

# Business Responsibility & Sustainability Report (BRSR)

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L74999TZ1984PLC001456
2. **Name of the Listed Entity:** Titan Company Limited
3. **Year of incorporation:** 1984
4. **Registered office address:** No. 3, SIPCOT Industrial Complex, Hosur, Tamil Nadu - 635126
5. **Corporate address:** 'INTEGRITY' #193, Veerasandra, Electronics City P.O., Off Hosur Main Road, Bengaluru-560100 Karnataka, India
6. **E-mail:** [investor@titan.co.in](mailto:investor@titan.co.in)
7. **Telephone:** 8067047000
8. **Website:** [www.titancompany.in](http://www.titancompany.in)
9. **Financial year for which reporting is being done:** Financial Year 2024-25
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited and National Stock Exchange of India Limited (NSE)
11. **Paid-up Capital:** ₹ 88.77 crore
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. N. E. Sridhar, Chief Sustainability Officer, Contact- 080-6704 7000, Email- [sridharne@titan.co.in](mailto:sridharne@titan.co.in)

### II. Products/services

#### 16. Details of business activities, products and services (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Jewellery	Design, Manufacturing and Retailing of Jewellery	89.54%
2.	Watches & Wearables	Design, Manufacturing and Retailing of Watches and Wearables	8.30%
3.	EyeCare	Design, Manufacturing and Retailing of Eyewear and sunglasses	1.44%
4.	Emerging Businesses	Design and retailing of Indian Dresswear, Fragrances & Women's Bagss	0.72%

#### 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):

The disclosures made under this report are on a standalone basis. The Business Responsibility and Sustainability Reporting (BRSR) is in conformance with the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations 2015. The reporting boundary for BRSR excludes certain sites, namely facilities of the Accessories business, Sorting center, Taneira Warehouse, Quality Assurance facility, Innovation Centre, Guest Houses, 42 outsourced factories and 2,563 franchised retail stores of the Company. These sites are qualitatively and quantitatively not material to the Company. Additionally, comparatives for Financial Year 2023-24 have been restated as per SEBI circular (SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/17) dated 20<sup>th</sup> December 2024, wherever applicable. The effects and reasons have been included under the respective Principles of this report. Restatements have been done to the following attributes – Energy Footprint, GHG Footprint, Water Footprint, Enhancing Employee Wellbeing and Safety along with Enabling Gender Diversity in Business. The restatements would enable completeness and comparability of information for the current and previous years. The reasons relating to restatements of the comparative year have been explained as footnotes under the respective parameters in the report.

#### 14. Name of assurance provider - KPMG Assurance and Consulting Services LLP

#### 15. Type of assurance obtained - Reasonable assurance on BRSR core attributes as per ISAE 3000 (revised)

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Jewellery	32111, 32112, 32114, 32119	89.54%
2.	Watches & Wearables	26521, 26522	8.30%
3.	Eyecare	32507	1.44%
4.	Fragrances	20234	0.25%
5.	Indian Dresswear	14101	0.37%
6.	Fragrances & Women's Bags	15122	0.10%

**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	10	25**	35
International	0	2	2

\* The entity operates through 10 company-owned factories and 42 outsourced factories. Further, the entity also operates through 373 Company-owned retail stores and 2563 franchised retail stores.

\*\* Two new offices have been added in Financial Year 2024-25.

**19. Markets served by the entity:****a. Number of locations**

Locations	Number
National (No. of States)	28 states and 8 union territories
International (No. of Countries)	25

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

2.68%

**c. A brief on types of customers:**

Titan Company Limited caters to four broad customer segments – luxury, premium, mid-market and mass market. The Company caters to its various customers through its retail stores and through online modes across age groups, that appeal to a wide section of society.

**IV. Employees:****20. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total* (A)	Male*		Female*	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	7,559	5,608	74%	1,951	26%
2.	Other than Permanent (E)*	148	103	70%	45	30%
3.	<b>Total employees (D + E)</b>	<b>7,707</b>	<b>5,711</b>	<b>74%</b>	<b>1,996</b>	<b>26%</b>

S. No.	Particulars	Total* (A)	Male*		Female*	
			No. (B)	% (B/A)	No. (C)	% (C/A)
WORKERS						
4.	Permanent (F)	1,484	753	51%	731	49%
5.	Other than Permanent (G)*	8,649	6,437	74%	2,212	26%
6.	<b>Total workers (F + G)</b>	<b>10,113</b>	<b>7,190</b>	<b>71%</b>	<b>2,943</b>	<b>29%</b>

\*From Financial Year 2024-25 onwards, the number of Other than Permanent Employees and Other than Permanent Workers have been included for reporting.

**b. Differently abled Employees and workers:**

S. No.	Particulars	Total* (A)	Male*		Female*	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	36	32	89%	4	11%
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total differently-abled employees (D + E)</b>	<b>36</b>	<b>32</b>	<b>89%</b>	<b>4</b>	<b>11%</b>
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	98	93	95%	5	5%
5.	Other than permanent (G)*	308	173	56%	135	44%
6.	<b>Total differently-abled workers (F + G)</b>	<b>406</b>	<b>266</b>	<b>66%</b>	<b>140</b>	<b>34%</b>

\*From Financial Year 2024-25 onwards, the number of Other than Permanent Workers have been included for reporting.

**21. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	12	2	16.67%
Key Management Personnel*	3	0	0%

\* KMP also includes the Managing Director who is also part of the Board of Directors (BoD).

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

	Financial Year 2024-25 (Turnover rate in current FY)			Financial Year 2023-24* (Turnover rate in previous FY)			Financial Year 2022-23* (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9%	13%	10%	6.85%	10.53%	7.73%	7.81%	11.35%	8.59%
Permanent Workers	1%**	1%**	1%**	0.79%	0.41%	0.60%	1.29%	0.67%	0.99%

\*In Financial Year 2022-23 and Financial Year 2023-24, the numbers exclude other than permanent employees and other than permanent workers (contract workforce).

\*\*In Financial Year 2024-25, the numbers exclude other than permanent workers (contract workforce).

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

### 23. (a) Names of holding/subsidiary/associate companies/joint ventures

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Titan Engineering & Automation Limited	Subsidiary	100%	No
2	Titan Commodity Trading Limited	Subsidiary	100%	No
3	Titan Holdings International FZCO, Dubai	Subsidiary	100%	No
4	TCL North America Inc.	Subsidiary	100%	No
5	CaratLane Trading Private Limited	Subsidiary	100%	No
6	Titan Global Retail L.L.C, Dubai (100% Subsidiary of Titan Holdings International FZCO)	Step-down Subsidiary	100%	No
7	Titan International QFZ LLC, Qatar (100% Subsidiary of Titan Holdings International FZCO)	Step-down Subsidiary	100%	No
8	TEAL USA Inc. (100% Subsidiary of Titan Engineering & Automation Limited)	Step-down Subsidiary	100%	No
9	StudioC Inc (100% Subsidiary of CaratLane Trading Private Limited)	Step-down Subsidiary	100%	No
10	Titan Watch Company Limited Hongkong (100% Subsidiary of Titan Holdings International FZCO)	Step-down Subsidiary	100%	No
11	Green Infra Wind Power Theni Limited	Associate	26.79%	No

## VI. CSR Details

### 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover (in ₹) - 54,842 crore

(iii) Net worth (in ₹) - 16,811 crore

## 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)	Financial Year 2024-25			Financial Year 2023-24		
		Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, <a href="https://www.titancompany.in/sites/default/files/2024-05/Stakeholder%20Engagement%20Policy_0.pdf">https://www.titancompany.in/sites/default/files/2024-05/Stakeholder%20Engagement%20Policy_0.pdf</a>	-	-	None	-	-	None
Investors (other than shareholder)	Yes, <a href="https://www.titancompany.in/sites/default/files/2024-05/Stakeholder%20Engagement%20Policy_0.pdf">https://www.titancompany.in/sites/default/files/2024-05/Stakeholder%20Engagement%20Policy_0.pdf</a>	-	-	None	-	-	None
Shareholders	Yes, <a href="https://www.titancompany.in/sites/default/files/2024-05/Stakeholder%20Engagement%20Policy_0.pdf">https://www.titancompany.in/sites/default/files/2024-05/Stakeholder%20Engagement%20Policy_0.pdf</a>  Shareholders can lodge their grievances with the Company's RTA at <a href="https://web.in.mprms.mufg.com/helpdesk/Service_Request.html">https://web.in.mprms.mufg.com/helpdesk/Service_Request.html</a>  Shareholders can also register their complaints with SCORES at: <a href="https://scores.sebi.gov.in/">https://scores.sebi.gov.in/</a>  and also web links of BSE and NSE at: <a href="http://tiny.cc/m1l2vz">http://tiny.cc/m1l2vz</a> and <a href="http://tiny.cc/s1l2vz">http://tiny.cc/s1l2vz</a> for Arbitration or to the Company at: <a href="https://www.titancompany.in/investors/shareholders-grievance">https://www.titancompany.in/investors/shareholders-grievance</a>	89	-	None	86	1	As of 31 <sup>st</sup> March 2024, there was one pending complaint received through the SCORES Platform. The Action Taken Report for this complaint was submitted by RTA on 4 <sup>th</sup> April 2024 and the same is pending for review by SEBI.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	Financial Year 2024-25			Financial Year 2023-24		
		Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes <sup>#</sup> , <a href="https://www.titancompany.in/sites/default/files/2023-08/Governing%20Policies_01-Dec-2022.pdf">https://www.titancompany.in/sites/default/files/2023-08/Governing%20Policies_01-Dec-2022.pdf</a>	11	5	Regular surveys are conducted to collect personnel feedback, where they may express any grievances. No structured mechanism is in place to capture data, however formal and informal mechanisms exist that include standing orders in factories and surveys in the offices. Plans are underway to create a proper personnel grievance redressal mechanism	7	0	Regular surveys are conducted to collect personnel feedback, where they may express any grievances. No structured mechanism is in place to capture data, however formal and informal mechanisms exist that include standing orders in factories and surveys in the offices. Plans are underway to create a proper personnel grievance redressal
Customers	Yes, <a href="https://www.titancompany.in/sites/default/files/2024-05/Stakeholder%20Engagement%20Policy_0.pdf">https://www.titancompany.in/sites/default/files/2024-05/Stakeholder%20Engagement%20Policy_0.pdf</a>	1,21,342	928	None	80,116	741	None
Value Chain Partners	Yes, the same is available at <a href="https://www.titancompany.in/sites/default/files/2023-08/Governing%20Policies_01-Dec-2022.pdf">https://www.titancompany.in/sites/default/files/2023-08/Governing%20Policies_01-Dec-2022.pdf</a>	-	-	No structured mechanism is in place to capture data, however formal and informal mechanisms exist to receive grievances. Plans are underway to create a proper grievance redressal mechanism	-	-	No structured mechanism is in place to capture data, however formal and informal mechanisms exist to receive grievances. Plans are underway to create a proper grievance redressal mechanism

<sup>#</sup>Limited to POSH Cases.

