

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L99999PB1990PLC010307
2. Name of the Listed Entity	TRIDENT LIMITED
3. Year of incorporation	1990
4. Registered office address	Trident Group, Sanghera, Barnala – 148101, India
5. Corporate address	E-212, Kitchlu Nagar, Ludhiana
6. E-mail	corp@tridentindia.com
7. Telephone	0161-5039999
8. Website	www.tridentindia.com
9. Financial year for which reporting is being done	2022-23
10. Name of the Stock Exchange(s) where shares are listed	/// National Stock Exchange of India Ltd /// BSE Limited
11. Paid-up Capital	INR 5,096.0 million
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Deepak Nanda, Managing Director, +91 161-5039999, md@tridentindia.com
13. Reporting boundary	Standalone
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).	

II. Products/services

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

Sl. No.	Description of main activity	Description of business activity	% of turnover of the entity (FY23)
1.	Textile Manufacturing	Sourcing, manufacturing and supply of high-performance yarn, bath and bed linen.	79%
2.	Paper Manufacturing	Manufacturing of high-quality, multi-colour, high-speed printing and publishing papers and high-quality branded copier paper, and Wheat straw-based paper	21%

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

Sl. No.	Product/Service	NIC Code	% Of total turnover contributed
1.	Textile Products (High performance yarn, bath and bed linen)	131	79%
2.	Paper Products (Pulp, Paper and Paperboard)	1701/170	21%

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	3	1	4
International	Nil	1	1

17. Markets served by the entity:

A. Number of locations

Location	Number
National (No. of States)	Pan India
International (No. of Countries)	100+

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

53%

C. A brief on types of customers

Trident Limited is a leading Indian textile and paper manufacturing Company that caters to a diverse range of customers worldwide. With its extensive product portfolio and commitment to quality, the Company has developed a strong customer base across various industries. Here's a brief overview of Trident Limited's customers:

Retailers and Brands: The Company serves numerous retailers and brands in the textile industry, both in India and globally. Its customers include well-known names in the fashion and home decor sectors. The Company provides a wide range of textile products, including towels, bedsheets, bathrobes, blankets, and yarn, meeting the requirements of retailers and brands for their private labels or store brands.

Hospitality Industry: The Company offers a comprehensive range of high-quality linens and textiles for hotels, resorts, and restaurants. The products are known for their durability, comfort, and aesthetic appeal, making them popular choices among hospitality businesses.

Paper Industry: In addition to textiles, Trident also operates in the paper manufacturing sector. The Company's paper division supplies a range of high-quality paper products to customers across industries, including packaging, publishing, printing, and stationery. The customers in this sector include printing houses, publishing companies, and packaging manufacturers.

Export Market: The Company has a significant presence in the international market. It exports its products to numerous countries, including the United States, Europe, the Middle East, and Africa. Its customers abroad consist of retailers, distributors, and wholesalers who value Trident's commitment to quality, timely delivery, and competitive pricing.

The diverse customer base highlights Trident's ability to cater to different industry sectors in domestic and international market. Through its quality-driven approach, innovative product offerings, and focus on customer satisfaction, the Company has successfully established enduring relationships with its customers over the years.

IV. Employees**18. 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)	1,807	1,571	83.95%	290	16.05%
2.	Other than Permanent (E)	87	76	87.36%	11	12.64%
3.	Total employees (D + E)	1,894	1,593	84.11%	301	15.89%
WORKERS						
4.	Permanent (F)	11,943	9,738	81.54%	2,205	18.46%
5.	Other than Permanent (G)	2,238	1,754	78.37%	484	21.63%
6.	Total workers (F + G)	14,181	11,492	81.04%	2,689	18.96%

B. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	4	3	75%	1	25%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	4	3	75%	1	25%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	25	22	88.00%	3	12.00%
5.	Other than permanent (G)	13	13	100%	0	0
6.	Total differently abled workers (F + G)	38	35	92.11%	3	7.89%

7. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors (as on March 31, 2023)	13	1	7.7%
Key Management Personnel	2	0	-

8. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total
Permanent Employees	18.36%	31.25%	18.14%	24.73%	29.18%	25.54%
Permanent Workers	15.85%	27.43%	20.74%	23.57%	32.11%	25.37%

9. Holding, Subsidiary and Associate Companies (including joint ventures)
(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	Trident Global Corp Limited	Subsidiary	100%	No
2	Trident Home Textiles Limited	Subsidiary	100%	No
3	Trident Innovations Limited	Subsidiary	100%	No
4	Trident Home Décor Limited	Subsidiary	100%	No
5	Trident Global Inc	Subsidiary	73.5 %	No
6	Trident Europe Limited	Subsidiary	100%	No

10. CSR Details

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

(ii) **Turnover (in ₹) - INR 62,912.7 million**

(iii) **Net worth (in ₹) - INR 41,257.7 million**

11. Transparency and Disclosures Compliances

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 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	100+	0	Addressing community issues.		NA	
Investors (other than shareholders)		Yes			NA		
Shareholders	Yes				NA		
Employees and workers	Yes	100+	0	Key issues resolved- Canteen and Meals complaints, worker grievances		NA	
Customers	Yes	17	0	Addressed Customer grievances on product and service quality	39	0	Addressed Customer grievances on product and service quality
Value Chain Partners	Yes					NA	

