



Tamilnadu Petroproducts Limited

Email: secy-legal@tnpetro.com

Phone No. 044-69185588

Secy / 189 / 2025-26

26th August 2025

The General Manager
Listing Department
BSE Limited
Corporate Relations Department
1st Floor, New Trading Ring
Rotunda Building, PJ Towers
Dalal Street, Fort, Mumbai – 400 001
Scrip Code: 500777

The Listing Department
National Stock Exchange of India Ltd
Exchange Plaza, 5th Floor
Plot No: C/1 'C' Block
Bandra – Kurla Complex
Bandra (E)
Mumbai – 400 051
Scrip ID / Symbol: TNPETRO

Dear Sir / Madam,

Sub: Submission of Business Responsibility and Sustainability Report - FY 2024-25

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we submit herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2024-25.

The above will also be available on the website of the Company www.tnpetro.com.

We request you to kindly take the above on record.

Thanking you,
Yours faithfully,
For **Tamilnadu Petroproducts Limited**

Sangeetha Sekar
Company Secretary

Encl.: As above



Regd. Office & Factory :
Manali Express Highway, Manali, Chennai – 600 068, India.
Tel. : (0091) – 44 – 25945500 to 09 Website : www.tnpetro.com
CIN : L23200TN1984PLC010931
TPL GSTIN : 33AAACT1295M126

**ANNEXURE VI TO DIRECTORS' REPORT
BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT
(As at 31st March 2025)**

SECTION A – GENERAL DISCLOSURES

I. Details of the Listed Entity:

1.	Corporate Identity Number (CIN) of the Company	L23200TN1984PLC010931
2.	Name of the Company	Tamilnadu Petroproducts Limited
3.	Year of Incorporation	1984
4.	Registered office address	Manali Express Highway, Manali, Chennai - 600 068
5.	Corporate address	Manali Express Highway, Manali, Chennai - 600 068
6.	E-mail	secy-legal@tnpetro.com
7.	Telephone	044-25945588 / 69185588
8.	Website	www.tnpetro.com
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 8997.15 lakh
12.	Name of contact details of the person who may be contacted in case of any queries on the BRSR Report	Ms. Sangeetha Sekar Company Secretary & Compliance Officer Phone No. 044-69185588 / 29545588 e-mail id : secy-legal@tnpetro.com
13.	Reporting boundary	The disclosures under this report are made on a standalone basis for Tamilnadu Petroproducts Limited
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	

II. Products / Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Processing /Manufacturing of Chemicals and Petro chemicals	Processing/Manufacturing, Sales, Distribution and marketing of Chemical products and Petro chemicals	99.34%

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	Linear Alkyl Benzene	20119	81.11%
2	Caustic Soda/Chlorine	20119	11.70%
3	Propylene Oxide	20119	6.53%

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	3	2	5
International	TPL doesn't have International Operations		

19. Markets served by the entity:

The Company operates in the markets mentioned below:

a. Number of locations

Locations	Number
National (No. of States)	LAB is supplied PAN India from Baddi in North to Tuticorin in South. (13 States)
International (No. of Countries)	The Company had recently commenced the export of LAB. During FY 2024-25, 40 MT of LAB was exported to South Korea. Given that the domestic demand for LAB exceeds India's current production capacity, the primary focus of the Company remains on serving the local market.

**LAB- Linear Alkyl Benzene*

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

0.04%

c. A brief on types of customers

Tamilnadu Petroproducts Limited, manufactures and sells petrochemical and industrial intermediate chemical products in India. It offers linear alkyl benzene, an organic compound used in the manufacture of domestic detergents, institutional, and industrial cleaners under the Superlab® brand. The Company sells Linear Alkyl Benzene (LAB) to detergent manufacturers, Sulphonators in India.

Apart from this, caustic soda is produced and sold for use in textile, pulp and paper, aluminium, and soap and detergent industries; and chlorine, a co-product of caustic soda for use in various sectors, including vinyl chloride, chlorinated paraffin wax, pulp and paper, water purification, chlorinated solvents, propylene oxide etc. Propylene Oxide is used in manufacture of Polyol, Propylene glycol, etc.

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)	399	380	95%	19	5%
2.	Other than Permanent (E)	38	36	95%	2	5%
3.	Total employees (D + E)	437	416	95%	21	5%
WORKERS						
4.	Permanent (F)	0	0	-	0	-
5.	Other than Permanent (G)	723	691	96%	32	4%
6.	Total workers (F + G)	723	691	96%	32	4%

b. Differently abled Employees / Workers:

Differently abled Employees / Workers						
S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	0	0	-	0	-
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total differently abled employees / workers (D + E)	0	0	-	0	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	3	25%
Key Management Personnel	3*	1	33%

*KMP comprises of Managing Director, Chief Financial Officer and a Company Secretary

22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11%	17%	11%	10%	32%	11%	18%	24%	18%
Permanent Workers	-	-	-	-	-	-	-	-	-

Note: TPL doesn't have workforce categorized as Permanent Workers

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	Certus Investment & Trading Limited, Mauritius	Wholly Owned Subsidiary	100%	No
2	Certus Investment and Trading (S) Private Limited, Singapore	Step-down Subsidiary	-	No

VI. CSR Details:

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

(ii) Turnover (in ₹) – 1696.86. Crore

(iii) Net worth (in ₹) - 796.26. Crore

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		No. of complaints filed	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Shareholders	Yes, Shareholders can register their grievances through the Company's Website https://www.tnpetro.com/investors/investor-queries-grievances/ and also through regulators SEBI/ Stock Exchanges.	18	-	-	35	-	-
Employees & Workers	Yes	6	5	-	5	1	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		No. of complaints filed	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed	No. of complaints pending resolution at close of the year	Remarks
Customers	Yes, feedback forms are obtained from customers on regular basis and any sort of grievances/ complaints are recorded and resolved promptly.	-	-	-	-	-	-
Value Chain Partner	E-mail communication and regular meetings at a frequency of once in a quarter	-	-	-	-	-	-
Others (including contract workers, anonymous, Trainees etc.)		-	-	-	-	-	-
Web link	https://www.tnpetro.com/investors/policies/						

26. 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.

