

## ANNEXURE 'F' TO THE BOARD'S REPORT

## Business Responsibility and Sustainability Report

## Financial Year 2022-23

## SECTION A: GENERAL DISCLOSURES

## I. Details of the Listed Entity

Sr. No.	Details of Listed Entity	
1	Corporate Identity Number (CIN) of the Listed Entity	L99999DL1997PLC090978
2	Name of the Listed Entity	TCNS Clothing Co. Limited
3	Year of incorporation	1997
4	Registered office address	119, New Manglapuri, W House, Mandi Road, Sultanpur, Mehrauli, New Delhi-110030
5	Corporate Address	119 & 127, New Manglapuri, W House, Mandi Road, Sultanpur, Mehrauli, New Delhi-110030
6	E-mail	<a href="mailto:investors@tcnsclothing.com">investors@tcnsclothing.com</a>
7	Telephone	011-42193193/011-42193176
8	Website	<a href="http://www.wforwoman.com">www.wforwoman.com</a>
9	Financial year for which reporting is being done	1 <sup>st</sup> April 2022 to 31 <sup>st</sup> March 2023
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹ 12,34,47,336
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Piyush Asija, Company Secretary, Email ID: <a href="mailto:piyush.asija@tcnsclothing.com">piyush.asija@tcnsclothing.com</a> , 011-42193193
13	Reporting boundary : Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone

## II. List of Products/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing and Retailing	Manufacturing and retail of female-oriented clothing, cosmetics, footwear, artificial jewelry, and accessories.	100%

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

Sr. No.	Product/Service	NIC Code	% Of total Turnover contributed
1	Manufacturing and Retailing	141	100%

## III. Operations

## 16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	NIL	1	1
International	NIL	NIL	NIL

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

Locations	Number
National (No. of States and UTs)	28 states and 7 Union Territories
International (No. of Countries)	6

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

0.30%

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

TCNS offers apparel, cosmetics, and accessories through a portfolio of brands. TCNS house India's most iconic brands – W for Women, Aurelia, Elleven and Wishful. The brands have evolved into a progressive style partner for the fashion seeking shopper and is at the forefront of all fashion trends across all categories such as Women's wear, fashion accessories, footwear and cosmetics. The brands are distributed through EBOs, Large format doors, MBOs and Online channel.

**IV. Employees****18. Details as at the end of Financial Year:****a. Employees and Workers (including differently abled):**

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1	Permanent (D)	4,056	2,282	56.26%	1,774	43.74%
2	Other than Permanent (E)	56	52	92.86%	4	7.14%
3	Total employees (D + E)	4,112	2,334	56.76%	1,778	43.23%
<b>WORKERS</b>						
4	Permanent (F)	NIL	NIL	NIL	NIL	NIL
5	Other than Permanent (G)	185	185	100%	NIL	NIL
6	Total workers (F+G)	185	185	100%	NIL	NIL

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

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	13	11	84.61%	2	15.4%
2	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3	Total employees (D + E)	13	11	84.61%	2	15.4%
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	NIL	NIL	NIL	NIL	NIL
5	Other than Permanent (G)	NIL	NIL	NIL	NIL	NIL
6	Total workers (F+G)	NIL	NIL	NIL	NIL	NIL

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

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel*	2	0	-

\*Note: KMP excludes Senior Management personnel and includes only CFO and CS.

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

	FY 2022-23			FY 2021-2022			FY 2020-2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	40%	34%	37%	25%	20%	22.5%	31%	21%	27%
Permanent Workers	Not Applicable								

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

## 21. Names of holding/subsidiary/associate companies/joint ventures

Sr. 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)
NIL	NIL	NIL	NIL	NIL

## VI. CSR Details

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

(ii) Turnover (in ₹): 12,015.89 million

(iii) Net worth (in ₹): 6,117.03 million

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If yes, then provide web-link for the grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remark
Communities	Yes. <a href="https://wforwoman.com/content/report/ldr-policies">https://wforwoman.com/content/report/ldr-policies</a>	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes. <a href="https://wforwoman.com/content/report/ldr-policies">https://wforwoman.com/content/report/ldr-policies</a>	0	0	NA	0	0	NA
Shareholders	Yes. <a href="https://wforwoman.com/content/report/ldr-policies">https://wforwoman.com/content/report/ldr-policies</a>	0	0	NA	0	0	NA
Employees and workers	Yes. <a href="https://wforwoman.com/content/report/ldr-policies">https://wforwoman.com/content/report/ldr-policies</a>	0	4	NA	0	4	NA

