
- Mental health support and counseling services
- Vaccination drives and awareness programs (e.g., for flu, COVID-19, etc.)

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR)(per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	10	Nil
	Workers	7	Nil
Number of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The entity has implemented a robust set of measures aimed at ensuring the health, safety, and well-being of all employees and workers. These measures include both preventive and responsive actions, fully aligned with national regulations and international best practices.

i. Occupational Health and Safety Management System (OHSMS):

- Implemented across select sites, in line with the OHSMS Policy and aligned with ISO 45001:2018 standards.
- Covers all employees, contract workers, and third-party personnel.

ii. Hazard Identification and Risk Control:

- Hazard Identification and Risk Assessment (HIRA) are conducted regularly to assess workplace risks.
- Job Safety Analysis (JSA) is performed for specific tasks, especially for non-routine or high-risk operations.
- Controls include a combination of engineering solutions, administrative controls, and the use of Personal Protective Equipment (PPE).

iii. Emergency Preparedness and Response:

- On-site Emergency Response Teams (ERTs) are trained to handle fire, medical, and other emergencies.
- Regular mock drills and evacuation exercises are conducted to ensure preparedness.
- Emergency equipment such as fire extinguishers, first-aid kits, and spill kits are readily available and well-maintained.

iv. Health Surveillance and Medical Facilities:

- Periodic medical check-ups are conducted for employees to monitor their health.
- Partnerships with hospitals ensure access to extended medical care.
- Health insurance and wellness programs are offered to address both occupational and non-occupational health needs.

v. Training and Awareness:

- Mandatory safety induction programs for new hires and contract workers to ensure they are aware of safety procedures from day one.
- Regular safety training sessions, toolbox talks, and refresher courses to keep safety knowledge up to date.
- Behavior-Based Safety (BBS) programs encourage a culture that prioritizes safety at all levels.

vi. Worker Participation and Feedback:

- Active safety committees with direct worker representation allow employees to voice safety concerns and suggestions.
- Open channels for reporting hazards, near-misses, and unsafe conditions to promote a proactive safety culture.

vii. Monitoring and Continuous Improvement:

- Safety performance indicators, such as Lost Time Injury Frequency Rate (LTIFR) and incident rates, are regularly tracked and analyzed.
- Internal safety audits are conducted to ensure compliance and identify improvement areas.
- Corrective and Preventive Actions (CAPA) are implemented based on audit findings and incident reports to continuously enhance safety measures.

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

Particulars	FY 2024-25			FY 2023-24		
	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	3	0	All complaints are resolved	2	0	All complaints are resolved
Health & Safety	0	0	None	0	0	None

14. **Assessments for the year**

	% 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.**

The entity adopts a proactive approach to addressing safety-related incidents and significant risks identified through internal, external, or statutory health and safety assessments. This approach ensures swift action, thorough investigation, and continuous improvement.

A. Corrective Actions for Safety-Related Incidents

Incident Type: (e.g., slip and fall, machinery-related injury, chemical spill)

Actions Taken:

i. Immediate Response:

- Injured personnel receive first aid immediately, and if required, are hospitalized.
- The affected area is secured to prevent further incidents.

ii. Root Cause Analysis (RCA):

- RCA is conducted using tools such as the 5-Whys or Fishbone Diagram to identify the underlying causes.
- The analysis is reviewed by the safety team and line management for a thorough understanding.

iii. Corrective and Preventive Actions (CAPA):

- Installation of safety guards on moving machinery parts to prevent future incidents.
- Improved signage and housekeeping practices implemented to enhance safety awareness.
- Refresher training conducted for workers directly involved in the incident.
- Reinforcement of PPE policy, with compliance regularly monitored.