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

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

S. No.	Material issue identified*	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Carbon, Emissions & Energy	Risk	Climate change impact is growing day by day. Especially given the increasing regulations in this area a lack of prioritisation can negatively impact various ESG factors.	1) Conducting carbon, emissions and energy audits and identifying areas of energy reduction 2) Increased sourcing of renewable energy.	Negative – Risk
2	Waste Management and Circular Economy	Risk	Poor waste management practices can lead to landfill buildup and public health issues. Failure to appropriately manage waste or to implement circular strategies, during a period of increasing regulation of the same, can negatively impact the Company's reputation.	Ensuring different types of waste are segregated, handled and disposed of appropriately and by only authorised contractors of the State Pollution Control Board. Additionally, to develop and follow circular economy initiatives to reduce and reuse the waste created during production.	Negative – Risk
3	Water Management	Risk	Water is becoming increasingly a scarce resource especially in India where the seasonal rainfalls are the primary source of water. Poor water management will lead to stress for the operations and employee well-being.	Adhering to the existing water management regulations and establishing goals for reducing water. Furthermore, continuously discovering and implementing better ways to measure and reduce water usage through various technologies and behaviour change within the workforce.	Negative – Risk
4	Corporate Governance (Compliance & Ethics)	Opportunity	Strong corporate governance can foster a culture of ethics and social responsibility, potentially improving employee well-being and working conditions.  These practices would further promote transparency, accountability and risk management within the Company and hence amplify the Brand reputation.	Mitigating risk in corporate governance involves establishing internal controls, utilising risk transfer mechanisms like engaging in active governance oversight through Board involvement. Additionally, ensuring the timely and accurate completion and submission of all relevant compliance frameworks is essential to avoid regulatory penalties and potential reputational. damageTop of Form	Positive – Opportunity

S. No.	Material issue identified*	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Customer Centricity	Opportunity	Focusing on customer centricity drives higher satisfaction and cultivates meaningful relationships with the Company's patrons. This approach also underscores sound governance, potentially increasing investor trust by showcasing the Company's ability to consistently meet customer needs.	1) Several initiatives to engage with customers through various means including virtual interactions 2) Loyalty driven programs and promotion of products and services 3) Enhanced customer experience at retail stores 4) Leveraging of social media platforms to listen to consumers and engage continuously.	Positive – Opportunity
6	Sustainable Raw Material	Opportunity	Ethical sourcing of raw materials can support local economies and enhance the Company's image among consumers.  By using sustainable and/or recycled raw materials, the Company can conserve natural resources and reduce environmental impact.	1) Setting goals to reduce the Company's dependence on finite and non-renewable raw materials by promoting recycling of materials wherever possible 2) Adopting policies for responsible raw material sourcing and sustainable procurement, thereby ensuring product traceability.	Positive – Opportunity
7	Sustainability Practices of Suppliers	Opportunity	A well-enforced supplier code of conduct is a sign of strong corporate governance, improving the Company's credibility among investors and other stakeholders. Furthermore, sustainable practices can directly contribute to improved working and living conditions for the supplier communities and could result in indirect positive environmental impacts through reduced resource usage.	1) Adopting policies for responsible sourcing and sustainable procurement to enhance the Company's sustainability performance in the supply chain 2) Suppliers are required to sign commitments and assessments are conducted before onboarding the suppliers.	Positive – Opportunity

\* During Financial Year 2023-24, the Company undertook a double materiality exercise through which the above material issues were identified.



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y*
* All necessary measures to ensure cyber security including incident and risk management are in place within the Company. Details of the measures are accessible via Company's intranet portal to the employees, stakeholders and partners/associates having access and usage rights to our infrastructure, IT systems and information resources. However, with regard to data privacy, necessary processes and controls are under development as per the regulatory mandate.									
b. Has the policy been approved by the Board? (Yes/No)	Y	N	Y	Y	Y	N	N	Y	N
c. Web Link of the Policies, if available	<a href="https://www.titancompany.in/investors/policies">https://www.titancompany.in/investors/policies</a>								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	N	Y	Y	Y	N	N	Y	N
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	N	N	N	N	N	N	N	N
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.	<p><b>ISO 9001</b></p> <ul style="list-style-type: none"> <li>Factories under Watch Division - Hosur, Pantnagar, Roorkee, Sikkim and Coimbatore; 7 service centres</li> <li>Factories under Jewellery Division - Hosur and Pantnagar</li> <li>EyeCare Division- Factory at Chikkaballapur and EyeCare lens labs at Noida and Kolkata</li> </ul> <p><b>ISO 14001</b></p> <ul style="list-style-type: none"> <li>Factories under Watch Division - Hosur, Pantnagar, Roorkee, Sikkim and Coimbatore; 7 service centres</li> <li>Factories under Jewellery Division - Hosur and Pantnagar</li> </ul> <p><b>ISO 45001</b></p> <ul style="list-style-type: none"> <li>Factories under Watch Division - Hosur, Pantnagar, Roorkee, Sikkim and Coimbatore</li> <li>Factories under Jewellery Division - Hosur and Pantnagar</li> <li>EyeCare Division- Factory at Chikkaballapur and EyeCare lens labs at Noida and Kolkata</li> <li>Corporate office</li> <li>126 out of 373 retail stores and 14 regional and area offices</li> </ul> <p><b>ISO 50001</b></p> <ul style="list-style-type: none"> <li>Watch Division – Factory at Hosur</li> </ul>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Objectives and targets for Environmental Management System (EMS), Occupational Health and Safety (OHS) and Quality Management System (QMS) are being driven at individual factory locations, however there are no formal specific commitments, goals and targets at a Company-level.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Target achievement is tracked for EMS, OHS and QMS at individual factory locations, however at the Company-level there is no formal mechanism to monitor the performance of specific commitments, goals and targets, if any.								
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)	The Company has always been a responsible, sustainable and an equitable one in its transactions and engagement with its stakeholders. The business practices integrate Environmental, Social and Governance (ESG) principles in each of the categories it operates. The Company truly strives to elevate the experiences of every customer it touches and significantly impact the lives of all stakeholders it interacts with. The Company has taken measures to inculcate beneficial and fair business practices to the labour, human capital and to the community at large. It provides employees and workers with working conditions that are clean, healthy and safe. The Board CSR and Sustainability Committee been instrumental in guiding the Company to develop ESG-centric goals and targets. The Company proudly presents 'Pragati', the ESG strategy for the Company. The Company would adopt ambitious environmental targets from Financial Year 2025-26 to become Operational Carbon Net Zero (Scope 1 and Scope 2) and Water Positive by Financial Year 2029-30. The Company has invested significantly in renewable energy and continues to foster a greener environment for the future. During the reporting period, the Company had sourced 2.03 crore units (kWh) of renewable energy for our manufacturing factories and Corporate office. From Financial Year 2025-26, the Company will focus on 50% reduction and recycling of plastics by Financial Year 2029-30. On the social side, the Company will continue to impact the marginal and vulnerable communities significantly through CSR initiatives in addition to focus on the Planet through the beyond the fence initiatives such as waterbody rejuvenation and afforestation. A strong emphasis is being placed on safety and inclusion and the Company will strive to set national benchmarks in these areas. The Company will also continue with building the 4P (People, Process, Planet and Place) program across the Company and anchor partner responsibility as a key thrust area. On the Governance perspective, the Company will continue to be a flagbearer of strong Ethics and Corporate Governance. Program on Ethics in the Company has been crafted on the lines of the Tata Code of Conduct (TCoC) and has an independent oversight by the Board Ethics Committee.								
Governance, leadership and oversight									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. C K Venkataraman Designation: Managing Director DIN: 05228157								
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 essence of the principles is reviewed in Board committees such as Board CSR & Sustainability Committee and Board Ethics Committee.  The Committee details are hereunder:  <b>Board CSR &amp; Sustainability Committee</b>  1) Mr. Anil Chaudhry (Chairman) – DIN: 03213517  2) Dr. Mohanasankar Sivaprakasam – DIN: 08497296  3) Mr. Sandeep Nanduri – DIN: 07511216  4) Mr. C K Venkataraman (Managing Director) – DIN: 05228157								

**Board Ethics Committee**

- 1) Mr. Anil Chaudhry (Chairman) – DIN: 03213517
- 2) Mr. Ashwani Puri – DIN: 00160662
- 3) Ms. Mariam Pallavi Baldev – DIN: 09281201
- 4) Mr. C K Venkataraman (Managing Director) – DIN: 05228157

**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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Y	N	Y	N	Y	N	N	Y	N	Q	NA	H	NA	H	NA	NA	Q	NA
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	Q	Q	Q	Q	Q	Q	Q	Q

<b>11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</b>	<b>P 1</b>	<b>P 2</b>	<b>P 3</b>	<b>P 4</b>	<b>P 5</b>	<b>P 6</b>	<b>P 7</b>	<b>P 8</b>	<b>P 9</b>
	N	N	N	N	N	N	N	N	N

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
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)	-	Yes	-	-	-	Yes	Yes	-	Yes
Any other reason (please specify)	Not Applicable								

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised 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 the respective category covered by awareness programmes
Board of Directors	0	During the year, the Board and KMPs engaged in multiple Business plan and review presentations and various updates pertaining to business strategy of various Divisions covering Principles 3 & 9	0%
Key Managerial Personnel*	0		0%
Employees other than BoD and KMPs	12**	P1 – Tata Code of Conduct, Ethics, POSH and DEI related awareness emailers	100%
Workers	12**	P1 – Tata Code of Conduct, Ethics, POSH and DEI related awareness emailers	100%

\* KMP also includes the Managing Director who is also part of the BoD.

\*\* During the year, all employees and workers have undergone 11 trainings on ethics and 1 training on POSH.