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy & Climate Change	Risk and Opportunity	<p>Risk: Trident is dependent on fossil fuels as a source of energy. The Company is also dependent on heavy amount of water intake for paper and pulp manufacturing. Any disruption in the supply chain of traditional fuel will have direct and significant increase in the price and could adversely affect the Company's operations and profitability. Secondly, as climate change is leading to more intense weather events such as- heat waves, droughts, extreme floods and cyclones, it can impact the water availability at extreme high temperatures, forest degradation, and also impact the supply chain during extreme weather events. These events can have direct impact on the Company's value chain operations and could lead to a declining revenue.</p> <p>Opportunity: The Company can adapt to innovate processes to achieve energy efficiency and reduce carbon footprint throughout the value chain. The Company can explore decarbonization opportunities through out the value chain and develop products which has low/zero emissions.</p>	The Company has implemented ESG principles across the business functions and operations and have undertaken some key targets under the pillars of Energy, Nature, Waste, Packaging, Transportation, Product use and Enterprise. Trident has undertaken Science Based Targets to reduce Scope 1 and Scope 2 emissions by 2031 and become a Net-Zero Company 2040. Some of the best practices implemented includes- replacing coal with biomass fuel, electricity transition from coal-based grid supply to renewable purchases and PPAs, water conservation and recycling and CAPEX investment in energy efficient equipment.	Positive
2	Health and Safety	Risk	As a manufacturing Company Trident is likely to encounter several health and safety risks within its operations. Some of the common health and safety risks the Company will need to address are- Occupational Hazards, Chemical Hazards, Fire and Electrical Hazards, Mechanical and Equipment Hazard, and Climate Related Hazards (extreme heat and health related).	The Company places strong emphasis on health and safety within operations and corporate spaces. Various measures are implemented to promote a safe and healthy working environment, such as- Compliance to Regulations (ISO45001 certified), Periodic Risk Assessment, Employee and Worker Training, Safety Equipment and Infrastructure, Ongoing Safety Audits and continuous employee and worker engagements. By implementing these measures, Trident aims to create a safety culture, protect employees and ensure compliance throughout operations.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Resource Efficiency	Opportunity	<p>Trident sees resource efficiency as an opportunity to optimize its use of resources, reduce waste generation, and enhance sustainability. Some potential areas of resource utilization improvement include- Energy Efficiency, Water Conservation, Raw Material Optimization, Circular Economy, Supply Chain Engagement and Trainings.</p> <p>The Company has adopted 5Rs Practice-Reduce, Reuse, Recycle, Re-engineer and Redesign, within its operational boundary. The Company has also invested heavily in R&D and CAPEX for new products (increased recycled material input), efficient equipment, plastic recycling through EPR, circular economy (Alternative Fuels) and utilizing waste polyesters in process (Alternative Raw Material), to improve the resource-efficiency of the Company. The Company is also engaged with its marginalized suppliers to procure agriculture waste and utilize as fuel in boilers. Implementing resource efficiency measures not only benefits the environment but can also lead to cost savings, improved operational efficiency, and enhanced brand reputation for Trident Limited.</p>		Positive
4	Customer Satisfaction	Opportunity	<p>Trident sees several opportunities to enhance customer satisfaction. Some of the potential areas to consider include- Product Quality and Reliability, Timely Delivery, Customer Service and Communication, Innovation and Sustainable Products, and Feedback surveys. By focusing on these key areas, Trident can strengthen its relationship with customers and foster long-term engagement. The Company engages with its customers through feedback surveys, in person meetings, media campaigns, and through grievance mechanisms.</p>		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Employment	Opportunity	<p>The Company sees employment as an opportunity to attract, retain, and develop a skilled and diverse workforce that is essential for its business operations. Trident provides fair and competitive compensation and benefits to its employees, as well as opportunities for learning and career growth. The Company also fosters a culture of providing skill development training to underprivileged candidates and provide them employment after training. Trident also respects the human rights and labour rights of its employees and workers, ensuring a safe, healthy and inclusive work environment.</p>		Positive
6	Value, Ethics and Compliance	Risk and Opportunity	<p>Risk: Trident recognises that value, ethics and compliance are essential for its reputation and trust in the international and national market and society. Some of the potential risks that needs to be addressed in those areas are- Ethical Conduct (unethical behaviour, bribery, conflict of interest, and corruption), supply chain compliance (supplier labor practice and compliance), Environment Impact (risk of improper waste disposal, excessive resource consumption and pollution), Employee and Social Responsibility (risks related to community relationship, stakeholder expectation and employee wellbeing). Trident understands the risk of legal or regulatory violations or ethical breaches can harm the Company's image and reputation.</p> <p>Opportunity: By establishing itself as an ethical and compliant organization, Trident can differentiate itself from its competitors and build trust and loyalty with its customers, attract and retain talent who share the Company's values and vision, minimize reputational risks, reduce environment impact, ensure compliance and build transparency across value chain.</p>	<p>The Company has established Code of Conduct that outlines the Company values and principles. Trident also has various policies and procedures to ensure compliance with the applicable regulations. Regular audits, trainings and surveys are conducted to monitor and ensure compliance on ethical conduct across the organization.</p>	Negative
7	Community Engagement & Local employment	Opportunity	<p>Trident understands that community engagement and local employment are opportunities to support the social development of the communities where it operates and strengthen the relationship with community. The Company engages with the society to provide education, build infrastructure, health and wellness engagement, skill development and employment opportunities.</p>		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Supply Chain Sustainability	Risk and Opportunity	<p>Risk: Trident has identified that a sustainable supply chain is critical for its business continuity and performance. The Company faces risk of disruptions through various factors such as- global fuel price, political instability, ESG compliance, natural disasters and non-compliance of suppliers.</p> <p>Opportunity: Implementation of a Sustainable Supply Chain is essential for Trident, to minimize its environmental impact, promoting social responsibility, and ensuring long-term business resilience. Some of the supply chain sustainability opportunities for Trident includes-Supplier sustainability assessment, responsible sourcing audits, green logistics, waste recycling and reducing, sustainable way of waste disposal, and manage supplier emissions. By embracing these sustainable supply chain opportunities, Trident can reduce its environmental footprint, promote responsible business practices, and contribute to the overall sustainability operations. It also helps the Company to meet the evolving stakeholder expectations and build reputation.</p>	<p>The Company has deployed several measures to manage supply chain related risks. The Company is engaged with suppliers through regular audits for critical material supplies. Engagement with local farmers is also done to ensure procurement of biomass fuel and replace coal in boilers. The Company has also defined code of corporate governance and conduct, which is extended coverage with suppliers to ensure ethical compliance. Overall, Trident has adopted to a proactive and comprehensive approach towards supply chain risk management. By identifying, assessing, and addressing risks at various stages of the supply chain, the Company strives to build a resilient and sustainable supply chain that can adapt to changing market conditions and mitigate potential disruptions.</p>	Positive
9	Product Responsibility & Association	Opportunity	<p>Trident has identified product responsibility and association as an opportunity to improve the product quality, increase customer satisfaction, develop green and environment friendly products and capture additional markets. Trident ensures that the product meets the desired standards for quality, packaging and communication. The Company has also developed products from recycled fibres and fosters circular economy through alternative materials use and reduce dependency on environment. The Company also adds labels on its products to inform consumers about the features, benefits and direction to use, to improve durability. Trident has also association with different Industry association bodies to collaborate, implement best practices and advocate regulatory changes.</p>		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Diversity & Inclusion	Opportunity	Trident understands diversity and inclusion as an opportunity to leverage best talent for its operations. The Company promotes diversity by undertaking targets to achieve 50% women workforce, inclusive working environment for specially abled people, ensuring that workforce is treated fairly and equitably in terms of compensation, benefits, opportunities and recognition. The Company also engages with multi-level stakeholders to address diversity and inclusion throughout the value chain.		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.