B. Actions on Significant Risks Identified During Assessments

Examples of Key Risks and Actions Taken:

Identified Risk	Corrective Action Taken / Underway
Inadequate ventilation in manufacturing unit	Installation of new exhaust fans and HVAC system upgrades.
High noise levels in production zones	Distribution of hearing protection and implementation of engineering noise controls.
Electrical hazard due to exposed wiring	Complete rewiring and insulation; routine electrical safety audits introduced.
Poor ergonomic design in workstations	Redesign of work areas, introduction of adjustable chairs and anti-fatigue mats.
Low awareness of emergency response protocols	Regular mock drills, updated emergency signage, and evacuation maps.

C. Monitoring and Follow-Up

- Periodic reviews are conducted by the Health & Safety Committee to ensure that corrective actions are fully implemented and risks are mitigated.
- Audit follow-ups are carried out to ensure that similar risks are addressed across all locations, ensuring consistency in safety measures.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of: (Y/N)?

Yes, the Company provides future service gratuity policy and group personal accident policy to employees in the event of death.

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

The Company has a process in place for ensuring the compliance of the statutory dues such as GST, direct tax, employee related deductions etc. and its payments as applicable of the relevant value chain partners of the Company.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 2024-25	FY 2023 -24	FY 2024-25	FY 2023 -24
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)

Yes, the Company offers transition assistance programs to support employees in managing career changes like retirement or termination. They may also be offered advisory roles based on the management's decision. Additionally, employees receive gratuity or severance pay depending on their tenure with the company.

5. Details on assessment of value chain partners

	% of your plants and offices that were assessed. (by entity or statutory authorities or third parties)
Health and safety practices	75% to 85%
Working Conditions	75% to 85%

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.

Not Applicable

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.

Stakeholders are individuals or groups whose interests are influenced by an organization's activities. We have identified key internal and external stakeholders based on their immediate impact on our operations and where our business can make the greatest impact. Our Stakeholders include existing and potential customers, vendors/suppliers, employees, shareholders, investors, banks/financial institutions, regulatory authorities, media, and community.

The identification process for these key stakeholders is qualitative. It involves consultation and feedback from various departments, as well as input from senior management and board.

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
Shareholders	No	E-mail, Newspaper notices, Website Meetings like AGM, Postal Ballot, Conference Call	Quarterly/Annually	Communication on financial performance, growth perspective, Dividend updates and any other material information
Value Chain Suppliers	No	Meetings, Calls, One-on-one interactions	Need based	Purchase of Machines, Plastics Polymers, Consumables, Packing Materials etc.
Employees	No	Email, departmental meetings, conferences etc.	Monthly/Quarterly	Communication on skills & training, occupational health & safety issues, human rights, growth opportunities, etc. Time Employee Welfare Trust provides support to workers and employees.
Workers	Yes (Women and low economic status)	Meetings, notice board	Quarterly	
Govt/Regulatory Bodies	No	Emails, Personal Interactions, Meetings.	Need based	Permissions & clearances from authorities, reporting & statutory compliance, policy formulation & discussions if so applicable.
Communities	No	Directly or through NGOs	Need based	Support socially/by CSR Activities to satisfy needs of society/communities.

LEADERSHIP INDICATORS

1. **Provide the processes for consultation between stakeholders and the Board on Economic, Environmental and Social topics or if consultation is delegate how is feedback from such consultations provided to the Board.**

   Stakeholder consultations are typically undertaken by respective groups, senior management and relevant officers. The feedbacks and identified issues of pertaining to corporate are escalated to the Board-level via direct channels or through board Committees that oversee aspects such as business risks, CSR & sustainability, Planning & Projects, Dispute Settlement, and so on. Regular consultation on Health, safety and social issues are also conducted. Any major concern/incidents are appraised to the Board for advice.

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.**

   The Company engages with its internal and external stakeholders through various channels to understand their needs, concerns, and expectations and to share the Company's performance and goals. This helps the Company to align its business practices and maintain necessary communication with its all stakeholders. The Company is committed to addressing material issues identified through stakeholder engagement and materiality analysis. The company monitors stakeholder interactions via various channels throughout the year, and if any issues arise that are not already identified, the same are included to the list of material issues.