#### 2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil	Nil	0	-	-
Settlement	Nil	Nil	0	-	-
Compounding fee	Nil	Nil	0	-	-

### Non-Monetary

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

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
Not applicable	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, the Company has incorporated the requirements of anti-corruption & anti-bribery as a part of the Governing Policies on Ethical Conduct (within the Policy of Gifting), and the same can be accessed at: Governing Policies\_01-Dec-2022.pdf ([titancompany.in](https://www.titancompany.in)); [https://www.titancompany.in/sites/default/files/2023-08/TCOC\\_Booklet\\_Cover\\_P001\\_P036%20Final.pdf](https://www.titancompany.in/sites/default/files/2023-08/TCOC_Booklet_Cover_P001_P036%20Final.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:

	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	Financial Year 2024-25 (Current Financial Year)		Financial Year 2023-24 (Previous Financial Year)	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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:

	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Number of days of accounts payables	55	56

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	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses* as % of total purchases	55.98%	52.96%
	b. Number of trading houses where purchases are made from	754	1,057
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	89.93%	87.39%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	28.65%	30.36%
	b. Number of dealers/distributors to whom sales are made	855	548
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	16.56%	23.74%
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	0.37%	0.36%
	b. Sales (Sales to related parties/Total Sales)	2.32%	1.77%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	53.23%	23.25%
	d. Investments (Investments in related parties/ Total Investments made)	74.71%	72.24%

\*The Company defines Trading Houses as vendors (both domestic & international) who only buy and sell products without any value addition to that product.

### 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 such partners) under the awareness programmes
1	P1 – Tata Code of Conduct, Ethics, POSH and DEI related awareness emailers	100%

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. The Company has a process to manage the conflict of interest involving Board Members. As per the requirements of the Companies Act, 2013, the disclosure of interest is required to be given by the Directors in prescribed Form MBP-1 which is brought to the attention at a Board Meeting and taken on record. Further, any transaction in which a Director is interested is brought to the attention of the Board and the interested Director (if any) does not participate in that discussion. Additionally, the entity has a policy on conflict of interest. Refer the link below: Governing Policies\_01-Dec-2022.pdf ([titancompany.in](https://www.titancompany.in)); [https://www.titancompany.in/sites/default/files/2023-08/TCOC\\_Booklet\\_Cover\\_P001\\_P036%20Final.pdf](https://www.titancompany.in/sites/default/files/2023-08/TCOC_Booklet_Cover_P001_P036%20Final.pdf).

## 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.**

	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	Not being tracked as per BRSR requirement.
Capex	-	-	

2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**  
Yes. The Company has a sustainable sourcing policy for its Jewellery Division which is available on the Company's internal portal.  
  
**b. If yes, what percentage of inputs were sourced sustainably?**  
56% of sourcing in the Jewellery Division. This represents the % of gold purchased only from banks, who source from London Bullion Market Association (LBMA) accredited refineries.
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.**  
Currently there is no process in place for safe reclamation of our products at the end of life. The Company is in the process of developing the procedures for safely reclaiming products including packaging at the end of life.
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, EPR regulations for plastics used in packaging, e-waste and batteries is applicable for the Company.

The Company has secured EPR registration and adheres to the applicable guidelines. As per the Plastic Waste Management (PWM) Rules, Rule No. 9, published in the Gazette of India on 14<sup>th</sup> March 2014 (CG-DL-E-15032024-253031), submission of waste collection plans to Pollution Control Boards (PCBs) is not mandatory if EPR obligations are met by the brand owner.

Currently, we are in the process of aligning our waste collection plan with EPR guidelines across our stores and operations. To ensure compliance:

- The Company engages with Plastic Waste Processors (PWPs) and aggregators to collect an equivalent amount of plastic packaging waste from the market on behalf of the Company and get credits points for the same.
- A similar process is followed for e-waste and battery EPR, where the Company purchases credits and take responsibility for waste collection and processing.

These initiatives reinforce the Company's commitment to responsible waste management and compliance with EPR Regulations.

## Leadership Indicators

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

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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The Company has not carried out a formal Life Cycle Assessment for its products.

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 the risk/concern	Action Taken
-	-	-

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

Indicate input material	Recycled or re-used input material to total material	
	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Gold	30.02%	31.97%
Silver	25.06%	13.72%
Brass	75.05%	77.89%

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:

	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24* Previous Financial Year		
	Re-Used in MT	Recycled in MT	Safely Disposed in MT	Re-Used in MT	Recycled in MT	Safely Disposed in MT
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste (Other than Plastic)	0	0	0	0	0	0
Other Non-hazardous waste - Paper, Wood, etc.	0	0	0	0	0	0

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastic Packaging	0



### 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 (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	5,608	5,608	100%	5,608	100%	-	-	5,608	100%	5,608	100%
Female	1,951	1,951	100%	1,951	100%	1,951	100%	-	-	1,951	100%
Total	7,559	7,559	100%	7,559	100%	1,951	26%	5,608	74%	7,559	100%
Other than Permanent employees											
Male	103	103	100%	103	100%	-	-	-	-	-	-
Female	45	45	100%	45	100%	45	100%	-	-	45	100%
Total	148	148	100%	148	100%	45	30%	-	-	45	30%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	753	753	100%	753	100%	-	-	753	100%	-	-
Female	731	731	100%	731	100%	731	100%	-	-	731	100%
Total	1,484	1,484	100%	1,484	100%	731	49%	753	51%	731	49%
Other than Permanent workers <sup>#</sup>											
Male	1484	0	0%	0	0%	-	-	0	0%	-	-
Female	8649	0	0%	0	0%	0	0%	-	-	0	0%
Total	10133	0	0%	0	0%	0	0%	0	0%	0	0%

<sup>#</sup> No wellbeing measures are extended to other than permanent workers.

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

	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year) <sup>##</sup>
Cost incurred on wellbeing measures as a % of total revenue of the Company <sup>#</sup>	0.09%	0.09%

<sup>#</sup> No wellbeing measures are extended to other than permanent workers.

<sup>##</sup> The spend on wellbeing in Financial Year 2023-24 was calculated excluding the actual salary/wages during maternity/paternity leave. As per SEBI recommended BRSR-CORE REPORTING STANDARD, dated 20<sup>th</sup> December 2024, the methodology for calculating the spend on wellbeing for Financial Year 2024-25 has been revised. For comparability with Financial Year 2024-25 disclosure, the corresponding value for Financial Year 2023-24 has been recalculated including the actual salary paid during maternity/paternity leave.

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

Benefits	2024-25			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%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	0.20%*	0%	Y	0.96%	0%	Y
Other please specify	-	-	-	-	-	-

\*Decrease from Financial Year 2023-24 is due to the inclusion of Other than Permanent employee and Other than Permanent workers

## 3. Accessibility of workplaces

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

Yes.

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

Yes. <https://www.titancompany.in/sites/default/files/2024-03/equal-opportunity-and-anti-discriminatory-policy.pdf>

## 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	100%	100%	100%	100%
Female	95.19%	95.19%	100%	100%
<b>Total</b>	<b>97.98%</b>	<b>97.98%</b>	<b>100%</b>	<b>100%</b>

\*In Financial Year 2023-24, the disclosures exclude other than permanent workers.

## 6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Current mechanism includes standing orders for factories, regular surveys, management interactions etc. to collect personnel feedback, where employees can express any grievances. A structured mechanism to capture the data is yet to be established.
Other than Permanent Workers	-

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes. Current mechanism includes standing orders for factories, regular surveys, management interactions etc. to collect personnel feedback, where employees can express any grievances. A structured mechanism to capture the data is yet to be established.
Other than Permanent Employees	-

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

Category	Current Financial Year 2024-25			Previous Financial Year 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B) <sup>#</sup>	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D) <sup>#</sup>	%(D/C)
<b>Total Permanent Employees</b>	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-
<b>Total Permanent Workers</b>	1,483	1483	100%	1,497	1,497	100%
- Male	752	752	100%	760	760	100%
- Female	731	731	100%	737	737	100%

<sup>#</sup>Employee forums (not unions) are present in Roorkee & Pantnagar factories.

## 8. Details of training given to employees and workers:

Category	Financial Year 2024-25* Current Financial Year					Financial Year 2023-24** Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	5,711	5,711	100%	4,267	74.72%	5,387	5,387	100%	3,485	64.69%
Female	1,996	1,996	100%	1,731	86.72%	1,796	1,796	100%	1,452	80.85%
Total	7,707	7,707	100%	5,998	77.83%	7,183	7,183	100%	4,937	68.73%
Workers										
Male	8,624	8,624	100%	8,624	100%	760	760	100%	760	100%
Female	3,200	3,200	100%	3,200	100%	737	737	100%	737	100%
Total	11,824	11,824	100%	11,824	100%	1,497	1,497	100%	1,497	100%

\*In Financial Year 2024-25, the numbers exclude other than permanent workers (contract workforce).

\*\*In Financial Year 2023-24, the numbers exclude other than permanent employees and other than permanent workers (contract workforce).

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

Category	Financial Year 2024-25* Current Financial Year			Financial Year 2023-24** Previous Financial Year		
	Total (A)	No. (B) #	% (B/A)	Total (C)	No. (D) #	% (D/C)
<b>Employees</b>						
Male	5,608	5,237	93.38%	5,387	5,037	93.50%
Female	1,951	1,833	92.95%	1,796	1,645	91.59%
<b>Total</b>	<b>7,559</b>	<b>7,070</b>	<b>93.53%</b>	<b>7,183</b>	<b>6,682</b>	<b>93.03%</b>
<b>Workers</b>						
Male	753	753	100%	760	760	100%
Female	731	731	100%	737	737	100%
<b>Total</b>	<b>1,486</b>	<b>1,486</b>	<b>100%</b>	<b>1,497</b>	<b>1,497</b>	<b>100%</b>

\*Only employees and workers joined before 31<sup>st</sup> October of the financial year are eligible for performance and career development review.

\*In Financial Year 2024-25, the numbers exclude other than permanent workers (contract workforce).

\*\*In Financial Year 2023-24, the numbers exclude other than permanent employees and other than permanent workers (contract workforce).

**10. Health and safety management system:**

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

Yes, the Company has implemented an OHS system, aligned with ISO 45001 standard. This covers all manufacturing units as well as non-manufacturing units, including retail stores, corporate office, regional offices, sourcing/sorting offices and area offices.

**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 Company has various proactive practices in place for capturing hazards and assessing corresponding risks. The Company has a structured approach to identifying work-related hazards and assessing risks for both routine and non-routine activities.

- i All hazards and risks associated with existing routine and non-routine activities are documented in the HIRA register. This register is periodically reviewed and updated in line with new changes and improvements.
- ii The Company has implemented systems such as Safety Alerts Mechanism to notify personnel about potential risks and the same is constantly followed up for closure. Additionally, Plant Safety Inspection Rounds (PSIR) are conducted by safety professionals at regular intervals to identify and report safety-related hazards, which are then recorded and updated in the risk register.
- iii A strong Work Permit and Event Permit System is in place to specifically address hazards and risks associated with non-routine tasks.
- iv To proactively address OSH risks arising from evolving changes, a comprehensive Change Management System is implemented. Every change is flagged, reviewed, validated for control measures, and approved, ensuring risks and hazards are mitigated at the initial design stage.