S. No.	Principle Description	Reference of Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable	/// Combined Code of Corporate Governance and Conduct Policy
P2	Businesses should provide goods and services in a manner that is sustainable and safe	/// Environment Health and Safety Policy
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	
P4	Businesses should respect the interests of and be responsive to all its stakeholders	/// Combined Code of Corporate Governance and Conduct Policy
P5	Businesses should respect and promote human rights	/// Combined Code of Corporate Governance and Conduct Policy Vigil Mechanism and Whistle Blower Policy
P6	Businesses should respect and make efforts to protect and restore the environment	/// Environment Health and Safety Policy
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	/// CSR Policy
P8	Businesses should promote inclusive growth and equitable development	/// CSR Policy
P9	Businesses should engage with and provide value to their consumers in a responsible manner	/// Combined Code of Corporate Governance and Conduct Policy

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**	Code of Corporate Governance and Conduct https://assets.Tridentindia.com/Combined_Code_of_Corporate_Governance_and_Conduct_efbab7cb35_99515d759a.pdf Environment Health & Safety Policy (https://assets.Tridentindia.com/ENVIRONMENTAL_HEALTH_and_SAFETY_POLICY_eb75053f4b.pdf) Vigil Mechanism and Whistle Blower Policy (https://assets.tridentindia.com/VIGIL_MECHANISM_and_WHISTLE_BLOWER_POLICY_54d50bdb08.pdf) Corporate Social Responsibility (CSR) Policy (https://assets.tridentindia.com/Corporate_Social_Responsibility_CSR_Policy_095ba2f916.pdf)								
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, few of the enlisted policies of the Company have extended coverage to the value chain partners.								
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) mapped to each principle.	Principle 1 Principle 2 Principle 3 Principle 4 Principle 5 Principle 6 Principle 7 Principle 8 Principle 9 All the policies are based on the prescribed principles, conformance to the spirit of international standards like ISO 9001, ISO 14001, ISO 45001, ISO 27001, ISO 50001 and Forest Stewardship Council.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has undertaken specific targets to address the environmental concerns. Trident as a group has committed to reach Net-Zero GHG emissions by 2040. In order to achieve the targets, the Company have established short-, medium- and long-term targets. Please refer to the targets below- (1) 46.2% GHG emission reduction (Scope 1 and Scope 2) by 2031, validated by SBTi under 1.5D target setting. (2) 50% renewable energy consumption by 2025. (3) 20% reduction in virgin plastic use (target own brand) by 2025. (4) Achieve zero waste to landfill by 2030. (5) Achieve 50% gender equity by 2030.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Trident is already on the track to implement the undertaken targets. The current renewable energy share is 2.83% and are committed to increase to 50% by 2025, through capex investment and power purchasing agreements. The Company has current gender equity stands at 18%, against the target of reaching 50% by 2030. We have also diverted 91% of waste from the landfill against the target of 100% zero land fill.by 2030 target. Trident has developed long term ESG strategy to achieve net-zero target and are also developing value chain strategy to address the supplier ESG engagement.								

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)	At Trident, we have always believed in driving business with purpose. Through reporting, we would like to communicate to our stakeholders, our progress on Environmental, Social and Governance performance. We believe Sustainability is a journey, and while we believe there is more work to be done, we are also poised to take up challenges and improvements through transforming our ways of doing business.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	Mr. Deepak Nanda Managing Director Tel- +91 161-5039999 E-Mail id: md@tridentindia.com								
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 CSR Committee of the Board of Directors is responsible for implementation of BR policies. Mr. Deepak Nanda, MD is authorised by CSR Committee 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/									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

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

E: Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Business strategy, risk, update of laws, Principle of corporate Governance	100%
Key Managerial Personnel	10	Business strategy, risk, update of laws, Principle of corporate Governance Six Sigma, TPM,	100%
Employees other than BoD and KMPs	24	Business Code of Conduct, Fire Safety and Evacuation Training, Waste Handling, Chemical Safety, handling and storage,	65%
Workers	52	Human Rights Awareness- Equal Wages, Child Labour and Working hours	

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

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	P1	NIL	NIL	NIL	No
Settlement	P1	NIL	NIL	NIL	No
Compounding fee	P1	NIL	NIL	NIL	No
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	P1	NIL	NIL	No	
Punishment	P1	NIL	NIL	No	

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	Not Applicable

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

Yes, the Company believes in conducting affairs in a fair and transparent way with high standard of professional behaviour, honesty, integrity and ethical behaviour. Complete transparency in operations with clear communication to all relevant stakeholders is practiced by the Company. The policy is applicable to all directors, employees and stakeholders are protected under this policy.

Link- https://assets.Tridentindia.com/VIGIL_MECHANISM_and_WHISTLE_BLOWER_POLICY_54d50bdb08.pdf

Adequate control mechanisms are placed to address the issues related to ethics, bribery and corruption, guided by Internal Complaints Committee wherein any unethical conduct is reported and investigated.

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 Current Financial Year	FY 2021-22 Previous Financial Year
Directors		
KMPs		Nil
Employees		
Workers		

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

	FY 2022-23 Current Financial Year		FY 2021-22 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors				Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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.

During the reporting year, no complaints or fines or penalties were received with regards to regulators, law enforcements, judicial institutions or any corruption and conflicts of interest.

L: Leadership Indicators

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

The Company regularly interacts with its suppliers, has discussions with suppliers, about the possibility of reusing or recycling the input material, and to discuss the roadmap towards green or sustainable supply chain.

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

Yes, the entity has policy in place to avoid conflict of interests involving members of the board. This also includes annual declarations from the board members to confirm the entities in which they have an interest.

Policy Link- https://assets.Tridentindia.com/Combined_Code_of_Corporate_Governance_and_Conduct_efbab7cb35_99515d759a.pdf



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

E: Essential Indicators

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	Installation of ground mounted & Roof Mounted Solar Power Plant at Budhni Location to reduce coal consumption and power cost.
Capex	INR 284.9 million	INR 241.6 million	

2. **Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?**

Yes, the business of the Company is deep rooted in an agro-based economy leading to farmer prosperity. The sourcing of raw material is done within the proximity of its manufacturing location, boosting the local economy and support community to increase per capita income. The code of conduct discourages child labour, unethical practices, and forced labours, for business associates as a strategy of sustainable sourcing. Apart from this, Trident is also engaged in sustainable packaging solutions. All the sourcing of raw materials for paper manufacturing are certified sustainable by Forest Stewardship Council (FSC). The collection of material safety certificates, declarations and code of conduct is conducted for all supplier to ensure ethical sourcing.