For example:

1. Various CSR activities / environment conservation projects outside the company boundary are undertaken after feedback from stakeholders such as community, regulatory bodies, etc.

   The stakeholders regularly provide their feedback on requirement of improved product efficiency, greener products etc. These requirements drive us to undertake R&D and produce better products for customers.

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

   The Company directly or through NGOs/Trusts actively engages in CSR activities. This includes uplifting of under privilege in the society, supporting needy and poor students in the vicinity of its operations, promoting education, promoting healthcare, free medical assistance, rural development projects, empowering women, eradicating hunger etc. Detailed CSR activities are given in Annexure – C of the Boards' 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**

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% of (B/A)	Total (C)	No. of employees/ workers covered (D)	% of (C/D)
Employees						
Permanent	2366	2366	100.00	2380	2380	100.00
Other than permanent	0	0	0	0	0	0
Total Employees	**2366**	**2366**	**100.00**	**2380**	**2380**	**100.00**
Workers						
Permanent	1291	1291	100.00	1381	1381	100.00
Other than permanent	2975	2975	100.00	2533	2533	100.00
Total Workers	**4266**	**4266**	**100.00**	**3914**	**3914**	**100.00**

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to minimum wages		More than minimum wages		Total (D)	Equal to minimum wages		More than minimum wages	
		No (B)	% (B/A)	No. C	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	2316	0	0	2316	100	2330	0	0	2330	100.00
Female	50	0	0	50	100	50	0	0	50	100.00
Total	**2366**	**0**	**0**	**2366**	**100**	**2380**	**0**	**0**	**2380**	**100.00**
Other than Permanent Employees										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0
Permanent Worker										
Male	1282	0	0	1282	100	1371	0	0	1371	100.00
Female	9	0	0	9	100	10	0	0	10	100.00
Total	**1291**	**0**	**0**	**1291**	**100**	**1381**	**0**	**0**	**1381**	**100.00**
Other than Permanent Workers										
Male	2882	0	0	2882	100	2458	0	0	2458	100.00
Female	93	0	0	93	100	75	0	0	75	100.00
Total	**2975**	**0**	**0**	**2975**	**100**	**2533**	**0**	**0**	**2533**	**100.00**

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

a. **Median remuneration / wages :**

	Male		Female	
	Number	**Median remuneration / salary/ wages of respective category (₹)**	**Number**	**Median remuneration / salary/ wages of respective category (₹)**
Board of Directors (BOD)	4	96,75,552	0	0
Key Managerial Personnel (KMP)	1	23,64,987	0	0
Employees other than BOD and KMP	2311	2,50,000	50	5,05,600
Workers	1282	2,13,318	9	1,75,104

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

	FY 2024-25	FY 2023-2024
Gross wages paid to females as % of total wages	2.56%	2.47%

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, human rights grievances of employees are addressed by the Human Resources team.

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

Company has several internal mechanisms in place to redress grievances related to human rights issues. The Code of Conduct for Directors and Senior Management provides guidance to maintain accountability, integrity and the highest standard of corporate governance, while the Vigil Mechanism, which includes a Whistle Blower Policy, provides a framework for responsible and secure reporting on concerns of unethical behavior, actual or suspected fraud, or violation of human rights to directors, employees, customers and all stakeholders. Internal Committee (IC) has been set up to redress complaints received regarding sexual harassment.

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

Category	FY 2024-25			FY 2023-24		
	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	0	0	None	0	0	None
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

	FY 2024-25	FY 2023-24
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 Company upholds it commitment to equal opportunities and does not support discrimination and harassment of its employees and other external stakeholder in any form. The Company adheres to the values like Confidentiality, Transparent Support and Protection of Rights during the complaint registration process by the complainant. The complainants are also provided with a channel where they can report their complaint confidentially in writing. The Company ensures that complainants and witnesses are shielded from retaliation, victimization, or discrimination while addressing complaints related to sexual harassment. The Company is committed to safeguarding employee rights by prohibiting dismissal or victimization based on lawful disclosures. The company takes a zero-tolerance stance against harassment or victimization of reporters and pledges full support from senior management for employees who raise concerns in good faith. Any form of retaliation is treated as a serious disciplinary offense. We ensure confidentiality of employee concerns and helps throughout investigations, including the option of temporary re-deployment. Additionally, the company extends support to non-employees involved in the process and respects the wishes of employees regarding identity disclosure. If disciplinary proceedings follow, employees may be asked to come forward as witnesses and will be provided with necessary advice and support.