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

Yes, the Company has a "Safety Alert system" in place for reporting work-related hazards. The safety alert card system is designed to capture near misses, unsafe acts, and unsafe conditions. Individuals witnessing such observations can report them through physical channels or online platforms or the mobile app called "Suraksha App". Corrective and Preventive Actions (CAPA) are developed for all alerts and will be prioritised and addressed in a phased manner.

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

Yes, the Company provides employees and workers with access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	Financial Year 2024-25 Current Financial Year ##	Financial Year 2023-24 Previous Financial Year ###
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.024 <sup>#</sup>	0.062 <sup>#</sup>
	Workers		
Total recordable work-related injuries	Employees	4	7
	Workers	12	9
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

<sup>#</sup> LTIFR is tracked as a combined number for the permanent and other than permanent employees and workers, including contract labour.

<sup>##</sup>In Financial Year 2024-25, the disclosures exclude other than permanent workers (contract workforce).

<sup>###</sup>In Financial Year 2023-24, the disclosures exclude other than permanent employees and other than permanent workers (contract workforce).

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

The Company is committed to ensuring that "Every person goes home safe and healthy every day." The Company's vision is to be recognised as the safest and healthiest organisation by all its stakeholders. The Company extends its safety engagement programs to the families of its employees, believing that safety awareness begins at home and influences workplace culture.

The Company's safety strategy is built around four key pillars: Leadership, a Systematic Approach, an Active OHS Culture, and Safe Workplaces & Equipment.

**A. Leadership Commitment**

The Company follows a top-down approach, ensuring that safety is driven from senior management to every level of the organisation.

- Senior Management Communication: Regular safety messages are shared through video messages, emails, and prominent workplace displays.
- Safety in Meetings: Every meeting begins with a safety note or briefing.
- Performance Reviews & Walkthroughs: OHS performance is reviewed at both unit and corporate levels, with senior management conducting regular safety walkthroughs.

## B. Systematic Risk-Based Approach

The Company takes a proactive, risk-centric approach to safety, anticipating and identifying potential risks in advance and implementing effective control measures.

Some of the Key initiatives include:

- i Risk-Based Approach: Safety risks across the Company are quantified, prioritised, and addressed proactively. Each ISCM unit focuses on the top three identified risks, with dedicated action plans for mitigation.
- ii Project Suraksha – Retail Stores: The Company ensures that all retail stores are designed with safety in mind, conducting deep-dive safety assessments to maintain compliance with safety and health standards.

## C. Strengthening Occupational Safety and Health (OSH) Culture

The Company continuously work towards building a strong safety culture among employees and stakeholders. Some of the key initiatives include:

- i Dare to Care Initiative: A Company-wide campaign empowering employees to take responsibility for safety, with eight key responsibilities focused on eliminating unsafe behaviours. This initiative ensures that anyone can report safety violations and Stop the Work without hesitation.
- ii The Company conducts regular and specialised safety training, including: Emergency Preparedness and Response, Life-Saving Skills, Behaviour-Based Safety (Dare to Care), Defensive Driving and Road Safety, Technical Safety Training, Domestic Safety Awareness, Ergonomics and Material Handling Safety.
- iii Engagement Programs: Safety campaigns such as Dare to Care, Fire Prevention, and Road Safety are conducted through online and offline sessions, promoting awareness across employees, family members, and stakeholders.
- iv Rewards & Recognition: Employees demonstrating strong safety commitment are recognised through awards and rewards, encouraging active participation in safety initiatives.

## D) Safe Workplaces and Equipment

- i The Company follows a risk-based approach to workplace safety, where risks are identified, quantified, and prioritised for effective mitigation. Various initiatives and safety systems have been implemented to ensure a secure and well-equipped working environment. To minimise workplace hazards, comprehensive risk assessments are carried out by subject matter experts, focusing on machine-related hazards, electrical risks, work at height safety, and fire prevention measures. Contractor safety is reinforced through a structured Work Permit System, capability-building programs, contractor scoring, and equipment check mechanisms to ensure compliance with OSH standards.
- ii Emergency preparedness and response have been strengthened in alignment with anticipated risks. Stakeholders undergo training on response procedures, and emergency drills are conducted both at a localised level and on a mass scale to evaluate the effectiveness of the existing system and make necessary improvements.
- iii Ensuring the integrity of critical machines remains a priority. third party subject matter experts certify machines and related equipment to meet legal requirements, maintaining operational safety and reliability.
- iv Any intervention that introduces potential risk follows a structured Management of Change process, where changes are initiated, reviewed, and approved to incorporate necessary safety control measures at the design stage.
- v Ergonomic assessments are prioritised to identify and mitigate ergonomic hazards, to create a comfortable and safe working environment.

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

	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions Health & Safety	No formal data tracking mechanism in place as per BRSR requirement for monitoring the complaints. However, the conditions are constantly being monitored and specific actions are taken for any adverse feedback by departments and functions responsible.			No formal data tracking mechanism in place as per BRSR requirement for monitoring the complaints. However the conditions are constantly being monitored and specific actions are taken for any adverse feedback by departments and functions responsible.		

### 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% of the Plants and Offices are assessed under the ISO 45001 Audits
Working Conditions	0% However, working conditions are constantly being monitored and specific actions are taken for any adverse feedback by departments & functions responsible. Across all company locations (factories, offices, company stores) third party monitoring of environment (e.g. air quality) is being done.

### 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.

Many corrective actions/initiatives have been undertaken to reduce risks in various processes, such as installing edge protection and fall protection systems at many locations of the Company to address work-at-height hazards. Additionally, modernised equipment and safety-enhanced tools have been introduced for tasks such as gardening, reducing the associated risks related to height and ergonomics.

- Advanced safety systems have been integrated to enhance workplace security. Biometric access control has been implemented for high-risk operations, particularly in material handling equipment and critical areas.
- Five-Tier Safety Systems have been introduced at press machines to create multiple layers of protection.
- Fire safety has been strengthened with Snipper Systems and Aerosol-Based Fire Suppression Systems in high fire-risk areas, enabling early fire detection and automated suppression.
- Furthermore, CCTV-based behaviour monitoring has been deployed in isolated storage areas to identify and address unsafe acts or conditions.
- As part of the Company's commitment to inclusivity, workplace enhancements have been made to support physically challenged employees. Buggies and ramps have been installed to facilitate safe movement within the premises. Their specific needs are also considered during the change management approval process to ensure an accessible and accommodating work environment.
- The Company has a dedicated competent team for compliance management, they periodically review and revisit the compliance requirement whenever there is a change in the existing rules and regulations and whenever new acts/regulations are enacted.

### Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

A) Yes

B) Yes

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's vendor partners in the normal course of business are encouraged to submit the proof of challans (ESI, PF), which are then randomly checked. For some of the emerging businesses, most vendors/suppliers are MSMEs or family run, so statutory dues would not be applicable. The Company advocates for all its value chain partners including vendors, suppliers and franchisees to offer these benefits to their employees.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

No, while there is no formal program, the Company provides need-based counselling sessions and subject to the requirements, engagement on specific projects/assignments across the Company.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	58.5%
Working Conditions	58.5%

*\*56.4% of franchisees (1445 out of 2563 franchisee stores) have been assessed through Project Suraksha and 90.2% of the Key vendors (157 out of 174 vendors) have been assessed through project VeSafe.*

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.

Project Suraksha assessments are conducted at Franchisee Stores, and the GAPS on OSH aspects are notified to the respective Stores.

Project VeSafe - an assessment in line with the Titan Vendor Safety Management is carried out at key vendor locations of Watches, Jewellery, and EyeCare ISCM.



Few of the action points/Initiatives Includes -

#### **At Vendor Locations:**

**Problem:** Ensuring effectiveness in building capabilities related to OHS for Vendor employees – W&W ISCM.

**Action Taken:** A DOJO Centre was established at the Fundamental Skill Building Centre in Hosur, featuring modules on Fire Safety, Electrical Safety, Noise Hazards and Impacts, Manual Material Handling, and Personal Protective Equipment (PPE). All subcontractor employees are now being trained at this DOJO Experience Centre.

**Problem:** Potential risk of electric discharge due to earth faults in electrical systems at vendor sites under Watches & Wearables ISCM, Jew ISCM, and EyeCare ISCM.

**Action Taken:** Four-pole Earth Leakage Relays with appropriate ratings are being installed in a phased manner at main electrical panels. Additionally, Residual Current Circuit Breakers with 30mA earth fault protection and overload protection are being installed at downstream electrical panels.

#### **At Retail Locations:**

1. The Control Measures Evaluation were done through Internal and External audits - The Outcomes/Gaps are horizontally being Deployed across the Regions.
2. A Mandatory Safety Requirement Checklist was developed and is now verified by designers during the store design phase to ensure safety standards are integrated from the earlier Design Stages.
3. Maker & Checker Concepts were now being validated during handovers, to ensure compliance of Safety Non Negotiables.

### **PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**

#### **Essential Indicators**

#### **1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company identifies its stakeholders, which includes customers, value chain partners, communities, regulatory/industry bodies, investors, and employees. The Company conducted its double materiality assessment in Financial Year 2023-24 across the below mentioned stakeholder groups through a third-party study. However, efforts are made to continuously identify additional key stakeholders or even update their nature of engagements.

#### **2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

Stakeholder Group	Whether identified as Vulnerable & Marginalised groups (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice board, Website other	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Social media/E- commerce websites and respective Brand Apps, E-mail Communications, Text/WhatsApp messages	Need based	Product launch, opinion seeking, including complaints or grievances if any
Investors and Shareholders	No	Annual General Meetings, Annual Reports, Quarterly update/Financial Results and Investor Presentations. E-mail communications, Company/ Stock Exchange websites. Complaints and grievance mechanism of SEBI/Stock Exchanges and the Company	Quarterly, Annually and need based	Keeping communication channels open with analysts and investor community helps to connect them with the Company

Stakeholder Group	Whether identified as Vulnerable & Marginalised groups (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
Value chain Partner	Yes*	Supplier/Vendor meetings/ Franchisee meetings/cascades and structured reviews	Annually	Engagement on performance and plans, Tata Code of Conduct (TCoC), partner expectation and feedback
Employees	No	Tell Me Survey, Open House by Senior Management/Face to face Ethics cascade sessions, MD's quarterly cascades, Feedback through GPTW survey among others	Annually/Quarterly	Employee Feedback and Managing Director/Senior Management response among others
Government and Regulatory Authorities	No	E-mails/In-person scheduled meetings	Ongoing	To maintain regular engagement, communications and advocacy with Regulatory Authorities, to understand and brief on matters pertaining to regulatory changes from time to time, and make representations if any directly or through Industry bodies
Communities	Yes	Through CSR projects initiatives** and meetings and through e-mail communications, directly and through NGO partners	Ongoing	Touching the lives of people for their overall wellbeing including Capacity Building and local area development in order to improve the livelihoods of the communities.