Controllable check points have been implemented within the sourcing system and has also implemented 'annual supplier audit' for critical material procurement to evaluate availability traces of hazardous materials among the supply. Through these procedures, the Company has achieved around 20% raw material procurement sustainable sourcing within our manufacturing units.

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.**

The Company does have mechanism to reduce waste generation, increase efforts in recycling and sustainable methods for waste disposal; and practice 5Rs Practice- Reduce, Reuse, Recycle, Re-engineer and Redesign. Trident aims to seek alternatives for plastic waste and focus on products to help reduce plastic waste littering. Extended Producer Responsibility initiative for plastic packaging has been undertaken by the Company through partnership with authorized recyclers. Under this initiative the Company has taken EPR targets and engaged in collection and recycling of plastic waste from municipal sources. The Company has also installed E-waste collection centres within office and operation premises to collect, segregate and recycle the waste through authorized recyclers with valid certifications. The Company has also integrated zero liquid discharge systems which removes release of hazardous liquid waste into the environment. The manufacturing facilities use biological plant for biodegradation of wastewater and recover the entire wastewater. To treat other waste such as food and paper, Trident has incorporated food waste and other biomass waste to generate electricity at one of the manufacturing locations, through biogas plant. The Company has launched an innovative product to support paper packaging through "Good Paper" campaign. The product has shown significant reduction in reducing water intensity and reduced consumption of raw material to manufacture the product. The Company has also aggressively incorporated utilization of Forest Stewardship Council (FSC) certified papers which have less carbon and water footprint as compared to plastic packaging products.

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 Company has identified the environmental emergency and has identified its role in engaging with Extended Producer Responsibility (EPR) under the plastic waste management rules, 2016, with registration under brand owner. The Company has duly submitted the targets to the local state pollution control board.

L: Leadership Indicators

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

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

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
NA	-	-
NA	-	-

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
	Current Financial Year	Previous Financial Year
Recycled Polyester (Yarn Business)	13%	NA

*The company participates in certain customer program, through which it uses 13% recycled materials as an input to operations.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed of.

	FY 2022-23			FY 2021-22		
	Current Financial Year			Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Including packaging)	-	0	-	-	-	-
E-waste	-	8.73	-	-	14.63	-
Hazardous waste	-	-	3,429.91	-	-	3,472.32
Other waste	-	-	-	-	-	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Bed and Bath Linen products	13%



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

E: Essential Indicators

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

Category	Total (A)	% Of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1,517	1,517	100%	1,517	100%	0	0	1,517	100%	0	0
Female	290	290	100%	290	100%	290	100%	0	0	290	100%
Total	1,807	1,807	100%	1,807	100%	290	16.04%	1,517	83.95%	290	16.04%
Other than Permanent employees											
Male	76	76	100%	76	100%	0	0	76	100%	0	0
Female	11	11	100%	11	100%	11	100%	0	0	11	100%
Total	87	87	100%	87	100%	11	12.64%	76	87.35%	11	12.64%

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

Category	Total (A)	% Of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	9,738	9,738	100%	9,738	100%	0	0	9,738	100%	0	0
Female	2,205	2,205	100%	2,205	100%	2,205	100%	0	0	2,205	100%
Total	11,943	11,943	100%	11,943	100%	2,205	18.46%	9,738	81.53%	2,205	18.46%
Other than Permanent employees											
Male	1,754	1,754	100%	1,754	100%	0	0	1,754	100%	0	0
Female	484	484	100%	484	100%	484	100%	0	0	484	100%
Total	2,238	2,238	100%	2,238	100%	484	21.63%	1,754	78.37%	484	21.63%

2. Details of retirement benefits.

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	0	100%	Y	0	100%	Y

3. Accessibility of workplaces

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

Yes, the office and work premises are accessible to differently abled employees and workers. The differently abled employees are assisted during any visit with safety members to ensure safe movement of the employee. Based on the type of differently abled, Trident's facilities and offices are equipped with wheelchairs, accessible restrooms, and high standard communication mechanism to support the employee a smooth movement throughout the premises. Trident has 'Equal-Opportunity' policy under the umbrella policy of 'Combined Code of Corporate Governance and Conduct', and the premises are largely accessible as per the requirements.

Policy Link- https://assets.Tridentindia.com/Combined_Code_of_Corporate_Governance_and_Conduct_efbab7cb35_99515d759a.pdf

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, the entity has an equal opportunity policy as per the Rights of Persons with Disability Act, 2016. The details are wired within the 'Combined Code of Corporate Governance and Conduce', link- https://assets.Tridentindia.com/Combined_Code_of_Corporate_Governance_and_Conduct_efbab7cb35_99515d759a.pdf. The Company provides equal opportunity for differently abled people and also conducts formal hiring process for differently abled people. As on date, the Company have more than 50 employees who are differently abled. Trident also emphasizes on topics related to equal pay and have formal complaint process for discrimination. This helps address any issues related to discrimination or harassment of especially abled employees.

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	83.33%	77.40%	79.75%	77.30%
Female	52.78%	69.92%	63.18%	56.82%
Total	68.05%	73.66%	71.47%	67.06%

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.

	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Trident has an integrated approach on receiving and redressing grievances from employees and workers. Ours is an integrated approach which includes all levels of employees and workers.
Other than Permanent Workers	KAAN Meeting- The Company conducts 'Kaan Meetings' where members indulge in a healthy exchange of ideas, share any concerns or any opinion that can promote value of the Company are encouraged. This meeting is conducted for different category of employees and workers to create a positive impact, making it a valuable workplace.
Permanent Employees	SAMEEP- The Company has also adopted digital chatbot to stay connected with 15,000+ employees and support them in creating emergency support desk, internal communication, communication directory and many more services to name a few.
Other than Permanent Employees	We also support factory level grievance committee, which includes unit level management, to address any specific concern related to that location. This committee addresses issues related to health and safety, sexual harassment, canteen issues and labor related issues.