Overview of the entity's material responsible business conduct issues:

S. No.	Material identified issue-risk or opportunity	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 Emission - Risk & Opportunity	CO ₂ emissions contribute to climate change. The carbon footprint of a product directly influences the emissions associated with customers. Failing to meet decarbonisation commitments can lead to reputational risks. Organisations across industries are transitioning to cleaner energy sources, and consumers are increasingly choosing low-carbon alternatives.	<ul style="list-style-type: none"> - Adoption and continuous monitoring of decarbonisation initiatives. - Create a roadmap for achieving net zero and begin implementing the committed actions. 	Some activities are cost-effective, offering a positive financial return on investment. However, certain investments have prohibitively high costs, resulting in a negative financial impact.
2	Toxic Emissions - Risk	Toxic emissions can cause significant harm to the Company by resulting in financial losses, increased operational costs, legal challenges, reputational damage, regulatory complications etc.	<p>Various steps are taken to handle Toxic Emissions proactively and effectively to ensure zero emission to environment.</p> <ol style="list-style-type: none"> 1. Draining is only through closed piping systems to a Recovery drum, with fluids recycled back into the process. 2. Venting is directed solely to a closed header for safe disposal via a flare system. 3. Hydrocarbon & Gas detectors are installed at vulnerable areas within the unit, to promptly deduct any leakage and enable immediate corrective actions. 4. Leak Detection and Repair (LDAR) surveys are performed at periodic intervals to detect and rectify fugitive emissions. 5. Standard Operating Procedures (SOPs) are established, and appropriate Personal Protective Equipment (PPE) is provided to all employees and Workmen. 6. Regular safety training sessions are conducted to enhance employee awareness and preparedness. 	The financial impact is negative due to the high costs associated with investments in pollution control and monitoring equipment.

S. No.	Material identified issue-risk or opportunity	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)
3	Hazardous Waste and Wastewater management - Risk	<p>Inadequate management of hazardous waste can lead to several consequences, including:</p> <ul style="list-style-type: none"> - Contamination of soil and water resources - Fines and penalties for regulatory non-compliance - Increased liability risk due to improper waste disposal - Increased operational costs associated with the mitigation and remediation efforts - Closure of facility in the event of gross violations 	<p>Hazardous waste generated is securely stored in designated areas.</p> <p>Valid documentation for authorising generation and storage and disposal is maintained.</p> <p>Disposal is carried out exclusively through authorized reclaimers.</p> <p>Annual reports are submitted in compliance with regulatory requirements.</p> <p>Two manufacturing units (LAB and Caustic) are equipped with Zero Liquid Discharge (ZLD) facilities.</p> <p>M/s NEERI is conducting a feasibility study for the implementation of ZLD at the third unit (PO).</p>	<p>The financial impact is negative due to the high operating costs associated with hazardous waste management and the significant investments required for waste recycling.</p> <p>However, there is a positive environmental impact, as wastewater treatment and recycling contribute to the conservation of natural resources.</p>
4	Opportunities in Clean Technology – Opportunity	<p>Adopting clean technology is an opportunity for environmental protection and to remain sustainable.</p> <p>Optimum usage of renewable power and alternatives for liquid fuels like LPG, LNG can contribute significantly to a cleaner environment, enhanced energy efficiency and the conservation of natural resources.</p>	Not applicable	<p>Positive Embracing clean technology provides the COMPANY WITH OPPORTUNITIES for, cost savings, regulatory compliance, reputation enhancement, resilience to market shifts and long-term sustainability. These benefits can contribute to the Company's success and competitiveness in a changing business landscape.</p>

S. No.	Material identified issue-risk or opportunity	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	Labour Management - Risk	<p>In today's changing times workforce expectations are constantly changing and Inability to meet with the workforce expectations may impact the Company's retention rate and eventually affect the business continuity hence causing reputational risk as well as productivity issues. It is also vital to ensure safe working conditions for the workforce and compliance to all safety measure mandated by the regulators. Considering the manufacturing industry with the huge number of workforce it's important to have a welfare monitoring and tracking system.</p> <p>Ineffective labour management can result in reduced productivity due to disputes and strikes, increased legal expenses, inefficient utilisation of labour higher operational costs, elevated labour turnover rates, and damage to the company's reputation.</p> <p>Failure to adapt to the evolving expectations of workforce can lead to challenges in employee retention, productivity issues and workplace safety.</p>	<p>Implement robust welfare programs with mechanisms to regularly monitor and enhance job satisfaction.</p> <p>Establish an effective and timely grievance redressal system.</p> <p>Foster a work environment that supports a healthy work-life balance for employees.</p> <p>Communicate the Company's vision clearly and create opportunities that highlight each employee's value and contribution.</p> <p>Ensure Compliance with regulatory requirements while striving to exceed standards related to employee safety and welfare.</p>	Negative due to increased operating costs.

S. No.	Material identified issue-risk or opportunity	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)
6	Chemical Safety - Risk	<p>The lack of adequate chemical safety measures can result in potential costs related to accidents, causing damage to men and materials, legal liabilities, regulatory penalties, and reputational damage to the Company.</p> <p>Given the nature of chemicals handled such as flammables, toxic substance, and carcinogens, it is essential to maintain strict vigilance along with regular maintenance and adherence to established systems and procedures. Any lapse in these precautions can result in serious incidents.</p>	<p>Multi-level safety features are incorporated in plant design.</p> <p>Plant operations are managed through a highly automated Distributed Digital Control System (DDCS) with sufficient warning signals and auto-shutdown facility to address any abnormality.</p> <p>Mechanical protection devices and final control elements like Safety valves, relief valves, rupture disks are installed as required to safely vent to Flare system.</p> <p>Comprehensive safety protocols such as Hazard Identification and Operability Studies (HAZOP), risk assessments, mitigation plans, and change management processes are firmly established.</p> <p>All employees handling chemicals are given sufficient training / ongoing training with regard to the properties of chemicals, handling procedure, spill control, proper usage of PPEs etc.</p> <p>Chemical transport vehicles undergo rigorous inspections using checklists to ensure the availability of essential tools, trem cards, and that drivers are properly trained.</p>	<p>Negative as investments to deploy latest tools and system to ensure chemical safety is high.</p> <p>Positive as safe chemical plant always puts the Organisation in a better position among industrial peers.</p>