\*Value chain partners identified as vulnerable group are women self-help groups (MEADOWS), Karigars, weaving community.

\*\*In the Communities category some of the CSR programmes include Tribals, people belonging to Affirmative Action category etc.

### Leadership Indicators

#### 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company ensures transparent communication and access to relevant information about its decisions that impact relevant stakeholders, keeping in mind the need to protect confidential competitive plans and information. Engagement with stakeholders is a continuous process which are driven by the senior management, coordinated by the corporate sustainability team and site level management representatives. The inputs from stakeholders are provided by the senior management to the CSR and Sustainability Committee and Stakeholders Relationship Committee, which is responsible to prioritise and place these feedback to the Board.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes. The Company has a structured methodology for stakeholder consultation. It is done by involving multiple approaches such as:

1. Internally each department reviews the environment aspect and impact of the activities carried out. Significant negative impact is identified and actions are taken.
2. The management identifies significant environment issues and addresses them through Sustainability Mission programs.
3. The Company has a framework to capture the interested party concern. The public or any interested parties can record their concern through the complaint register provided at the main entrance office. Any such complaints received will be reviewed by the plant environment head in charge and action taken to address the concern.

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

- a) The Company has a well-defined engagement with vulnerable or marginalised stakeholder groups. The women self-help groups (MEADOWS) that has been in existence for over three decades and that support the Company's operations is a classic example of working with underprivileged women. The Karigar Centre/Park for Jewellery and Weavershala for the saree vendors are also examples of well-established approaches to support the vulnerable and under supported/served sectors. There are regular and structured interactions by the management to understand their needs and expectations and address concerns if any.
- b) The Company has embedded inclusion as an important part of its CSR policy. All the programs are directed towards marginalised community be it people from Affirmative Action (AA), underprivileged girl child for education or the underprivileged youth and endangered arts and crafts communities where skilling is imparted. Apart from this, the Company has also embedded Persons with Disabilities (PwD) as part of the CSR/AA engagements across the country. These are well-defined programs and can be classified as one of best-in-class policy of inclusion. The Corporate Sustainability (CS) function has created a well-defined monitoring a process, which includes having reviews with the partners and community visits to ensure the needs and grievances if any are addressed appropriately.

**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	2024-25			2023-24*		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	7,559	7,559	100%	7,183	7,183	100%
Other than permanent	148	148	100%	-	-	-
<b>Total Employees</b>	<b>7,707</b>	<b>7,707</b>	<b>100%</b>	<b>7,183</b>	<b>7,183</b>	<b>100%</b>
<b>Workers</b>						
Permanent	1,484	1,484	100%	1,497	1,497	100%
Other than permanent	8,649	8,649	100%	-	-	-
<b>Total Workers</b>	<b>10,133</b>	<b>10,133</b>	<b>100%</b>	<b>1,497</b>	<b>1,497</b>	<b>100%</b>

\*In Financial Year 2023-24, the numbers exclude other than permanent employees and other than permanent workers (contract workforce).

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

Category	2024-25					2023-24*				
	Total (A)	Equal to Minimum wage		More than minimum wage		Total (D)	Equal to Minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	5,608	-	-	5,608	100%	5,387	-	-	5,387	100%
Female	1,951	-	-	1,951	100%	1,796	-	-	1,796	100%
Others	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	103	-	-	103	100%	-	-	-	-	-
Female	45	-	-	45	100%	-	-	-	-	-
Others	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	753	-	-	753	100%	760	-	-	760	100%
Female	731	-	-	731	100%	737	-	-	737	100%
Others	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	6,437	-	-	6,437	100%	-	-	-	-	-
Female	2,212	-	-	2,212	100%	-	-	-	-	-
Others	-	-	-	-	-	-	-	-	-	-

\*In Financial Year 2023-24, the numbers exclude other than permanent employees and other than permanent workers (contract workforce).

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)	10	85,00,000	2	60,00,000
Key Managerial Personnel*	3	3,18,05,074	0	-
Employees other than BoD and KMP#	5605	9,82,648	1951	8,15,153
Workers #	753	<b>16,57,324</b>	731	<b>9,44,129</b>

\*KMP also includes the Managing Director who is also part of the BoD.

#The above number excludes other than permanent employees and other than permanent workers.

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

	Financial Year 2024-25* (Current Financial Year)	Financial Year 2023-24* (Previous Financial Year)
Gross wages paid to females as % of total wages	23.64%	22.78%

\* The disclosure excludes other than permanent employees and other than permanent workers (contract workforce).

**4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes

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

The grievances related to human rights issues, if any, are addressed according to the Company's TCoC policy. The policy is available at the Company's website at [https://www.titancompany.in/sites/default/files/2023-08/TCOC\\_Booklet\\_Cover\\_P001\\_P036%20Final.pdf](https://www.titancompany.in/sites/default/files/2023-08/TCOC_Booklet_Cover_P001_P036%20Final.pdf)

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

	Financial Year 2024-25 Current Financial Year			Financial Year 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	11 <sup>##</sup>	5 <sup>**</sup>		7 <sup>#</sup>	Nil <sup>*</sup>	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced	-	-	-	-	-	-
Labour/Involuntary	-	-	-	-	-	-
Labour	-	-	-	-	-	-
Wages						
Other human righted related issues						

<sup>\*</sup> While 17 complaints were received, 6 complaints were not upheld as that of POSH. Of the remaining 11, the Company is the respondent for 7 complaints while contract agencies are the respondents for the remaining 4 complaints 1 pending resolution is with the contract agency.

<sup>##</sup> While 16 complaints were received, 3 complaints were not upheld as that of POSH. Of the remaining 13, the Company is the respondent for 11 complaints while contract agencies are the respondents for the remaining 2 complaints combine the next sentence.

<sup>\*\*</sup> 5 pending resolution is with the Company as the respondent.

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

	Financial Year 2024-25 Current Financial Year	Financial Year 2023-24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	11 <sup>##</sup>	7 <sup>#</sup>
Complaints on POSH as a % of female employees/workers	0.16%	0.28%*
Complaints on POSH upheld	6	7

<sup>#</sup> While 17 complaints were received, 6 complaints were not upheld as that of POSH. Of the remaining 11, Titan is the respondent for 7 complaints while contract agencies are the respondents for the remaining 4 complaints.

<sup>##</sup> While 16 complaints were received, 3 complaints were not upheld as that of POSH. Of the remaining 13, the Company is the respondent for 11 complaints while contract agencies are the respondents for the remaining 2 complaints. 5 pending resolution is with the Company as the respondent.

\*The percentage of POSH cases for Financial Year 2023-24 was calculated based on number of female employees and workers (permanent and other than permanent) as of 31<sup>st</sup> March 2024. As per SEBI recommended BRSR-CORE REPORTING STANDARD, dated 20<sup>th</sup> December 2024, the methodology for calculating the denominator for Financial Year 2024-25 has been revised. For comparability with Financial Year 2024-25 disclosure, the corresponding value for Financial Year 2023-24 has been recalculated considering average number of female employees and workers (permanent and other than permanent).

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

The Company has developed and implemented a well-defined and documented consequence management process, including support to the complainant and respondents wherever principles of natural justice are involved. This includes careful selection of POSH committee members trained to deal with unlikely situations should it arise, and a well-trained set of Internal committee members. Decisions are jointly taken with Ethics and HR team members, keeping the principles of people-centricity in mind.

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

Yes, it is covered under the TCoC which is referred in the business agreements and contracts.

**10. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Child labour	0%
Forced/involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%
Others – please specify	-

\*While formal assessments have not been done, compliance across the Company is ensured with the necessary filings with the concerned regulatory authorities.

**11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above.**

Not Applicable.

**Leadership Indicators**

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

Adherence to Human Rights principles is a critical aspect of Tata Code of Conduct which is an integral part of Titan's evaluation process to identify vendors and associates, along with managing internal and external human resources of all categories. The processes are frequently updated, to ensure the Company's adherence to all statutory requirements. The 4P program (people, process, place and planet) is the Company's initiative for its Jewellery vendors. A policy on Equal Opportunity and Anti-Discrimination is also in place.

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

Not formally conducted. However, these are embedded in the TCoC which are communicated to all stakeholders.

**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, across many locations especially factories and the corporate office, the Company has taken several steps to ensure that accessibility requirements are taken care of. These include provision of handrails, ramps, elevators, etc.

**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	-

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

Not Applicable.

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

**Essential Indicators**

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

Parameter	UoM	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	66,223	55,783
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	6,935	6,154
<b>Total energy consumed from renewable sources (A+B+C)</b>	GJ	73,158	61,937

Parameter	UoM	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	1,30,360	1,14,605
Total fuel consumption (E)	GJ	34,681	33,342
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non- renewable sources (D+E+F)	GJ	1,65,041	1,47,947
Total energy consumed (A+B+C+D+E+F)	GJ	2,38,199	2,09,884
Energy intensity per rupee of turnover ( <i>Total energy consumed/Revenue from operations</i> )	GJ/crore ₹	4.34	4.45
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ( <i>Total energy consumed/Revenue from operations adjusted for PPP</i> )	GJ/crore ₹	1.06 <sup>#</sup>	1.10 <sup>##</sup>
Energy intensity in terms of physical output	-	-	-
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. **Yes, KPMG Assurance and Consulting Services LLP (for Financial Year 2024-25).**

<sup>#</sup><https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD> IMF PPP factor (20.66) as on 31<sup>st</sup> March 2025 has been used for calculation of intensity with respect to revenue adjusted PPP for Financial Year 2024-25.

<sup>##</sup>The intensity with respect to revenue adjusted PPP for Financial Year 2023-24 was calculated based on <https://data.worldbank.org/indicator/PA.NUS.PPP> World Bank PPP factor (20.88) as on 31<sup>st</sup> March 2024. As per SEBI recommended BRSR-CORE REPORTING STANDARD dated 20<sup>th</sup> December 2024, the methodology for calculating intensity for Financial Year 2024-25 has been revised. For comparability with Financial Year 2024-25 disclosure, the corresponding value for Financial Year 2023-24 has been recalculated based on <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD> IMF PPP factor (20.43) as on 31<sup>st</sup> March 2025.

2. **Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

No, none of the facilities have been 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	Units	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>			
(i) Surface water	Kilolitres	5,897	3,280
(ii) Groundwater	Kilolitres	75,574	1,23,351
(iii) Third party water <sup>#</sup>	Kilolitres	2,30,374	1,63,047
(iv) Seawater/desalinated water	Kilolitres	0	0
(v) Others	Kilolitres	430	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	Kilolitres	3,12,276	2,89,677



Parameter	Units	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Total volume of water consumption (in kilolitres)</b>	Kilolitres	3,00,118	2,76,790
<b>Water intensity per rupee of turnover</b> ( <i>Total water consumption/Revenue from operations</i> )	KL/crore ₹	5.47	5.87
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/Revenue from operations adjusted for PPP)	KL/crore ₹	1.33 <sup>##</sup>	1.45 <sup>###</sup>
<b>Water intensity in terms of physical output</b>	-	-	-
<b>Water intensity</b> (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. **Yes, KPMG Assurance and Consulting Services LLP (for Financial Year 2024-25).**

<sup>#</sup> Purchased water from third-party supplier.