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

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

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
	Employees									
Male	1,517	195	13%	1,070	71%	1,599	774	48%	1,097	69%
Female	290	63	22%	263	91%	333	166	50%	209	63%
Total	1,807	258	14%	1,333	74%	1,932	940	51%	1,306	68%
	Workers									
Male	9,738	4,316	44%	3,672	38%	10,537	4,082	39%	3,288	31%
Female	1,754	1,019	58%	995	57%	2,529	913	36%	666	26%
Total	11,492	5,335	46%	4,667	41%	13,066	4,995	38%	3,954	30%

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
	Employees					
Male	1,517	1,517	100%	1,599	1,599	100%
Female	290	290	100%	333	333	100%
Total	1,807	1,807	100%	1,932	1,932	100%
	Workers					
Male	9,738	9,738	100%	10,537	10,537	100%
Female	1,754	1,754	100%	2,529	2,529	100%
Total	11,492	11,492	100%	13,066	13,066	100%

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 organization is 45001-2018 (OH&SMS) certified and follows all the guidelines related to health and safety, which covers 100% of the operational boundary of the reporting year. Robust health and safety policy is also in place to ensure the Company's members are provided a safe and healthy working environment, while complying with all the necessary regulations to protect the environment, reduce waste impact and sustainable disposal, ensuring all the stakeholders safety and security. An EHS committee is constituted by the reporting Company with senior leadership whose responsibility is to ensure safety and healthy working environment. Various sub-committee are formed for effective monitoring and risk mitigation. The committees implement standardized compliance requirements, monitor performance against targets, develop guidelines and promote awareness. The committee is also responsible for driving safety training sessions to upskill stakeholders in maintaining safety workplace.

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

The Company conducts 'Hazard Identification and Risk Assessment (HIRA)', on a periodic basis for all the routine and non-routine tasks. This process is also followed for any addition of new process and equipment.

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

Yes, the Company has written procedures and guidelines to support reporting of identified risks by all the stakeholders to the supervisor, department head or safety officer. The report raised then gets discussed in safety committee meetings to implement best practices.

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

Yes, all employees and contract workmen have full-fledged access to occupational healthcare centre for doctor consultation and healthcare service. This access is available both during and after the working hours.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	2000	2400
Total recordable work-related injuries	Employees	0	0
	Workers	95	115
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	19	10

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

The Company has always been fully committed to ensure a safe and healthy workplace. An EHS committee has been formed under the guidance of Chief Risk Officer, whose overall responsibility is to implement safety workplace regulations. Various sub-committee are formed under the committee who integrate monitoring and reporting systems for EHS related operations. The Company has created a loop which works on training members, contractors, employees and others who work with the Company. Every location has a committee who reports on incidents, fatalities, Lost time injuries and training hours. The sub-committee drive hazard and risk associated activities to evaluate the potential impact and train stakeholders, as a mitigation measure. Apart from these activities, the committees undertake targets such as- zero incidents, firefighting capacity building, conduct regular mock-drills, source and distribute relevant protective personal equipment for members at site, and build a safe, healthy and sustainable working environment.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	14	0	All complaints addressed	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year

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

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

The company has incorporated robust internal health and safety audit systems to address any significant risks, concerns and incidents. Beginning of every month an audit schedule is finalized and an intra plant audit is conducted to validate the documentation process, safety conditions and other aspects through checklists. For this activity, the company is in the process of implementing a digital tool to capture all stakeholders and assign tasks as per audit checklist. The company has deep rooted leadership in health and safety vigilance and monitors working conditions all day to avoid any incidents.

L: 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, the Company has extended life insurance and compensation package in event of demise of any employee and contract workforce, both.

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

As a part of our code of conduct, which is extended to our suppliers, Trident undertakes declarations including confirmation of statutory due clearance. As submission of proof, Trident also collects statutory documentation from value chain partners.

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 Current Financial Year	FY 2021-22 Previous Financial Year	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Employees	0	0	0	0
Workers	19	10	0	0

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

Yes, the Company provides assistance related to retirement of employees. The benefits also include Provident fund, gratuity and other compensation. The Company have defined gratuity plan (Funded) and is governed by The Payment of Gratuity Act 1972, under which employees who have completed 5 years of service are entitled for gratuity benefit and is also payable on termination/ retirement of the employee.

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 conditions	50%
Working conditions	70%

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.

The Company is engaged with critical material suppliers through awareness sessions and physical site visits. Among chemical suppliers a few corrective actions undertaken to increase safety working condition includes- (1) improvement in shopfloor lighting, (2) Night reflectors installation, (3) Transparent maintenance report for machineries, and (4) shopfloor cleanliness.



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

E: Essential Indicators

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

The key stakeholder groups for Trident involves Regulatory Bodies, Institutions, Suppliers, Communities and Customers. The Company follows a structured approach to identify the stakeholder and purpose of engagement. The initial stage involves defining scope of engagement such as- survey, training and engagement, regulatory and tax, audit, appraisal and many more. After the scope of engagement, stakeholder groups are identified relevant for the stakeholder group, followed by prioritizing, strategy building and communication and engagement. Through this methodology the Company has identified the key stakeholders impacted and built engagement sessions to address issues and share best practices and build value adding to business and brand building space.

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
Government and regulatory authorities	No	<ul style="list-style-type: none"> o Industry Bodies o Corporate Reports and Presentations o Written and Email Communication. o In-Person Meeting 	As per requirement, and applicable to rules and laws	<p>Purpose and Scope:</p> <ul style="list-style-type: none"> a) Regulatory Compliance b) Pollution Control Board statutory reporting <p>Topics of Engagement:</p> <ul style="list-style-type: none"> a) Compliance monitoring and reporting
Academia,	No	<ul style="list-style-type: none"> o Written and Email o In-Person Meeting Seminars and Knowledge sharing platforms	Ongoing- throughout the year	<p>Purpose and Scope:</p> <ul style="list-style-type: none"> a) Collaboration b) Student Hiring c) Leadership and Employee Training <p>Topics of Engagement:</p> <ul style="list-style-type: none"> a) Sharing Industry Best practices b) Hiring of fresher candidates c) Training of Trident employees.