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If yes, then provide web-link for the grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remark
Customers	Yes. <a href="https://wforwoman.com/content/report/lodr-policies">https://wforwoman.com/content/report/lodr-policies</a>	2	2	NA	0	0	NA
Value Chain Partners	Yes. <a href="https://wforwoman.com/content/report/lodr-policies">https://wforwoman.com/content/report/lodr-policies</a>	0	1	NA	1	1	NA

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1	Supply Chain Sustainability and Sustainable Sourcing	Risk	Supply chain management affects product and service quality, delivery, costs, customer experience and ultimately, profitability. Increased supply chain disruptions at the wake of geopolitical crises results in loss of business continuity. Increase effects of physical risks of climate change in the form of natural disasters has a significant impact on supply of raw materials required like cotton for an apparel industry.	TCNS may develop sustainable procurement policy or guidelines for key fabric and other goods suppliers. TCNS may evaluate the areas from which sourcing material comes from, which can help in identifying areas which are severely impacted by physical climate risks so that they can find an alternative in place.	Negative
2	Employee Welfare and Human Resources	Opportunity	Employee welfare is an opportunity to TCNS as providing employee benefits such as financial increments, increased vacation days, work-life balance, flexible working conditions etc. can help retain talent and boost overall efficiency and productivity.	-	Positive

Sr. No.	Material issue identified	Indicate whether 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
3	Customer Satisfaction	Risk	Product quality and brand image are two of the most important aspects which are considered for customer satisfaction in apparel industry. Customer preferences are towards quality of products, and if the quality of a product is not satisfactory it may pose a great financial risk.	TCNS may improve quality by implementing on site product testing before shipping out of the manufacturing unit by conducting fitting test, fatigue tests, stretch tests etc. to further strengthen customer satisfaction.	Negative
4	Business Behavior and Ethics	Opportunity	Business ethics are cornerstones of ensuring transparent and sustainable corporate governance frameworks. TCNS has an Anti-Bribery policy in place which has measures to implement stringent actions for strong business ethics which creates opportunity for attracting more customers and investments.	-	Positive
5	Corporate Governance	Opportunity	Corporate governance ensures companies maintain good governance management structure and illustrate ethical business practices. This is an opportunity as having good governance measures leads to increase in confidence of shareholders and also effectively managing risks through policies and procedures.	-	Positive
6	Data Privacy	Risk	Risks from cyber threats which may arise are malware attack, social engineering attack. There is a high risk of theft of sensitive customer data, which is not only a data privacy risk but also reputational risk to the organization.	TCNS may conduct vulnerability assessment which systematically reviews security weaknesses in an information system. TCNS may adopt ISO 27001 for information security management system.	Negative

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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	<a href="#">An-ti-Cor-ruption &amp; Anti Bribery Policy</a>	<a href="#">Prod-uct Quality and Safety Policy</a>	<a href="#">Equal Op-port-unity Policy</a>	<a href="#">Affir-mative Action Policy</a>	<a href="#">Environ-ment Protec-tion, Product Safety and Sustain-ability Policy</a>	<a href="#">Public Advo-cacy Policy</a>	<a href="#">CSR Poli-cy</a>	<a href="#">Pri- vacy Policy</a>	
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)	Yes								
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Not available as on date								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	TCNS does not have any specific commitments or goals currently, but will formulate goals and commitments in the future aligning towards sustainability.								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	TCNS will record the performance on goals and commitments in the future.								
<b>Governance, leadership, and oversight</b>									
7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements	-								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Anant Kumar Daga Managing Director								
9. Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability-related issues? (Yes/No). If yes, provide details.	Yes. The Corporate Social Responsibility Committee is responsible for decision making on sustainability related issues.								

