

Sustainability

REPORT | 2023-24

Towards Sustainable Living



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In the early stages of India's economic liberalization, Padma Shri Rajinder Gupta, a visionary first-generation entrepreneur, laid the foundation of a pioneering enterprise, today popularly known as Trident Limited. Commencing as a high-quality yarn unit, the group rapidly evolved, emerging as a leading integrated home textile producer.

Today, our horizon extends far beyond home textiles, encompassing paper, chemicals, and energy. We prioritize the well-being of customers, employees, stakeholders, and aspire to be the epitome of trust.

Trident Limited boasts a global presence with offices in the USA, UK, and India, engaging customers in 90+ countries. With 15+ manufacturing units across the country, we are committed to global excellence, innovation, sustainable material practices and creating a positive impact beyond borders.

Chairman Emeritus Message GRI 2-22

Dear Stakeholder,

I am pleased to present the maiden ESG Report of Trident Limited for the financial year 2023-24. In an industry grappling with significant environmental and social challenges, Trident is committed to being a catalyst for positive change and sustainable development.

As a Textile, Paper, Energy & Chemical company, our vision is **“Inspired by challenge, we will add value to life, and together, prosper globally.”** Our commitment to harnessing the power of science and technology has been instrumental in our holistic growth.

This inaugural ESG (Environmental, Social, & Governance) report reflects our dedication to transparently sharing our progress in integrating ESG principles into our business. Within this report, we emphasize the ESG challenges and opportunities encountered during FY 2023-24. This year, we have also fulfilled the reporting requirements of the Business Responsibility and Sustainability Reporting (BRSR FY 2023-24) as mandated by SEBI. Our BRSR FY 2023-24 report is enclosed as a part of our Annual Report for FY 2023-24.

We believe that climate change is real, and we are devoted to address the same. In this regard, we are working towards being carbon neutral. With our dedicated efforts we have been able to increase biomass percentage in fuel mix to 41.3%. We have increased our solar capacity to 28.3 MWp in FY 2023-24 and to 40.9 MWp by June 2024. Through our continual improvements, we are progressing towards phasing out of fossil fuels in coming years.

Our primary goal is to improve diversity, equity, and inclusiveness in our workforce. Presently, the percentage of female employees in our organisation stands at 17.4% and we are working towards meeting our objective of having a 30% representation of women by the year 2030.

Our textile manufacturing waste is zero to landfill and we comply with the Zero Discharge of Hazardous Chemicals' (ZDHC) wastewater standard. We consider water as a sacred and scarce resource and encourage recycling/ reusing it at all manufacturing facilities.

We are investing in our local communities through CSR projects addressing education, health & wellness, women empowerment and agro-waste management. Hastakala-our women empowerment programme, is a testament of our commitment to nurture surrounding communities and building self-sufficiency of women by following the core tenets of sustainability like recycling, upcycling and reclaiming value from textile materials.

We acknowledge the evolving business landscape and the growing demands from stakeholders regarding ESG challenges. ESG excellence is ingrained in our corporate culture and reflected in our policies. We aim to inspire the right talent and foster a supportive team that embraces change and supports our organization's cause. We strive to minimize our environmental footprint, uphold good governance, and create shared value.

Sustainability remains at the heart of all we do and we as an organization support the twin objective of giving back more than we take and continuing sustainable, responsible growth in collaboration with our stakeholders.

While we celebrate ESG achievements, we also acknowledge the ongoing work ahead. Our long-term action plan, coupled with determination, guides us towards more sustainable future. For more comprehensive insights into our initiatives and accomplishments, I invite you to explore the relevant sections of our ESG report.



RG **RAJINDER GUPTA**
 Chairman Emeritus | Trident Limited

About the Report

(GRI 2-1, 2-2, 2-3, 2-5) ✓
(GRI 2-4)

Approach, Scope, Reporting Cycle

Our maiden ESG Report delves into our sustainability journey, future aspirations and provides key insights into strategies, policies, non-financial performance and management approach. Emphasizing environmental, social, and governance (ESG) concerns, we address crucial areas impacting our stakeholders & business and highlight upcoming actions.

The terms “we,” “us,” “our,” and “Trident” as used in this Report refer collectively to Trident Limited unless indicated otherwise. We are a publicly owned, incorporated entity, with registered office in Sanghera, Barnala, Punjab. The scope of this report includes our home textile business in Dhaula, Sanghera (Punjab) and Budhni (Madhya Pradesh) and the paper, chemical and energy business operations in Dhaula (Punjab).

The reporting period is from April 1st, 2023, through March 31st, 2024, and the ESG data provided in the report is an aggregate of the performance at all the reported manufacturing sites. Where material, we have also reported data for our offices. Unless explicitly indicated otherwise, this report does not incorporate data or information related to entities external to our organization and outside our operational control. All figures reported are in INR and where required, our financial statements can be referred from Annual Report FY 2023-24. <https://www.tridentindia.com/annual-reports>

This ESG Report has been prepared in accordance with the requirements of the Global Reporting Initiatives (GRI) Universal Standards 2021 and is aligned with United Nations (UN) Sustainable Development Goals (SDGs), the principles of United Nations Global Compact (UNGC) and Sustainability Accounting Standards Board (SASB). This report also includes a specific chapter on Task Force on Climate-Related Financial Disclosures (TCFD): Governance, Strategy, Risk Management, Metrics and Goals. As a reference for readers and to facilitate navigation, we have included a GRI Content Index in this Report.

Independent Assurance of the Report

The Company focuses on data accuracy, balance, clarity, comparability, reliability, and timeliness to ensure the completeness of the report and have engaged a third party-Intertek Group Plc to conduct limited assurance of the report. Assured indicators can be identified with the symbol ✓ throughout this Report. Due diligence by both senior executives and assuring body has been carried out with utmost transparency during the process, thereby ensuring its accuracy and compliance with GRI. The Intertek India Pvt Limited Assurance Report for selected environmental and social performance indicators can be located at Page no. 110. We do not have any restatement of information as this is our maiden ESG report.

Feedback

We highly value your input/feedback on the report as they are instrumental in enhancing our reporting process. Please direct your feedback, suggestions for improvement, questions, or observations at:

corp@tridentindia.com

Mr. Venkata Surya Satish Kumar Kanagala,
Chief of ESG

About Trident

[GRI 2-6]

Trident Limited is a vertically integrated solution provider in textiles and paper with strong fiber to fabric capabilities. We operate in- Yarn, Bed Linen, Bath Linen, Paper, Chemical & Energy. We are one of the largest players in home textiles with a 15,500+ strong workforce and state of the art manufacturing setups located in Punjab and Madhya Pradesh.

The Company has a significant presence in the international market and exports its products to 90+ countries, including the United States, Europe, the Middle East, and Africa. Our customers abroad consist of retailers, distributors, and wholesalers who value Trident's commitment to quality, timely delivery, and competitive pricing.



| We stand for

Trident is dedicated to purpose-driven business. Our sustainability journey embraces challenges for transformative improvements, as we believe in continuous enhancement.



OUR VISION

Inspired by challenge, we will add value to life, and together, prosper globally.



OUR VALUES

To provide customer satisfaction, through teamwork, based on honesty and integrity, for continuous growth and development.

Over three decades, Trident has evolved into a billion-dollar company with a global impact, driven by consistency, persistence, and a commitment to creativity. Our infrastructure is designed with sensitivity to community well-being, emphasizing health, education, and empowerment. Our strong foundation is built on unwavering values, ensuring satisfaction for our customers, employees, and investors alike.



Global footprint (GRI 2-6)

Trident's towel, yarn, bedsheets and paper businesses have earned global recognition and have been delighting millions of consumers across India and the world. The company's value chain includes several activities, from the initial production of raw materials to the final distribution of finished products, which facilitates bringing the organization's products and services from their conception to end use.



● National/ International Presence

- New York • England • Dubai
- New Delhi • Mumbai • Gurugram
- Ludhiana • Chandigarh • Bhopal

● Manufacturing Plants

- Sanghera, Punjab • Dhaula, Punjab
- Budhni, Madhya Pradesh

1990

Year
Founded

15,500+

Employees

90+

Presence in
Countries

Registered Office : Trident Group, Sanghera,
Barnala, Punjab 148101

Our Product Portfolio (GRI 2-6)



Trident has acquired a global edge in home textile and paper production with consistent investment in latest technology, deep research and an innovative approach to production. With the widest variety of fibres, yarns, dyes, colours, finishes and decorations, our range is customizable to meet the unique needs of our customers. Our penchant to explore, invent and re-invent has made us a pioneer in the textile industry with concepts, like wellness, temperature control, performance management, hotelier bed linen and bath linen.

Our Current Product Segment Includes

Yarn

The Company manufactures premium cotton yarn for domestic textile manufacturing. The Company uses cutting-edge technology in its manufacturing facilities. The product portfolio of the Company includes a wide range of high-quality yarns.

Cotton yarn product portfolio

- 100% cotton combed yarn
- Special open-end yarn
- Air jet yarn
- Carded yarn
- Organic cotton yarn
- Core spun yarn
- Blended yarn
- Eli-twist yarn
- Slub yarn
- Compact yarn
- Air-rich yarn
- Certified cotton yarn
- Mélange yarn
- Gassed mercerised yarn
- Zero twist yarn
- Wrapper yarn
- Bamboo/ cotton yarn
- Modal/ cotton yarn
- Soya/ cotton yarn
- Polyester/ cotton yarn
- BCI cotton yarn
- BMP cotton yarn
- 100% dyed yarn





Bath linen division

The Company has 2 production facilities for bath linen in Dhaura (Punjab) and Budhni (Madhya Pradesh). Trident has always been at the forefront of innovation, launching products of the highest quality that adhere to global standards.

Bath linen product portfolio

- Luxury
- Organic
- Spa and hotel
- Beach
- Designer
- Jacquard
- Dobby texture
- Bath mats
- Checkered
- Waffle
- Infants and kids
- Bath rugs



Bed linen division

The Company also has a wide range of bedding solutions. The Company has production facility at Budhni (Madhya Pradesh) for bed linen. Trident is dedicated to maintaining quality and innovation and this has helped the Company to gain recognition in the industry.

Bed linen product portfolio

- Luxury
- Organic
- Spa and hotel
- Designer
- Jacquard
- Dobby texture
- Checkered
- Waffle
- Infants and kids

Paper

The Company is the world's largest wheat straw-based paper producer. It maintains its position, with a capacity of 175,000 TPA. It offers multi-colour, quick-turn publishing and branded copier paper. Trident Paper is known for its eco-friendly paper and enjoys good domestic market.

Branded copier paper

- Trident Spectra
- Trident My Choice
- Trident Royal Touch
- Trident Digi Print
- Trident Spectra Bond
- Trident Enviro

Bible and offset printing paper

- Cream wove
- Offset Printing Paper (watermark)

Writing and printing maplitho paper

- Super Line
- Prime Line
- Cartridge paper
- Index paper
- Stiffener paper
- Diamond Line
- Drawing paper
- Platinum Line
- Silver Line
- Trident Royale
- Copier Grade
- Cup Stock
- Carry Paper



An aerial photograph of a large industrial chemical plant. The facility features several tall, slender chimneys with ladders and platforms, and large, multi-story buildings with green corrugated metal roofs. A network of pipes and walkways connects the various structures. The plant is situated in a semi-rural area with green fields and trees in the foreground and middle ground. In the distance, other industrial sites and power lines are visible under a clear blue sky.

Chemicals

The Company produces supreme quality LR/AR grade sulphuric acid. The sulphuric acid produced by the Company has several applications like use in batteries, to manufacture zinc sulphate, alum, dyes and detergents.

The Company is the major manufacturer of industrial and battery-grade sulphuric acid in the Northern regions of India.

Economic Performance and Tax Governance (GRI 201-1, 201-4, 207-1, 207-2, 207-3, 207-4)

Direct economic value generated and distributed (EVG&D) on an accrual basis including economic value generated, economic value distributed, and economic value retained can be referred to in the Annual report FY 2023-24 (Page 14-15, Page 70). This is reported on an overall level and not on country, regional or market levels.

Any financial assistance received by the organization from government during the reporting period, including tax relief and tax credits, subsidies, investment grants, research and development grants, and other relevant types of grants, financial incentives and other financial benefits received or receivable from the government are mentioned in the Annual Report FY 2023-24.

Trident Limited has devised a tax policy that articulates our approach to tax management and ensures compliance with applicable laws and regulations in all our operating markets. The policy is governed by Group CFO and the responsibility matrix at different levels has been charted out. Further details on policy governance matrix, approach to regulatory compliance, tax approach towards sustainable development strategies can be accessed from the tax policy available on our company's internal platform.

Trident has deployed whistleblowing policy for individuals to raise concerns about the organization's business conduct, or about activities that compromise the organization's integrity in relation to tax. All concerns related to tax are discussed at leadership and board level to resolve challenges, if any.

We actively engage with stakeholders regarding tax practices and foster open & positive relationships with government and tax authorities, welcoming constructive debates on taxation policy. The details on tax jurisdictions can be accessed from the Annual Report FY 2023-24.



Rewards & Recognition

Our dedication towards quality and sustainability are reflected in the awards that we have received for the year 2023. They not only recognize our efforts but validate that we are on the right track.



*Economic Times
Best Organizations for
Women 2023
Powered by Femina*



*India's Best Inhouse
Design Studio -
India's Best Design
Awards*



*Silver Medal
(Bed, Bath, Yarn, Energy &
Chemicals) - India Green
Manufacturing Challenge
(International Research
Institute for manufacturing)*



*Spectra Copier - 'Best
Eco-Friendly Product
of the Year' Award
Paper World Middle East
2023, Dubai*



*Fire & Safety Gold
Award - Apex India
Safety Awards 2023*



*Best Home and
Living Award
MYNTRA*



*Best Display and
Concept Award
Paper Ex 2023*



Certification & Frameworks

(GRI 2-6)

Our certifications and frameworks reiterate commitment towards integrating best available technology, processes, practices and raw materials in our operations that help safeguard the environment and prioritize the well-being of our workforce, customers and communities.

Our Facility & Product Certifications



Frameworks





Our Sustainability Strategy

Our sustainability strategy focuses on creating value for all our stakeholders and prioritizes focus on important materiality topics for both internal as well as external stakeholders.

ESG Vision

(GRI 2-22)



Embracing Environmental Stewardship, Nurturing Communities, Upholding Responsible Governance



ENVIRONMENT
Preserving the Planet,
Minimizing our Footprint,
Championing Responsible
Manufacturing



SOCIAL
Empowering the Individual,
Fostering Social Equity,
Transforming Communities



GOVERNANCE
Upholding Transparent,
Inclusive, & Responsible
Governance for all
our Stakeholders and
Communities

Standing by Core Beliefs:
Honesty & Integrity, Teamwork, Continuous Growth & Development, Customer Satisfaction

Since the beginning of our operations in 1990's, we have placed a high priority on operating responsibly, ethically, and transparently. We began in the early 2010's to implement initiatives focused on energy efficiency and conservation, water efficiency, zero liquid discharge and embraced sustainability as a core business vertical.

Standing true to our belief- people matter, over the years we have unfurled *opportunities unlimited through Takshashila program* for members from various strata of society and particularly strive to bring and retain women in the workforce.

We have always recognized that economic growth must be achieved in harmony with the environment

and society, and we have purposefully extended our influence beyond business realm into positively influencing people's lives and making a difference to the planet's health. The key policies implemented during this time continue to be fundamental to our operations today, on which we are building our ESG Strategy.

In FY 2023-24, we conducted our first materiality assessment to determine areas of key concern that would inform our Sustainability/ ESG strategy and goals (Refer to Materiality assessment in detail on Page no.25). We have finalised 10 material topics to ensure strategic alignment across the organization.

Environment | Executive Highlights

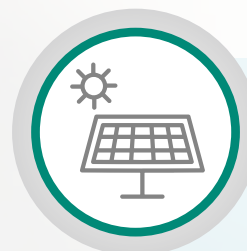
Energy



Biomass consumption in fuel mix



Biogas generated from wastewater per day



40.9MWp Solar Power Capacity

1.3% in FY22 to 6.6% in FY24

Increase in solar % of total electricity consumed in Budhni

521% Increase in Solar power generation
(5,049,810 kWh in FY22 to 31,407,756 kWh in FY24)



Energy saved from Kaizen Initiatives in FY24



Emissions reduced from Kaizen Initiatives in FY24

Water



MP Site – a ZLD facility facilitating reuse of recycled water in manufacturing process thereby reducing our dependency on surface water

Waste, Circularity & Innovation



Zero Textile Manufacturing Waste to Landfill

20.3 %

Reduction in E - Waste Generation
(17.76 MT in FY23 to 14.15 MT in FY24)

18.7%

Reduction in Hazardous Waste Generation
(5,957 MT in FY23 to 4,841 MT in FY24)

13.2 %

Reduction in Plastic Waste Generation.
(698.49 MT in FY23 to 606.40 MT in FY24)

25.1%

Reduction in Incineration of Hazardous Waste
(41.73 MT in FY23 to 31.22 MT in FY24)

Biodiversity



1 million+ trees

Planted and nurtured over the years

Climate Change



- Adopted the Task Force on Climate-Related Financial Disclosures (TCFD) framework to assess the most pertinent climate risks to our business operations

- Committed to SBTi for short-term and long-term goals & submitted the same for validation

Air Emissions



10.4%

Reduction in absolute NOx emissions
(616.25 MT in FY23 to 551.73 MT in FY24)

14%

Reduction in absolute SOx emissions
(864.19 MT in FY23 to 735.45 MT in FY24)

14%

Reduction in absolute SPM emissions
(660.29 MT in FY23 to 567.68 MT in FY24)

Social | Executive Highlights

DEI



17.4% of women workforce

16.6% of women directors on the board

87% Local Hiring
(from the state of manufacturing location)

41% Local Hiring Senior Management
(from the state of manufacturing location)

Practice Equal pay criteria irrespective of gender for all cadres across the organization

Training



114%

Increase in training coverage on Health & Safety measures
(from 5,593 members in FY23 to 11,972 members in FY24)



34%

Increase in trainings of employees on human rights issues & policy
(from 9,961 members in FY23 to 13,369 members in FY24)

Health & Safety



72.21% increase in spending towards wellbeing measures with respect to previous year



All Our Manufacturing Sites - Certified with Business Social Compliance Initiative (BSCI), SMETA 4 pillar (SEDEX Members Ethical Trade Audit), Higg FSLM/ SLCP (Facility Social and Labor Module/ Social and Labor Convergence Program)

Corporate Social Responsibility



Focus Areas for CSR Funds- Quality Education, Access to Healthcare, Skill Development & Livelihood generation, Clean Environment and Social Welfare

INR 22.2 Million

Spent on CSR in the FY 2023-24



Governance

Executive Highlights

Responsible Sourcing



44.3% of raw materials & consumables sourced locally

96.7% of inputs sourced directly from within India

43.4% inputs directly sourced from MSME / Small suppliers

38 suppliers assessed on E, S and G parameters

UNGC Participation



Proud participant of United Nations Global Compact (UNGC), the world's largest corporate sustainability initiative

Product Lifecycle Management



- LCA (Life Cycle Assessment) for four of our key products (3 bedsheets and 1 towel) initiated, as per ISO 14040/ ISO 14044

- Carbon Footprint assessment for Paper initiated

Certification



IMS (Integrated Management System) certified (ISO 14001:2015, ISO 45001:2018, ISO 9001:2015)



Stakeholder Engagement

(GRI 2-29) ✓

HOW WE DEFINE STAKEHOLDERS

Our stakeholders are entities or groups that are related to Trident - both throughout our value chain & in the communities in which we operate.

Key Stakeholder Group:




- Employees
- Regulatory Bodies
- Investors & Shareholders
- Institutions
- Suppliers
- Communities
- Customers


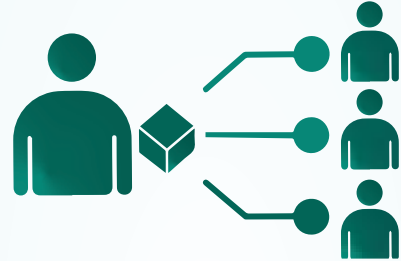


At the heart of our Sustainability/ ESG Strategy lies **collaboration** and we consider Stakeholder Engagement crucial to guiding our efforts and action. Our stakeholders are entities or groups that are related to Trident and have the capacity to influence our Company with their decisions and opinions.

We proactively engage and collaborate with a broad range of stakeholders to **inform, discuss, listen, and learn**. Our stakeholder engagement framework is based upon established long-term relationships with key stakeholders such as investors, shareholders, suppliers, vendors, employees, customers, local communities and regulatory bodies. We identify material challenges, prioritize and integrate them within the overall organizational strategy to make business sustainable in the longer run.



Table: 1, Details of Stakeholder Engagement

Stakeholder Group	Mode of Engagement	Frequency	Purpose & Scope of Engagement
 <p>Government and Regulatory Authorities</p>	<ul style="list-style-type: none"> • Industry Bodies • Corporate Reports and Presentations • Written and Email Communication • In-Person Meeting 	<p>As per requirement, and applicable to rules and laws</p>	<p>Purpose and Scope:</p> <ul style="list-style-type: none"> • Regulatory Compliance • Pollution Control Board statutory reporting <p>Topics of Engagement:</p> <ul style="list-style-type: none"> • Compliance monitoring and reporting
 <p>Employee</p>	<ul style="list-style-type: none"> • In-Person Meetings • Email Communication • Employee Survey • Employee Trainings • Orientation/Induction • Town Hall Programs • Learning and Development • Rewards and Recognitions 	<p>Ongoing- throughout the year</p>	<p>Purpose and Scope:</p> <ul style="list-style-type: none"> • Collaboration • Employee Wellbeing • Training and Development <p>Topics of Engagement:</p> <ul style="list-style-type: none"> • Safety Trainings • Technical Trainings • Compensation and benefits • Employee Programs • Communication and Best Practices sharing
 <p>Customers</p>	<ul style="list-style-type: none"> • Customer Meetings • In-person or Telephonic communication • Media Campaigns • Written & Email Communication • Survey Communication • Seminars and Events 	<p>Ongoing- throughout the year</p>	<p>Purpose and Scope:</p> <ul style="list-style-type: none"> • Assessment and product survey • Product feedback • Environment Protection Collaboration <p>Topics of Engagement:</p> <ul style="list-style-type: none"> • Pricing, policy and features • Product design, quality and delivery • Emission Reduction Target engagement • Communication and Best Practices sharing

Stakeholder Group	Mode of Engagement	Frequency	Purpose & Scope of Engagement
 <p>Investors & shareholders</p>	<ul style="list-style-type: none"> • Annual Report • Annual General Meetings • Disclosures, Seminars, Investor Calls, and in-person meetings • Media and Press Release • Email and Telephonic Communication 	<p>Ongoing- throughout the year</p>	<p>Purpose and Scope:</p> <ul style="list-style-type: none"> • Respond to concerns and queries • Financial Performance • Governance and Strategy <p>Topics of Engagement:</p> <ul style="list-style-type: none"> • Company's financial performance • Corporate Strategy updates • Research and Innovation
 <p>Suppliers</p>	<ul style="list-style-type: none"> • Site Audits • In-person and telephonic communication • Supplier Onboarding • Quality Trainings • Email Communication 	<p>Ongoing- throughout the year</p>	<p>Purpose and Scope:</p> <ul style="list-style-type: none"> • Material supply quality • Supplier audit • Supplier Negotiations <p>Topics of Engagement:</p> <ul style="list-style-type: none"> • Pricing, policy and material features • Material design, Quality and Delivery • Communication and Best Practices sharing • Health and Safety training • Awards and Recognition Program
 <p>Communities</p>	<ul style="list-style-type: none"> • In-Person Meeting • Focused Group Meeting • Capacity building sessions • Telephonic communication 	<p>Ongoing- throughout the year</p>	<p>Purpose and Scope:</p> <ul style="list-style-type: none"> • Community Engagement • Capacity Building • CSR Activities <p>Topics of Engagement:</p> <ul style="list-style-type: none"> • Grievance addressing • Livelihood Building • Training and Development • Infrastructure development
 <p>Institutions</p>	<ul style="list-style-type: none"> • Written and Email communication • In-Person Meeting • Seminars and Knowledge sharing platforms 	<p>Ongoing- throughout the year</p>	<p>Purpose and Scope:</p> <ul style="list-style-type: none"> • Collaboration • Talent acquisition • Leadership and Employee Training <p>Topics of Engagement:</p> <ul style="list-style-type: none"> • Sharing Industry Best practices • Hiring of fresher candidates • Training of Trident employees

Materiality

(GRI 3-1, 3-2, 3-3) ✓

Trident as an organisation is aware that its activities have an impact that go far beyond economic results and to be relevant and successful in the long run, it is essential to identify & understand the most material topics for different groups of stakeholders. Our maiden materiality assessment was conducted in FY 2023-24, and we integrated double materiality assessment for climate change through Task Force on Climate-Related Financial Disclosures (TCFD) framework. Going forward we plan to conduct/ review materiality assessment **every three years**, incorporate double materiality assessment for other material topics and work towards integrating it within the company's ERM (Enterprise Risk Management) Process.

We define an issue as **material** if it has the potential to impact our financial condition, operating performance or social relevance considerably. Our approach to identifying material topics was designed using existing guidelines (GRI) and best practice examples from leading companies.

We followed the following steps-

1. Identifying the universe of relevant ESG topics - We identified a long list of potentially material ESG (Environmental, Social, and Governance) topics based on existing and future regulatory disclosure requirements applicable to Trident, discussion with internal and external stakeholders, list of existing sector specific material topics, emerging trends and macro forces, competitor sustainability priorities, peer review and benchmarking, global reporting standards and other secondary sources. 30 key topics were identified.

2. Prioritization of topics by-

- Detailing the stakeholder engagement methodology: We identified a sample set of internal & external stakeholders and sources (listed in table 2) and developed questionnaires to capture stakeholder inputs.
- Data collection: By using online surveys, data and information was collected from stakeholders to prioritize the list of identified ESG topics.
- Calibration of results was conducted by analyzing survey responses from internal and external stakeholders and synthesizing the collected data into a materiality matrix for Trident.



Material topics identified with potential impact on us were reviewed in the short, mid, and long-term time frames and validated based on stakeholder views and responses. The key ESG material topics identified as significant for Trident Materiality Matrix are listed in Page no.27 of this report.

We have also taken a proactive approach to integrating ESG across our business by defining KPIs and targets for each Material Topic, mapping them to responsible individuals/ teams and linking it to their KRA's for effective monitoring. The materiality assessment results are considered by the top management.