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
Employees	No	<ul style="list-style-type: none"> o In-Person Meetings o Email Communication o Employee Survey o Employee Trainings o Orientation/Induction o Town Hall Programs o Learning and Development o Rewards and Recognitions 	Ongoing- throughout the year	<p>Purpose and Scope:</p> <ul style="list-style-type: none"> a) Collaboration b) Employee Wellbeing c) Training and Development <p>Topics of Engagement:</p> <ul style="list-style-type: none"> a) Safety Trainings b) Technical Trainings c) Compensation and benefits d) Employee Programs e) Communication and Best Practices sharing
Customers	No	<ul style="list-style-type: none"> o Customer Meetings o In-person or Telephonic o Media Campaigns o Email Communication o Survey Communication o Seminars and Events 	Ongoing- throughout the year	<p>Purpose and Scope:</p> <ul style="list-style-type: none"> a) Assessment and product survey b) Product feedback c) Environment Protection Collaboration <p>Topics of Engagement:</p> <ul style="list-style-type: none"> a) Pricing, policy and features b) Product design, quality and delivery c) Emission Reduction Target engagement d) Communication and Best Practices sharing

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
Suppliers	No (Few Segments of Supply Chain Partners, yes)	<ul style="list-style-type: none"> o Site Audits o In-person and telephonic communication o Supplier Onboarding o Quality Trainings o Email Communication 	Ongoing-throughout the year	<p>Purpose and Scope:</p> <ul style="list-style-type: none"> a) Material quality supply b) Supplier audit c) Supplier Negotiations <p>Topics of Engagement:</p> <ul style="list-style-type: none"> a) Pricing, policy and material features b) Material design, Quality and Delivery c) Communication and Best Practices sharing d) Health and Safety training e) Awards and Recognition Program
Local community	Yes	<ul style="list-style-type: none"> o In-Person Meeting o Focused Group Meeting o Capacity building sessions o Telephonic communication 	Ongoing-throughout the year	<p>Purpose and Scope:</p> <ul style="list-style-type: none"> a) Community Engagement b) Capacity Building c) CSR Activities <p>Topics of Engagement:</p> <ul style="list-style-type: none"> a) Grievance addressing b) Livelihood Building c) Training and Development d) Infrastructure development

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
Investors & shareholders	No	<ul style="list-style-type: none"> o Annual Report o Annual General Meetings o Disclosures, Seminars, Investor Calls, and in-person meetings o Media and Press Release o Email and Telephonic Communication 	Quarterly	<p>Purpose and Scope:</p> <ul style="list-style-type: none"> a) Respond to concerns and queries b) Financial Performance c) Governance and Strategy <p>Topics of Engagement:</p> <ul style="list-style-type: none"> a) Company's financial performance b) Corporate Strategy updates c) Research and Innovation

L; Leadership Indicators

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

The company believes in conducting the affairs of its constituents in a fair and transparent manner, by adopting high level of professionalism and honesty. The company has formulated various policies by taking inputs from multiple stakeholders and are updated regularly in the light of changing scenario. The inputs from stakeholders on key environment and social topics is shared with the board through the Managing Director of the company and acts as an interface between the stakeholders and Board of Directors.

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

Yes, the company is engaged in stakeholder consultation to support the identification and management of environment and social topics. The company has incorporated one of the initiatives advised by a customer to address the paddy stubble burning issue. The burning of paddy stocks causes large scale air pollution across the wind footprint. To address this issue, the company undertook 'Better Air Project', and started collection of paddy straw from nearby land and utilized as alternative fuel in boilers. After successful piloting, the company installed large scale project for paddy straw utilization. The company also works with multiple education institutes and incorporates suggestions to adopt new and efficient technologies to create industry benchmark.

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

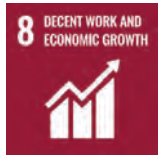
The Company has identified key concerns raised through engagement with marginalized stakeholders of the society who are majorly lack of access to quality education among children, lack of healthcare facilities among weaker sections of the society, limitations to the means of skill development and livelihood generation among women and lack of means to cater to the problem of agricultural waste among poor/ landless small farmers. The Company has taken many initiatives to address the concerns namely:

Education- Trident is supporting more than 200 children, who do not have access to education, free of cost classes at a private school in Punjab. To provide basic infrastructure in schools the Company has provided Ceiling Fans, Water Coolers, RO Water Purifiers, Almirahs, Printers etc. to 5 schools and free books and notebooks were distributed among more than 2000 children in Madhya Pradesh and Punjab. Extra efforts were taken by Trident to renovate High School at Fateh Nagar, to improve the quality of education and has impacted more than 600 children. The renovation drive also covered senior secondary government school at Dhaula, to improve sanitation at education centre and constructed more than five common washrooms, impacting more than 1200 children.

Health & Wellness: The Company has organized three blood donation camps wherein 180 units of Blood was donated by our members to the local government Medical Units. Trident also addresses the SDG goal – Access to Healthcare, by providing more than 5100+ free of cost OPD consultation through free health camps and through partnership with hospitals. In another similar drive, more than 7000 beneficiaries have been reported for free OPD consultation and medicines. The medical drive is also accompanied by donation to tribal areas and lesser privileged members of society by giving them clothes, blankets, shoes, books and other necessary supplies. More than 2000 direct beneficiaries are recorded through this drive during FY 22-23.

Women Empowerment: As a part of CSR activity, the Company had engaged with women in rural locations through skill development training programs in Sewing. The free of cost training program focuses on stitching and embroidery skills to help develop self-help groups. The impact was created among more than 90 women. Through self-help groups, the women of rural areas have now been able to generate 7 lakhs+ revenue through Stitching services.

The Parali Solution: This initiative was undertaken to reduce the emission through paddy residue burning. Through this initiative, the Company assisted farmers to manage paddy residue within their manufacturing units and replace coal with alternative biomass fuel.



Principle 5: Businesses should respect and promote human rights

E: 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 employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1,807	712	39%	1,632	482	30%
Other than permanent	87	48	55%	365	9	2%
Total employees	1,894	760	40%	1,997	491	25%
Workers						
Permanent	11,943	7,988	67%	10,660	4,887	46%
Other than permanent	2,696	1,213	45%	2,581	975	38%
Total workers	14,639	9,201	63%	13,241	5,862	44%

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)
Employees										
Permanent and Other than Permanent										
Male	1,517	0	0%	1,517	100%	1,599	0	0	1,599	100%
Female	290	0	0%	290	100%	333	0	-	333	100%
Workers										
Permanent and Other than Permanent										
Male	9,738	0	-	9,738	100%	10,537	0	-	10,537	100%
Female	1,754	0	-	1,754	100%	2,529	0	-	2,529	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	12	9.8 million	1	5.7 million
Key Managerial Personnel	2	2.9 million	0	0
Employees other than BoD and KMP	1153	1.78 million	220	1.35 million
Workers	9448	0.27 million	2001	0.21 million

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, the Company does have Grievance Committee responsible for addressing human rights issues caused by the business. The Company advocates the supremacy of human rights and does have internal policy to acknowledge the support. The employees are trained on the issues related to human rights and covers supply chain partners with a formal policy and annual surprise audit to validate the claim. Trident strongly discourage our stakeholders from conducting unethical violation of Human Rights.