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

No, human rights requirements do not explicitly form a specific part of the business agreement & contracts. However, the Company has a zero tolerance policy for any human rights violations and adopts best practices while engaging with the employees and workers of the company as well as external customers, suppliers and other value chain partners.

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	
Sexual harassment	
Discrimination at workplace	
Wages	
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.

At Time Techmoplast Limited there is no employment of Child Labour. There is POSH committee and a grievance re-dressal committee which is accessible to all employees and workers. There is regular internal audit being conducted to ensure wages are in line with the statutory norms.

We continuously monitor these aspects and keep checks & balances in place.

LEADERSHIP INDICATORS

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

Although no instances were observed that required modification of the existing process, we continually monitor and remain vigilant for any potential need of modification.

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

Human Rights Due Diligence is carried out for all business operations including manufacturing plants, sales branch offices and Head Office. Our due diligence process assesses human rights risks in freedom of association, health & safety, child labour, forced labour, discrimination & harassment, diversity & inclusion and wages & working hours.

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, Company actively encourages an inclusive workplace for people of various cultures and backgrounds. We endeavour to provide an inclusive environment that takes into consideration our workforce's diversity.

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	0
Discrimination at workplace	0
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0
Others – please specify	0

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

Presently, we have not conducted assessments of our value chain partners. However, we plan to assess our value chain partners to identify and address any significant risks or concerns that may arise from these assessments, in coming future. By conducting thorough evaluations, we can take appropriate corrective actions to mitigate any identified risks and ensure that our value chain partners align with our expectations and standards. This proactive approach will enable us to strengthen our supply chain and promote responsible practices throughout our value chain network.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

ESSENTIAL INDICATORS

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

Particulars	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	40,862,655,655	26,591,062,284
Total fuel consumption (B)		
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**40,862,655,665**	**26,591,026,284**
Energy intensity per rupee of turnover (Total energy consumption, KJ/turnover in rupees)		
From non-renewable sources (KJ)		
Total electricity consumption (D)	680,256,663,773	615,256,381,295
Total fuel consumption (E)	592,021,583	608,703,237
Energy consumption through other sources (F)		-
Total energy consumed from nonrenewable sources (D+E+F)	**680,848,685,356**	**615,865,084,532**
Total energy consumed (A+B+C+D+E+F)	**721,711,341,021**	**642,456,110,816**
Energy intensity per rupee of turnover(Total energy consumed / Revenue from operations)	**27.03**	**24.40**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	605.38	543.66
Energy intensity in terms of physical output	**3,214,750**	**3,213,204**
Energy intensity (optional) – 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 – No

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? 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.**

No, the Company does not have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2024-25	FY 2023-24
Water Withdrawn by the source (in kilolitres)		
(i) Surface water	Not Applicable	88,285
(ii) Ground Water	91,478	1,39,974
(iii) Third Party Water	1,45,780	51,262
(iv) Seawater/desalinated water	52,450	-
(v) Other sources	6,210	5,268
Total Volume of Water Withdrawn (in kilolitres)(i + ii + iii + iv + v)	**295,918**	**2,84,789**
Total Volume of Water Consumption (in kilolitres)	**295,918**	**2,84,789**
Water intensity per rupee of turnover (Total Water consumed/ Revenue from operations)	0.00001108	0.00001082
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	**-**	**-**
Water intensity (optional) – 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 – No

4. **Provide the following details related to water discharged:**

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface Water		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(v) Others		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
Total Water discharged (in kilolitres)	**0**	**0**

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

5. **Has the entity implemented a mechanism for Zero Liquid Discharge? (Yes/No) If yes, Provide details of its coverage and implementation.**

Yes, The company's manufacturing activities do not generate trade effluent; only domestic effluent is produced. To manage this, a **Sewage Treatment Plant (STP)** has been installed to treat the domestic effluent.