Table: 2, Internal & External Stakeholder & Sources *(Referred for prioritisation of topics)*

Internal Stakeholders and Sources

- Company vision, mission, business model, strategies, identified risks and policies
- Engaging with top management and employees via interviews and surveys
- Relevant non-financial disclosures (BRSR FY 2023 - 24, CDP, DJSI)
- Enterprise Risk Management

External Stakeholders and Sources

- Stakeholder engagement and consultation by engaging with customers, investors, suppliers, local communities to understand their expectations, concerns, and suggestions for sustainability issues
- Topics identified by sustainability leaders and global and local peer groups
- Relevant sustainability standards, guidelines, publications, research studies and thought leadership
- Ongoing dialogue with communities in which we operate (NGOs, local community, business community, industry associations, governments, regulators and the media)



Table: 3, Trident Materiality Matrix

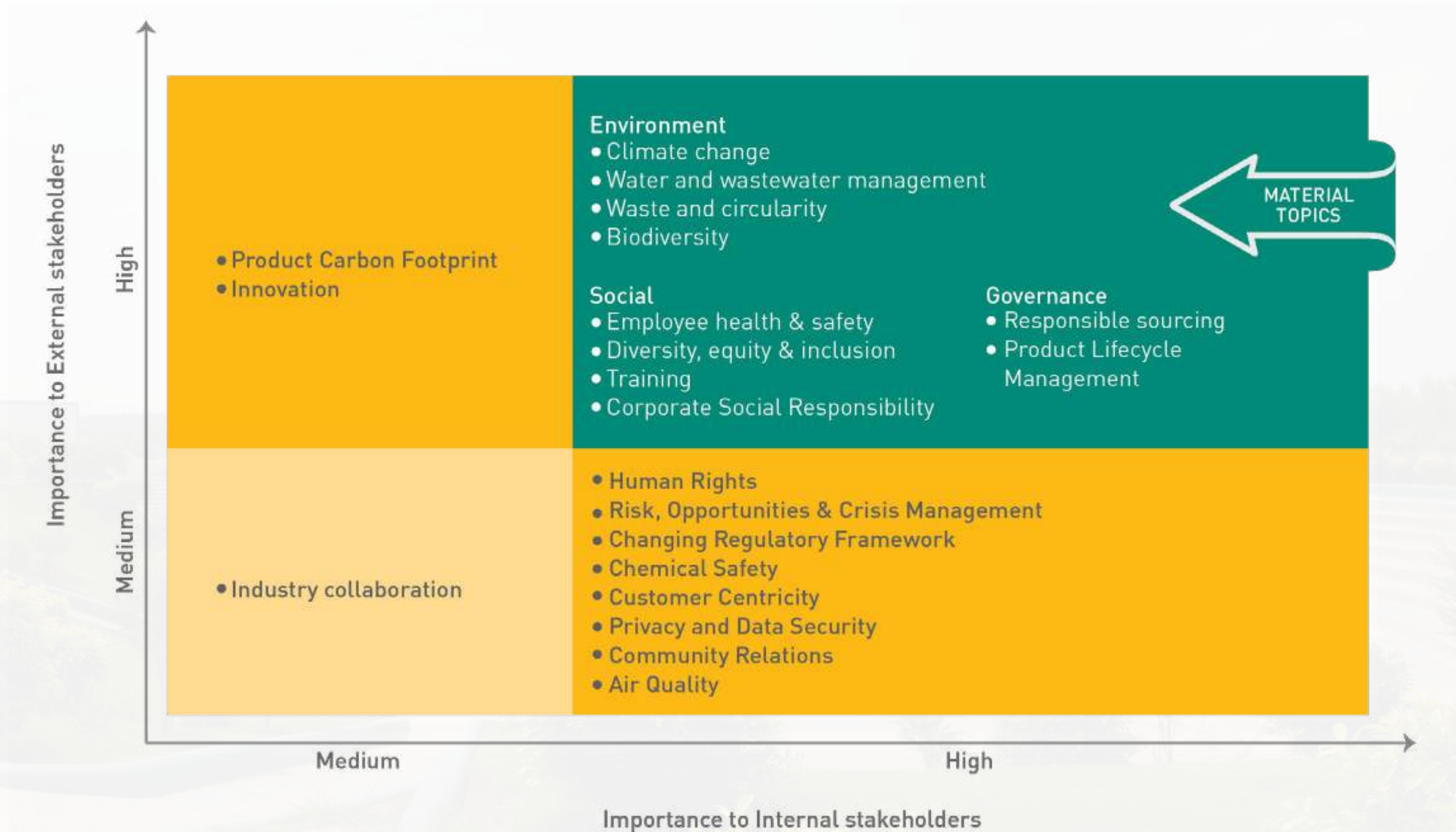










Table: 4, Material topics, Impact, Goals, Targets & KPI, Actions & Future Initiatives ✓


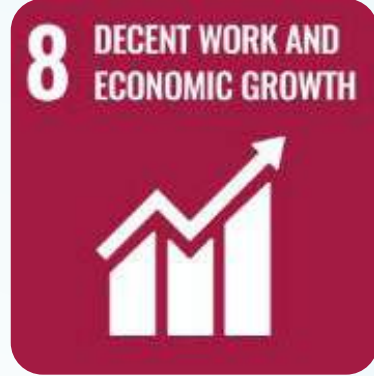
Material Topics	Actual and potential, negative and positive impacts (3-3a) Negative Impact resulting from own activity or result of business relationship (3-3b)	Policies or commitments regarding the material topic / Goals, Targets (3-3c) KPI's/Indicators 3-3e-i, ii)	Actions taken to manage the topic and related impacts (3-3d) Future initiatives/Action Plan (3-3e)
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>13 CLIMATE ACTION</p> </div> <div style="text-align: center;">  <p>7 AFFORDABLE AND CLEAN ENERGY</p> </div> </div> <p style="text-align: center; color: #008080;">Climate Change</p>	<p>Potential Negative Impact of climate change include increased extreme weather events like heatwaves, droughts and floods and their cascading impacts. It will also lead to disrupted operations and reduced employee productivity due to changes in weather patterns and temperature. This will adversely affect business operations with a direct impact on financial performance. Additionally coal, a fossil fuel responsible for climate change is one of the primary sources for steam generation in our operations. It also contributes to substantial emissions, however replacement of coal with biomass is under progress.</p> <p>Potential Positive Impact involve developing robust adaptation strategies and enhancing risk management to improve operational resilience at Trident Limited.</p>	<p>We have committed to SBTi (validation is under progress).</p> <ol style="list-style-type: none"> Short Term: Trident Limited commits to reduce Scope 1 and Scope 2 emissions 42% by FY 2031 (2030-31) from a base year of FY 2022 (2021-22) Trident Limited commits to reduce Scope 3 emissions 32.5% by FY 2034 (2033-34) from a base year of FY 2023 (2022-23) 	<p>Current actions taken:</p> <ul style="list-style-type: none"> Investment in renewable energy projects like installation of Solar power plants. Our current capacity is at 40.9 MWp (as of June 2024). Investment in alternate energy sources like increasing the use of biomass in captive power plants. Our current biomass consumption in fuel mix stands at 41.3 %. <p>(For further details Refer BRSR FY 2023-24 Principle 6, Q8).</p> <p>Future initiatives/Action Plan: We have formulated a Comprehensive Decarbonization strategy for emission reductions in line with SBTi commitment. Our decarbonization pathways for Scope 1 & 2 are as follows:</p> <ul style="list-style-type: none"> Increasing biomass share in fuelmix at Budhni and Dhaula Gaining emission reduction benefit due to already installed Renewable power (40.9 MWp) and further increasing the percentage of solar in our energy mixby adding 16.4 MWp Solar Plant. <p>For Scope 3, We are evaluating alternative energy efficient logistic solutions (including moving from road to rail transportation).</p>



Material Topics	Actual and potential, negative and positive impacts (3-3a) Negative Impact resulting from own activity or result of business relationship (3-3b)	Policies or commitments regarding the material topic / Goals, Targets (3-3c) KPI's/Indicators 3-3e-i, ii)	Actions taken to manage the topic and related impacts (3-3d) Future initiatives/Action Plan (3-3e)
 <p>Water and Wastewater Management</p>	<p>Potential Negative Impact - We are dependent on heavy amount of water intake for textile, paper and pulp manufacturing. Our operations are water intensive; hence natural resource depletion is a risk that may eventually impact our immediate environment and operations. There can also be negative impact of wastewater on environmental media: land and water.</p> <p>Potential Positive Impact - Effective water and wastewater management is instrumental for maintaining zero discharge of harmful chemicals, protecting aquatic ecosystems, and promoting clean water. It also helps in water reuse and minimizing resource consumption.</p>	<ol style="list-style-type: none"> To reduce the specific freshwater withdrawal by 20% by 2030 wrt baseline of 2024 To ensure 100% conformance of ZDHC MRSL v3 by 2028 	<p>Current actions taken:</p> <ol style="list-style-type: none"> We have maintained zero liquid discharge facility from the beginning of our operations. The ZLD mechanism covers 100% of our towel and sheeting manufacturing at Budhni location and facilitates water recycling. We reuse all treated wastewater at Dhaula for landscaping and horticulture purposes. Rainwater harvesting pits at our facility also help replenish ground water levels. As part of our commitment to eliminate hazardous chemicals and promote safe products, we have joined ZDHC program and implemented Chemical Management System through which we monitor and test (in-house and by qualified third party entities) chemicals in wastewater and other hazardous materials, components, and metals in wastewater sludge. In the reporting year, wastewater testing results were in conformance with ZDHC Wastewater guidelines. This also includes keeping the chemical inventory and documentation up to date and implementing batch tracking and screening. <p>Future initiatives/Action Plan: We have undertaken a comprehensive water audit at our manufacturing facilities and devised an action plan for identified areas which are being tracked and monitored for effective closure.</p>



Material Topics	Actual and potential, negative and positive impacts (3-3a) Negative Impact resulting from own activity or result of business relationship (3-3b)	Policies or commitments regarding the material topic / Goals, Targets (3-3c) KPI's/Indicators 3-3e-i, ii)	Actions taken to manage the topic and related impacts (3-3d) Future initiatives/Action Plan (3-3e)
 <p>Waste and Circularity</p>	<p>The waste generated at our facility relates to textile processing waste, packaging material waste (plastic), office waste (paper, carton), e - waste, battery waste. Waste is generated at various stages of production like fiber processing, spinning, weaving, dyeing, printing and cutting, stitching and packing.</p> <p>Potential Negative Impact - Improper handling and disposal of waste can result in environmental pollution, which can lead to regulatory fines, damage to the Company's reputation as well as pose a significant risk to the environment and human health</p> <p>Potential Positive Impact - Proper waste disposal from operations helps to ensure legal compliance and protect the health and safety of all stakeholders involved. Reusing waste and closing the loop (circularity) drives innovation, reduces production costs, and fosters sustainable economic growth.</p>	<p>100% utilization of bio-sludge generated in the plant for energy generation by 2028.</p>	<p>Current actions taken: All hazardous and non-hazardous waste generated is currently stored in designated, barricaded and secure areas and disposed to authorized vendors. Cotton dust and micro dust is used in Boiler in our existing set up as a source of waste to energy. We are optimizing the use of fabric cuttings & textile manufacturing waste is being entirely recycled through authorized recyclers.</p> <p>Future initiatives/Action Plan: We are currently working on utilizing waste generated in our Effluent Treatment Plant as a source of energy and seeking permission from regulatory bodies to use the same.</p>

Material Topics	Actual and potential, negative and positive impacts (3-3a) Negative Impact resulting from own activity or result of business relationship (3-3b)	Policies or commitments regarding the material topic / Goals, Targets (3-3c) KPI's/Indicators 3-3e-i, ii)	Actions taken to manage the topic and related impacts (3-3d) Future initiatives/Action Plan (3-3e)
<div data-bbox="339 508 583 752">  </div> <div data-bbox="619 508 862 752">  </div> <p data-bbox="496 771 706 808">Biodiversity</p>	<p data-bbox="996 514 1372 545">Potential Negative Impact:</p> <p data-bbox="996 555 1812 746">Our Textile and Paper Business relies on natural resources like cotton and other fibers and plant-based materials. Loss of Biodiversity can significantly impact the quality or availability of these natural resources and adversely impact operations and product quality.</p> <p data-bbox="996 795 1359 827">Potential Positive Impact:</p> <p data-bbox="996 836 1792 1028">Effective biodiversity practices aids in result biodiversity enrichment like improved ecosystem resilience, agricultural productivity and diverse flora and fauna. This will also result in reduced carbon footprint and enhanced surrounding environment.</p>	<p data-bbox="1879 514 2185 784">Conduct Biodiversity Assessment for all manufacturing facilities and create Biodiversity Management Plan for the same by 2026.</p>	<p data-bbox="2252 514 2568 545">Current actions taken:</p> <p data-bbox="2252 555 2985 667">We are mindful of the raw materials that go into the manufacturing of our products and have always used natural resources judiciously.</p> <p data-bbox="2252 714 2945 746">We have planted and nurtured over 1 million trees</p> <ul data-bbox="2252 756 3025 947" style="list-style-type: none"> • 50+ varieties of organic species planted as mini forest in Punjab. • Saving 5K+ trees everyday by using wheat-straw for manufacturing paper. • 6,384 MT of paddy straw prevented from burning. <p data-bbox="2252 996 2668 1028">Future initiatives/Action Plan:</p> <p data-bbox="2252 1037 3035 1149">Moving forward, we are strengthening our commitment towards biodiversity by initiating biodiversity assessment at all our manufacturing facilities.</p>

Material Topics	Actual and potential, negative and positive impacts (3-3a) Negative Impact resulting from own activity or result of business relationship (3-3b)	Policies or commitments regarding the material topic / Goals, Targets (3-3c) KPI's/Indicators 3-3e-i, ii)	Actions taken to manage the topic and related impacts (3-3d) Future initiatives/Action Plan (3-3e)
<div data-bbox="349 487 593 731">  </div> <div data-bbox="599 487 849 731">  </div> <p data-bbox="433 750 766 834">Diversity, Equity & Inclusion</p>	<p data-bbox="982 506 1382 544">Potential Negative Impact – Neglecting DEI can lead to a homogenous workforce, barring creativity & innovation. It can also lead to potential legal & reputational issues due to discrimination and inequity.</p> <p data-bbox="982 750 1382 787">Potential Positive Impact – Focusing on DEI fosters a more innovative and creative workforce valuing diverse perspectives to generate new ideas. It also enhances employee engagement and retention, creating a positive company culture.</p>	<p data-bbox="1882 506 2182 581">Achieve 30% gender diversity by 2030</p>	<p data-bbox="2249 506 2582 544">Current actions taken: Respect for diversity, equal opportunities and the prevention of all types of discrimination are principles that the company is committed to ensure at all stages of employment (From the recruitment process to remuneration, opportunities for professional growth, and conclusion of the employment relationship). Present diversity in our organization stands at 17.4%.</p> <p data-bbox="2249 862 2682 900">Future initiatives/Action Plan:</p> <ul data-bbox="2249 909 2998 1378" style="list-style-type: none"> • Ensuring no discrimination in own operations and in value chain based on gender, race, ethnicity, age, sexual orientation, disability, religion, political affiliation. • Develop and implement mandatory training on unconscious bias to foster a culture of inclusion. • Expand on Trident’s career development programs for women by developing a tailored leadership and mentorship program that facilitates career advancement.

Material Topics	Actual and potential, negative and positive impacts (3-3a) Negative Impact resulting from own activity or result of business relationship (3-3b)	Policies or commitments regarding the material topic / Goals, Targets (3-3c) KPI's/Indicators 3-3e-i, ii)	Actions taken to manage the topic and related impacts (3-3d) Future initiatives/Action Plan (3-3e)
<div data-bbox="339 527 583 771">  <p>3 GOOD HEALTH AND WELL-BEING</p> </div> <div data-bbox="619 527 862 771">  <p>8 DECENT WORK AND ECONOMIC GROWTH</p> </div> <p data-bbox="373 789 829 831">Employee Health & Safety</p>	<p data-bbox="996 504 1386 540">Potential Negative Impact -</p> <p data-bbox="996 545 1775 817">Any workplace accident, injury, fatality has the risk of loss to victim's family, resulting in legal liabilities, compensation claims, fines, productivity loss, increased insurance premiums, and damage to the Company's image. Poor health and safety practices can contribute to employee dissatisfaction, low morale, reduced productivity, and high staff turnover.</p> <p data-bbox="996 823 1805 977">The operations at our manufacturing facilities require employees and workers to interact with plant machinery and material handling that may lead to accidents, injuries, and fatalities.</p> <p data-bbox="996 1024 1366 1059">Potential Positive Impact-</p> <p data-bbox="996 1065 1775 1258">Prioritizing employee health and safety leads to reduced workplace injuries/illnesses, enhancing overall productivity and job satisfaction thereby fostering a positive work environment, boosting employee morale while lowering healthcare and compensation costs.</p>	<ol data-bbox="1889 504 2135 695" style="list-style-type: none"> 1. Zero Fatalities 2. Zero major fire or dangerous occurrence 	<p data-bbox="2242 504 2568 540">Current actions taken:</p> <p data-bbox="2242 545 3022 817">Strengthening safety management systems to establish a conducive workplace which is safe and healthy is our utmost priority. All our manufacturing facilities are ISO 45001 certified, and we work on continual improvement of our systems and processes. We are also part of the customer nominated program LABS (Life and Building Safety Initiative).</p> <p data-bbox="2242 864 2668 900">Future initiatives/Action Plan:</p> <ul data-bbox="2242 906 3022 1097" style="list-style-type: none"> • Behavior based safety • Safety culture transformation program • Wellness sessions on physical and mental health and stress management • Regular employee medical check-ups

Material Topics	Actual and potential, negative and positive impacts (3-3a) Negative Impact resulting from own activity or result of business relationship (3-3b)	Policies or commitments regarding the material topic / Goals, Targets (3-3c) KPI's/Indicators 3-3e-i, ii)	Actions taken to manage the topic and related impacts (3-3d) Future initiatives/Action Plan (3-3e)
 <p>Training</p>	<p>Potential Negative Impact- Failing to conduct periodic training can lead to safety risks, quality control issues, operational inefficiencies, compliance violations and higher employee turnover ultimately harming productivity and reputation.</p> <p>Potential Positive Impact- Trained and skilled manpower will help in improving productivity and delivery of product with high quality and minimum safety incidents.</p>	<ol style="list-style-type: none"> 4 manhours of training per employee per month. 8 manhours of training per worker per month 	<p>Current actions taken: 2.42 average hours per FTE of training and development for FY 2023-24</p> <p>Future initiatives/Action Plan:</p> <ul style="list-style-type: none"> • Skill matrix for each profession. • Training need analysis for each employee based on skill matrix • Preparation of annual training calendar based on training need analysis
 <p>Responsible Sourcing</p>	<p>Potential Negative Impact - Non-adherence can lead to business loss, reputational damage, and breach of environmental and social regulatory standards.</p> <p>Potential Positive Impact - Ensuring supplier assurance leads to compliance with environmental & social regulatory standards and enhanced customer satisfaction</p>	<ol style="list-style-type: none"> Supplier sustainability assessment of 10 critical suppliers every year. To implement a system of selection of suppliers based on ESG performance by 2026 To collate GHG Emissions Data of Major Suppliers for all Business Verticals. 	<p>Current actions taken:</p> <ul style="list-style-type: none"> • We have developed and introduced a comprehensive supplier sustainability framework in 2024, with the objective to construct, safeguard and enhance long-term environmental and social value for all stakeholders involved in bringing our products to market • We have assessed 38 significant suppliers on environmental, social and governance parameters and categorized them in terms of their scores, encouraging them to work on their gaps and enhancing our supplier engagement practices <p>Future initiatives/Action Plan: Going forward, we will track performance of supplier partners on the established principles of responsible sourcing, through the responses received from suppliers on the assessment questionnaire and report on the progress to external stakeholders through our sustainability report</p>

Material Topics	Actual and potential, negative and positive impacts (3-3a) Negative Impact resulting from own activity or result of business relationship (3-3b)	Policies or commitments regarding the material topic / Goals, Targets (3-3c) / KPI's/Indicators 3-3e-i, ii)	Actions taken to manage the topic and related impacts (3-3d) / Future initiatives/Action Plan (3-3e)
 <p>CSR- Corporate Social Responsibility</p>	<p>Potential Negative Impact - Not engaging in CSR activities can lead to regulatory non-compliance, strained relationship with local communities leading to potential operational disruptions.</p> <p>Potential Positive Impact - Honoring CSR practices can boost the company's reputation, attract customers, talent and foster community goodwill, while also mitigating regulatory risks and promoting sustainable development.</p>	<p>As a minimum to spend 2% of average net profit for the past 3 years on CSR.</p>	<p>Our CSR spent in FY 2023-24 was INR 22.2 Million and further CSR Obligation of INR 113.0 Million will be spent towards ongoing projects. Refer Page No. 195 of Annual Report FY 2023-24 for further details.</p>
 <p>Product Lifecycle Management</p>	<p>Potential Negative Impact - Not addressing the intricacies of product lifecycle can result in higher costs due to inefficiencies, increased waste, reduced product quality, and missed opportunities for innovation and product sustainability.</p> <p>Potential Positive Impact- Assessing Quantified impacts generated by our products over its value chain will be helpful in various considerations on the sustainability of the products, processes and materials used. It will benefit in the long run in increasing resource efficiency and target hot spots and offset unavoidable emissions.</p>	<p>To conduct life cycle assessment of 3 sheets, 1 towel and Paper as per ISO Standard 14044/14040 by 2025.</p>	<p>Current actions taken: We are conducting the following impact assessment exercises for various categories of products-</p> <ul style="list-style-type: none"> • Lifecycle assessment of 3 products from Bed Linen and 1 product from Bath Linen as per ISO 14040 and ISO 14044 by October 2025. • Carbon Footprint assessment for paper by October 2025. <p>Future initiatives/Action Plan: The results of lifecycle assessment will help us review the various stages of the product life cycle and take appropriate measures for integrating circularity, increase focus on hotspots, extend product life and promote recovery of materials.</p>



Governance

At Trident, we are committed to uphold the highest standards of integrity, accountability, and transparency. We believe sound corporate governance is vital to create long-term value that lasts for generations to come. We are guided by our values, robust policies and governance structure.

Corporate Governance

(GRI 2-9, 405-1) ✓
 (GRI 2-10, 2-11, 2-12, 2-13, 2-14, 2-17)

At Trident, corporate governance framework serves as the driving force behind all strategic initiatives, ensuring financial accountability and sound business conduct. The Board- highest governing body is at the core of our corporate governance system and its composition is in alignment with applicable provisions of Companies Act, 2013 and Regulation 17 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The board is dedicated to guiding the company towards sustained growth and value creation. Tasked with developing strategies, defining long-term objectives, outlining operational targets, assessing risks & subsequent mitigation, the Board plays a crucial role in shaping the organization's overall vision.

The Board composition as on 31st March 2024, comprises of **6 directors i.e. 1 Managing Director serving as Executive Director, and 5 Independent and Non-Executive Directors**, holding the position for an **average tenure of 6.61 years**. Ms. Usha Sangwan, holds the position of female director and contributes to 16.6% of board diversity. For FY 23-24, the chairman of the Board of Directors is Independent and Non-Executive Director and the **share of Independent Directors* is 83.3%**, which is much higher than prescribed under the Companies Act and SEBI Regulations.

* (The Board of Directors' Independent Statement, brief description of the terms of reference and more details on Board and Committees can be referred from the Corporate Governance Report in Annual report FY 2023-24, Page 86-103)



Mr. Rajiv Dewan

Non-Executive / Independent
Director



Ms. Usha Sangwan

Non-Executive / Independent
Director



Dr. Anthony DeSa

Non-Executive / Independent
Director / Chairman*



Mr. Raj Kamal

Non-Executive / Independent
Director



Prof. Rajeev Ahuja

Non-Executive / Independent
Director



Mr. Deepak Nanda

Managing Director / Executive
Director

*Change in designation of Dr. Anthony DeSa to act as Non-Executive Independent Chairman of the Company with effect from December 06, 2023, in place of Mr. Rajiv Dewan

In the reporting year average board meeting attendance was 98%. 3 Independent Directors viz. Mr. Rajiv Dewan (1), Ms. Usha Sangwan (4), Mr. Raj Kamal (1) hold positions of independent directorships in other listed entities. It is well within the Number of other mandates for independent directors (7), as specified by SEBI LODR Regulations, 2015.

The board composition of Trident Limited reflects its focus on diversity and proficiency. With members from diverse backgrounds and skill sets, the board is carefully structured to offer varied perspectives. All members are over the age of 50 years with an average experience of 28+ years. The Board of Trident Limited has core skills in operations, finance, global business leadership and governance. The Board brings together diverse expertise, perspectives and experiences, facilitating informed decision-making, risk management and their oversight ensures that management actions align with long-term goals. Details of core skills / expertise / competencies available with the Board are available in our Annual Report FY 2023-24*.

The Board also reviews and approves the organization's reported information, including its material topics, adequacy and effectiveness of the organization's internal controls to enhance the integrity and credibility of the organization's sustainability reporting. The Board has constituted its committees to support the review and approval process. The review and approval process typically involves preliminary evaluation, risk assessment, drafting recommendations by committees followed by board review, decision making, approval and documentation for future referencing. The approved decisions are communicated to stakeholders, employees, regulators and other relevant interested parties of the organization.

* [Refer Annual Report FY 2023-24, Page no 87, for core skills / expertise / competencies available with the Board].

Corporate Structure



6.61

Average Tenure
(years)

16.6%

Representation of
Females

83.3%

Share of Independent
Directors

Board Election, Evaluation & Remuneration (GRI 2-18, 2-19, 2-20, 2-21)

The Company has duly approved the Nomination and Remuneration Policy prescribing the criteria for appointment, remuneration and performance evaluation of the directors, amongst others. The board members are elected individually, and Board's performance evaluation is carried out by the Nomination and Remuneration Committee (NRC) and Board (through regular self-assessment).

The performance evaluation of each Director is done by the entire Board of Directors excluding the Director being evaluated and follows a structured questionnaire-based approach. Further the Board effectiveness* is evaluated through key indicators like Board meeting attendance, Board mandates, Board performance review, Board election and appointment process. Based on evaluation criteria, the Nomination & Remuneration Committee and the Board annually reviews the performance of each Director. Through the performance rating Board decides to either extend/ continue the term of appointment/ introduce a new candidate as a member of the Board/ retire the member, however, no such changes were reported during the reporting period.