## 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow-up action	Y	Y	Y	Y	Y	Y	Y	Y	Y									Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y									Annually
11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
										No	No	No	No	No	No	No	No	No
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:																		
Questions										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)																		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																		Not Applicable
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 DISCLOSURES**

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

**Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.****Essential Indicators****1. Percentage coverage by training and awareness programmes on any of the principles during the financial year.**

<b>Segment</b>	<b>Total number of training and awareness programmes held</b>	<b>Topics/principles covered under the training and its impact</b>	<b>% of persons in respective category covered by the awareness programmes</b>
Board of Directors	12	<ul style="list-style-type: none"> <li>• Ethics, Transparency and Accountability</li> <li>• Sustainability and Product Safety</li> <li>• Employees Wellbeing</li> <li>• Human Rights</li> <li>• Customers</li> </ul>	100%
Key Managerial Personnel	30	<ul style="list-style-type: none"> <li>• Diversity &amp; Inclusion</li> <li>• POSH IC member workshop</li> <li>• POSH People Manager workshop</li> <li>• Building a Learning Ecosystem Development Journey for 2021 and Beyond</li> <li>• Creating a diversity and inclusion culture to achieve talent development goals</li> <li>• Data Privacy, Tech Law &amp; Cyber Crime – Legal Issues &amp; Regulatory Framework</li> <li>• Excellence in Store Operations</li> </ul>	100%
Employees other than BoD & KMPs	30	<ul style="list-style-type: none"> <li>• Diversity &amp; Inclusion</li> <li>• POSH IC member workshop</li> <li>• POSH People Manager workshop</li> <li>• Building a Learning Ecosystem – Development Journey for 2021 and Beyond</li> <li>• Creating a diversity and inclusion culture to achieve talent development goals</li> <li>• Data Privacy, Tech Law &amp; Cyber Crime – Legal Issues &amp; Regulatory Framework</li> <li>• Excellence in Store Operations</li> </ul>	84%
Workers	NIL	NA	NA



2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

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

Case Details	Name of regulatory/enforcement agencies/judicial institutions
NIL	NIL

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. TCNS has an anti-corruption and anti-bribery policy, available on <https://wforwoman.com/content/wp-content/uploads/2023/03/TCNS-Anti-Bribery-Policy.pdf>

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

	FY 2022-23	FY 2021-22
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
No. of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
No. of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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.

TCNS has an anti-bribery and anti-corruption policy, Business Code of Conduct, and a strong corporate governance. Any issues related to corruption, conflicts of interest, or breaches are regarded and result in disciplinary action, subject to the degree of misconduct. Stringent actions to set precedent and deter any such misconducts are also implemented to create an ethical workplace.

## LEADERSHIP INDICATORS

## 1. Awareness programmes conducted for value chain partners on any of the principles during the financial year

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL	NIL	NIL

## 2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes. Firstly, TCNS takes annual affirmation from Board of Directors with reference to Conflict of Interest. Secondly, our Related Party Policy defines how we manage conflicts of interests involving members of the Board. The policy elaborates on the guidance and mechanism in place for board members to address potential conflict of interests that may arise in certain business transactions.

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

## Essential Indicators

## 1. Percentage of R&amp;D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&amp;D and capex investments made

	FY 2022-23	FY 2021-22	Details of improvements
R&D	NIL	NIL	NIL
Capex	NIL	NIL	NIL

## 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?

Inline with its Sustainability Policy, we are committed to ensuring responsible and safe usage of products from the stage of extraction till end of life. However, we have not monitored the exact percentage of inputs sourced sustainably.

## 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.

Waste Type	Processes to reclaim through reuse, recycle, disposal at end of life
Plastics (including packaging)	TCNS complies with Extended Producer Responsibility (EPR) under Plastic Waste Management Rules, 2016.
E-Waste	TCNS has engaged Adinath Recyclotronix Pvt. Ltd. an authorized entity by the Haryana Pollution Control Board for the collection, transportation, dismantling, and disposal of e-waste in compliance with E-Waste Management & Handling Rules, 2016 in an environment-friendly manner. The e-waste produced is sent for treatment, storage, or disposal. This process has been approved by the Delhi Pollution Control Board.
Hazardous Waste	Hazardous waste is provided to hazardous waste management agencies and third party vendors.
Other Waste	TCNS conducts regular donations of its scrap fabrics to NGOs that recycle the same. This helps support livelihoods as well.

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

Yes. The waste collection plan is in line with the EPR requisites, and the plan is submitted to the Central Pollution Control Board.