<sup>##</sup> <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD> IMF PPP factor (20.66) as on 31<sup>st</sup> March 2025 has been used for calculation of intensity with respect to revenue adjusted PPP for Financial Year 2024-25.

<sup>###</sup> The intensity with respect to revenue adjusted PPP for Financial Year 2023-24 was calculated based on <https://data.worldbank.org/indicator/PA.NUS.PPP> World Bank PPP factor (20.88) as on 31<sup>st</sup> March 2024. As per SEBI recommended BRSR-CORE REPORTING STANDARD dated 20<sup>th</sup> December 2024, the methodology for calculating intensity for Financial Year 2024-25 has been revised. For comparability with Financial Year 2024-25 disclosure, the corresponding value for Financial Year 2023-24 has been recalculated based on <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD> IMF PPP factor (20.43) as on 31<sup>st</sup> March 2025.

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

Parameter	Units	Financial Year 2024-25	Financial Year 2023-24
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water			
- No treatment	Kilolitres	577	0
- With treatment - please specify level of treatment	Kilolitres	0	0
(ii) To Groundwater			
- No treatment	Kilolitres	0	0
- With treatment - please specify level of treatment	Kilolitres	0	0
(iii) To Seawater			
- No treatment	Kilolitres	0	0
- With treatment - please specify level of treatment	Kilolitres	0	0
(iv) Sent to third-parties			
- No treatment	Kilolitres	0	0
- With treatment - please specify level of treatment	Kilolitres	0	0
(v) Others			
- No treatment	Kilolitres	11,581*	12,887*
- With treatment - please specify level of treatment	Kilolitres	0.00	0
<b>Total water discharged (in kilolitres)</b>	<b>Kilolitres</b>	<b>12,158*</b>	<b>12,887*</b>

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **Yes, KPMG Assurance and Consulting Services LLP (for Financial Year 2024-25).**

\*From the total **raw fresh water** received at the Jewellery Factory in Hosur, a part is directly supplied to Titan Engineering & Automation Ltd.

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

Yes, the Corporate Office and most of the major manufacturing factories have implemented zero liquid discharge system including the Jewellery Hosur and Watches Hosur units.

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

Parameter	Please specify unit	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
NOx	µg/m <sup>3</sup>	196	207
SOx	µg/m <sup>3</sup>	95	82
Particulate matter (PM2.5)	µg/m <sup>3</sup>	340	245
Particulate matter (PM10)	µg/m <sup>3</sup>	854	788
Persistent organic pollutants (POP)	ppm	-	-
Volatile organic compounds (VOC)	ppm	-	-
Hazardous air pollutants (HAP)	mg/m <sup>3</sup>	-	-
<b>Others – please specify</b>			
<b>Carbon Monoxides (as CO)</b>	mg/m <sup>3</sup>	5	12
<b>Ozone (as O3)</b>	µg/m <sup>3</sup>	105	122

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	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	3,952	3,821
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	26,326	22,794
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO <sub>2</sub> e/crore ₹	0.55	0.56
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 operation adjusted for PPP)	tCO <sub>2</sub> e/crore ₹	0.13 #	0.14 ##
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	-	-	-
<b>Total Scope 1 and Scope 2 emission intensity</b> (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. Yes, KPMG Assurance and Consulting Services LLP (for Financial Year 2024-25).

# "https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD" IMF PPP factor (20.66) as on 31<sup>st</sup> March 2025 has been used for calculation of intensity with respect to revenue adjusted PPP for Financial Year 2024-25.

## The intensity with respect to revenue adjusted PPP for Financial Year 2023-24 was calculated based on "https://data.worldbank.org/indicator/PA.NUS.PPP" World Bank PPP factor (20.88) as on 31<sup>st</sup> March 2024. As per SEBI recommended BRSR-CORE REPORTING STANDARD dated 20<sup>th</sup> December 2024, the methodology for calculating intensity for Financial Year 2024-25 has been revised. For comparability with Financial Year 2024-25 disclosure, the corresponding value for Financial Year 2023-24 has been recalculated based on "https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD" IMF PPP factor (20.43) as on 31<sup>st</sup> March 2025.

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

Initiatives were implemented in Financial Year 2024-25:

1. In Jewellery factory at Hosur the Company has newly commissioned a 1MW solar plant in Chengam in mid of 2024 which is expected to reduce to scope 2 emissions from grid electricity.
2. Around 250 sampling planted around Jewellery factory at Hosur in mid of 2024

Some of the on-going initiatives taken in Financial Year 2023-24 to reduce GHG emission are given below:

1. Investment in solar and wind power projects feeding into the manufacturing factories to reduce grid energy.
2. The Company's administration department has initiated use of electric cars as taxis for domestic local travel and prevent the use of diesel-powered cars.
3. The Company encourages its employees to buy electric cars with a subsidy of ₹ 1 lakh to eligible employees

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

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	278	112
E-waste (B)	34	15
Bio-medical waste (C)	25	1
Construction and demolition waste (D)	13	0
Battery waste (E)	12	5
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify if any, (other than plastic) (G)	552	334
Other Non-hazardous waste generated (H). Please specify, if any. - Paper, wood, Cardboard etc (Break-up by composition i.e. by materials relevant to the sector)	2,108	1,734
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>3,022</b>	<b>2,202</b>
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations) MT/crore ₹	0.06	0.05
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP) MT/crore ₹	0.01#	0.01##
Waste intensity in terms of physical output	-	-
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	396	1,332
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>396</b>	<b>1,332</b>

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	7	61
(ii) Landfilling	350	271
(iii) Other disposal operations	2,262	537
<b>Total</b>	<b>2,619</b>	<b>869</b>

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **Yes, KPMG Assurance and Consulting Services LLP (for Financial Year 2024-25).**

*\*"https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD"IMF PPP factor (20.66) as on 31<sup>st</sup> March 2025 has been used for calculation of intensity with respect to revenue adjusted PPP for Financial Year 2024-25.*

*\*\*The intensity with respect to revenue adjusted PPP for Financial Year 2023-24 was calculated based on "https://data.worldbank.org/indicator/PA.NUS.PPP"World Bank PPP factor (20.88) as on 31<sup>st</sup> March 2024. As per SEBI recommended BRSR-CORE REPORTING STANDARD dated 20<sup>th</sup> December 2024, the methodology for calculating intensity for Financial Year 2024-25 has been revised. For comparability with Financial Year 2024-25 disclosure, the corresponding value for Financial Year 2023-24 has been recalculated based on "https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD"IMF PPP factor (20.43) as on 31<sup>st</sup> March 2025.*

**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.**

Pre-determined places are identified for storing, segregation and disposal of both hazardous and non-hazardous wastes appropriately as per regulatory and legal requirements. Wherever possible, wastes are recycled and re-used accordingly. Constant efforts are being taken to use waste materials innovatively, for example the lens waste in factories was used to create paver blocks for the new parking area. A structured process to track waste generation is under design and implementation.

**11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:**

S. No.	Location of operations/offices	Type operations of	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	-	-	The Company's manufacturing facilities are not in ecologically sensitive areas and hence there is no requirement to obtain any additional approvals or clearances.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
None	None	None	None	None	None

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 regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Yes, the Company is compliant with the applicable environmental law/regulations/guidelines in India. No fine/penalty/ action was initiated against the entity under any of the applicable environmental law/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<sup>##</sup>**

Hosur (Tamil Nadu), Chikkaballapur, Corporate Office in Electronics City, Bengaluru (Karnataka), Noida, Pantnagar and Roorkee (Uttarakhand)

**(ii) Nature of operations**

Manufacturing of Watches and Jewellery in Tamil Nadu and Pantnagar, Roorkee and EyeCare products in Chikkaballapur and lens lab in Noida

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

Parameter	Units	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>			
(i) Surface water	Kilo litres	0	0
(ii) Groundwater	Kilo litres	74,856	1,21,648
(iii) Third party water*	Kilo litres	2,30,374	82,459
(iv) Seawater/desalinated water	Kilo litres	0	0
(v) Others	Kilo litres	430	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	Kilo litres	3,05,660	2,04,107
<b>Total volume of water consumption (in kilolitres)</b>	Kilo litres	2,93,955	1,91,220
<b>Water intensity per rupee of turnover</b> (Total water consumed/turnover)	Kilolitres/ crore ₹	5.36	4.06
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity		-	-

Parameter	Units	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i) Into Surface water			
- No treatment	Kilolitres	124	0
- With treatment – please specify level of treatment	Kilolitres	0	0
(ii) Into Groundwater			
- No treatment	Kilolitres	0	0
- With treatment – please specify level of treatment	Kilolitres	0	0
(iii) Into Seawater			
- No treatment	Kilolitres	0	0
- With treatment – please specify level of treatment	Kilolitres	0	0
(iv) Sent to third-parties			
- No treatment	Kilolitres	0	0
- With treatment – please specify level of treatment	Kilolitres	0	0
(v) Others			
- No treatment	Kilolitres	11,581**	12,887**
- With treatment – please specify level of treatment	Kilolitres	0	0
<b>Total water discharged (in kilolitres)</b>	<b>Kilolitres</b>	<b>11,705**</b>	<b>12,887**</b>

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **Yes, KPMG Assurance and Consulting Services LLP (for Financial Year 2024-25).**

\* Purchased water form third party supplier.

\*\*From the total **raw fresh water** received at the Jewellery Factory in Hosur, a part is directly supplied to Titan Engineering & Automation Ltd.

\*\*\*[https://www.wri.org/applications/aqueduct/water-risk-atlas/#/?advanced=false&basemap=hydro&indicator=w\\_awr\\_def\\_tot\\_cat&lat=-14.445396942837744&lng=-142.85354599620152&mapMode=view&month=1&opacity=0.5&ponderation=DEF&predefined=false&projection=absolute&scenario=optimistic&scope=baseline&timeScale=annual&year=baseline&zoom=2](https://www.wri.org/applications/aqueduct/water-risk-atlas/#/?advanced=false&basemap=hydro&indicator=w_awr_def_tot_cat&lat=-14.445396942837744&lng=-142.85354599620152&mapMode=view&month=1&opacity=0.5&ponderation=DEF&predefined=false&projection=absolute&scenario=optimistic&scope=baseline&timeScale=annual&year=baseline&zoom=2)World Resources Institute (WRI) Aqueduct classification of water-stressed areas was used to select the sites to arrive at the data in the table for Financial Year 2024-25 and Financial Year 2023-24. Currently, standalone water withdrawal/consumption is not being tracked for regional offices and stores falling in the water stress region as per WRI.