The employment of Managing Director, terminates automatically in the event of his ceasing to be a Director of the Company in the General Meeting and/or in the event of his resignation as a Director of the Company and subsequent acceptance of the resignation by the Board and no severance fee is payable to the Managing Director. The notice period is defined as per the appointment letter issued by the Company at the time of joining and is different for highest governance body members and senior executives from those for other employees. Further, during the financial year 2023-24 the

Table: 5, Details of Independent/ Non-Executive Directors

Name of Directors	Designation	Years Of Experience	Industry Experience
Dr. Anthony DeSa	Independent/Non-Executive Director	More than three decades	Dr. DeSa has served as Chief Secretary to the Gov. of Madhya Pradesh & as Chairman of the Real Estate Regulatory Authority of MP. He has also rendered his professional services to the Government of India in the Ministry of Commerce & Industry as Joint Secretary & in the Ministry of Environment & Forests and Controller of Bhabha Atomic Research Centre (BARC), Mumbai as Director
Mr. Rajiv Dewan	Independent/Non-Executive Director	More than three decades	Mr Rajiv Dewan has experience in tax planning, management consultancy, business restructuring, capital market operations, SEBI-related matters and other corporate laws
Ms. Usha Sangwan	Independent/Non-Executive Director	More than three decades	Ms Sangwan has served on the Boards of several national & international companies, including Axis Bank, BSE, Grasim Industries, Ambuja Cements and Ultratech Cement, LIC, LIC Housing Finance, GIC RE of INDIA, LIC Baharain, Singapore, Nepal, SRI Lanka etc amongst others. Currently, Mrs. Sangwan holds independent directorships at major listed entities viz., Torrent Power, SBI Life, Tata Motors Limited and Tata Technologies Ltd. She has been awarded the "Women Leadership Award" in BFSI sector by Institute of Public Enterprise and "Brand Slam Leadership Award" by CMO Asia for her excellent contribution to LIC
Prof. Rajeev Ahuja	Independent/Non-Executive Director	More than three decades	Prof. Rajeev Ahuja, is associated with Indian Institute of Technology (IIT) Ropar as Director and Professor of Computational Materials Science at Uppsala University, Sweden
Mr. Raj Kamal	Independent/Non-Executive Director	More than two decades	Mr Raj Kamal has experience in operating, consulting, and investing in financial services and tech-enabled businesses coupled with the unique experience of having operated across geographies - India, Asia Pacific, Europe, LatAm, Middle-East & Africa

*Refer page no 22,23 Annual Report FY 2023-24 for details

Company has not advanced any loan to any of its Directors. The Company has also taken Directors' and Officers' ('D&O') Liability Insurance to protect its Directors'/ Officers and their spouses' personal liability for financial losses that may arise out of their unintentional wrongful acts.

Additional details on the process to determine remuneration as well as Executive and Non-Executive Director's remuneration are available in Annual Report under Director's Remuneration.

*Refer page no 90, Annual Report FY 2023-24 for details



Board Committees

(GRI 2-12, 2-13)

The Board has constituted various statutory and non-statutory Committees for smooth and efficient operation of the activities and is responsible for constituting, assigning, co-opting and fixing the terms of reference for the committees in line with the law of land. The Chairperson, quorum and the terms of reference of each committee have been approved by the Board. The Committees meet at regular intervals and take necessary steps to perform the duties entrusted by the Board. The Board reviews the functioning of these Committees from time to time (preferably quarterly). As on the March 31, 2024, the composition of Board's Statutory Committees of the Company is listed in Table 6.

[Refer Page no 91, Annual Report FY 2023-24, for the number of other significant positions and commitments held by each member].

Table: 6, Composition of Board's Statutory Committees

Name of the Board Committee	Number of Members in the committee	Designation of the Chairperson of the committee	% Independence
Audit Committee	04	Independent/Non-Executive Director	75%
Nomination & Remuneration Committee	03	Independent/Non-Executive Director	100%
Stakeholders' Relationship Committee	03	Independent/Non-Executive Director	66.66%
Risk Management Committee	03	Independent/Non-Executive Director	66.66%
Corporate Social Responsibility Committee	03	Independent/Non-Executive Director	66.66%

[Refer Page no 88, Annual Report FY 2023-24, for the composition of Board's Statutory Committees].



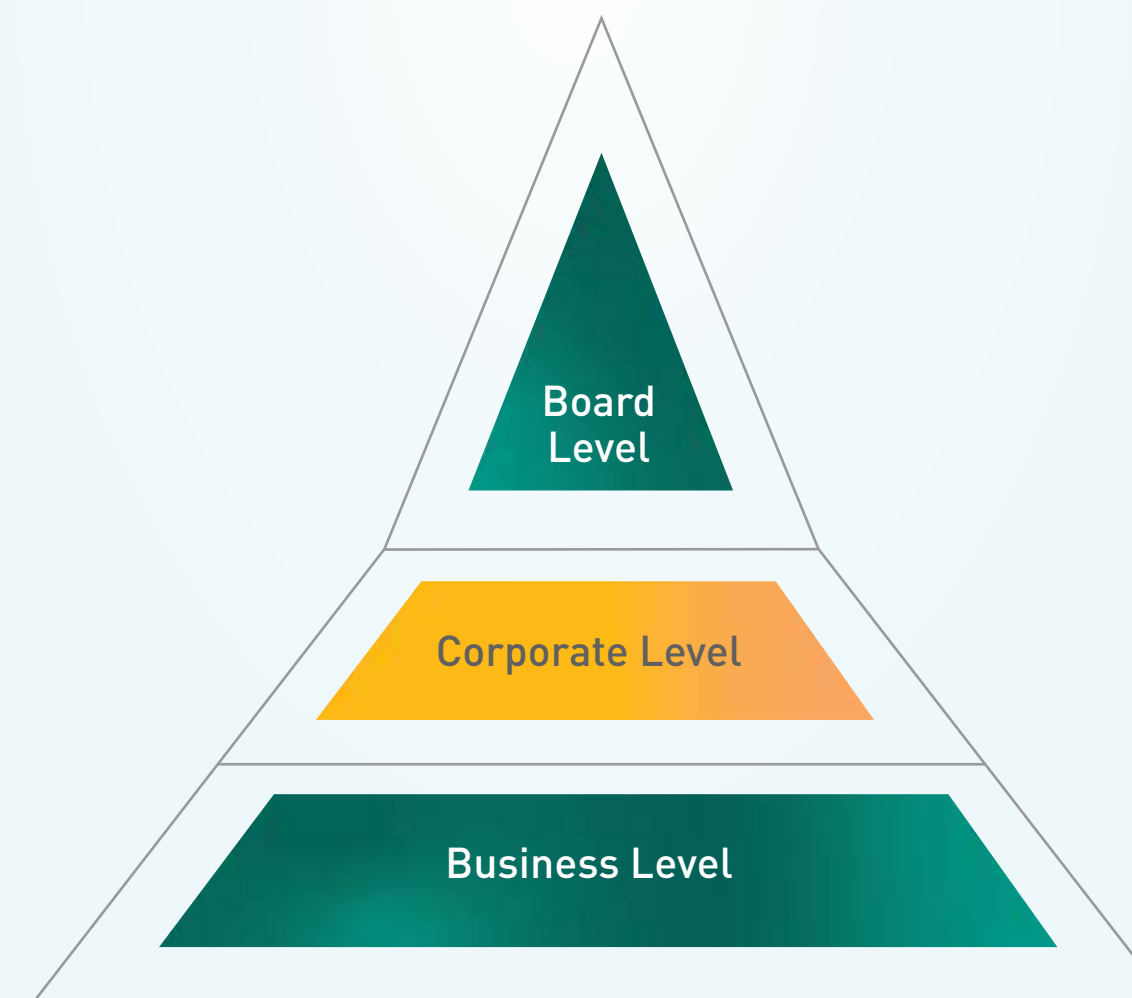
The delegation of the responsibility for management of diverse matters such as organization's impacts on the business, environment, and people typically occurs through:

- **Establishing Committees:** The Board-formed committees focus on specific areas with detailed oversight and clearly outlined scope of work & applicability.
- **Defining Policies and Frameworks:** The Board has defined policies and framework that guides the organization's approach to managing its impacts. This includes establishing corporate governance principles, ethical standards and sustainability goals.
- **Appointing Executives:** The Board appoints senior executives who are responsible for day-to-day management of the organization's activities and continual improvement through delegation of responsibilities to its employees. The review is conducted through Balance Score Card approach (BSC) and is jointly chaired by CEOs, COOs, CFOs & Group-CEO along with participation from the middle & junior management.
- **Oversight, reporting & reviewing performance metrics:** The Board requires the management to regularly report on performance indices every quarter.
- **Stakeholder Engagement:** The Board ensures that the organization engages with its stakeholders to understand their needs, expectations, concerns and requirements, which can then be integrated into the organization's impact management strategies.
- **Risk Management:** The Board is responsible for overseeing the identification and management of risks that could impact on the organization's performance and reputation, including ESG risks.

- **Ethics and Compliance:** The Board ensures that the organization adheres to applicable legal and regulatory requirements and upholds ethical standards through a distinct vigil mechanism, code of conduct, internal & external audits.

- **Strategic Planning:** The Board reviews the long term & short-term strategies developed by management & help guide the organization's efforts in contributing positively towards business, environment, and people.

We engage in ongoing research and incorporate stress testing to keep our governance responsive and adaptable to the ever-changing regulatory environment. To fortify our climate governance framework further, we are moving towards a three-tiered structure. This structure would help us foster efficient problem-solving while ensuring leadership oversight for critical ESG matters.



Our management team, including the Risk Management, Sustainability and ESG team, is actively involved in assessing and managing climate-related risks. This team works in tandem with the executive management, ensuring that climate considerations are integrated into corporate strategy and risk management practices.



Our Policies

(GRI 2-23, 2-24, 205-1)

To help foster an organizational culture that is transparent, ethical, and responsible, we have formulated and institutionalized several employee-centric policies within the Corporate Governance framework. These policies reinforce our values, guarantee compliance with essential regulations, ensure efficiency of our operations, and the ultimate achievement of our goals.

All the policies carry a governance matrix with the details pertaining to implementation, execution, monitoring, auditing, ownership responsibilities as well as duties and rights of members. The policy commitments apply to all sites, value chain partners, suppliers and are communicated to business partners & other relevant stakeholders through digital media. Regular audits, trainings and surveys are conducted to monitor and ensure compliance on ethical conduct across the organization.

Embedding Policy Commitment

(GRI 2-24)

The organization incorporates its policy commitments for responsible business conduct throughout its activities and business relationships through several strategic and operational steps:

■ **Policy Development and Communication:** Policies are developed with clear, specific goals and commitments to responsible business conduct, including human rights, environmental sustainability, and ethical business practices. These policies are communicated internally and externally. All employees and suppliers associated with the company are aware of and understand these commitments.

■ **Leadership & Governance:** All the organizational policies are endorsed by top management to integrate responsible business conduct into the company's core values and strategies. The governance matrix outlines the executives responsible for effective implementation, execution, review and monitoring of these policies.

■ **Integration into Business Processes:** Policy commitments are embedded into business operations and processes such as quality, environment, procurement, product development etc. through training, capacity and capability building, thereby ensuring effective implementation and integration in daily activities.

■ **Policy Implementation:** Each policy has a checklist and gap analysis is conducted with reference to this checklist in each department of the site. An action plan is made for the identified gaps tracked by the leadership team for effective closure.

■ **Performance Monitoring:** The organization has set Key Performance Indicators (KPI) and metrics to track the implementation and effectiveness of the policies. Regular Reporting through board meetings, and constructive analysis on the implementation and progress of the metrics is carried out.

■ **Continual Improvement:** The organization integrates feedback from stakeholders, industry best practices, and regulatory changes into its operations with regular review and update of policies.






Click the below link for the Policies:

<https://www.tridentindia.com/policies>

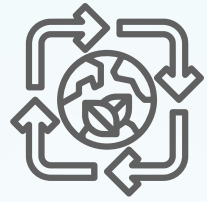
<https://www.tridentindia.com/code-policies>



Table: 7, List of ESG Policies & Description

Policy	Description
 <p>Anti-corruption and Anti-bribery</p>	<p>This policy emphasizes Trident’s Zero-tolerance approach towards corruption and bribery. It is our policy to conduct all our businesses in accordance with the highest standards of professional integrity, honesty, and ethical conduct.</p>
 <p>Code of Business Conduct and Ethics</p>	<p>Trident Limited has developed the Code of Conduct for the company (including the Board of Directors and senior management), which outlines a set of ethical guidelines and principles to govern their actions. The Code emphasizes various key aspects, including a commitment to adherence to financial reporting standards, promotion of fair competition, gifts & donations, equal employment opportunities, and respect for human rights. It advocates compliance with legal requirements, cooperation among stakeholders, and responsible use of the company’s brand. The Code also addresses conflict of interest situations, the protection of confidential information, and the prohibition of insider trading.</p>
 <p>Employee Code of Conduct</p>	<p>This policy lays down the Code of Conduct for all members of the organization, including contractual members, governing their conduct, ethics, and compliance in all business dealings. It encompasses professional behavior, legal adherence, and environmental responsibility, fostering a culture of integrity both within and outside the organization.</p>
 <p>Risk Management Policy</p>	<p>This policy aims to instill a proactive approach in identifying, reporting, evaluating, and resolving risks inherent to the business operations. The primary objective is to ensure a structured and disciplined approach to Risk Management, guiding decisions on matters pertaining to risk.</p>
 <p>Nomination and Remuneration Policy</p>	<p>In strict compliance with the Companies Act, 2013, our Nomination and Remuneration Policy integrates performance-driven incentives for Directors and Key Personnel. This comprehensive policy outlines criteria for Director qualifications, attributes, and remuneration structures, emphasizing performance-driven incentives for Directors, Key Managerial Personnel, and employees. Trident Limited’s Nomination and Remuneration Policy positions remuneration as a catalyst for sustained growth, reinforcing the organization’s commitment to transparency, governance, and long-term shareholder value. The policy also addresses Board Diversity requirements.</p>

Policy



Environmental Policy

The policy provides a comprehensive framework for seamlessly integrating EMS into operations, aligned with ISO 14001:2015 and compliance with all applicable legal and regulatory standards viz. The Environment Protection Act, 1986, Water (Prevention & Control of Pollution) Act, 1974, Air (Prevention & Control of Pollution) Act, 1981, Hazardous and other Waste (Management & Transboundary movement) Rules, 2016. Priority areas include Energy Management, Water and Wastewater Management, Chemical Management, Waste Management and Packaging.

The main objectives and commitments of the Policy (among others) include- a. Striving for continual improvement in our environmental performance b. Establish objectives and targets to prevent, diminish, or mitigate environmental impacts on both people and the planet and periodically review performance c. Provide appropriate training to all employees, emphasizing the importance of minimizing environmental risks and understanding the impacts of their work activities on the environment d. Regularly evaluate environmental aspects/risks, manage impacts by employing appropriate control mechanisms.

The senior/ executive management at Trident provides the commitment and oversight for implementation of environmental management policy and for improving environmental performance.



Biodiversity and Climate Change

We have framed this Policy to address climate change by identifying risks and opportunities and integrating adaptation measures into the business continuity plans and risk management processes. Through this policy we recognize biodiversity as a vital resource for combating climate change and we are dedicated to its preservation and enhancement by committing to-

a. Conducting impact assessment studies and implementing mitigation measures, including offsetting residual impacts b. Striving to undertake annual biodiversity risk assessments in our operations to prepare biodiversity conservation plans c. Sustaining efforts to raise awareness among suppliers and other stakeholders about the importance of conserving biodiversity and the sustainable use of natural resources d. Discouraging deforestation by preserving and maintaining the existing green cover at all the operational sites and compensating through future afforestation efforts e. Complying with all biodiversity-related laws and regulations in full f. Making the utmost effort to mitigate, or minimize as far as possible, any interference with other areas of the natural world.

The policy covers own operations in its scope of commitment and endorsed by executive management.

Policy

Description



EHS Policy

The policy provides framework as per ISO 45001 for integration of health and safety management systems and attests the commitment of senior management towards ensuring a healthy work environment.



Diversity, Equity and Inclusion

Our DEI policy sets out the commitment to an inclusive and supportive environment for members that is free from discrimination, brings diverse groups of people together and gives equal opportunity to everyone. The policy also includes the Diversity requirements of the Board.



Human Rights Policy

This policy is intended to express the Company's commitment to carry out the business with ethical values and embrace practices that support human rights in every geography where it operates and follows processes that seek ways to honour the principles of International Human Rights. Our policy is guided by national laws and international frameworks like International Bill of Human Rights, ILO Declarations on Fundamental Principles and Rights of Work, United Nations Global Compact Human Rights Principles, and United Nations Guiding Principles on Business and Human Rights.

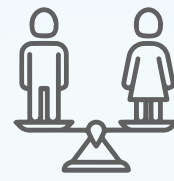


CSR Policy

The Company has adopted CSR policy in compliance with the provisions of The Companies Act, 2013. The policy reflects the Company's commitment to fulfilling its Social Responsibility by contributing to the development and upliftment of communities. It provides clear operational guidelines for the implementation of the organization's CSR initiatives, including committee roles and details, objectives, operational areas, CSR expenditure clauses, implementation process and monitoring mechanism. The policy is approved by the board and the adherence is ensured by the CSR committee.

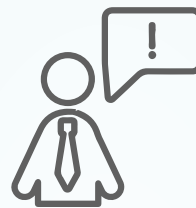
Policy

Description



Equal Opportunity and Fair Treatment Policy

The policy lays down commitment to zero tolerance for harassment, discrimination, and retaliation of any form against an individual who reports Workplace Discrimination and/or Harassment.



Grievance Handling Policy

The policy is to lay down procedure/mechanism for redressal of grievances by setting up an internal grievance committee to address complaints and grievances. The primary purpose of this grievance redressal policy is to give members the right to voice their complaints. This policy, further, aims at minimizing instances of complaints and grievances and ensuring prompt redressal at various levels.



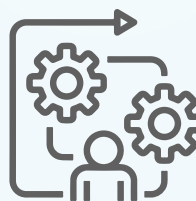
Prevention of Sexual Harassment

As part of commitment to protecting the rights and dignity of its female members and creating a workplace free from all forms of sexual harassment, the Company has adopted the POSH policy in compliance with the Provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. It lays the framework to prevent or deter any acts of sexual harassment and streamline procedures for the resolution, settlement and prosecution of such acts.



Whistle Blower Policy

The Audit Committee oversees this crucial mechanism, guaranteeing transparency and accountability. The policy actively encourages Directors and Employees to promptly report any instances of observed unethical behaviour, suspected fraud, violations of the Company's code of conduct, ethical breaches, policy infractions, or wrongful conduct within the organization. Confidential reports can be submitted to the Chairman of the Audit Committee or via email at whistleblower@tridentindia.com. To ensure privacy, the identity of the whistleblower is kept confidential, providing a secure platform to address ethical concerns without any fear of consequences.



Capacity and Capability Building

This policy addresses the training and development needs of individuals and focuses on activities that add value to the business, enabling Trident to meet its strategic objectives.

Policy



Supplier Code of Conduct

Based on national laws & internationally accepted labor standards, our Supplier Code of Conduct mandates that all supplier partners comply with ethical guidelines while providing products and services to Trident.



ISMS Statement

ISMS Statement is assurance of security of Information Assets belonging to Trident, and the information entrusted to the company by employees, business partners, investors and public at large. We are also committed to ensuring compliance to relevant laws and regulations.



Tax policy

The Tax Policy forms a key component of our corporate governance framework. The Policy comprises of key elements viz. Legal Compliance, Transparency and Disclosure, Risk Management and Tax Planning. It outlines the principles and guidelines that govern tax-related matters for Trident Ltd. to ensure compliance with applicable laws and regulations.

The policy also iterates that-

- a) Tax strategies and decisions are aligned with the broader goals and values of the company as well as the law of the land
- b) Trident prioritizes the legitimate optimization of its tax position to enhance its competitiveness and contribute to sustainable business growth
- c) We do not participate in any tax avoidance schemes or engage in practices that may be perceived as artificial or contrary to the principles of fair taxation or settled legal jurisprudence. These include shifting profits to lower tax jurisdictions or usage of secrecy jurisdictions or tax havens to obtain tax advantages. The Policy is governed by Group CFO.

Description

Business Ethics (GRI 2-27)

We are delighted to share an exciting milestone in our journey towards responsible business practices. Trident is now a proud participant in the United Nations Global Compact (UNGC). Our commitment to the ten principles of the UNGC, which encompass human rights, labor standards, environmental protection, and anti-corruption, reflects our dedication to operating responsibly and contributing positively to society.

This participation underscores our ongoing efforts to integrate sustainability into our core business strategies and operations. By joining the UNGC, we pledge to:

- **Uphold Human Rights:** Ensuring that we respect and promote human rights within our sphere of influence
- **Support Fair Labor Practices:** Advocating for fair treatment, non-discrimination, and equal opportunities for all our employees
- **Protect the Environment:** Taking proactive steps to minimize our environmental footprint and promote sustainable practice
- **Combat Corruption:** Maintaining a zero-tolerance approach towards corruption in any form

We strive to promote dignity, equal opportunities, fair income and promote social dialogue for all people across our operations and supply chain. To this effect we have duly institutionalized



policies like Equal Opportunity and Fair treatment, Grievance Handling, Human Rights, Diversity, Equity & Inclusion, HIV Policy, Child Labour, Whistle Blower and Vigil Mechanism, Freedom of Association, POSH etc. Our policies are guided by national laws and international frameworks like International

Bill of Human Rights, International Labour Organization's (ILO) declarations on Fundamental Principles and Rights at Work, the United Nations Global Compact Human Rights Principles and the United Nations Guiding Principles on Business and Human Rights.

Code of Conduct

[GRI 2-15,2-16, 2-25, 2-27, 205-1, 205-2, 205-3, 216, 206, 416, 417, UNGC 10]

Trident Limited has developed the Code of Conduct (CoC) for the company (including the Board of Directors and senior management), which outlines a set of ethical guidelines and principles to govern their actions. The Code addresses conflict of interest situations, the protection of confidential information, and the prohibition of insider trading, antitrust/anti-competitive practices, anti-bribery and corruption, environment, health and safety and whistle blowing. It calls for compliance with regulatory requirements, disclosure of any conflicts of interest, and reporting of potential violations.

The Code of Conduct (CoC) is implemented through robust governance structures with well-defined responsibility and accountability. Regular internal audits and surveys are conducted to monitor and ensure compliance with Code of Conduct across the organization. Any deviation/ violation/ breach of the Code of Conduct is brought to the notice of audit committee resulting in disciplinary action depending upon the severity of issue reported. Additionally, the company has framed and implemented whistleblower policy that enables all employees to report any suspected/actual misconduct in the organization anonymously further promoting a culture of transparency.

Conflict of interest are disclosed to stakeholders through transparent disclosures and a strong communication channel, ensuring timely information dissemination. We publish comprehensive annual reports, policies, and other relevant stakeholder information on our website, making it readily accessible to the public and concerned stakeholders.

Any type of complaint/ grievance can be reported by the employees through the multiple channels available (listed in detail in page no. 92-94). All the complaints are addressed within specified timelines. Further the board also requires the committees to report on concerns raised which are further analyzed, discussed and addressed, thereby ensuring effective governance in the organization.

The details on total number and nature of critical concerns that were communicated to the highest governance body during the reporting period can be referred to in our Annual Report FY 2023-24.



Anti Bribery and Anti Corruption (GRI 205-1, 205-2, 205-3)

Trident is committed to conducting its business activities in accordance with the highest standards of professional integrity, honesty and ethical conduct. In this regard, the company has implemented a comprehensive Anti-Corruption and Anti-Bribery policy which emphasizes its zero-tolerance approach towards corruption and bribery covering Board of Directors, management, employees and suppliers. The policy covers prohibited payments (bribes/kickbacks), facilitation payments, donations, gifts, mergers & acquisitions, and others.

We have an internal audit function which operates at group level and carries out checks and audits of all significant aspects. Significant risks are identified through risk assessment which can be accessed from our Annual Report FY 2023-24. In addition, the Company has framed and implemented a whistle-blower policy that enables all internal and external stakeholders to report any suspected or actual misconduct in the organization anonymously, further promoting a culture of transparency.

All our stakeholders are informed about the organization's code of conduct. Employees and governance body members receive mandatory training on Code of Conduct on induction as well as refresher training at regular intervals.

For the reporting year Zero cases were registered with respect to conflict of interest, discrimination/harassment, customer privacy data, money laundering/insider trading, money laundering/ insider trading, public legal cases/ incidents related to corruption against the organization or employees. Further details can be accessed in our Annual Report FY 2023-24.

Anti Competitive Behavior (GRI 206)

The organization does not engage in activities which generate or support the formation of monopolies, dominant market positions, cartels and similar unfair trade practices. Further details on anti-competitive behaviour can be accessed from the Code of Business conduct and ethics policy on our website.

The details on legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation can be found in Annual Report FY 2023-24, BRSR-Principle 7-Q2.

Marketing and Labelling, Customer Health and Safety (GRI 416-1, 416-2, 417-1, 417-2)

Ethics forms the core value of our culture, and we always promote adherence to ethical marketing practices and abstain from providing misinformation to our customers. The information provided about our products is trustworthy and detailed information about our products can be obtained from our company's website and Annual Report FY 2023-24.

The sourcing of raw materials, product packaging and other consumables that goes into products is preferred from nominated business partners by the customers. In cases where no nominated suppliers are provided, Trident internal protocols are followed for sourcing the materials. Customer Protocols, industry standards and Trident internal protocols

are referred to finalize product content as well as provide labels / instructions for safe use.

We also conform to OEKO-TEX Standard 100 and comply with REACH regulations. All our products in Bath and Bed Linen are OEKO-TEX STANDARD 100 Class-1 certified. The testing parameters include polycyclic aromatic hydrocarbons (PAHs), tin organic compounds, chlorinated phenols, phthalates (softeners), prohibited azo dyes, carcinogenic and allergy-inducing colorants, PFOS, PFOA, surfactant, wetting agent residues (APEOs), pesticides for natural fibre textiles and many more.

For the reporting year, we have not received any non-compliance concerning health and safety impacts of products, product information, labelling and market communications.

Additionally, 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 can be referred from our Annual Report FY 2023-24.

Details of the Appeal / Revision preferred in cases where monetary or non-monetary action has been appealed can be referred from our Annual Report FY 2023-24.