## LEADERSHIP INDICATORS

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

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicate in public domain (Yes/No) If yes, provide the web-link.
NIL					

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
NIL		

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 2022 - 23	FY 2021 - 22
	Not Available	Not Available

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:

	FY 2022 - 23			FY 2021 - 22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	0.272 MT	NIL	Nil	Nil	Nil
E-waste	Nil	0.925 MT	NIL	Nil	0.816 MT	NIL
Hazardous waste	Nil	Nil	NIL	Nil	Nil	Nil
Other waste	Nil	Nil	NIL	Nil	Nil	Nil

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
Not Applicable	

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

### ESSENTIAL INDICATORS

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

% of employees covered by											
Category	Total (A)	Health insurance*		Accident insurance		Maternity benefits		Paternity Benefits**		Day Care facilities**	
		No. (B)	% (B/A)	No. C	% (C/A)	No. (D)	% (D/A)	No.(E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent employees</b>											
Male	2282	2282	100%	677	30%	0	0	227	9.94%	0	0
Female	1774	1774	100%	229	13%	1774	100%	0	0	91	5.12%
<b>Total</b>	<b>4056</b>	<b>4056</b>	<b>100%</b>	<b>906</b>	<b>21.50%</b>	<b>1774</b>	<b>43.73%</b>	<b>227</b>	<b>5.59%</b>	<b>91</b>	<b>2.24%</b>
<b>Other than Permanent employees</b>											
Male	52	48	92.30%	48	92.30%	0	0	0	0	0	0
Female	4	3	75%	3	75%	3	75%	0	0	3	75%
<b>Total</b>	<b>56</b>	<b>51</b>	<b>91.07%</b>	<b>51</b>	<b>91.07%</b>	<b>3</b>	<b>75%</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>75%</b>

\* All employees who are not covered under health insurance are covered under ESI.

\*\* Only corporate employees are covered under paternity benefits and daycare facilities

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

% of workers covered by											
Category	Total (A)	Health insurance*		Accident insurance		Maternity benefits		Paternity Benefits**		Day Care facilities**	
		No. (B)	% (B/A)	No. C	% (C/A)	No. (D)	% (D/A)	No.(E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent workers</b>											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Other than Permanent workers</b>											
Male	185	185	100%	14	7.56%	NIL	NIL	NIL	NIL	NIL	NIL
Female	0	0	-	0	-	NIL	NIL	NIL	NIL	NIL	NIL
<b>Total</b>	<b>185</b>	<b>185</b>	<b>100%</b>	<b>14</b>	<b>7.56%</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>

\*All other than permanent workers who are not covered under health insurance are covered under ESI

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

Benefits	FY 2022-23			FY 2021-22		
	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.)
<b>PF</b>	100%	100%	Y	100%	100%	Y
<b>Gratuity</b>	100%	NA*	NA*	100%	NA*	NA*
<b>ESI*</b>	77%	92%	Y	81%	95%	Y

\*TCNS does not have any permanent workers and contractors/vendors ensure the gratuity of contractual workers.

### 3. Accessibility of workplaces

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

No. However, TCNS is working towards creating an accessible workplace in accordance with the requirements of Rights of Persons with Disabilities Act, 2016 which includes providing access to ramps, washrooms etc.

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

Yes. TCNS has an equal opportunity policy and the same is available on <https://wforwoman.com/content/report/sustainability>.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention Rate
Male	100%	86%	Not Applicable	Not Applicable
Female	98%	18%	Not Applicable	Not Applicable
Total	98%	27%	Not Applicable	Not Applicable

Note: Return to work rate is for FY-21-22 and retention rate is FY-22-23

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

	(If yes, then give details of the mechanism in brief) Yes/No
Permanent Workers	Not Applicable
Other than Permanent Workers	TCNS has created focal contacts within the local and central teams to receive and resolve complaints and grievances from employees and workers. Additionally, the POSH and Code of Conduct policies cater to such complaints and grievances
Permanent Employees	TCNS has created focal contacts within the local and central teams to receive and resolve complaints and grievances from employees and workers. Additionally, the POSH and Code of Conduct policies cater to such complaints and grievances
Other than Permanent Employees	TCNS has created focal contacts within the local and central teams to receive and resolve complaints and grievances from employees and workers. Additionally, the POSH and Code of Conduct policies cater to such complaints and grievances