S. No.	Material identified issue-risk or opportunity	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)
7	Corporate Governance and Business Ethics - Opportunity	<p>Effective governance practices lead to increased investor confidence, cost reduction, risk mitigation, enhanced efficiency, strengthened stakeholder trust, and the promotion of long-term sustainability.</p> <p>They also contribute to improved operational efficiency and the development of a robust organizational culture.</p> <p>Good governance demonstrates Ethical and transparent conduct of business.</p>	Not applicable	Positive

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. At TPL, we have a robust management framework in place which enables us to align with the NGRBC Principles with respect to structure and policies to ensure we continue to deliver our best in an ethical, and responsible way. This includes transparent and ethical business practices that hold us accountable, as well as protect the interests of our stakeholders, including customers and employees.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1.									
a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b) Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c) Web Link of the Policies, if available	https://www.tnpetro.com/investors/policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No) (Note: Currently the coverage extents to all our A+ and A category suppliers)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	BIS No. IS 252: 2013 - For Caustic Lye IS 12795: 2020 - For LAB ISO 9001-2015: Quality Management System Standard ISO 14001-2015: Environmental Management System Standard ISO 45001-2018: Occupational Health & Safety Management System Standard								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Tamilnadu Petroproducts is placing a strong emphasis on sustainability and has established few goals and commitments in this area. TPL is dedicated to creating a sustainable future by setting specific and measurable targets.</p> <p>Recently, the Company developed a decarbonization roadmap to facilitate the transition to greener products, in alignment with the Government of India's net zero objectives.</p> <p>The commitments and targets for FY 2025-26 are as follows:</p> <ul style="list-style-type: none">• Scope 1 CO₂ reduction of 925 MT is anticipated in FY 2025-26 through implementation of Waste Heat Recovery Boiler (WHRB) in GEG, contributing to a total projected reduction of 3,700 MT over the upcoming years.• Revamp of Air Preheater (APH) system and installation of additional tubes in the heater are expected to result in a CO₂ reduction of 680 MT in FY 2025-26, with a total reduction of 2,780 MT in the upcoming years.• Commissioning of rooftop solar power system is expected to reduce CO₂ emissions by 134 MT commencing from this year.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>TPL has successfully reduced 17,300 MT of CO₂ (Scope 2 emissions) in the Chlor-Alkali plant during the financial year 2024-25 by augmenting renewable power. This represents 51% reduction compared to FY 2023-24, which reported 33,843 MT of CO₂.</p> <p>The rooftop solar installation, currently under construction and expected to be completed by FY 2025 - 26.</p>								
Governance Leadership and Oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>The Company moves ahead with its commitment to integrate environmental, social and governance (ESG) principles into its operations, recognizing their essential role in enhancing the quality of life for all stakeholders it serves. The health, safety and environmental impact of products and services have been improved across their life cycle. The Company is committed to conducting business in a fair manner to maximise value for both human capital and Community. We strive to provide clean, safe and healthy workspace to our employees and business associates. The Company has established policies for Safety, Health, and Environment, climate change policy as well as policy on Biodiversity. Additionally, the Company actively engages with local communities through outreach programs and various initiatives, supported by a comprehensive and well-established Corporate Social Responsibility (CSR) policy.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. D Senthikumar Managing Director (DIN: 00202578)								
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	The Company has a Risk Management Committee at Board level to provide valuable guidelines to the Management to ensure all risk factors are suitably addressed for sustainable business.								

Policy and management processes

10. Details of Review of NGRBCs by the Company:

	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half - yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly								
Compliance with statutory requirements of relevance to the principles, and, certification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	TPL hasn't carried out any independent assessment with an external agency
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12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

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

SECTION C – PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1 – Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable

At TPL, we firmly believe that ethical business practices and integrity are the cornerstones for business success. We are committed to conducting ourselves with utmost honesty, integrity, transparency, and accountability in all aspects of our business. TPL has a comprehensive Code of Conduct for its directors and senior management outlining their responsibilities and ethical obligation which facilitates them to discharge their duties in a responsible, transparent, fair and ethical manner.

SDG Linkages-



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	% of persons in respective category covered by the awareness programmes
Board of directors	6	During the year, the Board of Directors were made familiar with various issues pertaining to business including information on regulations, compliance requirements, environmental, social and governance parameters. There was discussion regarding various risk indicators that could impact Environmental, Social and Governance performance of the Company.	100%
Key managerial personnel	6	During the year, KMP's were part of discussions pertaining to business including information on regulations, compliance requirements, environmental, social and governance parameters. Also discussions to raise awareness about the various risk indicators, mitigation planning were conducted.	100%
Employees other than BoD and KMPs	50	Environmental compliances awareness training, POSH awareness, First-aid Training, Insurance related awareness, Financial Planning, Safety refresher training, Interpersonal skills, ISO related training, NPS awareness, On-the job trainings Technical Training viz., Water treatment, Decarbonization, Hazop training, WRI- BHEL, GLENS, CSDC, Cooling tower, Gear Box, DCS control etc.	84 %
Workers	4	Safety awareness, Special safety training for drivers carrying hazardous goods handling, Safety trainings by external agencies, Toolbox talk, Importance of statutory benefits to contractors / supervisors	27 %

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 Regulator	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine				-	
Settlement				-	
Compounding fee				-	

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

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision are 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, At TPL we are committed to upholding the highest standards of integrity and ethical conduct. As part of our commitment to responsible business practices we have an Anti-bribery and Anti-corruption Policy that applies to any individuals working for all affiliates of TPL at all levels and grades. It clearly lays down our commitment to ethical conduct and consequences in case of any non-compliance.

Weblink: <https://www.tnpetro.com/investors/policies/>

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

There was no disciplinary action taken by any law enforcement agency for the charges of bribery/ corruption against Directors/KMPs/employees/workers during the financial year 2024-25 and 2023-24.

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

There were no complaints received with regard to conflict of interest during the financial year 2024-25 and 2023-24.