Risk & Crisis Management

Trident follows a comprehensive and integrated approach towards risk management and governance. We have a dedicated Risk Management Committee comprising of the Board of Directors which is responsible for the following:

- Implementation of risk management systems and framework
- Review the company's risk management policies
- Assess risk procedures to minimize them
- Regularly reviewing and updating the risk framework
- Defining the company's risk appetite and tolerance

The risk management function is structurally independent of the business lines as the Chief Risk Officer reporting to the Risk Management Committee is responsible for dedicated Risk Management and Monitoring at an operational level. The Risk Management Committee periodically assesses the risk management performance including implementation of Risk Management Systems & Framework and reviewing the Company's financial and risk management policies. All non-executive directors on the Board are aware of the organization's risks and are competent in risk management and regular training is provided to them.

Trident's risk management framework addresses all types of risks, including financial, operational, strategic, compliance,

and ESG (environmental, social, and governance) risks, ensuring they are integrated into strategic planning and daily decision-making processes. The company promotes a strong risk-aware culture, engaging employees at all levels in risk management practices. Trident incorporates sustainability into its risk strategy, aligning environmental and social considerations with business objectives. Transparency is maintained through regular reporting on risk management practices and material risks, ensuring stakeholders are well-informed. Trident actively engages with stakeholders to incorporate their perspectives into risk management. The company is committed to continuous improvement, regularly monitoring, evaluating, and updating its risk management processes to adapt to changing circumstances and emerging risks.



Risk Management Processes

The identified risks along with its description, cause and mitigation are mentioned in the Annual Report FY 2023-24. All risks are identified based on ISO standards (ISO 14001, ISO 45001 and ISO 9001) and maintained in risk registers along with their likelihood and impact. Sensitivity analysis of financial risks can be referred to in the Annual Report FY 2023-24.

With the help of a competent third party, we have conducted stress testing of financial risks with respect to climate change in the form of TCFD (Refer page 71). Moreover, we are planning to conduct stress testing of financial risks going forward for the other risks as well.

The Chief Risk Officer reports periodically to the Board of Directors of the Company for monitoring risks and reviewing policies implemented to mitigate risk exposures. Internal Auditor reviews the internal controls and systems periodically. Audit Committee of the Board reviews the observations of internal auditors and gives suitable advice for improvement. Regular audits related to environment, social and customer specific audits are conducted periodically by third parties wherein the risk management process is thoroughly checked. Further details can be referred to in our risk management policy.

Risk Culture

We are planning to incorporate risk management metrics in the financial incentives and reward employees based on mitigation of identified risks. We provide risk management training on FMEA (Failure Mode Effect Analysis), HIRA (Hazard Identification and Risk Assessment), Environmental Aspect and Impact, and CT-PAT (Customs-Trade Partnership Against Terrorism) Risk Assessment. We plan to include risk management criteria in the HR review process while evaluating employees during the performance reviews.

There are several methods available for individual employees to identify and report potential risks throughout the organization including whistle blower and vigil mechanism, focus group discussions, governance meetings like works committee meetings, safety meetings, and canteen committee meetings. As per the feedback from periodic governance meetings with employees and workers, the risk management practices are reviewed and modified (if required) by senior management and implemented across the organization.

We incorporate risk criteria in the product development and approval process through the following meetings:

- OHO (Order Hand Over) meetings: A pre-manufacturing risk mitigation meeting wherein the plant related manufacturing risks are discussed including product composition and structure, packaging style, manufacturing variability, chemicals used in process.

- S&OP (Sales & Operations Planning) meetings: Sales and operation related risks are discussed including demand, plant capacity in order book.

Emerging Risks Table: 8

Emerging risk	
Risk 1-Supply Chain Resiliency- Being highly complex, supply chains have the potential to expose company to various risks driven by ESG factors like human rights violation, natural resource depletion and corruption. These issues have potential to harm company reputation, financial performance and operations.	Risk 2-Market volatility- Unpredictable fluctuations in the market driven by factors like shifting consumer preferences, technology advancements can lead to potential business challenges. These may include raw material price fluctuations, negative investor sentiment, currency exchange rate instability.
Potential impact	
<ul style="list-style-type: none"> • Disrupting flow of raw materials/components • Last-minute change in suppliers can lead to increase in cost of materials • Negative Impact on delivery times and customer satisfaction • Reputational concerns related to human rights abuses, corruption and pollution can affect social license to operate • Inability to supply goods on time 	<ul style="list-style-type: none"> • Profit margin compression due to increase in raw material prices • Higher costs of imported materials or lower revenue from exports due to currency fluctuations • Strategic uncertainty in long-term planning • Customer demand variability including volatile consumer spending and shift in market preferences • Reputation and brand impact due to delayed product launches in this condition and increased public scrutiny • Competitive challenges due to scaling back on R&D and innovation to manage costs
Mitigating Action	
<ul style="list-style-type: none"> • Diversification of supplier base • Exploring local sourcing options • Establishing strategic inventory reserves • Ensuring suppliers adherence to robust ESG framework • Investing in supply chain traceability technologies 	<ul style="list-style-type: none"> • Strong relationship building with key stakeholders • Maintaining flexible pricing strategies • Diversifying supply chains • Investing in technologies like predictive analytics



Data Privacy & Cybersecurity

(GRI 418)

Information security is a core element of Trident Limited's corporate values. The organization prioritizes IT security to safeguard its extensive operations and sensitive data. The key components of IT security include robust network and endpoint protection, strong encryption practices, comprehensive backup and recovery systems. Employee training on cybersecurity best practices and an effective response plan are integral to its strategy.

Trident ensures compliance with ISO 27001:2013 and continually adapts to emerging threats by incorporating advanced technologies to enhance its IT security.

IT Security/ Cybersecurity Governance

The Managing Director/Executive Director oversees information security, cybersecurity strategy and process. Head of IT Security, as part of the Executive management, oversees the issues and risks related to IT security. The broad roles and responsibilities include planning, deployment and sustenance of IT security solution & policy to ensure security of organizational data & information from any internal or external threat. We also conduct regular review & audit of our security infrastructure to identify any security gaps to further fix the same.

IT Security/ Cybersecurity Measures

Our Information Security and Management System (ISMS) statement is available to all the employees through the organization's internal SharePoint portal and applicable across all our operational sites and offices. Trainings related to IT Security and safeguarding data privacy is conducted regularly for the employees to spread awareness among them to minimize any security compromise. The training topics, amongst others, include the following-

- Introduction to cyber security
- Data classification and handling
- Password security and importance of 2 factor authentication
- Social Engineering and Phishing awareness
- Secure communication and device security
- Incident reporting
- Overview of IT policy

- Cyber-attacks and hacking

The topics are covered with case studies and examples for better understanding. Adherence to organization's security policy is a crucial part of an employee's responsibilities towards the organization. Employees are required to complete mandatory training on cybersecurity and IT policies within the assigned timeline. An Escalation matrix is provided to the employees under the incident reporting procedure available as per our Incident management IT helpdesk policy.

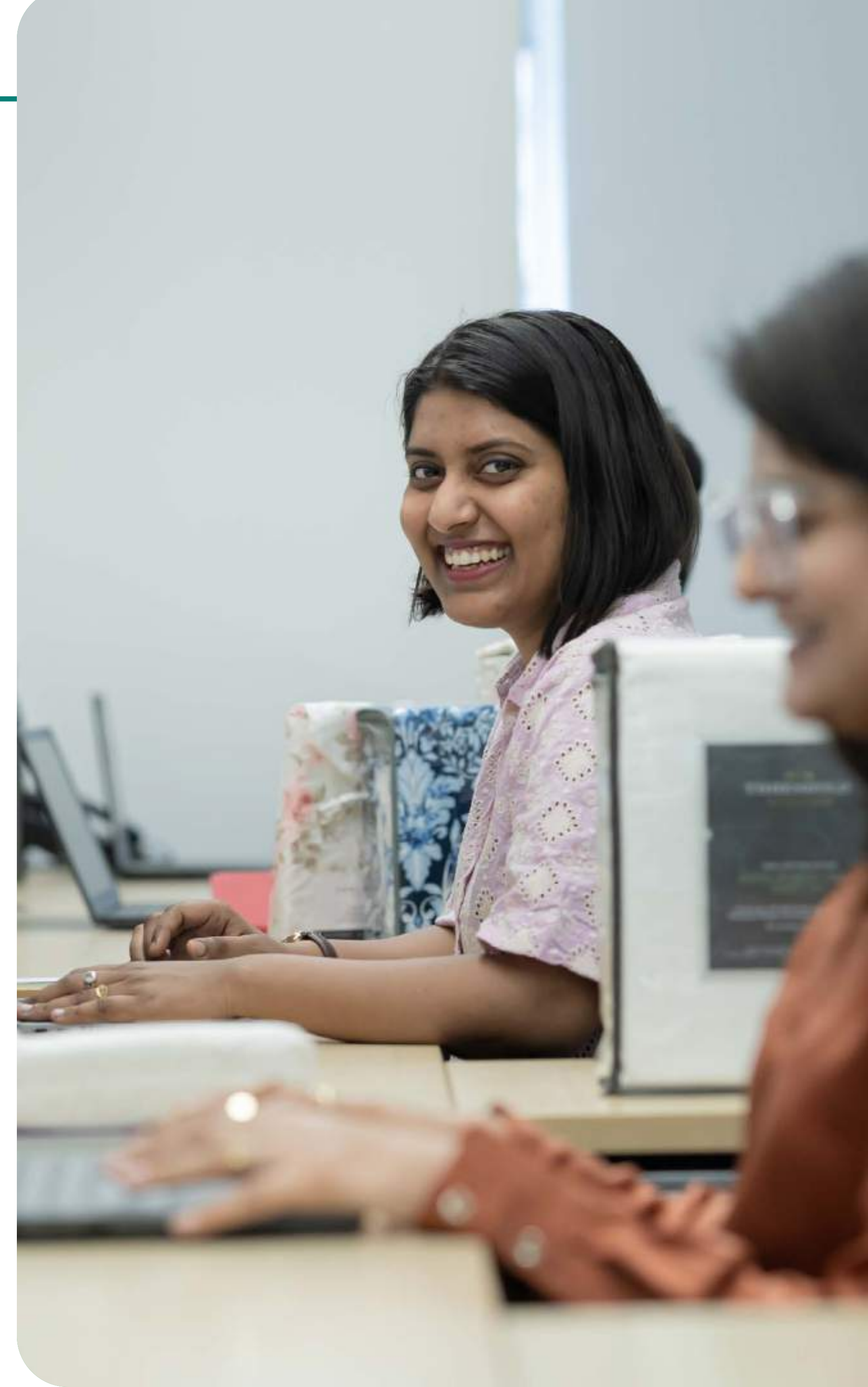
IT Security/ Cybersecurity Process & Infrastructure

Trident Limited has business continuity/contingency plans and incident response procedures in place. These are tested and verified annually along with vulnerability analysis. Consumer complaints/data breaches related to cybersecurity can be accessed from our BRSR FY 2023-24 report.

Customer Privacy

We take privacy of customer information seriously and are committed to protecting Personal Data processed by us, in accordance with the relevant laws (including the Digital Personal Data Protection Act, 2023). For the reporting year, we have not received any complaints concerning breaches of customer privacy and losses of customer data. For Further details refer Annual Report FY 2023-24 Page no. 69.

Refer below link to access our Privacy Policy:
[\(https://www.tridentindia.com/privacy-policy/\)](https://www.tridentindia.com/privacy-policy/)





| Public Policy & *advocacy*

(GRI 415)

Trident Limited engages with a variety of stakeholders like government, regulatory agencies, NGOs and industry associations. Through dialogue with various stakeholders, we identify opportunities and participate in framing public policy matters. The Company also uses industry association forums to voice its views.

We firmly believe in the power of collaboration and co-creation and have industry wide collaborations to introduce and scale innovation in process, products and raw materials as well as for development of necessary infrastructure.

Membership Associations (GRI 2-28)

We are actively working with various national industry chambers. As members of industry associations, we are advocating effective regulations, transparent governance, sustainable growth and innovation. Details of Industry chambers and associations that we are member of/affiliated to are as follows-

Table: 9, Membership Associations/ Industry chambers

Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
<ul style="list-style-type: none"> • Federation of Indian Chambers of Commerce and Industry (FICCI) • Confederation of Indian Industry (CII) • All India Management Association (AIMA) • Confederation of Indian Textile Industry • PHD Chamber of Commerce and Industry • Federation of Indian Export Organizations (FIEO) • The Cotton Textiles Export Promotion Council (TEXPROCIL) • Apparel Export Promotion Council (AEPC) • Associated Chambers of Commerce and Industry of India • Northern Indian Textile Mills Association (NITMA) 	<p>National</p>

The total monetary value of financial and in-kind political contributions made by the organization for the reporting year can be found in the Annual Report FY 2023-24. This includes contributions to and spending for political campaigns, political organizations, lobbying organizations, trade associations and other tax-exempt groups.





R&D & Innovation

Committed to excellence in quality and unlocking enhanced efficiency, we make diligent efforts for streamlining our processes, ensuring high productivity across all organisational levels. This relentless pursuit of excellence drives us to invest in cutting-edge technologies, adopt best practices and cultivate a culture of continuous improvement and innovation.

Total R&D and Capex investments in technologies to improve environmental performance stand at INR 1,274.19 Millions.

The number of employees engaged in R&D and Innovation Department (including Product Development) is approximately 30.

In the reporting year, we were granted 5 patents covering yarn, fabric and towel manufacturing, wet processing techniques and improved grip effect in fitted sheets. Our innovations include promoting sustainable paper packaging through our "Good Paper" campaign.

Responsible Sourcing

(GRI 204-1, 301-1, 301-2, 308-1, 308-2, 414-1, 414-2, UNGC 7, SASB CG-AA-430b)

We believe our suppliers are important partners in achieving our business and sustainability goals. By collaborating and consulting with them we aim to reduce our shared negative impacts on the environment, support fair compensation and promote decent jobs which uphold the right to freedom of association. Our suppliers undergo screening of essential social and environmental parameters with focus on sector specific risks.

We are committed to raising the standards in our industry by working with our suppliers to improve environmental and social performance and extend our commitment to sustainability across our entire value chain. To this effect we have developed a Supplier ESG Program and introduced comprehensive supplier sustainability framework, with the objective to construct, safeguard and enhance long-term environmental and social value for all stakeholders involved in bringing our products to market. The oversight of implementation for the Supplier ESG program lies with the executive management.

The implementation steps of the supplier sustainability are based on the UN Global Compact Management Model for continuous improvements viz. Commit, Assess, Define, Implement, Measure, Communicate.

1. Commit

As part of commitment we have established basic policies on responsible sourcing, code of conduct for suppliers and supplier due diligence policy, Supplier transparency and traceability policy detailing the expectations from supplier partners. Our supplier sustainability framework is based on four fundamental principles:

Principle 1: Environment Protection

This principle focuses on making the value chain environmentally responsible through

- Resource management - Use of Agri-based raw material, assess emissions and water consumption, renewable energy, efficient systems, reduce hazardous and toxic materials, waste disposal.
- Adopting green initiatives and practices - Monitor environmental performance and adopt practices to reduce overall impact on environment.
- 3Rs – Reduce, Reuse & Recycle (Responsible consumption, zero waste to landfill, packaging material)

Principle 2: Social Responsibility

We firmly believe in contributing towards the social and economic development of the communities where we operate and expect a similar approach from our value chain partners. Focus areas under this principle are:

- Responsible Conduct - Diversity in workforce, fair dealing with vendors, engage and involve local communities.
- Employee Health & Safety and well-being - Adopt robust and relevant management practices to comply with applicable H&S laws, rules, regulations and industry standards.
- Local community development - Encourage supplier partners to undertake steps to collaborate and associate with the local community.

Principle 3: Business Ethics

We strongly believe that high ethical standards are critical for sound business relationships and expect our business partners to share this commitment in their operations through

- Business integrity and ethics - Anti Bribery and Anti Corruption, conflict of interest, anti-competitive and restrictive trade practices, confidentiality
- Human rights - Forced & child labour, non-discrimination, compensation and working hours
- Legal and regulatory compliance - comply with all applicable laws and regulations within the country of operation

Principle 4: Quality

Ensuring quality and adherence to manufacturing & product standards is critical to us, and we encourage our business partners to conduct the same through

- Quality management system (Have in place certified QMS by competent authority like ISO)

- Material management (Have in place established practices for storage, handling and transportation)
- Accountability and Transparency (Prepare & maintain accounts of business dealings fairly, accurately and in accordance with financial reporting standards)

2. Assess

For the purpose of evaluating suppliers prior to onboarding and their subsequent development to meet evolving company requirements, we are developing supplier assessment methodology.

In the reporting year, we have strengthened our supplier due diligence process by framing an ESG Criteria for screening new suppliers and evaluating existing suppliers. To this effect we have developed new supplier onboarding questionnaire and existing supplier performance evaluation questionnaire. It has scores on Social, Governance and Environmental Pillars and the results are categorized based on achievement of cut off allocated to each pillar.

3. Define and Implement

Further we have defined the categories/levels/tiers of supplier partners based on services obtained for implementation of supplier sustainability framework.

4. Measure and Communicate

In the reporting year, we sent out the evaluation questionnaire on ESG to 132 significant suppliers. Out of the total respondents (38), 61% (23) are compliant to our ESG criteria and 39% (15) require corrective action plan to improve their assessment score.

The percentage of suppliers with whom the relationship was terminated is zero.



Going forward in the supplier ESG program, we will be working with all 15 suppliers on implementing the improvement plan via appropriate knowledge transfer measures and capacity building sessions in a phased manner. We shall also be working on promoting supplier diversity, equity and inclusion in the supplier workforce.

Procurement Practices

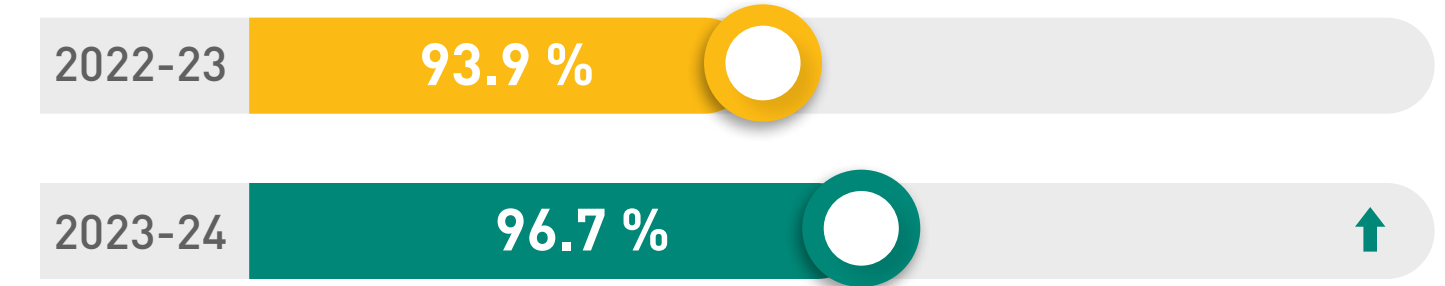
Cotton is a key raw material in our textile business and represents more than 90% of total fiber input. Conventional methods of cotton farming pose problems like soil quality degradation, water pollution and human rights issues. We are cognizant that safeguarding the growing and production of it is essential to ensuring long-term resilience. Hence, we are leveraging the strength of farmer centric approaches to cotton farming through procurement of BCI Cotton and Organic Cotton. For the reporting year around 38.5% of cotton came from sustainable sources.

Our manufacturing locations viz. Budhni (MP), Dhaula and Sanghera (Punjab) are also our significant locations of operation and when any of our supplier is located within 150 kilometers from any of these manufacturing facilities, we consider them as local.

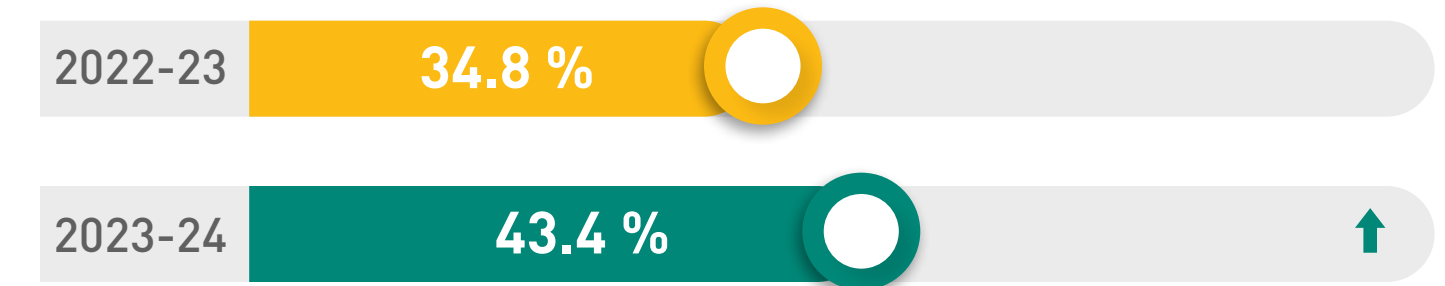
In the reporting year 44.3 % of total raw material and consumables directly from local suppliers, 43.4 % of total raw material and consumables directly from MSMEs, and 96.7 % of raw material from within India. Being a vertically integrated business, we procure more than 80% yarn in-house which serves as the raw material for our bath and bed linen facilities.

Of the total raw materials used, non renewable and renewable product materials are approximately 22% and 78% respectively. Recycled input content in renewable raw material is around 66%.

Graph 1, % of Raw Material Directly from within India



Graph 2, % of Raw Material Directly sourced from MSMEs/small producers



Product Lifecycle Management

Our products are synonymous with quality, innovation and creativity. We are continuously working towards sustainable manufacturing of our products using methods that minimise adverse environmental impacts, promote resource efficiency and conserve natural resources while being economically viable.

We are increasingly committed to find lower environmental impact solutions to be integrated into the design and manufacturing of products. In this direction we have initiated LCA (Life Cycle Assessment) for four of our key products (3 bedsheets and 1 towel) as per ISO 14040/ ISO 14044 and Carbon Footprint assessment for Paper. The results will help us review the various stages of the product life cycle and take appropriate measures for integrating circularity, increase focus on hotspots, extend product life and promote recovery of materials.





Environment

The planet is facing an uncharted future and risks from climate change and biodiversity loss requires collective action from the public and private sectors alike. At Trident, we are doing our part by working to reduce our GHG emissions, optimize resources, minimize waste, and reduce our overall impact on the planet.



Climate Change

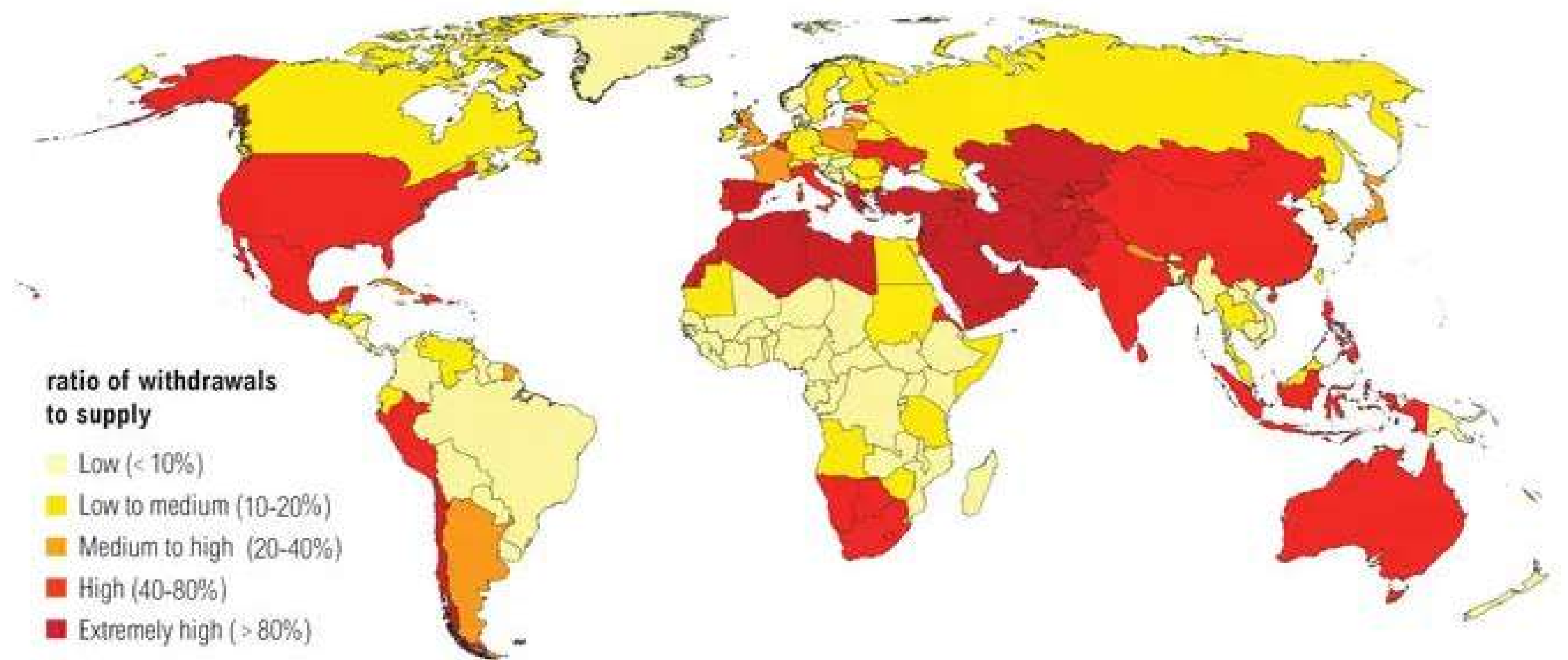
(GRI 302,305)

The textile sector is already experiencing the impacts of climate change like supply chain disruptions due to changing climate patterns and extreme weather events. Hence, we believe that addressing climate-related risks and ensuring business continuity is necessary now more than ever. This belief/commitment reflects in our Climate change and Biodiversity Policy framed in the reporting year, to address climate change by identifying risks and opportunities and integrating adaptation measures into the business continuity plans and risk management processes. We also recognize biodiversity as a vital resource for combating climate change and we are dedicated to its preservation and enhancement.

Trident is committed to climate action and creating a positive impact for the environment in which it operates. The Company has committed to SBTi (subject to validation) and in line with the SBTi aspirations, working on developing integrated solutions for becoming carbon neutral. This includes strategy for phasing out coal consumption, ramping up renewables and other forms of clean energy, investments in improvement measures and operational efficiency technology to closely measure, monitor and reduce GHG emissions.