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

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Unions (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Unions (D)	% (D/C)
Total Permanent Employees						
Male		NIL			NIL	
Female						
Total Permanent Workers						
Male		NIL			NIL	
Female						

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Permanent Employees</b>										
Male	2282	1533	67.17%	2237	98%	2256	1473	65.29%	2113	93.66%
Female	1774	1345	75.81%	1766	99.50%	1654	1051	63.54%	1618	97.82%
<b>Total</b>	<b>4056</b>	<b>2878</b>	<b>70.95%</b>	<b>4003</b>	<b>98.60%</b>	<b>3910</b>	<b>2524</b>	<b>64.55%</b>	<b>3731</b>	<b>95.40%</b>
<b>Other than Permanent Employees</b>										
Male	52	0	0	0	0	0	0	0	0	0
Female	4	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>56</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Permanent Workers</b>										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Other Than Permanent Workers</b>										
Male	185	148	80%	0	0	303	255	84.15%	255	84.15%
Female	0	0	-	0	0	41	41	100%	41	100%
<b>Total</b>	<b>185</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>344</b>	<b>296</b>	<b>86%</b>	<b>296</b>	<b>86%</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)*	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	2334	0	-	2256	1465	64.93%
Female	1778	0	-	1654	943	57.01%
<b>Total</b>	<b>4112</b>	<b>0</b>	<b>-</b>	<b>3910</b>	<b>2408</b>	<b>61.58%</b>
<b>Workers</b>						
Male	185	0	-	303	181	59.73%
Female	0	0	-	41	14	34.14%
<b>Total</b>	<b>185</b>	<b>0</b>	<b>-</b>	<b>344</b>	<b>195</b>	<b>56.68%</b>

\*Annual Performance and career development review for the FY 2022-23 has not been conducted till the date of this report and scheduled to be conducted before August 31, 2023.

## 10. Health and safety management system

- Whether an occupational health and safety management system been implemented by the entity? (Yes/No). If yes, the coverage of such system?**  
Yes, an occupational health and safety management system has been implemented at the entity level.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**  
TCNS conducts routine health checkups and fire drills to ensure minimization and identification of risks and hazards that may occur.
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**  
Yes
- Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)**  
Yes

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees & Workers	NIL	NIL
Total recordable work-related injuries	Employees & Workers	NIL	NIL
No. of fatalities	Employees & Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees & Workers	NIL	NIL

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

TCNS has installed air purifiers to maintain ambient air quality, conducts regular fire drills and trainings on health and safety of employees and in the workplace.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

**14. Assessments for the year**

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

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

Not Applicable

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

Yes, all employees covered under ESI and Provident Fund schemes and benefits are provided with life insurance and other compensatory packages in the event of death.

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

TCNS conducts third party assessment for its value chain partners and, in the findings, it is observed that statutory payments like ESI, EPF and EPT are covered.

**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 2022-23	FY2021-22	FY 2022-23	FY2021-22
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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

5. Details on assessment of value chain partners:

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

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.  
Not Applicable

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

**ESSENTIAL INDICATORS**

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

TCNS has identified its relevant stakeholders, both internal and external, based on the impacts of its business operations and the influence of stakeholders on the business. In line with the materiality assessment, TCNS has identified crucial internal and external stakeholders. The stakeholder groups identified by TCNS include customers, suppliers, investors, statutory bodies, employees, and value chain partners. This identification has been conducted in line with corporate goals of TCNS, to engage with its internal and external stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/Half Yearly/Quarterly/ others- please specify	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Emails, SMSs and Surveys	Daily basis	Brand building, promotion, information around latest trends
Suppliers	No	Emails, SMSs and Meetings	Daily basis	Build a strong and sustainable supply chain
Investors	No	Emails, SMSs and Meetings	Quarterly	Investor awareness and building trust, Value creation
Statutory Bodies	No	Emails and Meetings	As an when required or mandated by law	Compliance with Applicable laws, Corporate Governance
Employees	No	Emails, and Community Meetings	Daily basis	Build and boost employee morale, protect their interest. Increased productivity
Value Chain Partners	No	Emails and Meetings	Quarterly	Build a strong and sustainable supply chain

**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.

- Update on key matters pertaining to Customers (including customer complaints, customer service), Suppliers, Value Chain Partners, Investors and Employees are shared with the Board and/or its Committees on a quarterly basis.
- Status of compliances and other communications with Statutory Bodies are updated to the Board and/or its Committees as and when there is any update and atleast on a quarterly basis.