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

The Company does have internal mechanism to redress grievances related to human rights issues. Trident has Grievance committee and Internal Complaints committee who captures the complaint and investigate it. Key management personnel are involved in such cases due to the sensitivity of the complaint. In situation of any supplier getting a red flag on human rights abuse, an imminent audit committee will be established to further investigate the complaint.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

The Company has integrated a control mechanism to address issues of harassment and misconduct. The internal Complaints Committee oversees any complaints and engage with the stakeholders to investigate and resolve the issue. The engagement is kept highly confidential looking at the sensitivity of the situation. The Company has Whistle Blower Policy to address such cases.

Policy Link- https://assets.Tridentindia.com/VIGIL_MECHANISM_and_WHISTLE_BLOWER_POLICY_54d50bdb08.pdf

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

Yes. The Company has Combined Code of Governance and Conduct policy to address Human Rights requirement as a part of business agreements and contracts.

9. Assessments of the year

% Of your plants and offices that were assessed (By entity or statutory authorities or third parties)

Child labour	
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	100%
Wages	
Others – please specify	

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

Not Applicable

L: Leadership Indicators

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

Trident Limited regularly provides training programs to its employees on Business Code of Conduct.

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

Trident Limited undertakes Human rights due diligence internally.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the premise/office of the company have ramps for easy movement of differently abled visitors.

4. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed

Sexual harassment	-
Discrimination at workplace	-
Child labour	-
Forced/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.

The Company have not encountered any concerns with regards to harassment, labour abuse or any other human rights related issues.



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

E: Essential Indicators

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	TJ	2,399.81	2,803.14
Total fuel consumption (B)	TJ	6,239.18	6,589.52
Energy consumption through other sources (C)	TJ	0	0
Total energy consumption (A+B+C)	TJ	8,638.99	9,392.66
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	TJ/INR million turnover	0.124	0.133
Energy intensity (optional) – the relevant metric may be selected by the entity	TJ/INR million turnover		

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.

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.

Yes, The Company have facilities identified as designated consumers under Performance, Achieve and Trade Scheme of the Government of India.

SN	BUSINESS	REMARKS	Pat Cycle li Base Line Toe/Mt	Target Sec Toe/Mt	Achieved 2020- 21 Toe/Mt	Achieved 2020- 21 Toe/Mt
1	HOME TEXTILES	Under Progress	1.927	1.821	2.07	Under Progress
2	YARN	Under Progress	0.409	0.389	0.41	Under Progress
3	PAPER	Achieved	0.57	0.541	0.47	Achieved

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	13,346.72	13,558.39
(ii) Groundwater	265.87	322.28
(iii) Third party water (Municipal water supplies)	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	1294.39	1526.61
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	14,906.98	15,407.28
Total volume of water consumption (in kilolitres)	11,563.98	13,259.53
Water intensity per rupee of turnover (Water consumed / turnover)	0.166	0.188
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.

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

Yes, the Company has maintained the zero liquid discharge facility from the beginning of our operations and save more than 6 million litres of fresh water every day. The zero liquid discharge mechanism covers 100% of our towel and sheeting processing at Budhni location. The recovery of water is through a biological plant for biodegradation of wastewater, membrane technology, reverse osmosis and multi effect evaporator systems. This system recovers all the wastewater. The Company also treats water through effluent treatment plant at Punjab location and uses the water for gardening and horticulture purposes. The Company is one of the largest among industries, in terms of water recovery from waste streams capacity and best in class technology implementation.

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 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	Tons/annum	222.47	226.78
SOx	Tons/annum	405.08	478.82
Particulate matter (PM)	Tons/annum	235.02	331.76
Persistent organic pollutants (POP)	Tons/annum	0	0
Volatile organic compounds (VOC)	Tons/annum	0	0
Hazardous air pollutants (HAP)	Tons/annum	0	0
Others – Ozone Depleting Substances (HCFC – 22 or R-22)	tons/annum	0	0

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

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	*FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ Equivalent	7,67,867.30	8,15,236.30
Total Scope 2 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ Equivalent	2,59,305.69	3,28,587.48
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/INR million of revenue	Scope 1- 11.06 Scope 2- 3.73	Scope 1- 11.69 Scope 2- 4.66
Total Scope 1 and Scope 2 emission 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. –

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

Trident has undertaken some key projects to reduce greenhouse gas emissions. Mentioned below are description of projects undertaken-

- (1) Co-firing of rice-husk with coal by up to 30% to further increase heat consumption from renewable sources of fuel.
- (2) Investment in captive solar power plant of capacity 17.8 MW has been commissioned. As a part of long-term investment planning, another 22 MW solar park is aimed to commission by 2025.
- (3) Energy efficiency measures through replacement of old equipment and reduction of energy consumption through total quality management approach.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	614.03	834.75
E-waste (B)	15.74	18.87
Bio-medical waste (C)	0.434	0.452
Construction and demolition waste (D)	0	0
Battery waste (E)	10.58	9.89
Radioactive waste (F)	0	0
Other Hazardous waste. (ETP Sludge, Oil-soaked cotton, Used Oil (G)	5674.01	5904.31
Other Non-hazardous waste generated (H). Please specify, if any. (ETP Sludge, process waste, fly ash)	90,092.47	114,599.87
Total (A+B + C + D + E + F + G + H)	96,407.47	1,21,368.14

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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-

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	-	-
Total	-	-

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.

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.

Waste management practice- The Company has adopted 5Rs Practice framework to address waste generation, namely- Reduce, Reuse, Recycle, Re-engineer, Redesign. We are a zero liquid discharge Company, creating an impact on environment by saving more than 6 million liters of fresh water every day. We have also implemented optimization systems to reduce the steam and power consumption. Furthermore, as an effort to eliminate dependency on tradition fuels, we have started utilizing agricultural waste for power generation, including the utilization of daily food waste and other waste to energy conversion. This also supports the farmer segment from our supplier base to increase the per capita income. Our power plants are equipped with latest multi-fuel AFBC boilers which consumes wastes such as- ETP sludge, pet-coke, cotton dust, and other agro-wastes.