We have also defined specific climate-related metrics and senior management KRAs are linked with energy & GHG reductions and incentives are provided based on the achievement of the KPIs. Through these commitments, we aim to demonstrate leadership in sustainable manufacturing and resilience in the face of environmental challenges.

Water Stress by Country: 2040



NOTE: Projections are based on a business-as-usual scenario using SSP2 and RCP8.5.

Source: WORLD RESOURCES INSTITUTE

Environment

Our Environmental Policy provides a comprehensive framework for compliance with all applicable legal and regulatory standards and for seamlessly integrating Environmental Management System (EMS) into operations, aligned with ISO 14001:2015 for which all our facilities are certified.

The Environmental Policy along with EMS governs environmental stewardship across manufacturing locations in MP and Punjab. Our EMS is based on ISO 14001:2015, an international environmental management standard that guides us on priority areas identified viz. Energy Management and conservation, Water Management and wastewater discharge, Chemical Management, Air Emissions Management, Waste Management, and Packaging. All our manufacturing facilities set objectives, strategies and targets based on EMS and periodic internal and yearly external audits are conducted to verify compliance and evaluate effectiveness of the same.

In the reporting year, all our own manufacturing facilities completed Cascale's (formerly known as Sustainable Apparel Coalition) Higg Index Facility Environmental Module (FEM) Self-assessment as well as third party verification. In the reporting year and the last three years, we haven't received any environmental violation cases or penalties/fines for environmental non-compliance. Details on the same can be found in Annual Report FY 2023-24 (BRSR, Principle 6, Q13).

15 LIFE ON LAND



Energy and GHG Emissions

(302, 305) (Energy 2016 (UNGC – 7,8,9) (SASB RR-PP-130a.1)

We are aware of our impact on natural resources and leverage technology to enhance energy efficiency in our operations– both in terms of energy generation and utilization. We have adopted a two-pronged strategy for energy viz-

- **Increase in the share of renewables in energy mix:** This is characterized by our efforts to increase solar capacity to 40.9 MWp by June 2024, and effective use of biomass as an alternative fuel to coal stands at 41.3 % in fuel mix.
- **Reduction in energy use by operational improvements:** We are constantly collaborating with relevant stakeholders to implement programs such as Clean by Design, BAT (Best Available Technologies) and in-house Kaizens.

Table:10, Snapshot Energy Mix by Type GRI (302-1) ✓

Energy Source	2021-22	2022-23	2023-24
Renewable Energy (TJ)	3,810.8	4,024.7	3541.6**
Non-Renewable Energy (TJ)	6,646.9	5,317.9	6615.3*
Total Energy (TJ)	10,457.7	9,342.6	10,157

*1,748.2 TJ Energy Received form Grid is included in Non-Renewable Energy.
 ** 113.067 TJ Solar Power is included in Renewable Energy.
 The Renewable Energy has been revised during third party assurance from 3,977.3 TJ to 3,541.6 TJ.
 As a result our total energy is 10,157 TJ.

Energy intensity per rupee of turnover (GJ/INR) for the reporting year is 0.000149 (GRI (302-3))

Table:11, Snapshot Energy Mix by Source

Energy Type	Energy Source	Quantity (GJ)* FY (2023-24)
Direct Energy	Steam	3,333,237
	Electricity	1,748,204
	Solar Power	113,067
Indirect Energy	Coal	4,863,604
	Biofuel**	3,426,457
	Waste to Energy	2,061
	Propane	13.54
	Diesel	3,186

**Biofuel includes black liquor, biomass





GHG Emissions

Performance dashboard

Table:12, Scope 1 and 2 GHG Emissions GRI (305-1, 305-2)

Source of Emissions	2021-22 (MTCO2e)	2022-23 (MTCO2e)	2023-24 (MTCO2e)
SCOPE 1**	561,565	461,609	661,967
Biogenic	9,612	14,418	9,807*
SCOPE 2***	368,826	275,599	347,698
Total (SCOPE 1 & 2)	940,003	751,626	1,019,472

Total Scope 1&2 emissions intensity to revenue from operations (MTCO2e/ INR)for the reporting year is 0.0000150 (GRI 305-4)

NOTE:

Standard DEFRA factors 2023 full set used with operational control boundaries.

*The Biogenic emissions have been revised during third party assurance from 11,698 MTCO2e to 9,807 MTCO2e. As a result the revised Scope 1 emissions are 671,774 MTCO2e and Total emissions are (Scope 1+2) 1,019,472 MTCO2e.

**Wastewater Emissions are considered as part of SCOPE 1. All the SCOPE 1 Emissions are calculated as per GHG Protocol and DEFRA Standards. All the data collected is as per operational control.

***All SCOPE 2 Emissions are calculated as per CEA Standards India version 19.0, Oct 2023.

FY 2021-22 is considered as baseline for SCOPE 1 and SCOPE 2 as we have set SBTI Targets from 2021-22 to reduce GHG Emissions.

GHG Emissions calculations have considered greenhouse gases like CH4, NOx, SOx converted in CO2. The emissions have increased majorly due to commissioning of new Yarn Plant and expansion of Towel Plant

Table:13, Scope 3 GHG Emissions

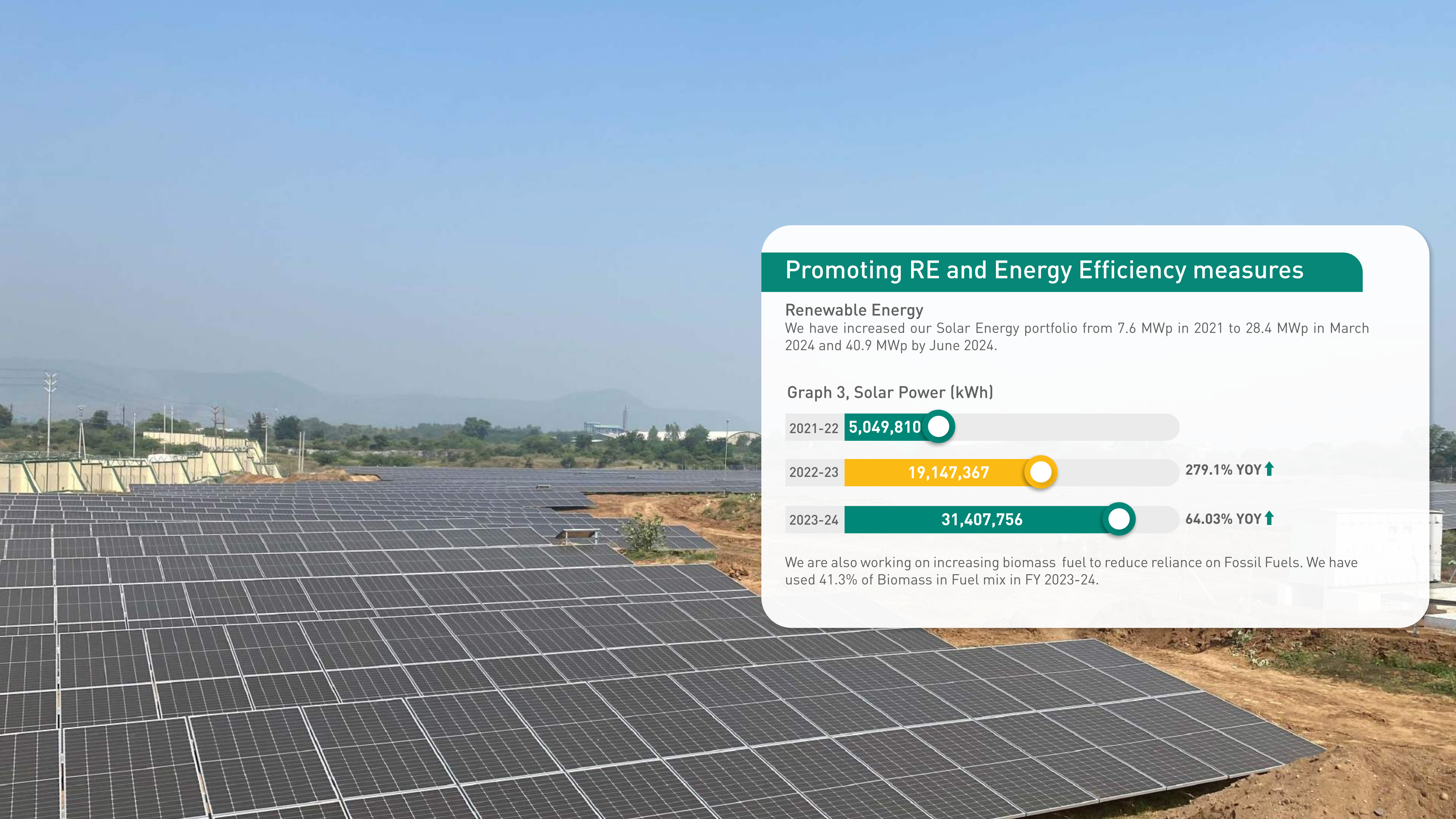
GRI (305-3)



Source of Emissions	Category	2022-23 (MTCO2e)	2023-24 (MTCO2e)	Calculation Methodology
SCOPE 3	C1- Purchased Goods	330,021	320,885	<ul style="list-style-type: none"> Spend Based Method EPA US EEIO Emission Factors
	C2 - Capital Goods	9,549	768	
	C3 - Fuel & Energy Related Activities	133,896	173,472	<ul style="list-style-type: none"> Average Data Method DEFRA 2023 Emission Factors.
	C4 - Upstream Transportation & distribution	92,500	122,407	<ul style="list-style-type: none"> Distance Based Method DEFRA 2023 Emission Factors.
	C5 - Waste Generated	40,771	39,623	<ul style="list-style-type: none"> Waste Specific Method DEFRA 2023 Emission Factors
	C6 - Business Travel	1,586	127	<ul style="list-style-type: none"> Spend Based Method EPA US EEIO Emission Factors
	C7 - Employee Commuting	6,265	7,650	<ul style="list-style-type: none"> Employee Survey followed by Distance Based Method DEFRA 2023 Emission Factors
	C8 - Upstream Leased Assets	110	1,845	
	C9 - Downstream transportation and distribution	52,694	58,752	<ul style="list-style-type: none"> Distance Based Method DEFRA 2023 Emission Factors
Total (SCOPE 3)	C1 to C9	667,392	725,529	

Note, Scope 3 Emissions for all the categories are calculated as per GHG Protocol



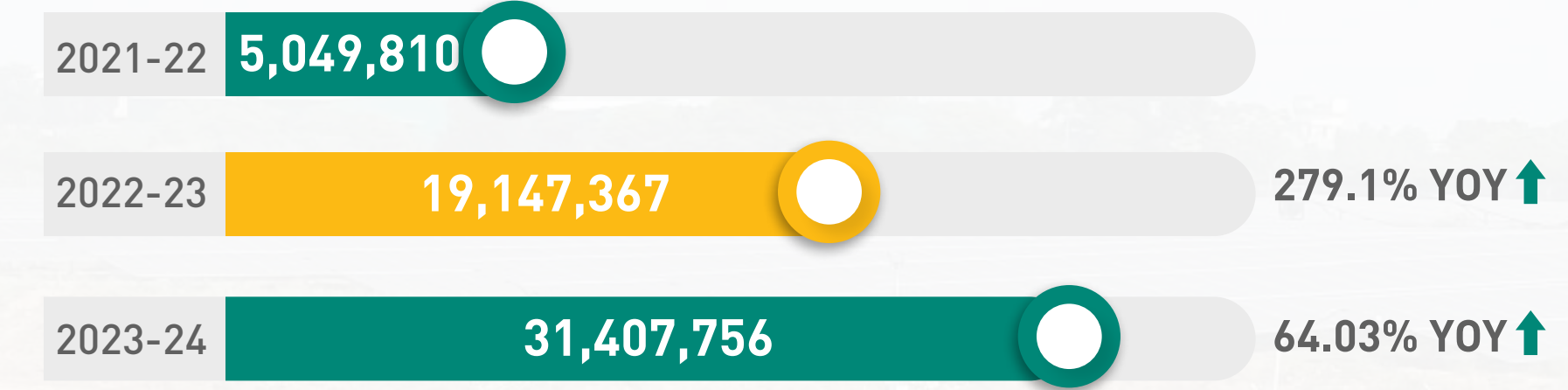


Promoting RE and Energy Efficiency measures

Renewable Energy

We have increased our Solar Energy portfolio from 7.6 MWp in 2021 to 28.4 MWp in March 2024 and 40.9 MWp by June 2024.

Graph 3, Solar Power (kWh)



We are also working on increasing biomass fuel to reduce reliance on Fossil Fuels. We have used 41.3% of Biomass in Fuel mix in FY 2023-24.

Waste to Energy

We have setup an ICX reactor which converts the biological load content in the waste water into biogas. This biogas is further used in the Boiler to generate energy. Presently it generates 3 MT of biogas per day. This process also helps in reducing the biological load of effluent water.

Energy Optimization **GRI(302-4, 302-5)**

We conduct periodic Energy Audits to optimize energy use. In the reporting year we have worked on various measures around energy optimization, waste heat recovery, process optimization, technology up-gradation, advanced monitoring, energy efficient equipment and automation for improving overall efficiency. These measures have helped us in saving 17,302.2 GJ Energy equivalent to 13,790.8 MTCO_{2e} Emissions in FY 2023-24.

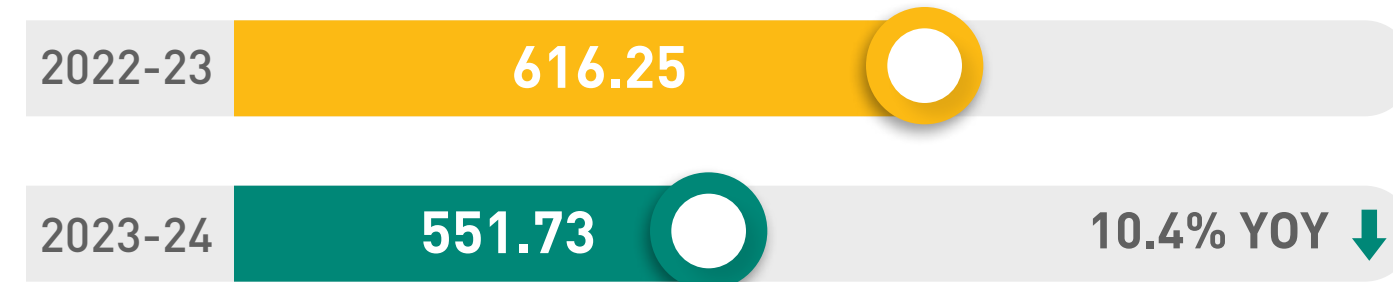


Air Emissions

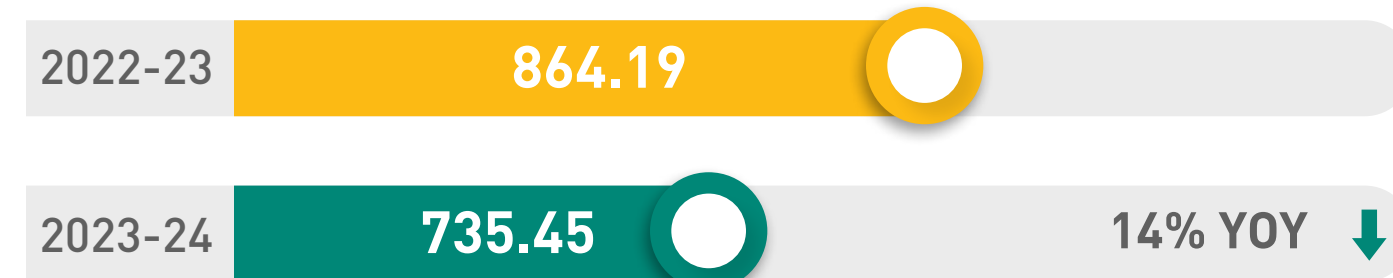
(GRI 305-6)
(GRI 305-7) ✓

To monitor air emissions, we have stack monitoring systems for continuous monitoring and tracking of pollutants including SO_x, NO_x and particulate matter and check performance against local regulations. Scheduled preventive maintenance is conducted for all environmentally critical equipment.

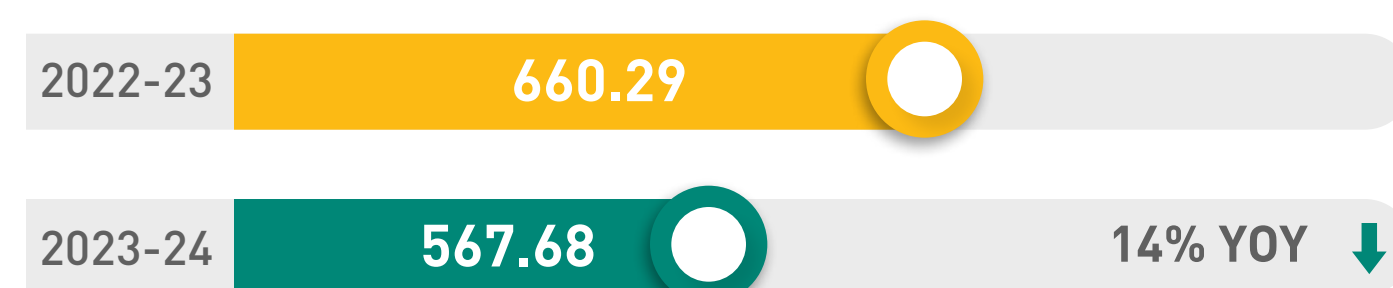
Graph 4, NO_x (MT/Annum)



Graph 5, SO_x (MT/Annum)



Graph 6, Particulate Matter (MT/Annum)



*Calculated using CPCB Protocol of LATS/80/2013-14 USEPA:2013

Other air emissions:

- i. Persistent organic pollutants (POP) - Below Detectable Limits
- ii. Volatile organic compounds (VOC) - Below Detectable Limits
- iii. Hazardous air pollutants (HAP) - Below Detectable Limits
- iv. Other standard categories of air emissions identified in relevant regulations - Below Detectable Limits

For Air pollution control we have installed advanced environmental infrastructure like ESP (Electrostatic Precipitators).

We have implemented a plan to phase out HCFC-22 (R-22), an ozone depleting refrigerant used in air-conditioning systems by FY 2029-30.



Climate Strategy

ALIGNING WITH (GRI 201-2, UNGC-7,8,9)



Trident Limited has adopted the Task Force on Climate-Related Financial Disclosures (TCFD) framework to assess the most pertinent climate risks to its business operations. Since these risks arise due to climate change, they typically refer to the impacts that arise due to extreme weather events and transition to a low carbon economy. Following the guidance of the TCFD framework, this section details our progress and plans in Governance, Strategy, Risk Management, Metrics & Targets.

1.1 Governance

Board Oversight and Management: Climate change responsibilities are integrated at both the board and management levels. We regularly review and update our risk assessments.

Risk Management Integration: We are working on integrating climate-related risks in our enterprise wide Risk Management, ensuring comprehensive coverage of environmental, social, and governance (ESG) aspects.

Stakeholder Engagement: We maintain transparent communication with stakeholders, disclosing our climate strategies, risks, and performance in adherence to TCFD principles.

1.2 Risk Management

Climate Risk Assessment: We conducted a detailed climate risk assessment focusing on our operations in Punjab and Madhya Pradesh. The assessment identified physical and transition risks, including extreme weather events, regulatory changes, and market shifts towards sustainable products.


Climate-Related Scenario Analysis: Using scenario modelling, we projected potential future climate conditions, assessing impacts on our operations and supply chains.


- **Time Horizon:**

1. Short Term: Period until end of 2030
2. Medium Term: Period from 2031 until the end of 2040
3. Long Term: Period beyond 2040

- **Physical Risk Scenario Modelling:** Utilized the Representative Concentration Pathway (RCP) 4.5 scenario to assess the potential impact of climate change on our operations and supply chain.
- **Transition Risk Assessment:** Employed the International Energy Agency's (IEA) 2-Degree Scenario (2DS) to evaluate the risks associated with the transition to a low-carbon economy.
- Key risks identified include increased frequency of extreme weather events, water scarcity, and regulatory changes.

Table: 14, TCFD Risk Assessment

Risk Type	Risk Description	Time Horizon	Potential Financial Implications (Risks and Opportunities)	Management Approach & Forward-Looking Statements
 <p>Physical Risks</p>	<p>Extreme Weather Events (Floods, Heatwaves in Punjab & Madhya Pradesh)</p>	<p>Short to Long Term</p>	<p>Risks: Disruption of operations, increased insurance premiums, infrastructure damage</p> <p>Opportunities: Improved infrastructure resilience, enhanced emergency response capabilities</p>	<ul style="list-style-type: none"> • Implement robust green infrastructure and technology • Enhance emergency preparedness and continuously manage and evolve health protocols for employees and staff • Monitor and adapt to changing weather patterns
	<p>Water Scarcity (Punjab)</p>	<p>Mid to Long Term</p>	<p>Risks: Increased costs for water procurement, operational disruptions</p> <p>Opportunities: Enhanced water efficiency, investment in sustainable water sources</p>	<ul style="list-style-type: none"> • Invest in water-efficient technologies • Enhance water recycling and conservation efforts (extending to surrounding communities) • Invest in rainwater harvesting projects and develop alternative water sources
	<p>Droughts (Madhya Pradesh)</p>	<p>Long Term</p>	<p>Risks: Operational disruptions, increased costs for water sourcing, potential loss of revenue due to potential production halts</p> <p>Opportunities: Advanced water management practices, diversified water sourcing</p>	<ul style="list-style-type: none"> • Implement advanced water management systems including sustainable urban drainage systems • Invest in rainwater harvesting projects and develop alternative water sources • Increase resilience through strategic partnerships with the government and research bodies

Risk Type	Risk Description	Time Horizon	Potential Financial Implications (Risks and Opportunities)	Management Approach & Forward-Looking Statements
 <p>Transition Risks</p>	Regulatory Changes	Short to Mid Term	<p>Risks: Non-compliance, potential fines, business loss</p> <p>Opportunities: Competitive advantage through compliance, access to new markets</p>	<ul style="list-style-type: none"> • Regular monitoring of emerging regulations and accordingly enhancing our compliance systems • Engage in policy advocacy
	Market/Customer Behavior	Short Term	<p>Risks: Loss of market share, reduced demand for non-sustainable products</p> <p>Opportunities: Increased demand for sustainable products, brand differentiation</p>	<ul style="list-style-type: none"> • Innovate sustainable products • Invest in R&D for green technologies
	Cotton Raw Material Disruption	Long Term	<p>Risks: Supply chain disruptions, increased costs for sourcing climate-resistant varieties</p> <p>Opportunities: Development of sustainable, climate-resistant cotton varieties, investment in alternative fibers</p>	<ul style="list-style-type: none"> • Design and implement farmer development programs that includes training and working with farmers on growing sustainable, climate-resistant cotton varieties • Drive R&D and invest in alternative fibers and cotton alternatives
	Transition to Low Carbon Economy	Short to Mid Term	<p>Risks: High capital expenditure on new green technologies, potential initial high costs, potential operational disruptions during transition.</p> <p>Opportunities: Long-term cost savings, enhanced reputation, access to green financing</p>	<ul style="list-style-type: none"> • Accelerate transition to renewable energy • Phased divestment from coal • Build capacity and awareness of employees on climate change and the need for action • Implement energy-efficient practices

Aligning with TCFD recommendations

1.3 Strategy

Trident has developed a climate action strategy focused on reducing environmental impact, enhancing operational resilience, and seizing market opportunities arising from the transition to a low-carbon economy:

Decarbonization Strategy:

- **Objective:** Implement a decarbonization plan aimed at significantly reducing greenhouse gas emissions from our manufacturing processes and supply chain.
- **Actions:** Introduce energy-efficient technologies, switch to renewable energy sources, and optimize logistics to minimize carbon emissions.
- **Timeline:** Reduce Scope 1 and Scope 2 emissions 42% by FY 2031 (2030-31) from the base year of FY 2022 (2021-22).

Climate Risk Assessment:

- **Objective:** Systematically identify and assess the physical and transitional risks posed by climate change across our operations.
- **Actions:** Conduct climate scenario analysis at regular intervals to evaluate potential impacts under different global warming thresholds, ensuring that both short-term and long-term risks are considered.

Integration of Climate Risks into Business Planning:

- **Objective:** Embed climate risk considerations into business planning and investment decisions.

- **Actions:** Update risk management frameworks to incorporate climate risk assessments, ensuring that strategic decisions are informed by robust climate data.
- **Governance:** Enhance board oversight on climate-related issues, with regular reviews to guide corporate strategy adjustments.

Capitalizing on Climate-related Opportunities:

- **Objective:** Identify and leverage opportunities from the global shift to a sustainable economy.
- **Actions:** Develop new products and services that reduce environmental impacts, such as recycled materials and energy-efficient products. Expand into markets that are increasingly demanding sustainable practices.
- **Growth Strategy:** Focus on innovation and sustainability as core components of Trident's growth strategy, enhancing competitiveness and market positioning.

Monitoring and Evaluation

- **Metrics and Targets:** We have established clear metrics and targets for the identified material issues which are elaborated in the management of material topics section.
- **Performance Review:** We conduct regular reviews of strategy execution against set targets, adapting tactics in response to technological advancements and market trends.
- **Stakeholder Engagement:** We will continue to maintain transparent communication with stakeholders regarding our climate strategy and progress, through annual sustainability reports and regular updates.

1.4 Metrics and Targets

- **Energy Consumption:** Our total energy consumption for FY 2023-24 was 10,157 TJ, with 3541.6 TJ from renewable sources. We aim to achieve an energy mix of 50% from renewables by 2025.
- **GHG Emissions:** Scope 1 emissions were 671,774 MTCO_{2e}, and Scope 2 emissions were 347,698 MTCO_{2e}. We have committed to SBTi and submitted targets for validation.
 1. Short Term: Trident Limited commits to reduce Scope 1 and Scope 2 emissions 42% by FY 2031 (2030-31) from the base year of FY 2022 (2021-22)
 2. Trident Limited Commits to reduce Scope 3 emissions 32.5% by FY 2034 (2033-34) from a base year of FY 2023 (2022-23)
- **Water and Wastewater Management:** We have implemented advanced water recycling and conservation measures, maintaining zero liquid discharge facilities to significantly reduce our water footprint. The targets set for water and wastewater management are:
 1. To reduce the specific freshwater withdrawal by 20% by 2030 wrt baseline of 2024
 2. To ensure 100% conformance of ZDHC MRSL v3 by 2028

1.5 Forward Looking Statement

As part of our commitment to the principles of the Task Force on Climate-related Financial Disclosures (TCFD), we acknowledge the significant climate-related challenges faced by our operations in Punjab and Madhya Pradesh. The acute physical risks necessitate robust resilience and adaptation strategies. These strategies are crucial for safeguarding our infrastructure, operations, and workforce against current and future climatic threats.