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.**

No, however, TCNS intends to do so in the future.

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

Nil

**Principle 5: Businesses should respect and promote human rights.**

**ESSENTIAL INDICATORS**

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employee/workers covered (B)	% (B/A)	Total (C)	No of employees/workers covered (B)	% (D/C)
<b>Employee</b>						
Permanent	4056	4038	99.55%	3910	3762	96.20%
Other than permanent	56	56	100%	51	51	100%
Total Employees	4112	4094	99.56%	3961	3813	96.26%
<b>Workers</b>						
Permanent	NA	NA	NA	NA	NA	NA
Other than Permanent	185	185	100%	344	344	100%
Total Workers	185	185	100%	344	344	100%

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	2282	290	12.70%	1992	87.20%	2256	317	14.05%	1939	85.94%
Female	1774	215	12.11%	1559	87.88%	1654	214	12.93%	1440	87.06%
<b>Other than Permanent</b>										
Male	52	1	1.92%	50	96.15%	46	0	0%	46	100%
Female	4	0	-	4	100%	4	0	0%	4	100%
<b>Workers</b>										
<b>Permanent</b>										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Other than Permanent</b>										
Male	185	8	4.32%	177	95.67%	303	197	65.01%	106	34.98%
Female	0	0	-	0	-	41	37	90.20%	4	9.75%

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

Category	Male		Female		Others	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)*	2	1,52,49,565	0	0	0	0
Key Managerial Personnel	2	93,85,103	0	0	0	0
Employees other than BoD and KMP	2,278	2,20,048	1,774	1,94,824	0	0
Workers	185	2,31,195	0	0	0	0

\*Executive Directors only

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)

No.

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

TCNS has a mechanism in place to redress grievances related to human rights issues. The same is available on <https://wforwoman.com/content/wp-content/uploads/2023/03/TCNS-Affirmative-Action-Policy.pdf>

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

Complaints	FY 2022-23 (Calendar Year Dec 22)			FY 2021-22 (Calendar Year Dec 21)		
	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	6	0	NA	2	0	NA
Discrimination at workplace	0	1		0	1	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	2		0	2	
Other Human Rights related issues	0	2		0	2	

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

TCNS has stringent mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. Maintaining confidentiality and anonymity is a key aspect of our grievance redressal mechanism and we maintain that as an utmost priority.

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

No.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced or Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at Workplace	100%
Wages	100%
Others- Please specify	NA

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

To prevent sexual harassment at the workplace, TCNS has stringent mechanisms in form of an Internal Complaints Committee (ICC) which consists of mandatory regulations and composition. The ICC is responsible for Sexual Harassment cases that arise at TCNS. Post complaints, a stringent grievance redressal process is followed by TCNS ICC, and the complainant is ensured with confidentiality, anonymity and no negative repercussions. We are a zero-tolerance workplace when it comes to discrimination of any form, and sexual harassment among others.

#### LEADERSHIP INDICATORS

**1. Details of business process being modified/introduced as a result of addressing human rights grievances/complaints.**  
TCNS intends to include human rights related aspects in its agreements with Value Chain Partners.

**2. Details of the scope and coverage of any Human rights due diligence conducted.**  
Not available

**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?**

No. However, TCNS is working towards creating an accessible workplace in accordance with the requirements of Rights of Persons with Disabilities Act, 2016 which includes providing access to ramps, washrooms etc.

**4. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Child Labour	NIL
Forced or Involuntary Labour	NIL
Sexual Harassment	NIL
Discrimination at Workplace	NIL
Wages	NIL

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

Not Applicable

#### Principle 6: Businesses should respect and make efforts to protect and restore the environment

#### ESSENTIAL INDICATORS

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

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
Total electricity consumption (A)	GJ	34,644.25	20,181.27
Total fuel consumption (B)	GJ	1,308.56	214.19
Energy consumption through other sources (C)	NA	NA	NA
<b>Total energy consumption (A+B+C)</b>	<b>GJ</b>	<b>35,952.81</b>	<b>20,395.46</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	GJ/Million INR	2.99	2.27