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

Parameter	Unit	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	While there is no formal mechanism to track this, the Company has been taking several initiatives such as usage of more Electric vehicles for employee commute, shared logistics for ensuring full truck shipments.	
<b>Total Scope 3 emissions per rupee of turnover</b>	tCO <sub>2</sub> /crore		
<b>Total Scope 3 emission intensity</b> (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**

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.	1MW solar plant	In Jewellery Hosur factory the Company has newly commissioned a 1MW solar plant in Chengam in mid of 2024 which is expected to reduce to scope 2 emissions from grid electricity	Positive
2.	Afforestation	Around 250 samplings have been planted around the Jewellery Hosur factory in mid of 2024.	Positive

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

At Titan, the purpose of the Business Continuity Management (BCM) Policy is to establish the intent of Titan's Management towards implementation and maintenance of an effective Business Continuity Management System (BCMS) for all Divisions, Corporate Functions, including the manufacturing sites, warehouses, retail stores, corporate and regional offices. BCM program provides a framework for ensuring resilience and robustness in business operations against various incidents, threats and disasters that can have catastrophic effects on business.

The following objectives have been considered while developing BCM Program at Titan:

- Ensure the safety of people in the event of a crisis
- Minimise the impact of any disruptive event with a structured approach towards crisis management
- Ensure resumption of critical services at a predefined level, within business acceptable timelines by provisioning appropriate resources, to ensure revenue continuity
- Ensure prioritised recovery of customer services to minimise reputational impact
- Protect business-critical enablers from avoidable risks
- Establish & continually improve the framework to aid in effective response and recovery
- Establish a sustainable business continuity governance
- Establish business resilience culture by creating awareness among all the relevant internal/external stakeholders regarding Business Continuity and its relevance to the organisation
- Ensure compliance with the applicable statutory, regulatory, legal, and contractual requirements

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.**

Currently the Company has not identified any significant adverse impacts pertinent to the environment from its value chain. However, awareness on the environmental responsibility is regularly conveyed through value chain partner meets and interactions.

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

While formal tracking is not in place, the Company assesses value chain partners in Watches and Jewellery Divisions for environmental compliances.



**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.**

14

**b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.**

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	CII - Confederation of Indian Industry	National
2	TAGMA - Tool & Gauge Manufacturers Association	National
3	RAI - Retailers Association of India	National
4	FICCI - Federation of Indian Chambers of Commerce & Industry	National
5	GJC (ALL INDIA GEM AND JEWELLERY DOMESTIC COUNCIL)	National
6	GJEPC -Gems & Jewellery Export Promotion Council	National
7	IBJA - India Bullion & Jewellers Association	National
8	Gem & Jewellery Skill Council of India	National
9	GIA - Gemmological Institute of America	International
10	Centre for Nano Science & Engineering - IISC	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
No cases of anti-competitive conduct reported. There is no action taken or underway against the Company.		

**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
-	-	-	-	-	-



## 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
Titan Kanya - Enhancing the quality of girl Child education (upto learning level 5) - IIMPACT	Not Applicable	Not Applicable	Yes	Yes	<a href="https://www.titancompany.in/sustainability">https://www.titancompany.in/sustainability</a>
Educational initiative in Government Girls Inter Colleges - HANS Foundation	Not Applicable	Not Applicable	Yes	Yes	<a href="https://www.titancompany.in/sustainability">https://www.titancompany.in/sustainability</a>
Multi thematic approach (Education) - Kalike	Not Applicable	Not Applicable	Yes	Yes	<a href="https://www.titancompany.in/sustainability">https://www.titancompany.in/sustainability</a>
Multi thematic approach (Education/Livelihoods) - Kalike	Not Applicable	Not Applicable	Yes	Yes	<a href="https://www.titancompany.in/sustainability">https://www.titancompany.in/sustainability</a>
Titan Kanya - Enhancing the quality of girl Child education - KCMET	Not Applicable	Not Applicable	Yes	Yes	<a href="https://www.titancompany.in/sustainability">https://www.titancompany.in/sustainability</a>
Skill development at Titan LeAP skilling Centre (Hub & Spoke Model), Coimbatore - Naandi Foundation	Not Applicable	Not Applicable	Yes	Yes	<a href="https://www.titancompany.in/sustainability">https://www.titancompany.in/sustainability</a>
Skill development at Titan LeAP skilling Centre (Hub & Spoke Model), Chennai - Naandi Foundation	Not Applicable	Not Applicable	Yes	Yes	<a href="https://www.titancompany.in/sustainability">https://www.titancompany.in/sustainability</a>
Employment training for less privileged differently abled youths - Association of People with Disability	Not Applicable	Not Applicable	Yes	Yes	<a href="https://www.titancompany.in/sustainability">https://www.titancompany.in/sustainability</a>

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
Holistic Environmental and Agriculture Development- Watershed programs for livelihood - National Agro Foundation	Not Applicable	Not Applicable	Yes	Yes	<a href="https://www.titancompany.in/sustainability">https://www.titancompany.in/sustainability</a>
Employment and Entrepreneurship Training for Tribals, Youth and Women- Swami Vivekananda Youth Movement (SVYM)	Not Applicable	Not Applicable	Yes	Yes	<a href="https://www.titancompany.in/sustainability">https://www.titancompany.in/sustainability</a>
Design Impact Movement	Not Applicable	Not Applicable	Yes	Yes	<a href="https://www.titancompany.in/sustainability">https://www.titancompany.in/sustainability</a>
Education, scholarship support for Tribal youth and support for Girls Hostel requirements - Swami Vivekananda Youth Movement (SVYM)	Not Applicable	Not Applicable	Yes	Yes	<a href="https://www.titancompany.in/sustainability">https://www.titancompany.in/sustainability</a>
Project Tarasha - an initiative training and facilitating craftpreneurs and craft groups to reach market directly by creating their own micro websites - Industree Foundation	Not Applicable	Not Applicable	Yes	Yes	<a href="https://www.titancompany.in/sustainability">https://www.titancompany.in/sustainability</a>
Happy Eyes- Sankara Eye Hospital	Not Applicable	Not Applicable	Yes	Yes	<a href="https://www.titancompany.in/sustainability">https://www.titancompany.in/sustainability</a>

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
1.	Kerala Flood Relief	Kerala	Wayanad	119	100%	50,00,000
2.	Integrated Village Development Program II	Uttarakhand	Tehri	4,710	100%	3,30,00,000

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

The Company has taken great strides in engaging with the community through the CSR initiatives.

Multi-pronged approach has been used to get in touch with the community during the design of the programs and the implementation of the initiatives under CSR. These approaches also help the team to listen to their grievances, if any. These approaches include:

1. Field visits and direct interactions by the senior management along with the NGO partners
2. Field interactions by project leads as part of monitoring and evaluation
3. Annual partner meet, as and when held

The Company has always encouraged the public community to express their opinions and grievances in the offices and stores of the Company as well as on the website.

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

	Financial Year 2024-25 Current Financial Year	Financial Year 2023-24 Previous Financial Year
Directly sourced from MSME/small producers	7.41%	11.32%
Directly from within India	97.57%	97.59%

### 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	Financial Year 2024-25 Current Financial Year	Financial Year 2023-24 Previous Financial Year
Rural	0%	0%
Semi-Urban	0.15%	0.20%
Urban	35.30%	37.39%
Metropolitan	64.43%	62.21%

(Place to be categorised 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 action taken
-	-

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

S. No.	State	Aspirational District	Amount spent (In ₹)
1.	Sikkim	Soreng	39,20,000
2.	Tamil Nadu	Ramanathapuram	1,03,381
3.	Tamil Nadu	Virudhunagar	1,49,20,000
4.	Uttarakhand	Udham Singh Nagar	3,61,51,494
5.	Uttarakhand	Haridwar	27,54,406
6.	Karnataka	Yadgir	3,09,27,585
7.	Karnataka	Raichur	6,77,000
8.	Rajasthan	Jaisalmer	2,00,000

**3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)**

No. However, from the very inception the Company has worked with marginalised groups, coming from the weaker sections of the society. The MEADOWS self-help group that is in place works across all divisions in terms of certain subcontracting operations and has more than 400 women working with 20 groups. Over the past couple of years, a similar approach is in place for the weaving community through the Weavershalas. Today Weavershalas directly and indirectly impacts over 500 artisans across 14 clusters (with women making up 18%).

**(b) From which marginalised/vulnerable groups do you procure?**

Not applicable

**(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:**

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
-	-	-	-	-

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

Name of authority	Brief of the Case	Corrective action taken
Not applicable	Not applicable	Not applicable

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

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups*
1.	Education	1,54,987	100%
2.	Skill Development	18,088	100%
3.	Indian Heritage, Arts & Crafts	1,009	100%
4.	Design Impact Movement & Design Impact Award	354	100%
5.	Responsible Citizenship	7,55,425	100%
6.	Planet	30,000	100%

*\*Remark- The CSR policy is an inclusive policy that incorporates 3 critical segments, the underprivileged girl child/marginalised women, persons with disabilities and AA(SC/ST, Dalits and Adivasis). In total the Company reached out to over 9 lakh beneficiaries through its CSR programs during the year.*

*Details of the CSR programs can be found in the Annexure II of the Board's Report of this Annual Report.*

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

### Essential Indicators

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

The Company has implemented ISO 9001 across multiple locations which requires organisations to have an effective customer grievance redressal process. If a customer has feedback or a grievance, whether post-purchase or pre-purchase, they will be able to find the customer support e-mail and phone number on the invoice, product label, and website. In addition to the phone number and e-mail address, customers can reach out to us via Live Chat/WhatsApp or through the website or social media channels. This includes the following channels:

1. Digital platforms: The Company's brands engage with customers through the digital platforms such as Live chat, WhatsApp, social media and e-mail, enabling them to share concerns or offer feedback. Brand wise dedicated customer service representatives address their complaints and feedback and work on resolution as per the set process.
2. Inbound and outbound calls: the Brand teams proactively reaches out to the customers via phone calls to address complaints/feedback provided by them.
3. Survey: Regular Net Promoter Score (NPS) surveys are conducted to collect feedback from the customers, a practice consistently implemented across all brands.
4. In-store feedback forms: Customers are provided with feedback forms in the stores, which are handled and addressed by the store team.
5. Process Flow: Upon receiving complaints and feedback through the above-mentioned channels, every engagement is logged into the Company's centralised CRM tool. This is where the resolution and tracking mechanisms begin. Additionally, various external tools and e-mail boxes are all deeply integrated with the CRM tool. This facilitates effective communication with the customers and efficient data keeping and case management.