As global regulatory environments tighten and consumer demands evolve towards more sustainable products, we are investing in innovative technologies and processes that align with low-carbon transitions and circular economy principles. We are also working towards setting Internal Price of Carbon in the coming few years. This proactive approach not only addresses compliance risks but also positions us favourably in a competitive market which is increasingly influenced by sustainability credentials. Looking forward, we are dedicated to continuous monitoring and assessment of our risk landscape to adapt our strategies as needed. We aim to integrate climate risk considerations into our business planning and decision-making processes, enhancing transparency and accountability. By doing so, we strive to not only mitigate our environmental impact but also drive sustainable growth that delivers value to our stakeholders and contributes positively to global efforts against climate change.

Our alignment with SBTi reflects our commitment to playing an integral role in the global transition to a sustainable economy. This goal aligns with our broader sustainability objectives, including significant reductions in Scope 1 and Scope 2 Emissions by FY 2031 (2030-31), as set out under the Science Based Targets initiative. Through these commitments, we aim to demonstrate leadership in sustainable manufacturing and resilience in the face of environmental challenges.



Water and Wastewater Management

(GRI 303-1, 303-2, 303-3, 303-4, UNGC – 7,8,9) (SASB RR-PP-140a.1)
(GRI 303-5) ✓

Water is a vital resource essential for life and ecosystems. With the textile sector being one of the most water-intensive industries globally, for us effective water and wastewater management is of utmost priority.

We recognize the critical importance of water conservation, and are committed to implementing sustainable water management practices through the following measures-

- Reducing freshwater consumption by optimizing water usage through adoption of advanced technologies and Kaizens
- Minimizing wastewater discharge through recycling water used in our operations

By doing so, we not only ensure compliance with environmental regulations but also contribute to the preservation of local water resources, underscoring our commitment to sustainability and responsible corporate citizenship.

Water and Effluents

At Trident Limited, the major source of water is Narmada River at MP site and Canals at Punjab site. Water is used in different manufacturing activities like humidification, steam generation, and production processes. The facilities water withdrawal is well within the approved limits (as per agreement with the state government) and returns filed annually provide details of

water consumption to government authorities.

Trident has 3 reservoirs of capacity 330,000 KL x 1 and 25,000 KL x 2 in MP. Another 2 reservoirs of capacity 300,000 KL x 1 and 182,000 KL x 1 are present in Punjab. The facilities have separate water treatment plants (WTP) to treat fresh water before distribution. The water treated in WTP is tested both in-house and through NABL accredited laboratory against various parameters to ascertain its quality.

Our manufacturing site at Madhya Pradesh is a Zero Liquid Discharge facility which facilitates use of recycled industrial effluent in wet processing units thereby reducing our dependency on surface water. Furthermore, our wastewater treatment facility in Punjab enables reuse/repurposing of treated wastewater for landscaping and horticulture, contributing towards enhancing the green belt of the organization.

Based on the technical specifications of the machines and industry benchmarks, periodic water reduction targets are set and reviewed by leadership.

Table: 15, Snapshot Water Withdrawal

Description	UOM	2020-2021	2021-2022	2022-2023	2023-24
Ground Water	KL	2,327,835	826,563	239,154	349,304
Surface Water	KL	9,045,411	12,063,946	12,003,782	12,959,637
Total Water Withdrawal	KL	11,373,246	12,890,509	12,242,936	13,308,941

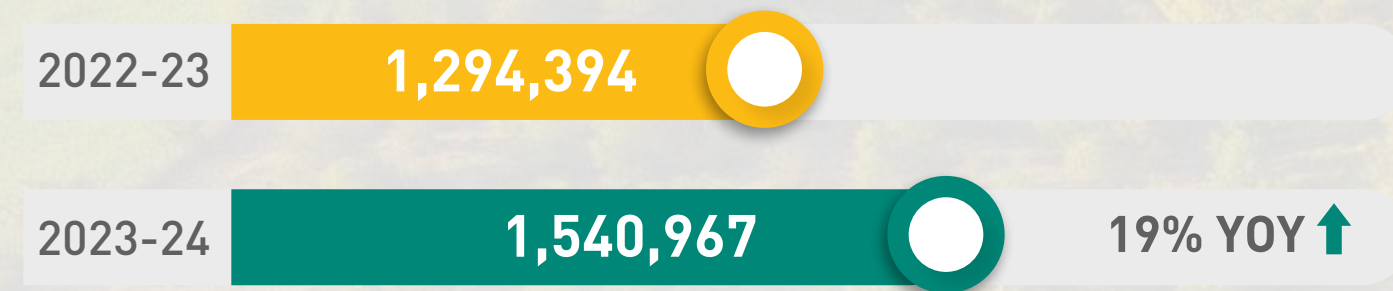
Table: 16, Snapshot Water Consumption and Intensity

Description	UOM	2020-2021	2021-2022	2022-2023	2023-24
Total Water consumption	KL	12,567,418	14,262,924	12,563,373	13,724,529

The water intensity per rupee of turnover (KL/INR) for the reporting year is 0.000202



Graph 7, Treated Water RO Permeate reused back in process (KL)



Water Recycled (KL) in Budhni

To ensure zero deviation of wastewater parameters from prescribed limits of Pollution Control Board Standards, we conduct daily in-house testing and monthly third-party testing against PCB Standards and ZDHC Wastewater management guidelines by globally recognized assessors.

We continuously monitor, review and optimize water consumption through process modification and adoption of new technologies. While we conduct periodic verification of water related risk (for manufacturing sites) through WRI aqueduct tool, in the reporting year, water audit with the help of third party was conducted to identify and evaluate water-related risks and undertake proactive steps in safeguarding the company's production and water value chain stability.



Waste & Circularity

(GRI 301-3, 306-1, 306-2, , 306-4, UNGC 8, SASB CG-AA-130a.1)

(GRI 306-3, 306-5) ✓

Waste Management is an integral part of our Environment Management System and helping us pave the path towards integrating circularity in our everyday operations. All our manufacturing facilities have well developed policies and procedures (in compliance with legal requirement) for waste (hazardous and non-hazardous) classification, segregation, handling, storage & disposal, recycling & reuse, and documentation & reporting process.

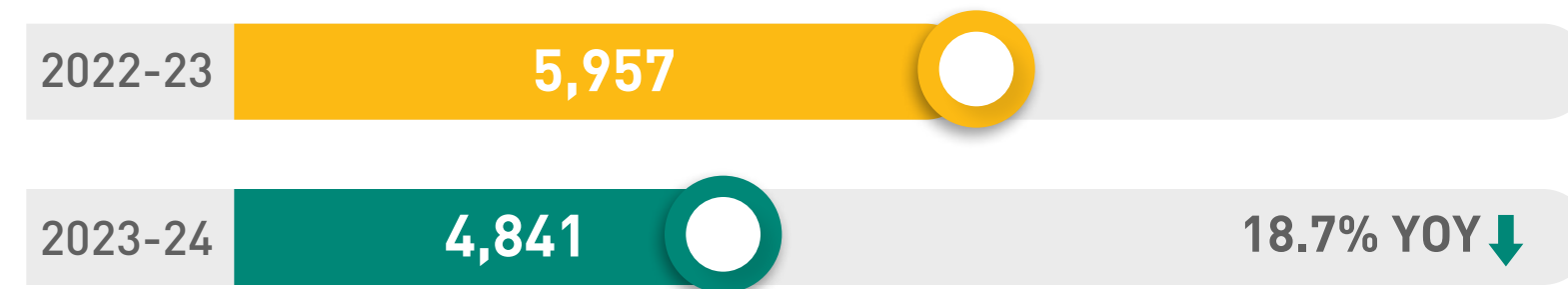
In Textile and Paper industry, by-products in the form of waste are inevitable at every stage of production, hence our processes largely focus on designing out waste, pollution and keeping materials in use as long as possible. We are constantly working on creating closed-loop systems, where waste generated is recycled, reused/upcycled. We encourage our workforce who interact with machines day in day out to submit Kaizens for betterment of process.

The primary raw materials used in our manufacturing operations are cotton, yarn, sulphur, wood chips and wheat straw, which are later used for manufacturing Yarn, Bath and Bed Linen, Chemical and Paper respectively. Other consumables in the manufacturing operations include dyes & chemicals used during production, packaging used for packing finished goods and spares for machines and maintenance. Various types of hazardous and non-hazardous waste generated are listed in our Annual Report FY 2023-24 along with the waste management practices and collection & disposal methods at page no. 50, 65, and 66.

Table: 17, Snapshot Waste Generated

Description	UOM	2020-2021	2021-2022	2022-2023	2023-2024
Hazardous Waste	MT	6,928	6,279	5,957	4,841
Non-Hazardous Waste	MT	162,742	182,682	203,753	246,772

Graph 8, Hazardous Waste (MT/Annum)

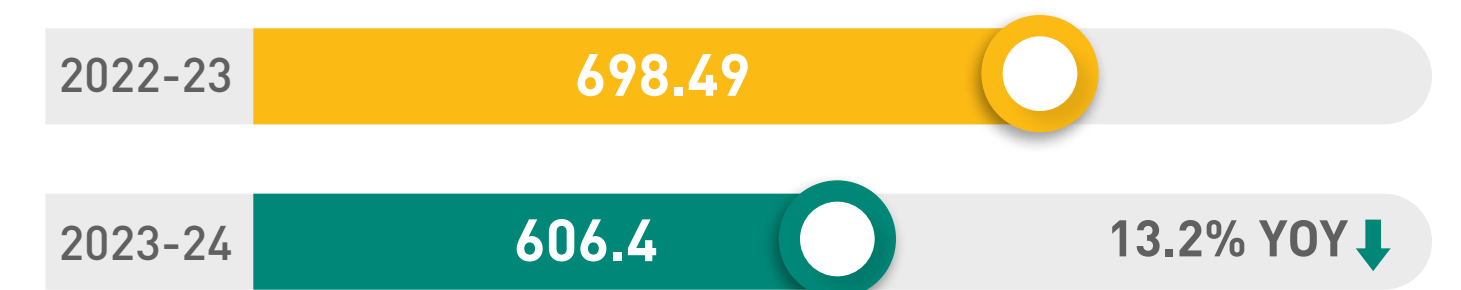


The Company has established dedicated processes and facilities for handling hazardous waste, battery waste, e-waste, and scrap ensuring compliance with all legal requirements associated with different types of waste. Having adopted 5Rs framework to address waste generation, viz. Reduce, Reuse, Recycle, Re-engineer, Redesign, our primary focus is on waste reduction and reuse, and we responsibly dispose of whatever remains.

1. Waste identification, segregation and storage-

We have identified the different types and categories of waste in the operations, processes, and activities where they are generated. Areas are earmarked within each department/process where the waste generated daily is segregated and stored. Vendors for recycling different types of waste are identified and based on their compliance with legal requirements and the company's SOP, authorization is granted. The transportation of waste follows specific procedures and adherence to the requirements for suitable vehicles and transport methods.

Graph 9, Plastic Waste (MT/Annum)



2. Waste reduction, recycling and reuse- While we follow the standard SOP for waste disposal, we give precedence to identifying areas within our operations where waste can be reduced. This involves kaizens around optimizing processes, finding optimal alternatives to methods and practices, eg. we have implemented optimization systems to reduce steam and power consumption. We also actively explore opportunities to reuse materials within our operations, eg. Comber Noil and rich flat cotton waste from spinning units are reused in open end spinning within our operations. Through Hastakala initiative, some of our textile waste is reused to create handwoven goods by women of local communities. All the non-hazardous waste generated is sold to recyclers who recycle the waste as per relevant legal and regulatory requirements. For the reporting year, textile waste to landfill is ZERO.

Furthermore, to reduce dependency on traditional fuels, we are exploring various forms of waste to energy. For example, micro dust from spinning is used in boiler, wastewater from washing straw (rich in organic content) is used to generate Biogas.

3. Responsible Disposal- Disposal of Hazardous waste, Biomedical waste, e-waste, and battery waste is done following all necessary compliances and guidelines. Hazardous waste and biomedical waste are sent for treatment/disposal to TSDFs (Treatment, Storage, and Disposal Facilities) authorized by the State Pollution Control Board, and e-waste and battery waste are sent to vendors authorized by the State Pollution Control Board. We conduct periodic visits to the treatment facilities to comprehensively audit their working and disposal methods.

4. Chemical Management- The company has a well-documented chemical management policy accessible to all stakeholders and supporting procedures on identification, procurement, storage and handling, transportation and traceability of chemicals which includes the following procedures:

a. Chemical Evaluation against requirements of RSL/MRSL prescribed in ZDHC, Oeko Tex STeP and furnishing documents viz. TDS, SDS, Certificate of Analysis, GOTS, REACH

b. The Chemical management system holds chemical manager responsible for performing chemical risk assessment when incorporating any new chemical

c. Wastewater standard- Ensuring effluent quality meet applicable standards for key parameters such as pH, suspended solids, BOD, COD, TDS, Heavy metals and toxic substances.

Daily testing of the ETP in-let water and out-let water is conducted by in-house laboratory. A government-approved third-party agency performs monthly testing, and globally recognized laboratories like Hohenstein conduct annual tests based on the ZDHC wastewater guidelines.

5. Reporting and Documentation- We have established procedures to ensure documentation and annual reporting of waste as per compliance. All the waste data is maintained in our ERP system.

6. Extended Producer Responsibility- We are moving towards establishing an ecosystem for extended producer responsibility in waste management and enhancing the scope of circularity in our operations.

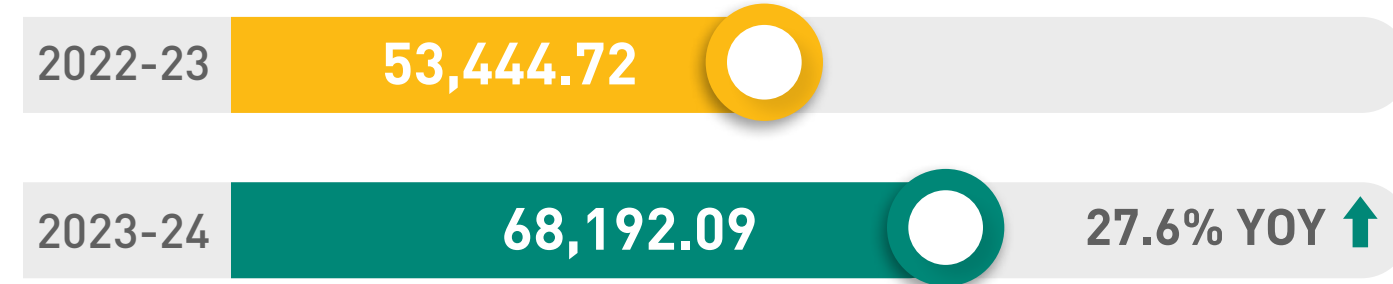
We are working with our suppliers and customers to reduce the volume/ weight of packaging material used. We are also studying various packaging solutions to minimise the use of single-use plastic waste by 2026. We have made significant progress in embracing sustainable packaging- 100% cartons used for packaging are made from recycled paper, incorporated FSC Certified paper. We aim to move towards 100% circularity by increasing the use of recycled, reusable and recyclable packaging and investing in R&D for alternative packaging solutions.



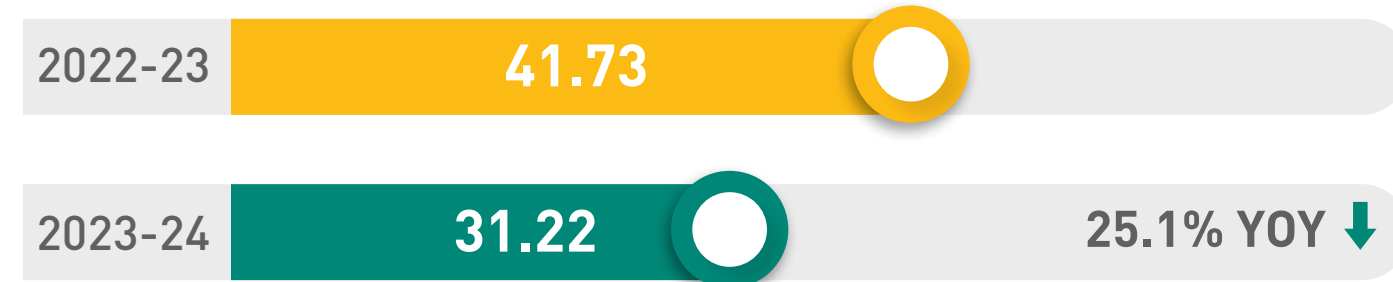
Table: 18, Snapshot Of Waste Generation & Disposal

Parameter	FY 2023-24	FY 2022-23
UOM	MT	MT
Plastic waste (A)	606.40	698.49
E-waste (B)	14.15	17.76
Bio-medical waste (C)	0.06	2.36
Construction and demolition waste (D)	0	0
Battery waste (E)	10.19	10.58
Radioactive waste (F)	0	0
Other Hazardous waste (G)	4,816.35	5,926.84
Other Non-hazardous waste generated (H)	246,166.25(Process waste-98,882.92 Other waste-147,283.33)	203,054.03(Process waste-93,851.31 Other waste-109,202.72)
Total (A+B+C+D+E+F+G+H)	251,613.40	209,710.06
Total waste recovered through recycling, re-using or other recovery operations (MT)		
(i) Recycled	68,192.09 (Plastic-606.4, E Waste-14.15, Battery Waste-10.19, Other Hazardous-2,107.07, Other Non-Hazardous-65,454.28)	53,444.72 (Plastic-698.49, E Waste-17.76, Battery Waste-10.58, Other Hazardous- 789.98, Other Non-Hazardous-51,927.91)
(ii) Re-used	Process waste- 5,622.23	Process waste- 9,793.11
(iii) Other recovery operations (Waste to energy)	Process waste-4,303.65	Process waste-1,957.69
Total	78,117.97	65,195.52
Total waste disposed by nature of disposal method (MT)		
(i) Incineration	Other Hazardous- 31.22	Other Hazardous- 41.73
(ii) Landfilling	Other Hazardous- 2,678.06 Other Non-Hazardous- 170,786.09	Other Hazardous- 5,095.12 Other Non-Hazardous- 139,375.33
Total	173,495.37	144,512.18

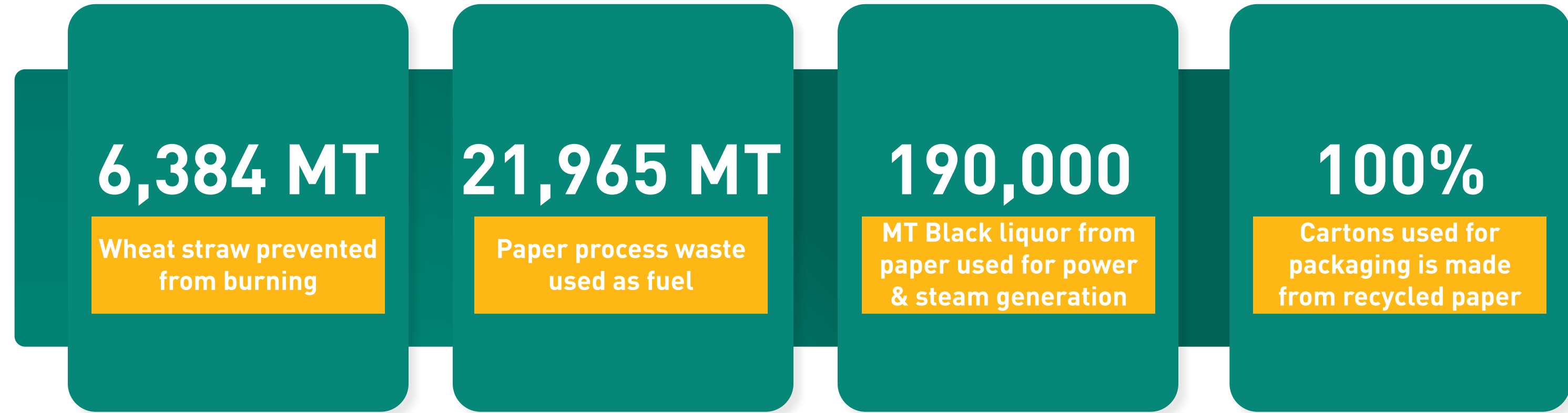
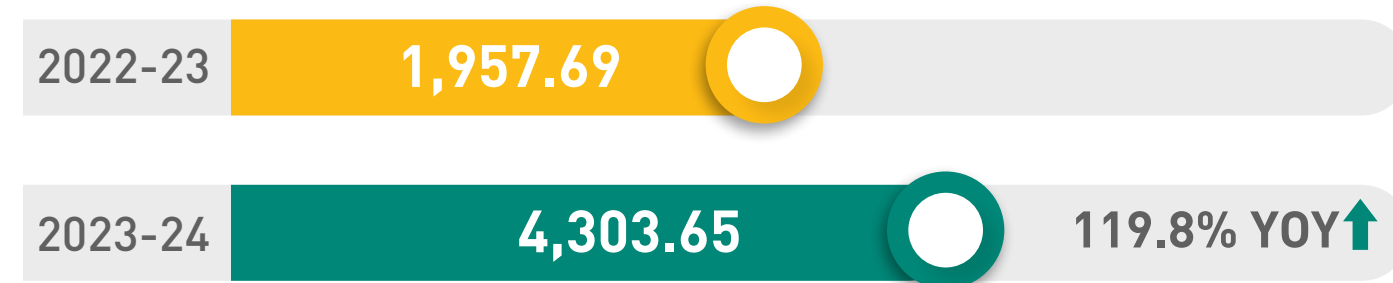
Graph 10, Waste Recycled (MT/Annum)



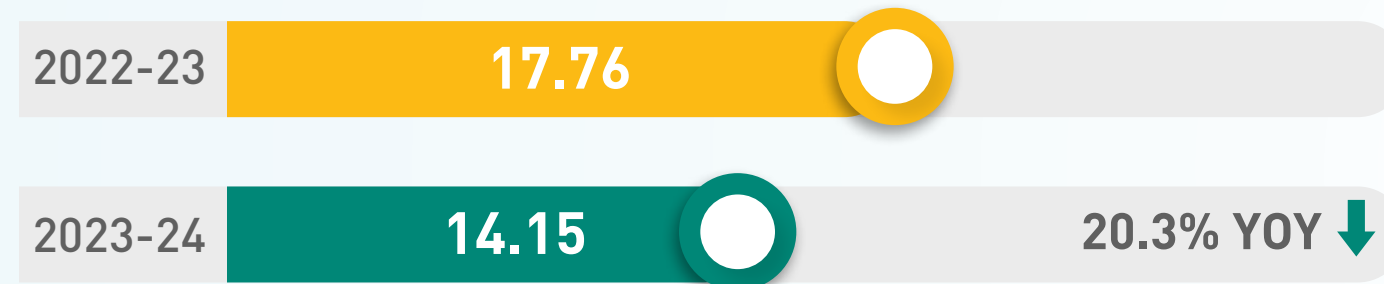
Graph 11, Incineration of Hazardous Waste (MT/Annum)



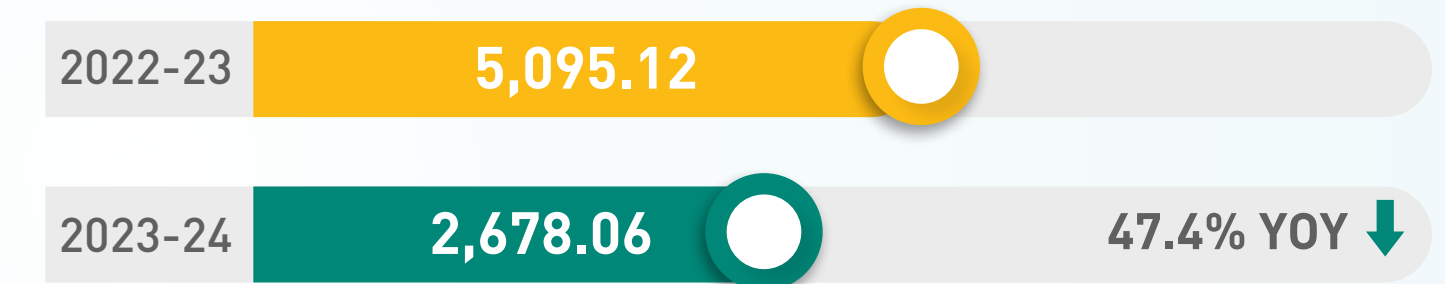
Graph 12, Waste to Energy (MT/Annum)



Graph 13, E-Waste (MT/Annum)



Graph 14, Hazardous Waste to landfill (MT/Annum)



Biodiversity

(GRI 304-1, 304-2, 304-3)

Recognizing biodiversity as a vital resource for combating climate change, we have formulated a policy on Biodiversity and Climate change in the reporting year. The policy is indicative of our commitment towards safeguarding and improving biodiversity, implementing appropriate actions in the operational decisions, and promoting sustainable business practices to protect the natural environment. In the coming days, we are planning to conduct a Biodiversity Risk Assessment to identify and mitigate different Biodiversity-related concerns. This assessment will further help us to set targets for priority areas and work towards achieving a net positive impact (NPI) on biodiversity.

Our policy on Biodiversity also articulates Trident's commitment to discourage deforestation by preserving and maintaining the existing green cover at all the operational sites and compensating through future afforestation efforts. All our premises fall under the scope of this commitment. Over the years, we have planted 1 million+ trees of fruit, flower, decorative, medicinal quality and shade. We are continuously working with local communities through educating, farming and afforestation efforts to enhance local biodiversity. We have been planting trees annually to increase the green cover of our locations. These plantations serve as natural carbon sinks, natural habitats for various species like birds and other animals, thereby improving biodiversity in the area. We follow guidelines from the Central Pollution Control Board (CPCB) to choose the right plant species, ensuring our efforts effectively reduce air pollution and contribute to a healthier environment.

All our manufacturing facilities are located outside biodiversity sensitive areas or notified protected areas and we avoid operational activities in/near protected areas /areas of high biodiversity value. We are very attentive to our surroundings and environment and have implemented rainwater harvesting, wastewater treatment facilities, and air pollution control measures like electrostatic precipitators.





3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

Social

We believe that 'people matter' and it is the people who are at the core for the success of our organisation and community. Hence our priority is to provide a safe and positive environment that encourages all round development of our workforce. We have always recognised empowerment as a great enabler, both of our employees and society at large and are working towards addressing this in letter and spirit.