Details of Coverage and Implementation:

i. **Coverage:**

100% of the sewage generated from the facilities is treated under the **Zero Liquid Discharge (ZLD) framework.**

ii. **Treatment Process:**

- Primary Treatment: Neutralization of the sewage to reduce acidity/alkalinity.
- Tertiary Treatment: Advanced filtration techniques to further purify the treated water.
- Sludge Handling: The dewatered sludge is either processed for composting or used as manure.

iii. **Reuse of Treated Water:**

- Used for gardening.
- Applied for toilet flushing.
- Recycled in cooling towers.

iv. **Zero Discharge:**

No effluent is released into drains, water bodies, or municipal sewers, ensuring a zero discharge policy is strictly followed.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	µg/m3	18.36	16.38
SOx	µg/m3	20.40	22.10
Particulate matter (PM)	µg/m3	34.35	29.60
Persistent organic pollutants (POP)	µg/m3	Nil	Nil
Volatile organic compounds (VOC)	µg/m3	Nil	Nil
Hazardous air pollutants (HAP)	µg/m3	Nil	Nil
Others – please specify	Nil	Nil	Nil

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 – No

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Nil	Nil
Total Scope 2 emissions Break-up of the GHG into CO2 , CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Nil	Nil
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	Nil	Nil
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	Nil	Nil
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	Nil	Nil
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	Nil	Nil

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 – No

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

Yes, The entity has implemented several initiatives to reduce Greenhouse Gas (GHG) emissions as part of its sustainability efforts.

Details of GHG Emission Reduction Projects:

i. Renewable Energy Adoption:

Solar Power: Installed rooftop solar panels to supply a portion of the facility's electricity demand, reducing reliance on non-renewable energy sources.

ii. Energy Efficiency Improvements:

Upgraded to energy-efficient motors and LED lighting across the facility to lower energy consumption and reduce emissions.

iii. Carbon Sequestration Initiatives:

Launched tree plantation drives across the facility, contributing to carbon capture and improving the environmental footprint.

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

Parameter	**FY 2024-25**	**FY 2023-24**
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	Not Available	3192
E-waste **(B)**	3,648	2
Bio-medical waste **(C)**	5	0
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	0	0
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)**	145	120
Other Non-hazardous waste generated **(H).** Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	147	159
Total (A+ B + C + D + E + F + G + H)	**3,945**	**3,473**
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.00000001	0.00000001
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0	0
Waste intensity in terms of physical output	0	0
Waste intensiry (optional) - the relevant metric may be selected by the entity	0	0

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3,372	2,957
(ii) Re-used	78	55
(iii) Other recovery operations	-	-
Total	**3,450**	**3,012**

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of disposal method		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	495	461
Total	**495**	**461**

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 – No

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.**

Waste Management Practices Adopted

The entity follows a comprehensive, integrated waste management approach, focusing on waste reduction, segregation, recycling, treatment, and safe disposal. Key practices include:

i. Waste Segregation at Source:

Waste is segregated at the point of generation into biodegradable, recyclable, and hazardous categories to ensure efficient handling.

ii. Solid Waste Management:

- Biodegradable waste is either composted onsite or sent to external composting facilities.
- Recyclables (such as paper, plastics, and metals) are collected and sent to authorized recyclers for processing.
- Non-recyclable inert waste is disposed of through municipal authorities or authorized landfills.

iii. E-Waste Management:

- E-waste is securely stored and handed over to certified e-waste recyclers in compliance with the E-Waste Management Rules.

iv. Hazardous Waste Management:

- Hazardous waste is handled and stored according to regulatory guidelines, utilizing the Manifest system for tracking.
- Waste is disposed of through authorized Treatment, Storage, and Disposal Facilities (TSDFs).
- Detailed records are maintained in line with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016.

v. Effluent and Sewage Treatment:

- In-house Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) are in place to ensure compliance with discharge standards.
- Where applicable, Zero Liquid Discharge (ZLD) systems are implemented to recycle wastewater and minimize environmental impact.