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

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

	FY 2024- 25	FY 2023- 24
Number of days of accounts payables	30	38

9. Open-ness of business

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

Parameter	Metrics	FY 2024- 25	FY 2023- 24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	23%	13%
	b. Number of trading houses where purchases are made from	13	6
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	99.97%	100%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	LAB and PO : Nil	LAB and PO : Nil
		CS lye : 39.6 %	CS lye : 41 %
	b. Number of dealers/distributors to whom sales are made	6 Dealers	6 Dealers
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	100%	100%
Share of RPTs in	a. Purchases (Purchases with related parties / Total purchases)	5.67%	9.92%
	b. Sales (Sales to related parties / Total Sales)	6.44%	10.32%
	c. Loans & Advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / total investments made)	86.73%	86.60%

Leadership Indicators

- 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	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
01	Safety Awareness program and Training for Tanker drivers covering Safe Driving Instructions, Precaution in chemical handling & transportation, Dos & Don'ts during Fire and other emergency, Emergency preparation, Loading and Unloading safety, PPE's purpose and Importance.	100% of tanker drivers covered

- 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 disclosures on Interests on other entities were obtained from all the Directors of the Company on annual basis or on change. Our board members and senior management are bound by a comprehensive Code of Conduct that reinforces their commitment to act in the best interest of the company and its stakeholders. A declaration on Code of Conduct is obtained from the Directors, wherein the Directors confirm that they will not pursue for their own account or for the account of any other person, any business opportunity that conflicts with the Company's business strategies, plans or objectives.

Principle 2 – Businesses should provide goods and services in a manner that is sustainable and safe.

At TPL, we are deeply committed to delivering goods and services in a manner that aligns with sustainability principles and prioritizes the safety of the customers, employees and environment, we prioritize the safety and quality of our products and services while ensuring business innovation and embracing new technologies to enhance our performance.

SDG Linkages



Essential Indicators

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 24 (Current financial year)	FY 23 (Previous financial year)	Details of improvements in environmental and social impacts
R&D	Nil	Nil	-
Capex	38.6 %	14.68 %	Conservation of energy, reduction of emission and carbon footprint, wastewater recycling and reusing across plants.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) - Yes
- b. If yes, what percentage of inputs were sourced sustainably? Key raw material procured from CPCL which constitute 60% of total raw materials procured by the Company sustainable sourcing.
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.

Taking into consideration that the products are chemicals, the end of life reclaimable is not applicable. However, the wastes generated during the process stage are handled responsibly. The process of waste disposal generated at our facility is mentioned below:

Type of waste	Process
a) Plastics (including packaging)	Since TPL products are liquid/gaseous products, they are being transferred in bulk quantity through tanker vehicle, we do not provide any packaging material and there is no plastic waste generation from TPL relating to the product.
(b) e-waste	The accumulated E waste is disposed through the approved E waste vendor on need basis
(c) Hazardous waste	All three units of TPL are generating Hazardous wastes, these Hazardous wastes are being segregated and stored in well-constructed Hazardous storage area, Regular disposal happens through authorized Treatment, Storage, Disposal Facility (TSDF) and authorized recycler for disposal as per the Hazardous Waste Authorization issued by TNPCB.
(d) Other waste	Other solid wastes are being handled through solid waste pickers.

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 EPR plan submitted to Pollution Control Boards?

No. As the product does not fall under EPR regime of Plastic Waste Management rules, 2016.

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	Results communicated in public domain	If yes, provide the web-link.
20119	HCD	11.70%	Cradle-to-Gate	No (in-house)	Not applicable	Not applicable
20119	LAB	81.11%	Cradle-to-Gate	No (in-house)	Not applicable	Not applicable

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
No significant concern identified		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024- 25	FY 2023- 24
Not applicable		

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:

(Metric tone)

Waste Details	FY 2024-25			FY 2023-24		
	Reused	Recycled*	Safely disposed	Reused	Recycled	Safely disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	LAB - 755	LAB -19.42	LAB - 60.28	LAB - 1093	LAB -16.36	LAB - 84.84
		PO - 0.95	PO - 391.14		PO - 1.43	PO - 118.24
		HCD- 0.96	HCD - 2113.61		HCD - 2.68	HCD - 5639.77*
Other waste	PO – 7309.6*	-	-	-	-	-

* Lime Sludge being sent for reuse in other Industries

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
Reclamation of products are not applicable, due to the nature of products being consumables.	

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

Our commitment to employee well-being is at the core of our values. We strive to create a supportive, inclusive and empowering workplace that nurtures the physical, mental and emotional well-being of the employee. TPL has zero tolerance towards any discrimination or harassment based on gender, caste, religion, race, ethnicity, age and all other attributes that make an individual unique. TPL invests in the growth and development of the employee through training programs and skill-building opportunities. TPL prioritizes a safe and healthy work environment for the employees by adhering to strict safety protocols. By ensuring open and transparent communication, we encourage feedback and address employee concerns, thus building a positive and engaged workforce.

SDG Linkages-



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	380	374	98%	380	100%	0	-	-	-	-	-
Female	19	18	95%	19	100%	19	100%	-	-	-	-
Total	399	392	98%	399	100%	19	5%	-	-	-	-
Other than Permanent employees											
Male	36	-	-	36	100%	-	-	-	-	-	-
Female	2	-	-	2	100%	2	100%	-	-	-	-
Total	38	-	-	38	100%	2	5%	-	-	-	-

Note: 6 Male employees and 1 female employee are EMS (Engineering Management Service) trainees and are eligible for Health Insurance benefits post successful completion of 1 year training program.

Other than permanent employees are not covered under the Health Insurance benefits.

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	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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)
Other than Permanent workers											
Male	691	-	-	691	100%	-	-	-	-	-	-
Female	32	-	-	32	100%	32	100%	-	-	-	-
Total	723	-	-	723	100%	32	4%	-	-	-	-

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

Cost incurred on well-being measures as a % of total revenue of the Company	FY 2024- 25	FY 2023- 24
	0.42%	0.33%

2. Details of retirement benefits.

Benefits	FY 2024- 25			FY 2023- 24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI**	Not applicable			100	100	Y
Others	-	-	-	-	-	-

****Note:** No employees at TPL receive a salary below the ESI eligibility threshold.

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. We believe that fostering an inclusive and accessible workplace is imperative to our business. While we currently do not have any differently abled employees, we are dedicated to creating an environment that welcomes and accommodates disabled individuals.