#### 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 and social parameters relevant to the product	Not applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	Financial Year 2024-25 Current Year		Remarks	Financial Year 2023-24 Previous Financial Year		Remarks
	Received During the Year	Pending resolution at the end of the year		Received During the Year	Pending resolution at the end of the year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	1	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other**	1,21,342	928	-	80,116	741*	-

\*Includes unresolved carry forwards complaints from previous year.

\*\* Refer Question 25 under VII Transparency and Disclosures Compliances, in Section (A).

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

	Number	Reasons for recall
Voluntary recalls	234	RAW by SKINN perfume 100 ml ( <i>manufacturing &amp; expiry dates were swapped</i> )
Forced recalls	-	-

**5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web link to the policy.**

All necessary measures to ensure cyber security including incident and risk management are in place within the Company. Details of the measures are accessible via Company's intranet portal to the employees, stakeholders and partners/associates having access and usage rights to our infrastructure, IT systems and information resources.

However, with regard to data privacy, necessary processes and controls are under development as per the regulatory mandate.

**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.**

Not applicable

**7. Provide the following information relating to data breaches:**

a. Number of instances of data breaches – 0

b. Percentage of data breaches involving personally identifiable information of customers – 0%

c. Impact, if any, of the data breaches – Nil

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

All information on our products and services can be found in their respective websites which found in the given link: <https://www.titancompany.in/our-brands>

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

Below are the steps taken Division wise:

**Jewellery -** During the sales process, the consumer is informed about the general usage and safe storage/handling of the jewellery product(s). jewellery care manual with dos and don'ts/jewellery handling instructions are shared with customers.

**Watches -** In Watches post sales service, in addition to resolving problems in the watch at the service centres, a system is in place to educate customers about safe and responsible usage of the products at the store in the form of customer education posters, customer interaction process to help customer to get the best life from the product. This information is also part of the product e-warranty communication on the brand websites. Customer education on-do's & don'ts for usage of product, water resistance of the product, safe disposal of used batteries etc. are shared with the customers.

**EyeCare -** The customers are provided with information on product usage and maintenance tips through warranty booklet, which is included with each purchase.

**Fragrances-** In every fragrance product direction for use is mentioned as well as a caution message.

**Women's Bags** - Although, bags do not intrinsically require any safety guidance for usage, the brand shares directions for responsible usage for each bag depending on its material type (e.g. leather, felt or canvas) for longevity of use of that product.

**Indian Dresswear -** Saree garments have a product tag with care instructions and ready to wear garments have a wash care instructions label attached to the garment. Plans for auto generated post purchase care instruction messages to the customers are underway.

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

Not Applicable.

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

No. The Company displays all requisite product information on the product as per the applicable laws.



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### Independent Practitioners' Reasonable Assurance Report

To the Directors of Titan Company Limited

#### Assurance report on the sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) Core Format

Assurance report on the sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) Core Format' (called 'Identified Sustainability Information' (ISI) of Titan Company Limited (the 'Company') for the period from 1 April 2024 to 31 March 2025. The ISI is included in the Business Responsibility and Sustainability Reporting of the Company for the period from 1 April 2024 to 31 March 2025.

#### Opinion

We have performed a reasonable assurance engagement on whether the Company's sustainability disclosures in the BRSR Core Format (refer to Annexure 1) for the period from 1 April 2024 to 31 March 2025 have been prepared in accordance with the reporting criteria (refer table below).

Identified Sustainability Information (ISI) subject to assurance	Period subject to assurance	Page number in the Annual Report	Reporting criteria
BRSR Core (refer Annexure 1)	From 1 April 2024 to 31 March 2025	205 to 251	<ul style="list-style-type: none"> <li>- Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR)</li> <li>- Guidance notes for BRSR format issued by SEBI</li> <li>- World Resource Institute (WRI) / World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standards) [as applicable]</li> </ul>

This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and environmental and social professionals.

In our opinion, the company's Identified Sustainability Information on pages 205 to 251 of the Annual Report for the period 1 April 2024 to 31 March 2025, is prepared, in all material respects, in accordance with the Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR) and basis of preparation set out Section A: General Disclosures 13 of the 'Business Responsibility and Sustainability Report' of Annual Report.

<sup>1</sup> Notified by SEBI vide circular number **SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122** dated 12 July 2023





#### **Basis for opinion**

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standards are further described in the “Our responsibilities” section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Other information**

Management and the Board of Directors are responsible for the other information. The other information comprises the information included in the Company’s Annual Report (but does not include the BRSR Core attributes and assurance report thereon). The Company’s Annual Report is expected to be made available to us after the date of this assurance report.

Our reasonable assurance on the BRSR Core attributes does not cover the other information and we are not expressing any form of assurance conclusion thereon.

In connection with our assurance on the BRSR Core attributes, our responsibility is to read the other information identified above when it becomes available, and in doing so, consider whether other information is materially inconsistent with the BRSR Core, or our knowledge obtained in the assurance, or otherwise appears to be materially misstated.

When we read the annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to Those Charged With Governance and describe actions applicable under the applicable laws and regulations.

#### **Intended use or purpose**

The ISI and our reasonable assurance report are intended for users who have reasonable knowledge of the BRSR Core attributes, the reporting criteria and ISI and who have read the information in the ISI with reasonable diligence and understand that the ISI is prepared and assured at appropriate levels of materiality.

Our opinion is not modified in respect of this matter.

#### **Management’s responsibilities for the identified Sustainability Information (ISI)**

The management of the Company acknowledge and understand their responsibility for:

- designing, implementing and maintaining internal controls relevant to the preparation of the ISI that is free from material misstatement, whether due to fraud or error;



- selecting or establishing suitable criteria for preparing the ISI, taking into account applicable laws and regulations, if any, related to reporting on the ISI, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the ISI in accordance with the reporting criteria;
- disclosure of the applicable criteria used for preparation of the ISI in the relevant report/statement;
- preparing/fairly stating/properly calculating the ISI in accordance with the reporting criteria; and
- ensuring the reporting criteria is available for the intended users with relevant explanation;
- establishing targets, goals and other performance measures, and implementing actions to achieve such targets, goals and performance measures;
- responsible for providing the details of the management personnel who takes ownership of the ISI disclosed in the report;
- ensuring compliance with law, regulation or applicable contracts;
- making judgements and estimates that are reasonable in the circumstances;
- identifying and describing any inherent limitations in the measurement or evaluation of information covered by assurance in accordance with the reporting criteria;
- preventing and detecting fraud;
- selecting the content of the ISI, including identifying and engaging with intended users to understand their information needs;
- informing us of other information that will be included with the ISI;
- supervision of other staff involved in the preparation of the ISI.

Those charged with governance are responsible for overseeing the reporting process for the Company's ISI.

#### **Inherent limitations**

The preparation of the company's ISI requires the management to establish or interpret the criteria, make determinations about the relevancy of information to be included, and make estimates and assumptions that affect the reported information.

Measurement of certain amounts and BRSR Core metrics, some of which are estimates, is subject to substantial inherent measurement uncertainty, for example, GHG footprint, water footprint, energy footprint. Obtaining sufficient appropriate evidence to support our opinion does not reduce the uncertainty in the amounts and metrics.

#### **Our responsibilities**

We are responsible for:

- Planning and performing the engagement to obtain reasonable assurance on the sustainability disclosures in the BRSR Core are free from material misstatement, whether due to fraud or error, in accordance with the Reporting Criteria in line with the section above.
- Forming an independent opinion, based on the procedures we have performed and the evidence we have obtained, and
- Reporting our reasonable assurance opinion to Directors of Titan Company Limited.

#### **Summary of the work we performed as the basis for our opinion**

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our reasonable assurance opinion.





The nature, timing, and extent of the procedures selected depended on our judgement, including an assessment of the risks of material misstatement of the information covered by reasonable assurance, whether due to fraud or error. We identified and assessed the risks of material misstatement through understanding the Information covered by reasonable assurance and the engagement circumstances. We also obtained an understanding of the internal control relevant to the information covered by reasonable assurance in order to design procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls. In carrying out our engagement, we:

- assessed the suitability of the criteria used by the company in preparing the reasonable assurance information;
- evaluated the appropriateness of reporting policies, quantification methods and models used in the preparation of the information covered by reasonable assurance and the reasonableness of estimates made by the company; and
- evaluated the overall presentation of the information covered by reasonable assurance.

#### Exclusions

Our assurance scope excludes the following and therefore we will not express an opinion on the same:

- Any form of review of the commercial merits, technical feasibility, accuracy, compliance with applicable legislation for the project, and accordingly we will express no opinion thereon. We will also not be required to verify any of the judgements and commercial risks associated with the project, nor comment upon the possibility of the financial projections being achieved.
- The Company's statements that describe the strategy, progress on goals (other than those listed under the scope of assurance), expression of opinion, claims, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.
- Operations of the Company other than those mentioned in the "Scope of Assurance".
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the ISI.
- Data and information outside the defined reporting period i.e., from 1 April 2024 to 31 March 2025.



**Ravi Kant Thakur**  
Partner

Date: 20 June 2025  
Place: Gurugram



## Annexure – 1

## BRSR Core attributes

BRSR Indicator	Type of Assurance
P6 E1- Details of total energy consumption (in Joules or multiples)	Reasonable
P6 E1- Details of total energy intensity	Reasonable
P6 E3- Details of water withdrawal by source	Reasonable
P6 E3- Details of water consumption	Reasonable
P6 E3- Details of total water consumption intensity	Reasonable
P6 E4- Details of water discharged	Reasonable
P6 E7- Details of greenhouse gas emissions (Scope 1)	Reasonable
P6 E7- Details of greenhouse gas emissions (Scope 2)	Reasonable
P6 E7 - Details of greenhouse gas emissions (Scope 1 and Scope 2) intensity	Reasonable
P6 E9- Details related to waste generated by category of waste	Reasonable
P6 E9- Details of total waste generation intensity	Reasonable
P6 E9 - Details related to waste recovered through recycling, re-using or other recovery operations	Reasonable
P6 E9- Details related to waste disposed by nature of disposal method	Reasonable
P3 E11-Details of safety related incidents including lost time injury frequency rate, recordable work-related injuries, no. of fatalities	Reasonable
P9 E7- Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events	Reasonable
P5 E7- Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees, and complaints upheld	Reasonable
P1 E9 - Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Reasonable
P1 E8 - Number of days of accounts payable	Reasonable
P8 E4 - Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	Reasonable
P8 E5 - Job creation in smaller towns	Reasonable
P3 E1c- Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	Reasonable
P5 E3b- Gross wages paid to females as % of wages paid	Reasonable