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

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

No, TCNS is not a designated consumer under the PAT scheme of the Government of India.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in Kilolitres)		
i) Surface water	NIL	NIL
ii) Groundwater	NIL	NIL
iii) Third party water	1,394.58 KL	1,211.3 KL
iv) Seawater/desalinated water	NIL	NIL
v) Others	NIL	NIL
<b>Total volume of water withdrawal (i + ii + iii + iv + v)</b>	1,394.58 KL	1,211.3 KL
<b>Total volume of water consumption (in KL)</b>	1,394.58 KL	1,211.3 KL
<b>Water intensity per rupee of turnover (Water consumed/turnover)</b>	0.11 KL/Million INR	0.13 KL/Million INR

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

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

No

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	µg/m <sup>3</sup>	Does not record	Does not record
Sox	µg/m <sup>3</sup>	Does not record	Does not record
Particulate matter(PM)	µg/m <sup>3</sup>	Does not record	Does not record
Persistent organic pollutants (POP)	µg/m <sup>3</sup>	Does not record	Does not record
Volatile organic compounds (VOC)	µg/m <sup>3</sup>	Does not record	Does not record
Hazardous air pollutants (HAP)	µg/m <sup>3</sup>	Does not record	Does not record

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub>	29.39	7.26
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub>	1095.78	826.82
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	tCO <sub>2</sub> /Million INR	0.0936	0.0930

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

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

No

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste Generated (in metric tonnes)</b>		
Plastic waste (A)	0.272	NIL
E-waste (B)	0.925	0.816
Bio-medical waste (C)	NIL	NIL
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	NIL	NIL
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G)	NIL	NIL
Solid Waste	NIL	NIL
Blron Scrap + Garbage (Empty drums, boxes etc.)	NIL	NIL
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Food Waste)	NIL	NIL
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1.197</b>	<b>0.816</b>

**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	0.925
ii) Re-used	Does not monitor as all waste is managed by authorized waste vendor
iii) Other recovery operations	-
<b>Total</b>	<b>0.925</b>

**For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)**

Category of waste	
i) Incineration	
ii) Landfilling	
iii) Other disposal operations	Does not record
<b>Total</b>	

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

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

TCNS does not use hazardous and toxic chemicals in its manufacturing and retail of apparel.

**10. 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:**

Location	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

11. 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
Not applicable					

12. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N).

Yes

If not, provide details of all such non-compliances, in the following format:

Sr. No.	Specify the law/regulation/guidelines which were not complied with	Provide details of non-compliance	Any fines/penalties/action taken by regulatory agencies such as Pollution Control Boards or by Courts	Correction action taken (If any)
Not applicable				

#### LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
<b>From renewable sources</b>			
Total electricity consumption (A)	NIL	NIL	NIL
Total fuel consumption (B)	NIL	NIL	NIL
Energy consumption through other sources (C)	NIL	NIL	NIL
<b>Total energy consumed from renewable sources (A+B+C)</b>	NIL	NIL	NIL
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ (Gigajoules)	34,644.25	20,181.27
Total fuel consumption (E)	GJ (Gigajoules)	1,308.56	214.19
Energy consumption through other sources (F)	GJ (Gigajoules)	NIL	NIL
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	GJ (Gigajoules)	35,952.81	20,395.46

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

2. Provide the following details related to water discharged:

Parameter	FY 2022 - 23	FY 2021 - 22
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>Total water discharged (in kiloliters)</b>	<b>NA</b>	<b>NA</b>

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

3. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

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

(i) Name of Area

(ii) Nature of Operations

(iii) Water Withdrawal, Consumption and Discharge in the following format:

Parameter	FY 2022 - 23	FY 2021 - 22
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater/desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>NA</b>	<b>NA</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>NA</b>	<b>NA</b>
<b>Water intensity per rupee of turnover (Water consumed/turnover)</b>	<b>NA</b>	<b>NA</b>
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	<b>NA</b>	<b>NA</b>
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment		

Parameter	FY 2022 - 23	FY 2021 - 22
(iv) Sent to third-parties		
- No treatment	NA	NA
- With treatment – please specify level of treatment		
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Not Available	Not Available
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent	Not Available	Not Available
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO <sub>2</sub> equivalent	Not Available	Not Available

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. With respect to the ecologically sensitive areas reported at Question 10 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.**

No significant direct or indirect impact of TCNS on biodiversity. Hence no prevention or remediation activities required.