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.tnpetro.com/investors/policies/>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

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

Permanent Workers	<p>Yes, TPL has the statutory committees like Safety Committee, POSH Committee to address all issues of the employees. Apart from these the Company also has unions, through which employees can share their grievances. All these committees meet at regular intervals to address the grievances and ensures that the complainant identity is kept confidential. The committee investigates the matter and provides resolution at the earliest.</p> <p>TPL also has a comprehensive Grievance Redressal policy for speedy redressal of all complaints/concerns raised.</p> <p>Weblink: https://www.tnpetro.com/investors/policies/</p>
Other than permanent workers	
Permanent Employees	
Other than permanent employees	

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees/ workers in the respective category, who are part of the association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (A)	No. of employees/ workers in the respective category, who are part of the association(s) or Union (B)	% (D/C)
Employees						
Male	380	212	56%	383	218	57%
Female	19	-	-	21	-	-
Total	399	212	53%	404	218	54%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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	416	204	49%	138	33%	383	256	67%	47	12%
Female	21	6	28%	21	100%	21	10	48%	8	38%
Total	437	210	48%	159	36%	404	266	66%	55	14%

Note: This table contains data only about the workforce in employee's category. All the workers in the 'Other than permanent category' undergo a comprehensive Safety training to ensure a secure and protected working environment.

9. Details of performance and career development reviews of employees and workers:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	380	380	100%	383	383	100%
Female	19	19	100%	21	21	100%
Total	399	399	100%	404	404	100%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

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, what is the coverage of such a system?**

Yes, the Company has ISO 45001 : 2018 certified Occupational health and safety management system.

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

We have the following systems in force to identify the work-related hazards.

1. HIRA (Hazard Identification and Risk Assessment)
2. HAZOP (Hazard and Operability) study for every management of change or addition to existing jobs.
3. Job Safety Analysis for projects, high volume, critical and specific jobs
4. A full-fledged work permit system is in place
5. Workplace audit

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

Yes, TPL has procedures in place for workers to report the work related hazards

- There is a reporting system where the workers can identify and record the hazard and based on severity and priority, due remedial actions are taken.
- Designated safety committee meets periodically to discuss various hazards and the mitigation plan.
- Plant Safety inspections are carried out at regular intervals by respective plant safety officers.
- Mock drills are conducted at steady intervals to verify emergency preparedness, identify gaps, if any, and initiate corrective actions.
- Contractors safety training meetings are held at regular intervals;
- Plant Walkthrough along with the Senior Management are undertaken to identify safety gaps and issues, if any, and are addressed;

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes, Comprehensive Health checks for all employees are conducted once in every six months.

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

Safety incident/number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hour worked)	Employees	-	-
	Workers	1.25	-
Total recordable work-related injuries	Employees	-	-
	Workers	2	-
No. of fatalities	Employees	-	-
	Workers	2	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

There are several measures in place at TPL to ensure a safe and healthy workplace such as.

1. There is a permit to work system for routine activities with a checklist to be updated.
2. Specific approvals up to 4 levels are mandatory for any non-routine or critical activity.
3. Electrical clearance system and tagging are followed based on the job requirement, preferable for any work in a rotating equipment.
4. Use of PPEs by the executing person is ensured,
5. Job safety analysis is conducted for each activity that differs in nature.
6. Near-miss accidents are reported, reviewed and addressed with corrective action.
7. Mock drills are conducted with specific exigency scenarios and debrief sessions and actions taken are discussed.
8. Workplace audits are conducted continuously throughout the course of work.

9. A toolbox talk is conducted prior to the commencement of any work.
10. Employees are given safety training with the objective of ensuring that each employee undergoes at least one training session annually.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	-	-	-	-	-	-
Health & safety	-	-	-	-	-	-

14. Assessments for the year

	% of the plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

These are the specific corrective actions adopted by TPL to ensure a safe and healthy workplace and non-occurrence of safety related incidents:

1. Distress meter is provided to monitor the mobility of the worker inside confined space.
2. Procedure for issuance of permit has been updated.
3. Before carrying out any critical jobs such as working in confined space shall require special permit.
4. Job Safety Analysis was done for critical activities.
5. Safety related accidents are thoroughly investigated, and the findings and recommendations are reviewed during operations meeting for corrective action and communicated to shop floor to prevent recurrence.
6. Significant risks identified are handled through HIRA.

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).

Yes, TPL extends life insurance coverage package in the event of death of its Employees/ Workers.

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

The Company has a mechanism to verify and ensure that the Statutory filings/ payments were made by the Vendors within the prescribed timelines on monthly basis. Such requirement also forms part of the Contract signed with such Vendors. The Company also conducts awareness program for the Contractors and the workers deputed by them periodically.

The Company has an online information system that escalates the outstanding dues, if any, to the top management well before the due date.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	-	-	-	-
Workers	2	-	-	-

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

No.

5. **Details on assessment of value chain partner:**

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	Not carried out any assessment of value chain partner
Working Conditions	

6. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

Not Applicable

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

We understand that stakeholder engagement and involvement is key to our success, and we are dedicated to fostering strong relationships with all our stakeholders and conducting our business with respect and responsiveness to their interests. We actively engage with our stakeholders seeking their feedback, addressing their concerns and fulfilling their expectations. We value their feedback as an essential part of our decision-making process. We maintain transparent and open communication with all our stakeholders both external (customers, suppliers, vendors, contractors, investors, community) and internal (Employees, leadership) and provide them timely and clear information about our business practices, performance and initiatives.

SDG Linkages-



Essential Indicators

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

Any individual or group of individuals or institutions that adds value to the business chain of the corporation or is materially affected by entity's decision is identified as a core stakeholder. At present, the given stakeholder groups identified have immediate impact on the operations and working of the company. TPL has recognized both, internal stakeholder (which includes employees and leadership), and external stakeholder (which includes regulators, investors, suppliers, customers and community).

At TPL, we recognize stakeholder engagement as an integral part of our operations. We strive to create long-term sustainable value for all our stakeholders including employees, customers, investors, suppliers, and communities. In order to do so, we regularly engage and collaborate with our stakeholders to develop an understanding of their needs and expectations.