The zero liquid discharge units generate sodium sulphate as a byproduct, which was disposed of in secured landfills earlier due to poor-quality material. The Company has undertaken a circular economy strategy to eliminate landfill practices. The poor-quality waste generated have been diverted from landfills and purified, which then got converted as a raw material for washing power manufacturing. More than 180 tons of material have been diverted and is expected to increase to more than 540 tons annually.

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:

Not Applicable

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
-	-	-	-
-	-	-	-

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

Not Applicable

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
-	-	-	-	-	-
-	-	-	-	-	-

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

Yes, the Trident Limited is compliant with the applicable environment laws/guidelines.

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

L: 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 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A)	TJ	68.02	0.16
Total fuel consumption (B)	TJ	12.64	21.78
Energy consumption through other sources (C)	TJ	0	0
Total energy consumed from renewable sources (A+B+C)	TJ	80.66	21.94
From non-renewable sources			
Total electricity consumption (D)	TJ	2,331.79	2,802.98
Total fuel consumption (E)	TJ	6,226.54	6,567.74
Energy consumption through other sources (F)			
Total energy consumed from non-renewable sources (D+E+F)		8,558.33	9,370.72

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.

2. Provide the following details related to water discharged:

Not Applicable

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

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

(i) Name of the area: Not Applicable

(ii) Nature of operations: Not Applicable

(iii) Water withdrawal, consumption, and discharge in the following format: Not Applicable

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
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)	tCO ₂ e	-	-
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/Million INR Turnover	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e per Crore of revenue	-	-

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.

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.

Not Applicable

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:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	-	-	-
2	-	-	-

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

Yes, the Company has robust internal control systems to evaluate business continuity and disaster management plan. Business operations are closely monitored by the internal unit management teams and internal audit committee. The Company has evaluated the need for sustainable transformation of business and integrated ESG principles within the business, to undertake emission reduction targets. The climate response strategy is already in place and is being tracked continuously to further achieve the target.

The company has also established emergency response plan for all sites to prevent potential cause of serious injuries and loss of lives or extensive damage to property and environmental disruption. The 'Onsite Emergency Plan' outlines the basic course of action to be followed by the company in case of major fire or explosion, chemical spillage, release of toxic chemicals, and any natural disaster which may occur either in or around the manufacturing plant premises.

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.

Not Applicable

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

Not Applicable



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

E: Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations-10.

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	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Confederation of Indian Industry (CII)	National
3	All India Management Association (AIMA)	National
4	Confederation of Indian Textile Industry	National
5	PHD Chamber of Commerce and Industry	National
6	Federation of Indian Export Organizations (FIEO)	National
7	The Cotton Textiles Export Promotion Council (TEXPROCIL)	National
8	Apparel Export Promotion Council (AEPC)	National
9	Northern Indian Textile Mills Association (NITMA)	Regional
10	Associated Chambers of Commerce and Industry of India	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.

Not Applicable

Name of authority	Brief of the case	Corrective action taken
-	NA	-
-	NA	-

L: Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
			NA		
			NA		



PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

E: Essential Indicators

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

Not Applicable

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
-	-	-	-	-	-
-	-	-	-	-	-

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

Not applicable

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 INR)
-	-	-	-	-	-	-
-	-	-	-	-	-	-

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

The Company has established mechanism to receive and address grievances of the community, through the on-ground CSR team and overseen by CSR Committee. The ground team engages with the community gram panchayats to conduct focused group discussions and surveys to understand the requirements and concerns. After the analysis of field visit, interactions and financials, the findings are submitted to the board for needful intervention.

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	34.8%	32.4%
Sourced directly from within the district and neighbouring districts	38.7%	36.9%

L: 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):

Not Applicable

Details of negative social impact identified	Corrective action taken

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

S. No.	State	Aspirational District	Amount spent (In INR)
-	-	-	-
-	-	-	-

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

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

(c) What percentage of total procurement (by value) does it constitute?

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:

Not Applicable

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

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

Not Applicable

Name of authority	Brief of the Case	Corrective action taken
-	-	-
-	-	-

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Education	Over 5000	100%
2.	Health & Wellness	Over 15,000	100%
3.	Women Empowerment	Over 2000	100%
4.	Agro Waste Management	Over 150	90%



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

E: Essential Indicators

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

The Company has integrated complaint management with its SAP system. The retail consumers can reach out through toll free contact number and common group email address. All the complaints are recorded through SAP system and intimates the concerned department over email. The department then evaluates the complaint and address through effective communication networks.

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	100%
Recycling and/or safe disposal	-

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-		-	-	
Advertising	-	-		-	-	
Cyber-security	-	-		-	-	
Delivery of essential services	-	-		-	-	
Restrictive Trade Practices	-	-		-	-	
Unfair Trade Practices	-	-		-	-	
Other	-	-		-	-	

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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

Yes, the Company is following ISMS based on ISO 27001 standards and have written policy in place to address data privacy and security.

Policy on Preservation of Documents- [Policy_on_Preservation_of_Documents_2018_05_07_eae925e16.pdf](#) (Tridentindia.com)

Website Content Archival Policy- [Website Content Archival Policy](#) (Tridentindia.com)

Combined Code of Corporate Governance and Conduct- [Combined Code of Corporate Governance and Conduct_ebab7cb35_99515d759a.pdf](#) (Tridentindia.com)

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.

The Company have a dedicated risk registry with IT security team which is periodically shared with senior management to evaluate issues and risks related to information and technology. Why-why analysis is conducted for every complaint raised and is punched in the system, to avoid duplicity. Although, the Company have not received any such complaints from customers, the registry is still maintained to comply and provide timely resolution to all the risks and vulnerability.

L: Leadership Indicators

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

The Company has published all relevant information about the products and services on its official website, which can be accessed from here- www.Tridentindia.com

Dealerships

Print Media and Electronic Media

Influencer Meets

Client Submissions

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

The Company has labelled its products to inform consumers about the direction of use and washing instructions for better use of products.

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

The company has mechanism in place to inform customers of any risk of disruption/discontinuation in essential services. For any interruption of services, the relevant team engaged with customers formally notifies them about the disruption and the potential impact. Since majority of the customers are predominantly located overseas, the company shares relevant national information to share updates on the disruption. There is no standard operating procedure for this purpose, however the company reached out to the designated customer point of contact via phone calls to address any concerns on delay in 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, the Company mentions on packaging to share all the mandatory information to be shared with the consumer. The Company furnish the information about its product as required under applicable laws.

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

Yes, the company conducts survey with regards to consumer satisfaction relating to products.

6. 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 –

Not Applicable