Strategy to Reduce Usage of Hazardous and Toxic Chemicals:

i. Substitution and Process Modification:

- Toxic and hazardous chemicals are being replaced with environmentally friendly or less hazardous alternatives wherever possible.
- Examples include use of water-based paints, lead-free solder, or solvent-free cleaning agents.

ii. Green Chemistry and Design for Environment (DfE)

- Products and processes are designed to minimize chemical hazards throughout the lifecycle.
- Focus on eco-friendly raw materials, reduced VOCs, and REACH-compliant substances.

iii. Employee Training and Awareness:

- Regular training on safe handling, storage, and emergency procedures for chemical usage.
- Procurement Controls:
- Vendor qualification and procurement practices include environmental and chemical safety criteria.

Management of Hazardous Waste:

- All hazardous wastes are labeled and stored in designated, ventilated, and secure areas.
- Maintains complete records of generation, storage, transportation, and disposal of hazardous waste.
- Disposal through government-approved TSDFs and recyclers only.
- Regular internal and third-party audits to ensure compliance with applicable environmental regulations

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: Not Applicable

Sr. No.	Location of operations/office	Type of operations	Whether the conditions of environment approval/ clearance are being complied with ? (Y/N) If no, the reasons thereof and corrective action taken, if any
Not Applicable			

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

The Company has not conducted any environmental impact assessments (EIA) of projects in FY 2024-25.

Name and brief details of project	EIA Notification No	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant web link
Not Applicable					

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

S.No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non compliance	Any fines/penalties/action taken by Corrective action taken, regulatory taken by regulatory agencies such if any as pollution control boards or by courts.
Yes, the Company is compliant with all applicable environmental laws / regulations / guidelines.			

LEADERSHIP INDICATORS

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

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

(i) Name of the area: Not Applicable

(ii) Nature of operations: Not Applicable

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by the source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	**0**	**0**
Total volume of water consumption (in kilolitres)	**0**	**0**
Water intensity per rupee of turnover (Water consumed / turnover)	**0**	**0**
Water intensity (optional) - the relevant metric may be selected by the entity	**0**	**0**

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
(v) Others		
- No treatment	0	0
- With treatment (please specify level of treatment)	0	0
Total water discharged (in kilolitres)	**0**	**0**

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

2. **Please provide details of total Scope 3 emissions & its intensity, in the following format: Not Applicable**

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	Not Applicable	Not Applicable
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	-	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

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:**

Sr. No.	Initiative undertaken	Details of the initiative (web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Registered under EPR	Registered under the Plastic Waste Management Rules, 2016 (amended in 2022) and fulfilling Extended Producer Responsibility (EPR) obligations by filing annual returns each financial year.	Ensures compliance with plastic waste management regulations and reduces environmental impact from plastic waste.
2.	Installation of Roof Solar Panels	Installation of rooftop solar panels across various manufacturing locations to harness solar energy for facility operations.	Contributed to increasing the use of renewable energy in production, reducing reliance on non-renewable sources.
3.	Installation of Rainwater Harvesting System	Setup of rainwater harvesting systems to collect and store rainwater for non-potable uses within the facility.	Reduces water consumption from municipal sources and helps in water conservation efforts.
4.	Installation of Sewage Effluent Treatment Plants (ETPs)	Installation of Sewage Treatment Plants (STPs) to treat wastewater generated at the facility.	Ensures compliance with discharge standards and contributes to water reuse initiatives.

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

The Company ensures swift recognition of the risks, leading to the development and periodic monitoring of appropriate mitigation action plans to foster sustainable growth through a comprehensive risk management framework. As a conscientious Company, we have developed the business continuity and emergency plan as part of crucial risk management strategies, details of which are given below.