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

Stakeholder group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> Newspaper Advertisement Annual General Meetings Corporate Website Disclosures to Stock Exchanges 	Quarterly / Annual / Event Based	<ul style="list-style-type: none"> Long-term value creation Dividends Familiarising the shareholders on the Business * Financial/ Operating Performance
Employees	No	<ul style="list-style-type: none"> Email Training Programmes Meetings Notice Board Website Regular Employee Communication Forums 	On a regular basis	<ul style="list-style-type: none"> * Business update * Employee benefits * Recognition * Learning and development * Safety and well-being * Career development

Stakeholder group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government/ Regulators	No	<ul style="list-style-type: none"> Email Disclosures filed through Stock Exchanges, Submission of documents/ information as per the applicable regulations with each of the Regulator 	Need based	Statutory Requirements
Consumers	No	<ul style="list-style-type: none"> Email Corporate Meetings Corporate Website Company representatives 	On a regular basis	<ul style="list-style-type: none"> * Customer feedback * Resolution of their queries * Advertising
Suppliers	No	<ul style="list-style-type: none"> Meeting E-mail/ Telecommunication 	Need based	<ul style="list-style-type: none"> • Business Requirements • Performance assessment • Query resolution
Community	Yes	<ul style="list-style-type: none"> CSR initiatives Volunteering activities Community events 	On a regular basis	<ul style="list-style-type: none"> * Community Development * CSR Compliance

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.**

All functional heads within the organisation are responsible for engaging with various stakeholders on economic, environmental, and social topics and they provide the feedback to the Managing Director who is entrusted with the responsibility of overseeing this process. The material topics, if any, are taken up by the Managing Director to the Board or its committees along with appropriate actions recommended for addressing the same.

- 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 the policies and activities of the entity.**

Yes, Stakeholder views are gathered through various channels, including forms, emails, and voluntary suggestions for improvement, which are then recorded, reviewed, evaluated, and incorporated in the policies and procedures. For instance, the environment related issues in the Manali Industrial Area are discussed with stakeholders from neighbouring industries and proposed action plan is debated and agreed upon for further action.

In the offsite mock drill conducted during the year, stakeholders were engaged both before and after the exercise, their feedback were collected, reviewed, and effectively incorporated.

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

TPL has engaged in various CSR activities that have benefited some marginalized stakeholder groups. These initiatives include the establishment and operation of primary healthcare facilities, the construction of sanitation blocks for school children and flood relief efforts.

Principle 5: Businesses should respect and promote human rights

TPL firmly believes that respecting and promoting human rights is a moral responsibility and is dedicated to upholding the fundamental principles of human rights in all our operations. We believe in fostering a workplace that protects and promotes the rights and dignity of all individuals both within and outside the organisation. In our effort to promote non-discrimination and inclusivity we provide a work environment that is free from any discrimination and harassment based on gender, race, ethnicity, religion, age, disability. Etc.

SDG Linkages-



Essential Indicators

- 1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	399	46	12%	404	404	100%
Other than permanent	38	31	82%	13	13	100%
Total employees	437	77	18%	417	417	100%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	723	-	-	503	-	-
Total workers	723	-	-	503	-	-

2. Details of minimum wages paid to employees and workers

Category	FY 2024-25					FY 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	399	-	-	399	100%	404	-	-	404	100%
Other than permanent	38	-	-	38	100%	13	-	-	13	100%
Total employees	437	-	-	437	100%	417	-	-	417	100%
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Other than permanent	723	669	93%	54	7%	503	454	90%	51	10%
Total workers	723	669	93%	54	7%	503	454	90%	51	10%

3. (a) Details of remuneration/salary/wages

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD) **	9	₹ 10,00,000	3	₹ 3,00,000
Key Managerial Personnel	-	-	1	₹ 27,00,000
Employees other than BoD and KMP	414	₹ 8,84,421	20	₹ 5,50,008
Workers	691	₹ 2,50,401	32	₹ 2,50,401

** BOD includes Managing Director & Median is calculated by taking into account the remuneration and sitting fees paid to the Directors, who were on the Board as on 31st March 2025.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	3.62%	3.24%

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. Company has the statutory committees like Safety Committee, POSH Committee to address all issues of discriminations and harassments. Apart from these the Company also has unions, through which employees can share their grievances. All these committees meet at regular intervals to address the grievances raised. Grievances can be communicated to any of these committees, which ensures that the complainant identity is kept confidential. The committee investigates the matter and provides prompt appropriate resolution.

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

We have an exclusive grievance redressal mechanism, in which the grievances are addressed by the designated officers who are trained to provide resolution to these sensitive issues. In case of any grievance, the written complaint is received by the designated officer who ensures that the complainant identity is kept confidential. Once the complaint is received, remedial actions are taken immediately with the help of management.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed During the year	Pending resolution at the end of year	Remarks
Sexual harassment	NIL					
Discrimination at workplace						
Child labour						
Forced Labour/ Involuntary labour						
Wages						
Other human rights-related issues						

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

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

We ensure confidential reporting which allows employees to submit complaints without the fear of retaliation. The identity of the complainant is protected all through the investigation and the harassment cases are handled discreetly and with utmost sensitivity.

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

Yes. The Company has a comprehensive Vendor Code of Ethics to be signed prior to onboarding a Vendor/ Partner which serves as a guiding document and emphasizes on the fundamental principles of human rights.

10. Assessments of the year

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child labour	100% assessed by the Company / Statutory Authority, as applicable
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not Applicable

Leadership Indicators

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

There were no human rights grievances / complaints. Hence no business process were introduced/ modified.

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

None

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?

TPL is committed to fostering an inclusive and accessible workplace environment for all individuals, including visitors with disabilities. We recognize the importance of enhancing accessibility across all locations and are actively evaluating measures to improve access, reflecting our dedication to genuine progress beyond reporting.

4. Details on assessment of value chain partners:

Details on assessment of value chain partners:	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	-
Discrimination at workplace	-
Child Labour	-
Forced Labour/Involuntary Labour	-
Wages	-
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

TPL believes in preserving and protecting the environment and is deeply committed to environmental stewardship and taking proactive measures to respect, protect and restore the environment. We strive to adopt sustainable practices, minimize our ecological footprint and actively contribute to environmental preservation. We promote energy efficient practices, optimize energy consumption, water stewardship measures and implement ways for waste reduction and recycling.

SDG Linkages-



Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity

Parameter		FY 2024-25	FY 2023-24
From renewable sources			
Total electricity consumption (A)	GJ	377664	266495
Total fuel consumption (B)	GJ	76644	76607
Energy consumption through other sources (C)	GJ	-	-
Total energy consumed from renewable sources (A+B+C)	GJ	454308	343103
From non-renewable sources			
Total electricity consumption (D)	GJ	88079	189346
Total fuel consumption (E)	GJ	2656763	2471812
Energy consumption through other sources (F)	GJ	354780	226999
Total energy consumed from non-renewable sources (D+E+F)	GJ	3099622	2888157
Total energy consumed (A+B+C+D+E+F)	GJ	3553930	3231260
Energy intensity per rupee of turnover: (Total energy consumed/ Revenue from Operations)	GJ/Lakh	19.5	19.4
Energy intensity per rupee of turnover adjusted for purchasing Power Parity (PPP): (Total energy consumed/ Revenue from Operations adjusted for PPP)		401.90	433.80
Energy Intensity in terms of Physical output	GJ/MT	17.40	17.01
Energy Intensity (optional) - the relevant metric may be selected by the entity			

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

No independent assessment by an external agency has been carried out in the current reporting period.