**6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

No such initiatives have been undertaken by TCNS. However, we shall consider exploring solutions to improve resource efficiency, reduce impact due to emissions and waste generated.

Sr. No.	Initiative Taken	Details of the initiative (Web link if any, may be provided along with summary)	Outcome of the initiative
NIL	NIL	NIL	NIL
NIL	NIL	NIL	NIL

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

TCNS maintains a comprehensive and robust Business Continuity and Disaster Management plan to give a best-in-class service to its customers.

**8. 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?**

TCNS consistently monitors its impact on the environment but will do so more rigorously in future.

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

Not Available.



**Principle 7: Businesses when engaging in influencing public and regulatory bodies, should do so in a transparent and responsible manner.**

#### ESSENTIAL INDICATORS

1. a. **Number of affiliations with trade and industry chambers/associations.**  
02 (Two).
- b. **List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to:**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Retailers Association of India (RAI)	National

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

Name of Authority	Brief of the Case	Corrective Action Taken
NA	NA	NA

#### LEADERSHIP INDICATORS

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

Sr. No.	Policy advocated	Method for such advocacy	Whether information is in public domain (Y/N)	Frequency of Review by Board (Annually/ Half yearly/Quarterly /Others – please specify)	Web Link if Available
			NIL		

**Principle 8: All Businesses should promote inclusive growth and equitable development**

#### ESSENTIAL INDICATORS

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

Name and brief of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Y/N)	Results communicated in public domain (Y/N)	Relevant Web Link
NIL	NIL	NIL	NIL	NIL	NIL

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

Sr. No.	Name of project for which R&R is ongoing	Date of notification	State	District	No. of Project Affected Families	% PAFs covered by R&R	Amount paid to PAFs
NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

**3. Describe the mechanisms to receive grievances of the local community.**

Grievances of local communities pertaining to human rights or any other violations and grievances can be registered using the mechanism available on <https://wforwoman.com/content/wp-content/uploads/2023/03/TCNS-Affirmative-Action-Policy.pdf>

**4. Percentage of inputs directly sourced from MSMEs/small producer:**

	FY23 Current financial year (Up to March 23)	FY22 Previous financial year
Directly sourced from MSMEs/Small Producers	80.92%	87.94%
Sourced directly from within the district and neighboring districts	42.20%	50%

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

Details of negative social impact identified	Corrective action taken
NIL	NIL

**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 (INR)
1	Karnataka	Madikeri	3.00 million

**3.**

a. Procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No).  
No

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.**

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

**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 authority	Corrective Action Taken
		NIL

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

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education and Rural Development	72	100%

**Principle 9: Business should engage with and provide value to their customers in a responsible manner Essential Indicators.****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

TCNS has a Customer Care number, Email, Website to enable customers to log any complaints or feedback. Our customers can also provide feedback through social media, which gets picked up by our ORM agency for necessary action. These SLAs are tracked on ongoing basis.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	Does not record
Recycling and/or safe disposal	

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

	FY 2022- 23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	1	1	NA	NIL	NIL	NA
Advertising	NIL	NIL	NA	NIL	NIL	NA
Cyber-security	NIL	NIL	NA	NIL	NIL	NA
Delivery of essential services	NIL	NIL	NA	NIL	NIL	NA
Restrictive Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Unfair Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Other (Consumers)	42	NIL	NA	16	NIL	NA

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

	Number	Reasons for recall
Voluntary recalls	NIL	NIL
Forced recalls	NIL	NIL

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

Yes. <https://wforwoman.com/page/privacy-policy.html>

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.**

Not applicable.

**LEADERSHIP INDICATORS**

1. **Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available)**  
<https://wforwoman.com>
  2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**  
TCNS does not use single use plastics and they reuse their packaging bags.
  3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**  
TCNS informs its customers of any risks of disruption of essential services through bulk email and messaging services
  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.**  
Yes, TCNS complies with relevant clauses of the Legal Metrology Act 2009.  
  
**Did your entity carry out any survey with regards to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No). Yes.**
  5. **Provide the following information relating to data breaches:**
    - a. **Number of instances of data breaches along-with impact.**  
NIL
    - b. **Percentage of data breaches involving personally identifiable information of customers.**  
NIL
-