People

We believe that our employees are our greatest strength and an integral part of value system. By nurturing their well-being, we are creating a continuous cycle of empowerment and growth. We strive to provide a safe and meritocratic workplace, where diversity is valued, and each person is empowered to best express their potential and capabilities.

(GRI 2-7, 401-1, 401-2) ✓

(GRI 2-8, 401-3, UNGC 6)



Table: 19, Employee Details

Employee by Category		Total numbers of Employees		
Gender	Male	Female	Total	
Permanent**	12,035 (82.5%)	2,543 (17.4%)	14,578	
Other than Permanent**	815 (76.2%)	254 (23.7%)	1,069	

**We follow Indian Laws (Factory's Act, Contract Labour Regulation Act) for the definition of permanent, temporary employees.

Table: 20, Employee Details by Age

Employee by Category		Under 30 Years Old		
Gender	Male	Female	Total	
Permanent	4,890 (73.6%)	1,747 (26.3%)	6,637	
Other than Permanent	386 (74.8%)	130 (25.2%)	516	

Employee by Category		30-50 Years Old		
Gender	Male	Female	Total	
Permanent	6,766 (89.5%)	789 (10.4%)	7,555	
Other than Permanent	377 (75.5%)	122 (24.4%)	499	

Employee by Category		Over 50 years old		
Gender	Male	Female	Total	
Permanent	379 (98.2%)	7 (1.8%)	386	
Other than Permanent	52 (96.3%)	2 (3.7%)	54	

The total number of workforce breakdown (employees and workers, permanent and other than permanent, by gender) can be referred from the BRSR FY 2023-24 Report for the reporting year.

Employees are one of the most important assets for companies and we are focused on attracting the best talents externally and internally. Total new hires for the reporting year were 4,657 and turnover rate for the year was 25.3%.

Table: 21, Details of New Hires & Turnover Rate

Year	Total numbers New Employee Hires	Turnover Rate
2020-21	5,320	19.8%
2021-22	4,158	25.5%
2022-23	2,549	18.1%
2023-24	4,657	25.3%

15,647*

TOTAL WORKFORCE

14,578

PERMANENT
EMPLOYEES

1,069

TEMPORARY
EMPLOYEES

2,797

TOTAL WOMEN
EMPLOYEES

17.4%

% OF WOMEN
WORKFORCE

16.6%

OF WOMEN DIRECTORS
ON THE BOARD

*Except for 4 employees in UK office and 12 employees in US office, all our employees are based out of India and of Indian nationality.



Health & wellbeing

(GRI 402-1)

Employee health and wellbeing is a priority for us and we conduct programs like inner wellness sessions for workplace stress management and improving work life balance.

There are several sport tournaments conducted in our premises like cricket, volleyball, football, kho-kho, badminton to improve employee well-being, morale and productivity. By encouraging physical activity and fostering a culture of health and wellness, Trident aims to bring out the best in their work force.

As part of our commitment to work life balance, we have flexible working hours, work from home arrangements for staff along with a provision of three short leaves of 2 hours in a month. The organization provides childcare facilities such as creche within the premises, and lactation breaks for new mothers.



Table: 22, Details of Parental Leave

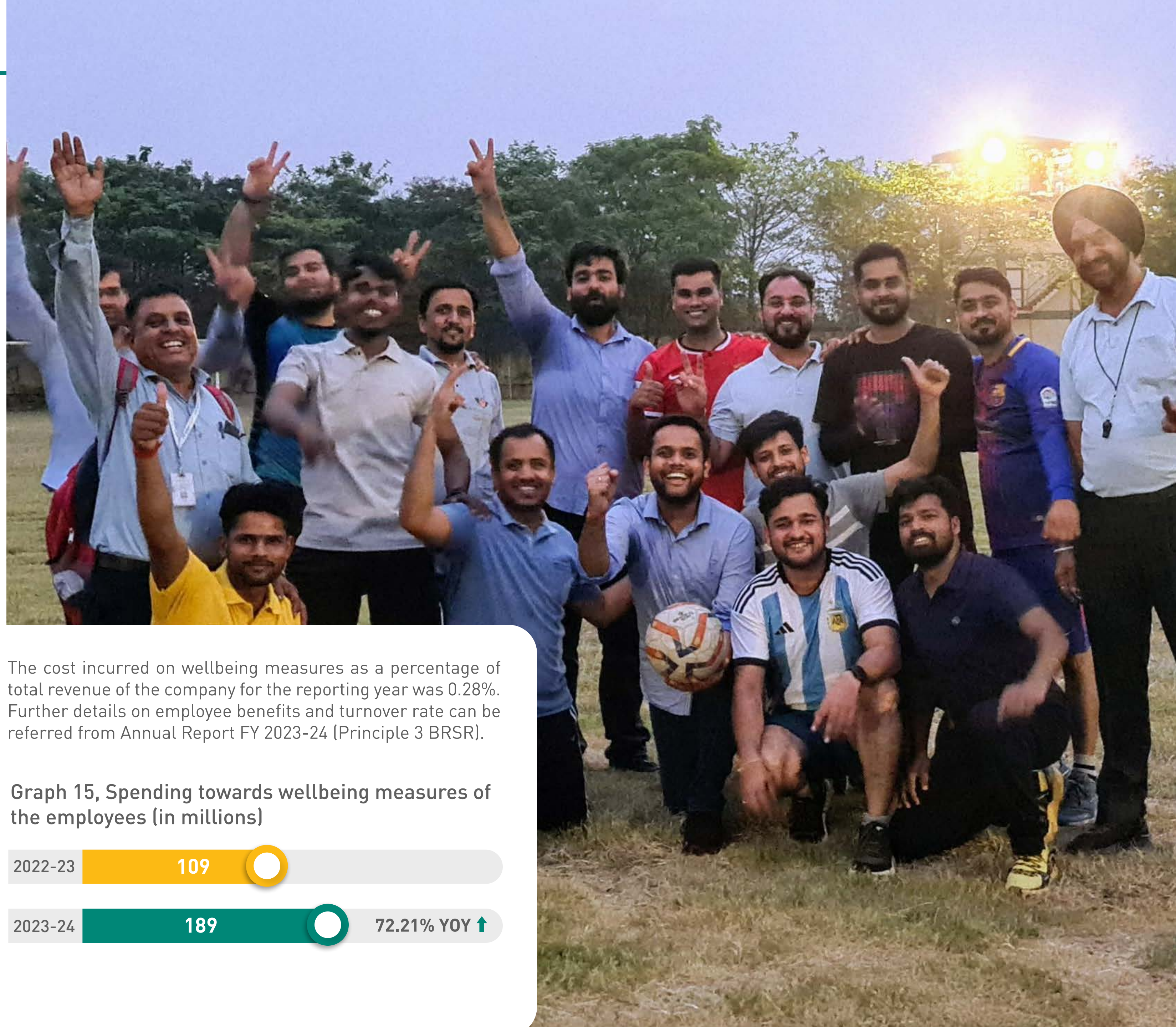
FY 2023-24	Total number of employees entitled to parental leave, by gender	Total number of employees that took parental leave, by gender
Male	9,557	562
Female	1,136	24

Table: 23, Return to Work and Retention Rate

FY 2023-24	Male	Female
Total no. of employees due to return to work after taking parental leave	562	24
Total no. of employees that did return to work after parental leave ended	557	21
Return to Work Rate	99%	88%
Total no. of employees retained 12 months after returning to work following period of parental leave	242	30
Total no. of employees returning from parental leave in prior reporting period (FY 2022-23)	710	35
Retention Rate	34%	86%

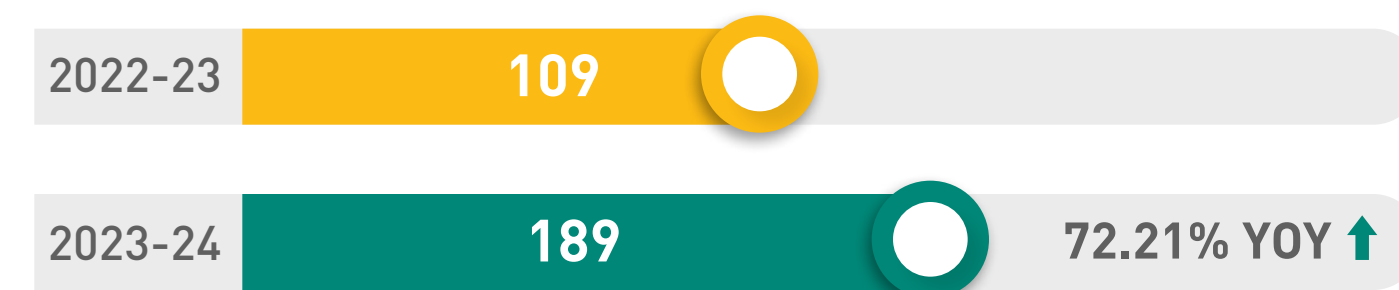
Parental leaves are provided as paid maternity leave of 6 months to eligible female employees and one week of paternity leave to male employees, where applicable miscarriage leave of 8 weeks is also provided. Employees are free to resign on own volition and the notice period varies between 1-4 months.

In the reporting year we have conducted an employee engagement survey with the help of a third party where 75%+ respondents were satisfied with the company's growth mindset, genuine concern for employee's wellbeing, rewards and recognition programs and growth opportunities.



The cost incurred on wellbeing measures as a percentage of total revenue of the company for the reporting year was 0.28%. Further details on employee benefits and turnover rate can be referred from Annual Report FY 2023-24 (Principle 3 BRSR).

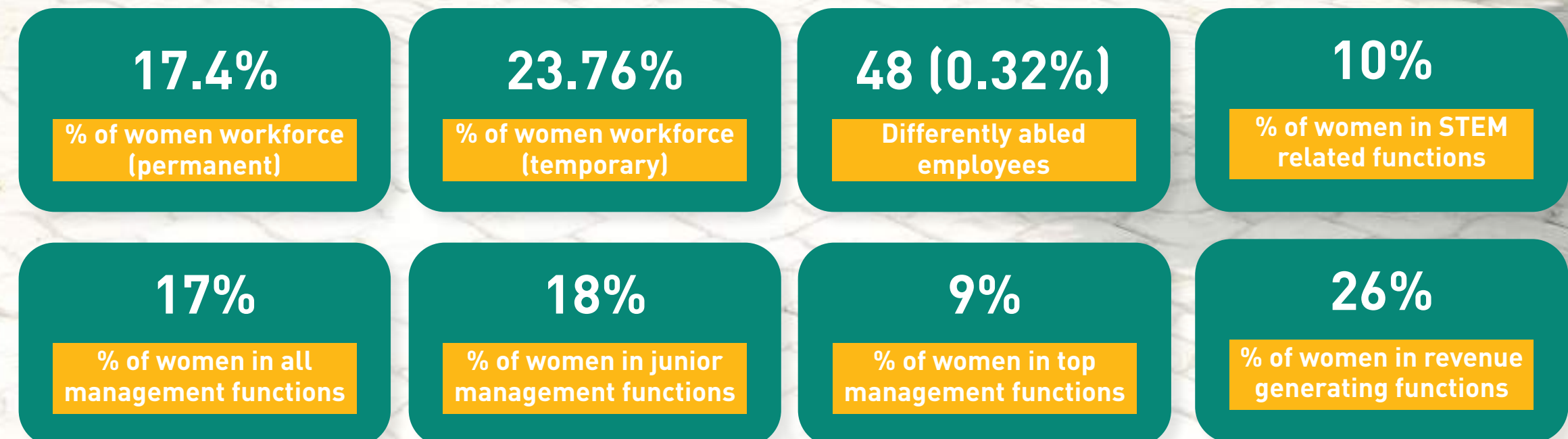
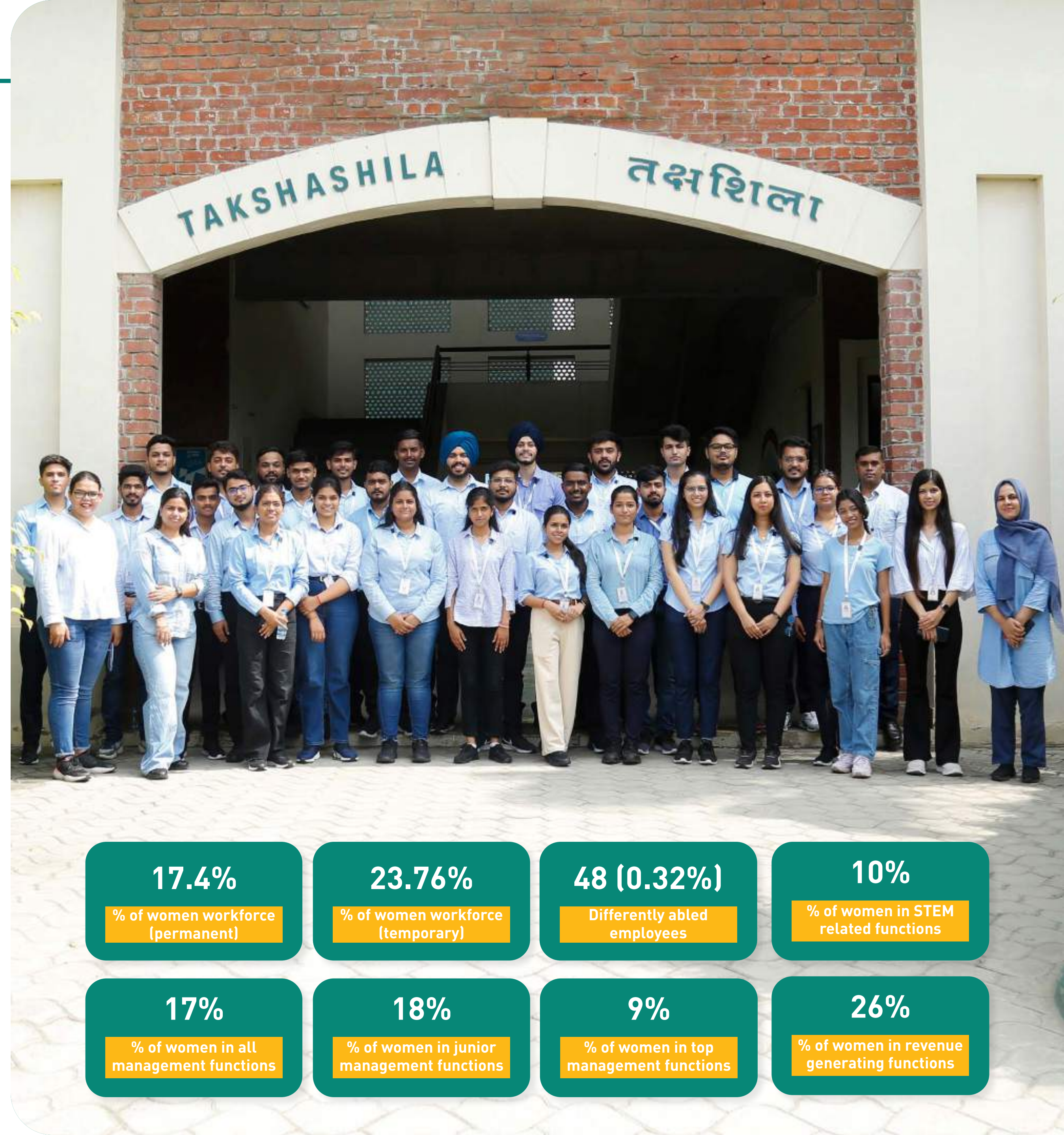
Graph 15, Spending towards wellbeing measures of the employees (in millions)



Diversity, Equity & Inclusion

(GRI 405-2, 406, 407, UNGC 1, 2, 4, 5, 6, SASB CG-AA-430b) (GRI 405-1) ✓

Trident is committed to fostering a workplace culture that prioritizes Diversity, Equity, and Inclusion (DEI). The company believes that a diverse workforce brings varied perspectives and drives innovation. Trident actively promotes an inclusive environment where all employees are treated equally, regardless of their age, race, color, sex, disability, caste, creed, tribe, religion, national extraction, political opinion and social origin, migrant status, HIV and AIDS, gender, sexual orientation, genetic predisposition, pregnancy, maternity, marital status, family responsibilities, medical condition and lifestyles, among others. By championing DEI, Trident not only enhances employee satisfaction and retention but also strengthens its ability to serve a diverse customer base and operate successfully in a global market.



Equal Opportunity & Fair Treatment

(GRI 202-1, 405-2, 406-1, 407-1, 2-30)

Our Company policies, practices and business principles reinforce our commitment to being an Equal Opportunity Provider. We capitalize on what is unique about individuals and draw on their different perspectives/experiences which adds value. We firmly believe that every employee has the right to work in an environment free from any form of harassment or discrimination and hence practice a policy of zero tolerance towards the same.

We strive for absolute non-discrimination in pay and provide a fair level of compensation and career development opportunities that reflect knowledge, skills, abilities, performance and professional experience. We promote living wages and all our employees and workers are compensated above the minimum wages mandated by law. As per minimum wage notification Madhya Pradesh & Punjab, the ratio of our entry level wages (irrespective of gender) to minimum wage is 1.49 and 1.45 respectively. We have also established equal pay criteria irrespective of gender for all cadres across the organization. Hence, the ratio of basic salary and remuneration of women to men for each employee category by significant locations of operation is one.

Table: 24, Details of minimum wages paid to employees and workers

Category	Total (A)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees Permanent					
Male	1,868	0	0%	1,868	100%
Female	376	0	0%	376	100%
Other than permanent					
Male	49	28	57.1%	21	42.8%
Female	4	2	50%	2	50%
Workers Permanent					
Male	10,167	0	0%	10,167	100%
Female	2,167	0	0%	2,167	100%
Other than permanent					
Male	766	643	84%	123	16%
Female	250	186	74.4%	64	25.6%



The ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for employees can be referred to from Annual Report FY 2023-24, Annexure II, Page 78 and more details on median remuneration of BOD, KMPs, employees and workers are available on Page 60 of Annual Report FY 2023 -24.

Prevention of Sexual Harassment- As part of our commitment to foster a safe and inclusive work environment for all individuals, we have implemented a robust Prevention of Sexual Harassment (POSH) policy in compliance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. The policies, guidelines for communication, escalation matrix and redressal mechanism are clearly outlined and available on the company intranet, and are frequently communicated via posters, email and periodic training. Further details can be accessed from Annual Report FY 2023-24, Page 60-61.

Freedom of Association and Collective Bargaining- The organization supports the United Nations Universal Declaration of Human rights and Principle 3 of the United Nations Global Compact which includes Freedom of Association and Collective Bargaining. The members have a right to freely form and join worker's organizations, such as trade unions, worker associations, and worker councils or committees for the promotion and defense of occupational interests, in accordance with Indian regulations, without any fear of discrimination or retaliation. Workers may elect representatives to engage in dialogue with the employer, and/or facilities may establish bipartite committees, which include both workers' representatives (union or non-union) and employer representatives through democratic elections without any interference from the company.

The organization has developed a policy on Freedom of Association and Collective Bargaining to govern itself in a

better way and support Collective Bargaining which is amongst the founding principles of ILO. Percentage of total employees covered by collective bargaining agreements can be found in our Annual Report FY 2023-24 (BRSR).



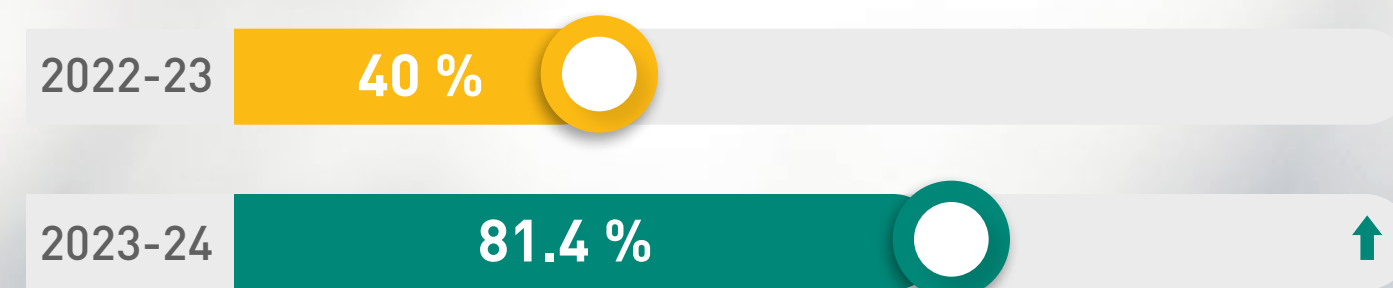
Human Rights & Ethical Labour Practices

(GRI 2-23, 408-1, 409-1, 411-1, 406, 408, 409, 410, 411, UNGC 2,3,4,5, SASB CG-AA-430b)

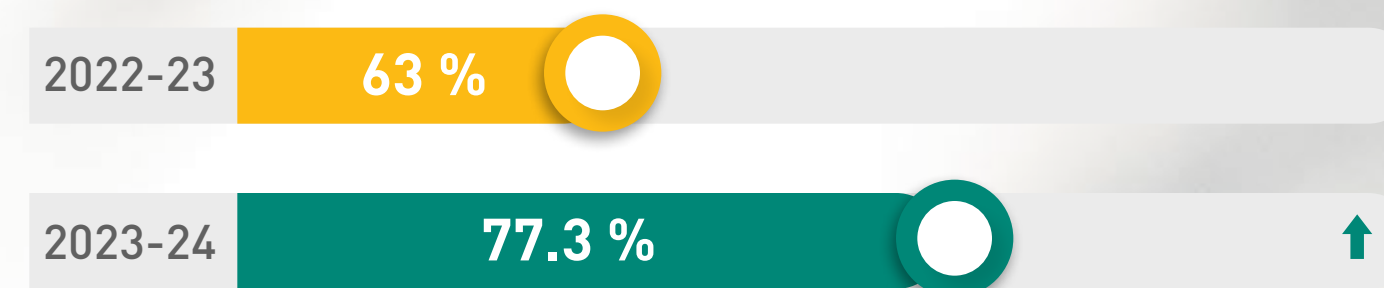
Preserving human rights and creating a positive impact on the communities and locations we operate in is a priority for Trident. We recognize the importance of our obligation to promote and observe internationally recognized human rights in how we conduct and operate our business. We are committed to ensuring that our workplace, our supply chain, and our community is safe, lawful, respectful and responsible everywhere, every day. We comply with the highest ethical and moral standards in the conduct of our business and in this regard, the organization has developed Human Rights Policy and holds direct accountability to implement systems to protect & preserve human rights, dignity, security, health and safety.

The policy on Human Rights is guided by the Indian Law of Land, International Bill of Human Rights, ILO's Declaration on Fundamental Principles and Rights at work, UNGC Human Rights Principles, the United Nations Permanent Forum on Indigenous Issues and the United Nations Guiding Principles on Business and Human Rights. Training on the Human Rights policy is a mandatory part of the induction process, and we provide periodic refresher training to all our employees.

Graph 16, Employees - % of Training on Human Rights issues and policy



Graph 17, Workers - % of Training on Human Rights issues and policy



Some of the key priority areas under the policy are equal opportunity and fair treatment, freedom of association and collective bargaining, prohibition of modern slavery, forced labor and human trafficking, child labor and workplace security. The policy provides a comprehensive framework for Human Rights Due Diligence for above areas especially for own employees, women and children.

As part of our human right's assessment efforts, all our manufacturing sites are certified with Business Social Compliance Initiative (BSCI), SMETA 4 pillar (SEDEX Members Ethical Trade Audit), aligning our operations with ethical standards outlined in the Ethical Trading Initiative (ETI) Base Code as well as various other internationally recognized standards (Worldwide Responsible Accredited Production (WRAP), Higg FSLM/ SLCP (Facility Social and Labor Module/ Social and Labor Convergence Program). In addition, we also undergo periodic customer audits to ensure adherence to customer code of conduct.

We regularly connect with stakeholders in the communities we operate in and engage in dialogue to ensure identifying, preventing and mitigating potential and actual adverse activities that may impact human rights resulting from or caused by our business. The engagement at local level is conducted through review & feedback meetings, committee meetings, robust grievance redressal mechanism, leadership connect, etc.

All our security personnel, including third-party service providers, receive regular training on Trident's values, work ethics, human rights policies and the implementation of the same across all the facility premises. Being an active participant of the UNGC, we abide by its principles including rights of indigenous people. For the reporting year, there are no cases of discrimination, violation of rights of indigenous people.



Reporting Violations & Grievances

(GRI 2-25, 2-26)

Access to effective grievance redressal channels is a core component of the United Nations Guiding Principles (UNGP) on Business and Human Rights. The UNGP provides guidelines to prevent, address, and remedy human rights abuses and design effective redressal channels.

The grievance redressal mechanism at Trident complies with the country's legal requirements and has been set up in accordance with the principles of UNGP and International Labour Organization (ILO) to provide fair and equitable treatment to all its members. Stakeholders intended for usage of the grievance mechanism are involved in design, review, operation and improvement of these mechanisms.

We believe in continual improvement of our grievance mechanism and are actively working towards keeping communication channels open for feedback implementation. Various mechanisms in brief are as follows:

• Panchsabha

Panchsabha was introduced in the third quarter of FY 2023-24 under the overarching philosophy of Sarbat Da Bhala with a commitment to ensure Fairness, Justice and Transparency to all. This grievance mechanism aims at negating the influence of hierarchy in grievance resolution and a step further in ensuring transparent and fair process for grievance redressal. A team of 5 panch give audience to complainant and help him/ her to resolve grievances which could be interpersonal, societal & economical, value integrity and/or disciplinary issues. Ways to approach the Panchsabha are- Walkin, Sameep (raise ticket), Email/ WhatsApp to nominated Panchsabha coordinator.

The Company has an open-door approach, wherein every employee irrespective of hierarchy has access to the senior management and can also reach out independently to the Human Resource Function if they choose to.



•KAAN (24*7 Helpline Service)

A 24*7 Helpline Service known as “KAAN” is available to all members where an aggrieved member can contact in case of any unresolved grievances. Weekly KAAAN meetings are scheduled at all locations, where members may discuss their Grievances in person if not resolved by their respective Supervisors/ HODs/ HR team.

•SAMEEP

The Company has adopted digital chatbot to stay connected with 15,000+ employees. Members can raise their concerns through Sameep AI chatbot.

•Internal Complaints Committee (ICC)

The Company has formulated a Policy on Prevention of Sexual Harassment at Workplace for prevention, prohibition and redressal of sexual harassment at workplace and Internal Complaints Committee has also been set up to redress any such complaints received. The Company periodically conducts sessions for employees across the organization to build awareness about the Policy and the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

•Factory level grievance committee

We also support factory level grievance committee, which includes unit level management, to address any specific concern related to that facility. This committee addresses issues related to health and safety, canteen issues and labor related issues.