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.

The Heavy Chemicals Division falls under the Government of India's Perform, Achieve and Trade (PAT) Scheme. The energy efficiency target set for this plant under the scheme has been successfully achieved for the reporting period.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third-party water	1125461	1186845
(iv) Seawater / desalinated water		-
(v) Others		-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1125461	1186845
Total volume of water consumption (in kilolitres)	795567	838958
Water intensity per rupee of turnover: (Total water consumption/ Revenue from Operations) (KL / Lakh)	4.35	5.03
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP): (Total water consumption/ Revenue from Operations adjusted for PPP)	89.87	112.63
Water Intensity in terms of physical output (KL/MT)	3.90	4.41
Water Intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No independent assessment by an external agency has been carried out in the current reporting period.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	-	-
- No treatment		
- With treatment – please specify level of treatment		

Parameter	FY 2024-25	FY 2023-24
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	401547	473865
(iv) Sent to third-party	-	-
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	-	-
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	401547	473865

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

No

5. Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation.

LAB unit: Approximately 80% of the treated water is reused within the unit, while the remaining portion is further treated and transferred to the PO unit for process applications. HCD unit: 100% of the treated water from this unit is being used in PO plant for process usage.

Both processes eliminate the discharge of treated water into surface or sea outlets, ensuring 100% reuse.

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

Parameter	Unit	FY 2024-25	FY 2023-24
NOx	µg/m3	18.23	16.05
SOx	µg/m3	12.88	10.94
Particulate matter (PM)	µg/m3	74.24	62.22
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	µg/m3	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – ozone-depleting substances (HCFC - 22 or R-22)	-	-	-

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, Tamilnadu Pollution Control Board and their Authorised Laboratory

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	155150	174952
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	17787	37659

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG Emissions / Revenue from Operations)	Metric tonnes of CO2 equivalent/ ₹ in Lakh	0.95	1.27
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG Emissions / Revenue from Operations adjusted for PPP)**		19.56	28.54
Total Scope 1 and Scope 2 emission intensity in terms of Physical Output	MT of emission/ MT of production	0.85	1.12
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

8. Does the entity have any project related to reducing greenhouse gas emission? If yes, then provide details.

Yes, **Increased Utilization of Renewable Power through Group Captive Model** –TPL is increasing the use of renewable energy sources such as wind and solar power through group captive arrangements.

Implementation of Waste Heat Recovery Boiler (WHRB) – TPL has initiated the implementation of a WHRB system in the gas engine operations to recover waste heat and support GHG emission reduction.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total waste generated (in metric tonnes)			
Plastic waste (A)	Metric tonnes	-	-
E-waste (B)	Metric tonnes	0.49	-
Bio-medical waste (C)*	Metric tonnes	-	-
Construction and demolition waste (D)	Metric tonnes		-
Battery waste (E)	Numbers	-	43
Radioactive waste (F)	Metric tonnes		-
Other Hazardous waste. Please specify, if any. (G)	Metric tonnes	2385.96	2841.52
Other Non-hazardous waste generated (H).	Metric tonnes	7309	7632
(Break-up by composition i.e. by materials relevant to the sector)	Metric tonnes		-

Parameter	Unit	FY 2024-25	FY 2023-24
Total (A+B + C + D + E + F + G + H)	Metric tonnes	9695.45	10549.4
Waste intensity per rupee of turnover: (Total waste generated/ Revenue from Operations)	Metric tonnes/ Lakh	0.053	0.06322
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP): (Total waste consumption/ Revenue from Operations adjusted for PPP)	Metric tonnes/ Lakh	1.09	1.41
Waste Intensity in terms of physical output	Mt/Mt of Production	0.05	0.06
Waste Intensity (optional) – the relevant metric may be selected by the entity		-	-

* Biomedical waste generated during FY 23-24 was 32.9KG and FY 24-25 was 14.9 KG.

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Recycled	Metric tonnes	21.33	20.47
(ii) Re-used	Metric tonnes	755	1093
(iii) Other recovery operations	Metric tonnes	-	-
Total	Metric tonnes	776.33	1113.47

For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration	Metric tonnes	17.92	2.24
(ii) Landfilling	Metric tonnes	2547.11	5840.61
(iii) Other disposal operations*	Metric tonnes	7309	7632
Total	Metric tonnes	9874.03	13474.85

*This is non-hazardous waste i.e. lime sludge. Due to its moisture content, it weighs higher.

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

At TPL all three units are generating Hazardous wastes which are segregated and stored in designated Hazardous waste storage area, Periodic disposal is through authorized TSDF (Treatment, Storage and Disposal facility) and authorized recycler as per the Hazardous Waste Authorization regulations issued by TNPCB. Other solid wastes disposal is being handled through solid waste pickers. The Bio-Medical waste generated at the Occupational Health Centre is disposed off through contracted hospital management i.e. Prashanth Hospital for the reporting period. The accumulated E waste is disposed through the approved E waste vendor on need basis

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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable as the Company is not operating / located in and around ecologically sensitive area			

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
Nil					

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 there under (Y/N). If not, provide details of all such non-compliances:

Sr. 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
Nil				

Leadership Indicators

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

Not applicable, as the Company's plant and office are not located in the area of water-stressed districts designated by the Central Ground Water Board, India.

2. Please provide details of total Scope 3 emissions & their intensity:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	91781	97228
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/INR	0.50	0.58
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		0.45	0.51

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 independent assessment by an external agency has been carried out in the current reporting period.

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, as the Company does not operate in any ecologically sensitive area.