Emergency Management Plan

An emergency management plan has been established across all the Plants, considering a range of emergency scenarios related to both operational incidents and natural disasters. We have assigned dedicated teams at all the plants to respond in emergency scenarios and they undergo recurrent training on the Emergency Plan. The plan is subject to regular testing and review, including frequent emergency mock drills, to guarantee readiness.

The Company has also ensured that each plant can also produce products from other locations in case of any production delay, disruption, or local disaster.

Moreover, the Company has established a robust risk management framework to identify and evaluate business risks and opportunities promptly. This framework ensures that risks are promptly identified, and appropriate mitigation action plans are developed and periodically monitored to drive sustainable growth.

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? Not Applicable**

No adverse impacts are identified to the environment arising from the value chain. Assessment involves a comprehensive review of our value chain, from the sourcing of raw materials to the manufacturing process, distribution, product use and disposal. We are evaluating various aspects such as energy consumption, greenhouse gas emissions, water usage, waste generation and pollution.

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

We are in the process of integrating ESG for our value chain partners and assess them systematically for these parameters. The Company has adopted the policy of working with ISO 14001:2015 certified contractors/suppliers/vendors for its major services. All contractors/suppliers/vendors are maintaining human resources policies including disciplinary practices, remuneration and working hour and health, environment & safety related clauses in their jobs/contracts. Environment, Social and good Governance practice are core of our procurement practices and we emphasize the need of lowering our carbon footprint in our buying practices.

8. **(a) How many Green Credits have been generated or procured: By the listed entity: NIL**

(b) By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Not assessed yet.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

ESSENTIAL INDICATORS

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

The Company has affiliation with 4 (four) trade and industry chambers/associations.

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/assoiations (State / National)
1	Organisation of Plastic Processors of India	National
2	Indian Institute of Packaging	National
3	Indian Water Works Association	National
4	Indian Chamber of Commerce	National

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

Name of authority	Brief of the case	Corrective action taken
Not applicable as no issues or adverse orders, related to anti-competitive conduct by the entity, were raised by regulatory authority		

LEADERSHIP INDICATORS

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain ? (Yes/No)	Frequency of review by board (Annually/Half yearly /Quarterly / others please specify)	Web link, if available
Not Applicable					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant web link
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:**

No projects undertaken during the current financial year have had any Rehabilitation and Resettlement (R&R).

S. No.	Name of project for which R&R is ongoing	State & District	No. of project affected Families (PAFs)	% of PAFs covered by R & R	Amounts paid to PAFs in the FY (in Rs.)
Not Applicable					

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

The Company has a well-established process & procedures to receive any kind of enquiry/ grievance from an external stakeholder. The Company has Internal Complaint Committee through which any Internal person can report the unethical issue which he/she seems, exist in the Company with respect to suspected violations of the Company's Code of Conduct or applicable laws. This channel provides a reporting platform for internal and external stakeholders where issues related to Ethics and compliance issues, fraud, misconduct, corruption, financial issues, conflicts of interest, insider trading, theft, embezzlement, employee relations and human resources issues, such as harassment, discrimination, improper workplace conduct, loss prevention and asset protection, workplace violence, environment, health and safety, such as occupational health and safety violation etc. As far as shareholders are concerned, the grievances can be lodged by the shareholders through various ways for e.g. approaching the compliance officer, write down an e-mail or contact over the phone with the details as mentioned in the website and to address the grievances of other stakeholders, for e.g suppliers, vendors, business partners etc. the Company has its complaint redressal mechanism, through which can person can contact an lodger their respective grievances.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	3.64%	3.14%
Sourced directly from within the district and neighbouring districts	53.78%	52.30%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2024-25	FY 2023-24
Rural	77.03%	75.07%
Semi - Urban	-	-
Urban	8.29%	9.63%
Metropolitan	14.68%	15.30%

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

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above)

Details of negative social impact identified	Corrective Actions Taken
No negative impacts have been identified	

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

S.No.	State	Aspiration District	Amount spent (in Rs.)
Not Applicable			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) : No, we do not have a preferential procurement policy.