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 the outcome of such initiatives:

S.No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Abatement of air pollution	Green Belt Development outside the plant premises (near LAB plant 18 Acre area has been developed)	Carbon Sequestration
2.	Abatement of water pollution / Water conservation	In PO plant: Mandate issued to NEERI to explore the possibility of introducing ZLD through introduction of RDRO system for recovery & maximum reuse of treated effluent.	Enhancing water conservation and avoiding effluent discharge.
3.	Energy Conservation	In HCD plant : In order to reduce Specific power consumption by approx. 250 Units per MT of Caustic Soda produced, we are in process of migrating from prevailing Mono-polar membrane technology to Bi-polar membrane technology which will be commissioned during FY 2025-26. Installation of solar panels at HCD and LAB plants (230KW and 442KW) has been planned and procurement in this connection has been completed. Commissioning is planned during FY 2025-26.	Reduction of carbon footprint.

S.No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4	Reduction of Emission	In HCD plant: New DG sets in compliance with CPCB-IV+ technology have been installed replacing Old DG sets.	Reduction and emission of particulate meter.
5.	Conservation of Fuel/ Heat Energy	Planned for installation of new Waste Heat Recovery Boiler at CPP plant .	Reduction of consumption of LNG in the boiler for steam generation.

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

The Company has a business continuity and disaster management plan for its operational activities. The Company has detailed Standard Operating Procedures in place for various scenarios.

Mock drills are conducted as part of disaster recovery and business continuity plans to prepare for the situations.

An off-site mock drill was conducted by the Company along with Government authorities in July 2024 covering all the worst-case scenarios of chlorine leakage at HCD plant. The management and employees of the Company actively participated in the said mock drill.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

Not applicable.

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

Not applicable. The Company had not assessed the environmental impacts of its value chain partners during the year.

8. How many Green Credits have been generated or procured:

By the Company: Nil

By the top ten (in terms of value of purchases and sales, respectively) value chain partners:
Not Available

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

TPL is the member of several esteemed trade and industry chambers. These affiliations allow us to engage actively with various business communities, gain invaluable insights and contribute to the growth and development of the industry. Through these associations, we aim to foster meaningful collaborations, stay updated on industry trends and collectively work towards creating a positive impact on the business.

SDG Linkages-



Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations - 7 (seven)

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	South India Chamber of Commerce and Industry	National
2	Alkali Manufacturers Association of India	National
3	Manali Industries Association	State
4	National Safety Council	National
5	Federation of Indian Export Organisation	National
6	South India Alkali Manufacturers Association	National
7	Industries Waste Management Association	State

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable, as there were no such cases of anti-competitive conducted by Company during the year 2024-25		

Leadership Indicators

Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of review by board (Annually/ half yearly/ quarterly / others – please specify)	Web-link, if available
The Company did not engage in public policy advocacy during the financial year 2024-25.					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

At the core of our values, we strive to make a positive impact on the society and create a sustainable future for all. We are committed to supporting and uplifting the communities by our Corporate Social Responsibility (CSR) initiatives. We actively engage in projects that support education, health care and empowering the communities thus fostering an equitable environment for the communities we serve.

SDG Linkages-



Essential Indicators

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

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

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

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 ₹)
Not Applicable						

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

All grievances from the community can be communicated through the grievances mail id available in the website of the Company. Specific complaints related to environmental issues received through statutory authorities viz Pollution Control Board. Remedial actions are taken and appropriate responses are provided to the complainant/Statutory Authorities.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	4%	4.03%
Directly from within India	83.76%	90.76%

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

Location	FY 2024-25	FY 2023-24
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100%	100%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
The regulations / rules applicable to the Company does not necessitate conducting of SIA, accordingly the Company had not under-taken any SIA.	

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
The Company had not undertaken CSR project in any of the designated aspirational districts.			

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

The Company is into the Chemical Manufacturing Business and majority of the Company's procurement is of industrial origin and procured in bulk. Therefore, the Company does not have a preferential procurement policy to purchase from suppliers comprising of marginalised / vulnerable groups.

(b) From which marginalized / 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:

The Company does not have any Intellectual Property Rights owned or acquired based on traditional knowledge during the financial year.

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	-	-

6. Details of beneficiaries of CSR projects:

CSR Projects	No. of persons benefitted from CSR projects	% of beneficiaries from Marginalised and Vulnerable Groups
Preventive Healthcare (PHCC) Since the date of Commencement	27992	81%
Eye & General Camp	116	77%
Diabetic & General Camp	328	93%
Pediatric & General Camp	399	89%
Dermatology & General Camp	508	85%
Visual Behaviour	865	87%
Happy Periods Program	23900	80%
Community Program Beneficiaries	4615	92%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a re-sponsible manner

TPL is a consumer centric company, placing our customers at the heart of everything we do. Our commitment to delivering exceptional customer experience is vital for our business and is a primary focus in our decision-making processes. We actively listen to customer feedback to understand their needs and preferences which enables us to continuously improve our products, services and support to exceed their expectations

SDG Linkages-



Essential Indicators

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

TPL supplies to Industrial Users and the Marketing Team interacts with them directly. Feedback forms are collected on periodic basis to address their concerns, if any.

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

	As a % to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	Not applicable

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-		-	-	
Advertising	-	-		-	-	
Cyber-security	-	-		-	-	
Delivery of essential services	-	-		-	-	
Restrictive trade practices	-	-		-	-	
Unfair trade practices	-	-		-	-	
Other (QUALITY)	-	-		-	-	

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

	Number	Reasons for Recall
Voluntary Recalls	<i>Nil</i>	-
Forced Recalls	<i>Nil</i>	-

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? If available, provide a web link to the policy.

Yes, Risks are reviewed and discussed in Risk Management Committee of the Company.
<https://www.tnpetro.com/investors/policies/>

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 the safety of products/services.

Not applicable as the Company had not received any such consumer complaint.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	No instances have been encountered with respect to data breaches.
b. Percentage of data breaches involving personally identifiable information of customers.	
c. Impact, if any, of data breaches	

Leadership Indicators

1. Channels/platforms where information on products and services of the entity can be accessed.

- www.tnpetro.com/products/linear-alkyl-benzene-lab/
- www.tnpetro.com/products/Caustic-soda/

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

TPL provides Material Safety Data Sheet (MSDS) during supply of Chemicals which contains information on the potential hazards (health, fire, reactivity and environmental) and how to work safely with the chemical product. All the risk related details are informed to the customers during business communication.

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

Any disruption of services like plant maintenance activity, are communicated well in advance to the consumers and vendors through email on time.

In case of force majeure events like flood, the same are communicated immediately through email to vendors as well as consumers.

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) -

Not applicable