(b) From which marginalized/vulnerable groups do you procure? : None

(c) What percentage of total procurement (by value) does it constitute? : Not Applicable

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.)	Basic of calculating benefit share
Not Applicable				

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

Name of authority	Brief of the case	Corrective action taken
Nil		

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

Please refer Annexure-C of the Board's Report forming part of Annual Report regarding CSR activities undertaken by the Company.

PRINCIPLE 9: Businesses should engage with and provide value to their customers in a responsible manner.

ESSENTIAL INDICATORS

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

We have established a comprehensive system to effectively address and resolve customer complaints. We value our customers' feedback and take their concerns seriously. When a complaint is received, it goes through a thorough analysis and resolution process.

The Regional Head plays a crucial role in managing customer complaints. They collect the complaints and provide feedback to the respective product marketing head for further action. In cases involving quality issues, the Production Team collaborates with the Quality Department to analyse the nature of the complaint and implement necessary corrective measures.

To ensure transparency and accountability, we maintain a customer complaint register that is regularly updated once the necessary actions on the complaint are completed.

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

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

3. **Number of consumer complaints in respect of the following:**

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Other	10	0	Related to invoicing, all these have been resolved	9	0	Related to products and bills, all these have been resolved

4. Details of instances of product recalls on account of safety issues

	Number	Reasons for recall
Voluntary Recall	0	NA
Forced Recalls	0	NA

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No)

Yes, the Company has in place cyber security policy. The policy establishes a well-defined escalation process that employees can follow in case of suspicious behaviour. The IT Head reviews the policy from time to time and suggests changes, if any to the Board.

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

No such incident related to the mentioned topics has been reported.

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: **Not Applicable**

c) Impact, if any, of the data breaches: **Not Applicable**

LEADERSHIP INDICATORS

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

Information regarding all products is available on the Company's website and can be accessed at www.timetechnoplast.com

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

Company ensures safe and responsible usage of the products through informative labeling. Additionally, product information is also available on the Company website. Information pertaining to the usage of our products and their end-use applications is readily available through various channels. Our product catalogue and company website provide detailed information on how to effectively utilize our products. This personalized approach allows us to address any concerns and provide hands-on guidance to customers, ensuring they understand and follow the recommended safety practices. By providing comprehensive information, conducting live demonstrations and offering personalized assistance, we strive to ensure that our customers have a clear understanding of how to use our products safely and effectively. Our commitment to customer satisfaction and safety remains a top priority.

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

The Company has established comprehensive business continuity plans to mitigate the risk of disruptions. Despite these measures, in the rare event of an interruption, the company has implemented essential mechanisms to promptly communicate any major discontinuations to consumers, to ensure transparency.

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

Yes, the company ensures that it complies with all relevant laws regarding providing necessary information about our products. We recognize the importance of giving customers comprehensive information so they can make informed decisions about what we offer. As per the legal requirements, we provide all the necessary information on our product labels, packaging, and documentation. This includes details such as product specifications, usage instructions, safety precautions, and any other information mandated by regulatory authorities. We believe in transparency and strive to provide customers with a complete understanding of our products, their features, and their benefits. This may include supplementary information about environmental impact, or other relevant details that can assist customers in making well-informed choices. To ensure continuous improvement and customer satisfaction, we actively seek feedback through customer satisfaction surveys and encourage open communication channels. By fostering a culture of transparency and customer-centricity, we aim to build trust, strengthen relationships, and meet the evolving needs of our customers effectively.

For Time Technoplast Limited

	Bharat Kumar Vageria	**Raghupathy Thyagarajan**
Date: August 11, 2025	**Managing Director & CFO**	**Whole Time Director**
Place: Mumbai	**DIN: 00183629**	**DIN: 00183305**