Grievance Mechanism

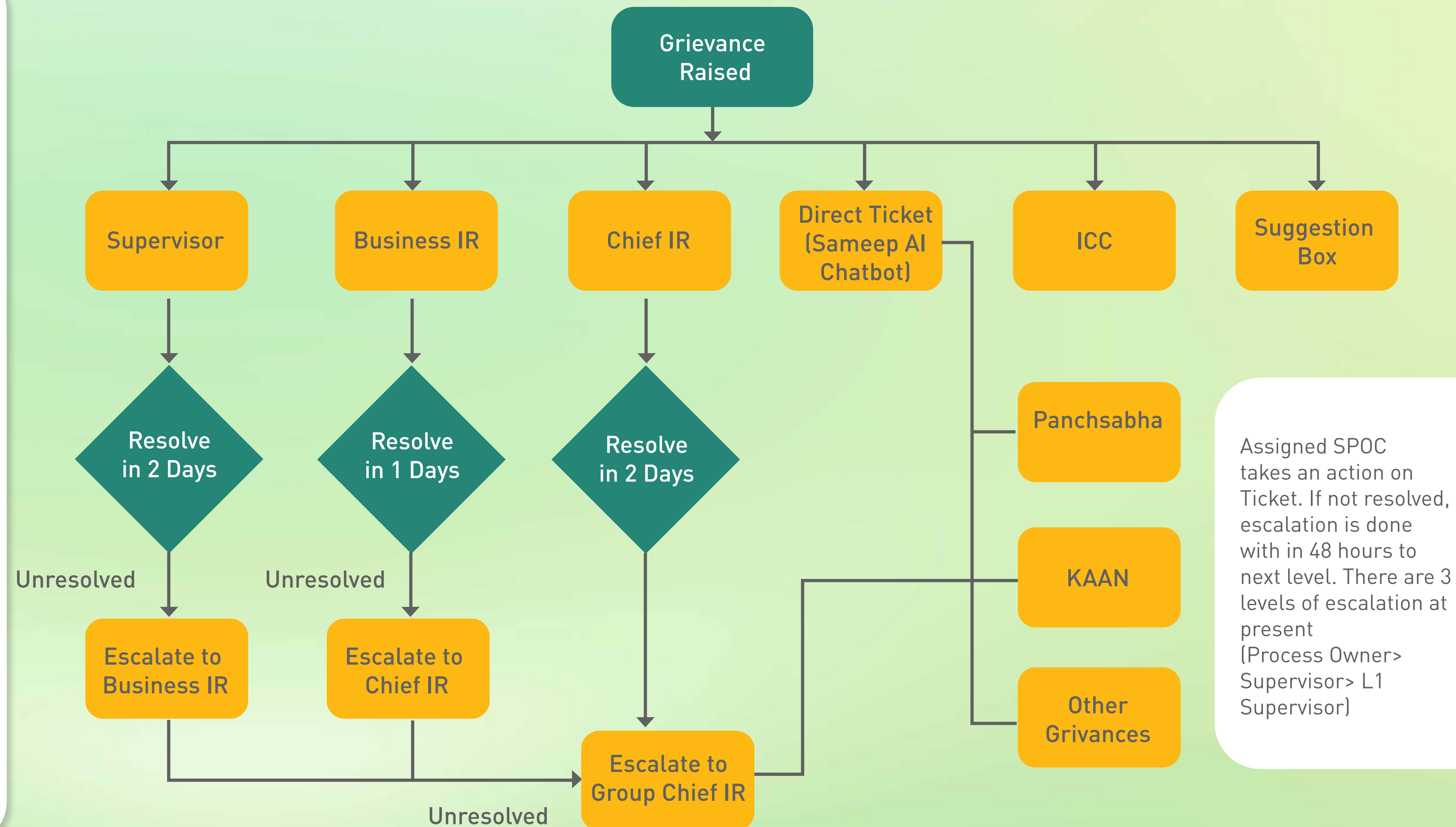
Process flow & resolution TAT

Remediation Plan

The remediation plan briefly includes:

- Lodging of complaint through any of the intake channels the complainant may deem fit, as established by organization
- Extension of support to complainant & protection against any sort of bullying or discrimination at workplace
- Fair and non-retaliatory investigation processes followed by informed decision making
- Confidentiality and legitimacy in the entire remediation plan

The incidents are reviewed and analyzed for root causes followed by implementation of corrective actions as part of routine internal management review. The review process ensures that policies and procedures are updated periodically as per ground challenges and establishes our willingness to adapt and improve continuously. Grievances registered in the reporting year can be referred to in Annual Report FY 2023-24 (BRSR).



Training

(GRI 404-1, 404-2, 404-3, UNGC 6)

At Trident, we support and encourage the continued development and training of our workforce to help them reach their full potential. With an emphasis on training to foster a skilled & motivated environment in the workplace, we have implemented comprehensive employee engagement and development programs, aimed at enhancing the technical skills, leadership capabilities, and overall professional growth of our workforce. The programs include on-the-job training, workshops, and e-learning modules on our learning management system (LMS).

In the reporting year we undertook a significant step towards the development of our training protocols, aligned with our longstanding values of Agility, Federalism, and Digital Innovation. We have digitized our learning management system (LMS) and are moving towards a one stop learning and development solution. All networked employees have access to LMS, providing E-Modules on mandatory trainings that are part of our compliances and commitment to our external stakeholders. This is a pivotal step towards centralizing training and development, tracking the training needs & program and enhancing our workforce's skills & knowledge base.

By embracing digital solutions for training, we reaffirm our commitment to leveraging technology to drive efficiency and effectiveness across our operations. This initiative not only upholds the legacy of Trident but also reinforces our commitment to always respect the law of the land.

We have partnered with various agencies to curate appropriate content and going forward we aim to transition towards 100% digitization in training and development.



2.42 hours

AVERAGE HOURS PER FTE OF TRAINING AND DEVELOPMENT

INR 14,010

AVERAGE AMOUNT PER FTE OF TRAINING AND DEVELOPMENT

Digitization, E Modules introduction

LEARNING & MANAGEMENT SYSTEM

4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



Glimpse of some of our training programs in the reporting year:

- **SAP INTRODUCTORY PROGRAM** : Aimed at establishing a robust foundation of SAP implementation, we have partnered with UpGrad to curate a SAP program for all our modules.
- **DISCOVER WELLNESS** : A comprehensive health initiative designed to promote mental and emotional wellbeing. Aims to empower individuals to achieve sustainable lifestyle changes.
- **HR DIGITAL TRANSFORMATION** : Equips HR professionals with the skills to leverage digital tools and technologies for enhanced process and data driven decision making. This program focused on modernizing HR practices to improve efficiency.
- **TRIDENT BOOTCAMP** : A program aimed at aligning our working with the transformative wave of Digital 4.0
- **FINANCIAL LITERACY** : Financial Literacy & Tax Planning Program aimed at empowering individuals to make informed and strategic financial decisions.
- **DEVELOPMENT PROGRAM LAUNCH** : Introduced “Takshashila: Earn, Learn & Grow,” a development program aimed at fostering growth and learning for our internal members.
- **CYBERSECURITY** : Training on various aspects of cybersecurity to ensure all members are aware and well versed with the necessary information they need to protect themselves from online threats.



Our focus is on building a future ready organisation through empowering employees with the right knowledge aided via functional learning, behavioural training, and skill development. During the reporting year we also offered technical trainings and certification programs spanning a wide range of subjects like Six Sigma, TPM, TQM, Quality, QCFI, ISO 14001, ISO 45001, ISO 9001, Health and Safety from authorised agencies.

Human Capital Development (GRI 404-2)

The learning of our employees is also anchored by our internal capability-building program-Takshashila. It is a program designed to empower each and every one of us to **Earn, Learn and Grow**.

Takshashila embodies our philosophy of **Opportunities Unlimited** by providing a platform for everyone to expand their horizons and be true **PARTNERS IN PROSPERITY**. It is a testament to our unwavering commitment to fostering an environment where everyone learns, fuelled by love for growing together.

Performance Management (GRI 404-3)

At Trident, Performance management is an ongoing activity. We believe a constructive two-way feedback loop aids in personal development of individual employees and ensures a holistic approach to team management. We have an individual based performance management system where members' performance is evaluated quarterly. The data is captured monthly on Success Factors Performance Module and the figure of employees undergoing the appraisal process is shared in our Annual Report FY 2023-24.

For all employees in the management category (salaried), we have adopted a holistic appraisal system where the performance is assessed on a variety of inputs viz. role based KPI's, measurable goals that are set in a collaborative manner, alignment with company vision & values, learning orientation, ability to challenge assumptions, conduct, team spirit and so forth.

For workers the technical skills and competencies required by their position and targets in respective areas form the basis of performance management as well as training and development opportunities.

Table: 25, Details of Employee Development Programs

	Program 1	Program 2
Name & Description of the program and its objectives	<p>Takshashila 2024 – Towards Opportunities Unlimited Takshashila : Our flagship journey embodies our philosophy of Opportunities Unlimited, through which we are aiming at growth and right fitment of members</p> <p>The program is designed to provide platform to both internal and external members and involves the following steps-</p> <ol style="list-style-type: none"> 1. Registration 2. Application 3. Online assessment 4. Online Interview 5. Development Centre (mix of activities) <p>Outcomes of Internal Takshashila Program- Identification of HIPOs & Right Fitment</p> <p>Outcomes of External Takshashila Program- Build Talent Pipeline for a future ready organisation</p>	<p>SHL Project- Leadership Excellence Initiative The program is launched for the leaders to know their leadership styles paving a way for future growth and refitments.</p> <p>Process Includes-</p> <ul style="list-style-type: none"> • Online Assessments-Tests which include both Behavioural Assessments and Functional assessments. • Development Centre -In person assessment (of cadre Development Coach and above) through case studies, career discussions, leadership development, and mix of other activities <p>Outcomes-</p> <ul style="list-style-type: none"> • Right Fitments • Identifying HIPOs (High Potential) • Growth to become future leaders <p>This initiative marks a significant stride in aligning our transformational strategy with our resolve of nurturing leadership potential of our Gurus / Development Coaches and Brahmasevaks / Institutional Builders.</p>
Quantitative impact of business benefits (monetary or non-monetary)	<ul style="list-style-type: none"> • Right Fitment (Internal) • Talent Pool for Critical positions (Internal) • Enhanced Gender Diversity (External) • Balanced Geographical distribution in workforce • Reduced Average Age of the company (External) • Talent Pipeline (Gap between exit and joining) 	<ul style="list-style-type: none"> • Right Fitment and Growth • Identifying future leaders to promote and nurture internal talent. • Balanced leadership in Businesses
No. of FTEs participating in the program	>10,000	Phase 1 of the program will cover close to 300 members (DC and above cadre) of Punjab based Towel, Yarn, Paper, Energy, Chemical and Corporate offices

Long Term Incentives For Employees

We lay great emphasis on reward and recognition to motivate, engage and retain our workforce. Both monetary (fixed compensation, variable pay and long-term incentives) and non-monetary (rewards & recognition) benefits are used to incentivise short-term and long-term business performance.

Our organization has implemented schemes such as “Trident Limited Employee Stock Option Scheme - 2020” (“ESOS Scheme”) pursuant to SEBI (SBEB and SE) Regulations 2021. Under our Trident Limited Employee Stock Option Scheme - 2020 granted Options vest within a minimum period of 1 year and maximum period of 4 years from the date of grant. The vesting is staggered over a period of 4 years i.e. 10% at the end of first year, 20% at the end of second year, 30% at the end of third year and 40% at the end of fourth year. All options upon vesting are exercisable within 4 years from the date of respective vesting. The ESOP options are mapped with KPIs of respective employees’ and details on percentage of employee’s this program applies to is in Annual Report FY 2023-24 (Page 181).

To ensure members are rewarded, recognised and incentivised commensurate to their efforts we have instituted 25 categories of incentives in our Performance Management Module- Success Factors. These incentives are either one time or for a fixed period of time and all leaders and supervisors use these to ensure members know the areas of their contribution and management is aware of the competency inventory. Additionally, members have KPIs.

PARTNERS IN PROSPERITY

An Incentive & Premium Plan - 2024



Improves
your
overall
well-being



Motivates
you to perform
your best
and excel



Enables you to
unlock
your full
potential

Table: 26, Details of Incentives & Premium Plans

Description	Payment Type	Description	Payment Type
<p>Best quality circle is granted to a member who:</p> <ul style="list-style-type: none"> • Maintains and ensures the structured approach via quality circle for improvement of quality • Identify, analyse and solve production problems 	One-time Incentive	<p>Hardship Incentive (Trident ke Mehnatkash) is paid to a member who:</p> <ul style="list-style-type: none"> • Fosters a positive and productive work environment, brings innovative ideas, problem solving attitude that positively impacts the organization • Demonstrates high quality work, contributes with 24*7 availability and go beyond basic expectations 	One-time Incentive or Recurring for a fixed period
<p>FUGUAI & Business ethics Incentive is to reward a member who:</p> <ul style="list-style-type: none"> • Are committed to continuous improvement and are true to the values and philosophy of Trident • Have zero tolerance to waste & wastage 	One-time Incentive	<p>Learning Incentive (Kaushal Vikas) is granted to a member who:</p> <ul style="list-style-type: none"> • Is keen to diversify his/her skills, has a strong commitment to continuous learning and professional development and can contribute in different aspects to achieve the aim of the organization • Exhibits leadership qualities as this learning opportunity could further enhance their ability to lead 	One-time Incentive or Recurring for a fixed period
<p>Customer Delight Incentive is to reward a member who:</p> <ul style="list-style-type: none"> • Goes over & beyond to give the best delivery and establishes deep & meaningful relationship with customers • Gives the best product quality & exceeds customers expectation by creating a positive experience with the product 	One-time Incentive	<p>Location Premium is granted to the selected candidates:</p> <ul style="list-style-type: none"> • To experience the organisational culture first-hand, ensuring alignment with their values and work preferences • To set realistic expectations about organisation's work environment, minimizing potential surprises or discomfort after joining 	One-time Incentive or Recurring for a fixed period
<p>Special Task Force incentive is granted to the members who:</p> <ul style="list-style-type: none"> • Work hard with full dedication, are focused and committed to a special/ specific deliverable in a short period of time • Go out of their comfort zone or are deputed on a special assignment 	One-time Incentive or Recurring for a fixed period	<p>Asset Champion Incentive is granted to a member who:</p> <ul style="list-style-type: none"> • Prioritises the asset health every single day and teaches others best practices on asset upkeep • Practices good manufacturing through regular CLAIR and is proactive with preventive measures to prevent downtime 	One-time Incentive
<p>Education/ Extra curricular Incentive is granted to a member:</p> <ul style="list-style-type: none"> • Who would like to opt for higher education to gain new skills for the betterment of the organization • To upgrade themselves with new technology, knowledge and best practices • Support participation in extracurricular activities at state /national / international level 	One-time Incentive	<p>Productivity Incentive (Utpaadakta) is granted to a member who:</p> <ul style="list-style-type: none"> • Makes efforts to improve the productivity of his/her allocated assets • Is able to work as a contributor for achievement of team goals and is able to consistently raise the bar of their EVA to the business 	One-time Incentive
<p>Education incentive for extended family is granted to a member for:</p> <ul style="list-style-type: none"> • Promoting the need and importance of education • Providing monetary support to get the education of their immediate family member completed • Support participation in extracurricular activities at state /national / international level 	One-time Incentive	<p>Opportunities Unlimited incentive is granted to a member who:</p> <ul style="list-style-type: none"> • Has a high learning orientation and consistently demonstrates a passion to take on more responsibilities • Demonstrates resilience to overcome challenges 	One-time Incentive
<p>Golden Heart Incentive is being issued to the members who:</p> <ul style="list-style-type: none"> • Have a Golden Heart and work with a motive to improve processes /policies for betterment of the employees working in the organization • Put their efforts to support internal and external eco-system 	One-time Incentive	<p>Innovative Enthusiast Incentive is granted to a member who:</p> <ul style="list-style-type: none"> • Presents and implements original creative ideas and finds unique solutions to existing problems • Does not fear failure, instead takes it as a learning opportunity 	One-time Incentive or Recurring for a fixed period

Description	Payment Type	Description	Payment Type
<p>Reference Incentive (Brand Ambassador) is granted to a member for:</p> <ul style="list-style-type: none"> Referring individuals to the organization who stay for minimum 6 months in the organisation and exhibit commendable performance during their tenure Working as an external advocate who promotes company's good image and reputation 	One-time Incentive	<p>Special Incentive is granted to a member:</p> <ul style="list-style-type: none"> Who is aligned with broader organisational objectives, fostering a unified focus on strategic priorities To implement a tiered incentive structure, where higher performance levels result in increased rewards. This encourages employees to strive for continuous improvement 	One-time Incentive or Recurring for a fixed period
<p>Sales Growth Champion Incentive is granted to a member who:</p> <ul style="list-style-type: none"> Achieves or surpasses assigned sales targets and contributes in revenue generation Focuses on expanding the organisation's customer base and successfully acquires new clients or customers 	One-time Incentive	<p>Joining bonus is a sum of money paid to a new employee by a company as an incentive to join the company which helps in:</p> <ul style="list-style-type: none"> Attracting top talent by offering a compensation package that is more attractive compared to industry standards Providing immediate financial support, easing the financial burden associated with the move or initial living expenses, which serves as an early indicator of the organisation's commitment to the employee, fostering a sense of loyalty 	One-time Incentive
<p>Sole Earner Incentive is granted to a member who:</p> <ul style="list-style-type: none"> Is a breadwinner or earning solely in a family Needs financial support for shouldering the well-being & stability of the family 	One-time Incentive	<p>Right Person-Place-Purpose is granted to a member who:</p> <ul style="list-style-type: none"> Ensures full attendance for 24 days Is effectively & efficiently dedicated towards the work allotted by being present at right machine/workplace for the assigned work and as per predefined roster Delivers good quality work 	One-time Incentive
<p>Retention Bonus is a type of temporary supplemental pay offered to key members of the organisation to:</p> <ul style="list-style-type: none"> Retain the specialised skills and ensure their continued commitment that is vital for stability and strategic direction Keep them motivated and feel valued in the organization for their hard work 	One-time Incentive or Recurring for a fixed period	<p>Loyalty Incentive is granted to a member who:</p> <ul style="list-style-type: none"> Has dedicatedly served for a specific duration Continues to show loyalty, commitment and involvement towards the organisation 	One-time Incentive
<p>Game Changer Incentive is granted to a member who:</p> <ul style="list-style-type: none"> Is encouraged to step up to bigger roles with enhanced responsibilities Celebrates the acquisition of potential /new skills by nominating his/herself for additional challenging roles 	One-time Incentive or Recurring for a fixed period	<p>Digital Trident incentive is granted to a member who:</p> <ul style="list-style-type: none"> Ensures maximum usage of dashboards Zero Manual Entry Digitalization & Automation of processes 	One-time Incentive or Recurring for a fixed period
<p>Master Trainer Incentive is given to a member who:</p> <ul style="list-style-type: none"> Trains his/her fellow members for development and learning, ultimately enhancing the technical/behavioural skills of the members Facilitate the smooth transfer of skills and expertise to their colleagues considering the long-term impact on the professional development of members 	One-time Incentive		
<p>Value champion Incentive is given to a member who:</p> <ul style="list-style-type: none"> Swears by the values of Trident Leads the way in living upto the values of the organisation and inspire others to do the same 	One-time Incentive		

Employee Health & Safety

(GRI 403-5, 403-9) ✓

(GRI 403-1, 403-2, 403-3, 403-4, 403-6, 403-7, 403-8, 403-9, 403-10)

As a leading manufacturing company, we recognize the inherent risks associated with industrial activities and place paramount importance on Occupational Health and Safety (OHS). We are dedicated to creating a workplace where the well-being of our employees takes precedence. Trident's approach to Occupational Health and Safety (OHS) is guided by ISO 45001:2018 Occupational Health and Safety Management System, a comprehensive EHS policy and is aligned with international standards and legal requirements.

Our manufacturing sites in Punjab and MP are ISO 45001:2018 certified and undergo internal evaluations and periodic third-party audits for certification and adherence to ISO standards. We cover all employees and workers (permanent and non-permanent) across all operations at our manufacturing sites in Punjab and Madhya Pradesh under ISO 45001:2018. Further our internal efforts are guided by the EHS Policy, which emphasize our commitment to-

- Ensuring compliance with applicable occupational health and safety laws and international standards
- Worker involvement through consultation and participation
- Actively seeking opportunities and work towards continual improvement of our safety performance in line with PDCA Framework of IMS
- Regular risk assessment, mandatory safety training, proactive incident reporting and emergency response plan

Our EHS Policy periodically undergoes review and update, is endorsed by top management and applies to all our sites and value chain partners. Further details on our policy are accessible on our company's website.

Workers participation and consultation lays the foundation to Trident's Occupational Health and Safety management system and we prioritise workers participation in all aspects concerning Health & Safety including equal representation in Safety committees. This ensures open dialogue and collaboration between workers and management, enabling timely identification and resolution of Safety Challenges. We have established joint worker-management health and safety committees at all manufacturing facilities. These committees meet regularly to review safety performance and identify opportunities for reducing risk. Committee members are actively involved in hazard identification and reporting, risk assessment and devising potential solutions.



3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH

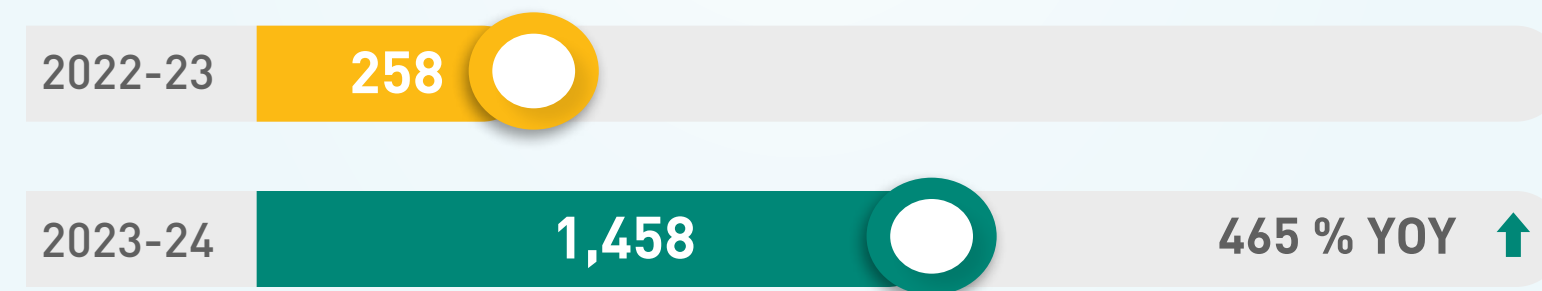


H&S Training (GRI 403-5, 403-7)

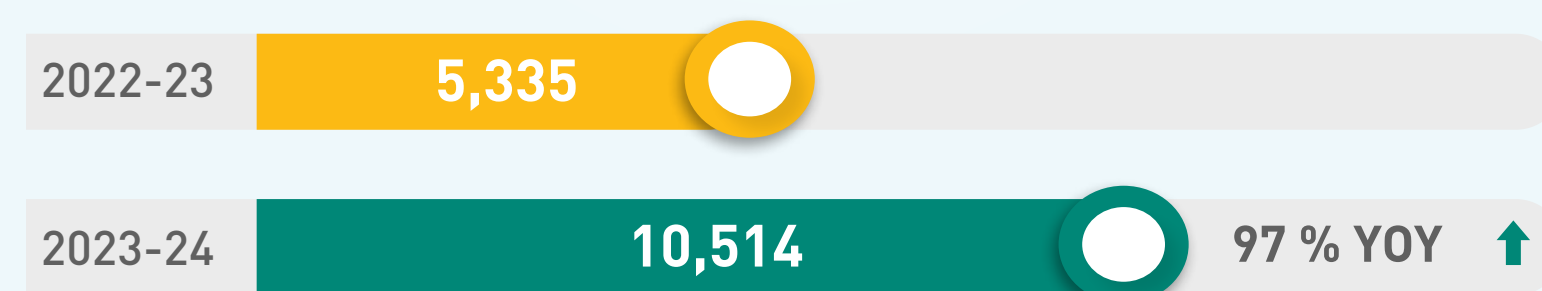
Within the Trident Limited's commitment to ensuring a safe and secure work environment, a comprehensive Health and Safety Training program is implemented across facilities. For all new employees (permanent and non-permanent), we conduct health and safety orientation to give overview of EHS and other work-related policies and hazards. New employees are also provided job specific training covering SOP's, operational controls, hazards and risks, PM Schedules, Lockout-Tagout. Additionally, refresher trainings are conducted for employees at all levels at all company operated facilities to emphasize crucial safety topics, fostering an understanding of potential workplace risks and instilling practices to mitigate them.

Regular Fire Safety and Evacuation Training sessions are conducted, equipping employees with essential knowledge and skills to respond effectively to emergency situations. Further details on the percentage of employees that received training on health and safety measures for the reporting year can be found in Annual Report FY 2023-24 (BRSR Principle 3 Q8, Q12)

Graph 18, Employees - Increase in Training on Health & Safety Measures



Graph 19, Workers - Increase in Training on Health & Safety Measures





Hazard Identification & Risk Assessment (GRI 403-2, 403-9, 403-10)

All employees are encouraged to report concerns/ hazards/ incidents in-person to their manager without fear of reprisals. The process to identify and report work-related hazards & incidents and assess risks on a routine & non-routine basis can be found in Annual Report FY 2023-24 (BRSR Principle 3 Q2, Q10). The organization follows the ILO code of practice on recording and notification of occupational accidents and diseases. The total number of hours worked stands at 29,576,541 hours for workers and 7,648,943 hours for employees for the reporting year.

Table: 27, Details of Safety Related Incidents

Safety Incident/Number	Category**	FY 2020-2021	FY 2021-2022	FY 2022-23	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0	0	0
	Workers	0	0	0	0.067
Total recordable work-related injuries	Employees	0	0	0	0
	Workers	0	0	0	2
No. of fatalities	Employees	0	0	0	0
	Workers	0	0	0	0
High consequence work-related injury or ill-health (excluding fatalities) 403-10	Employees	0	0	0	0
	Workers	0	0	0	0
Manhours	Employees	20,779,172	27,818,311	8,552,905	7,648,943
	Workers			23,956,685	29,576,541

*The rates have been calculated based on 1,000,000 hours worked.
 **Including the contract workforce

Occupational Health Services (GRI 403-3, 403-8)

All employees and workers have access to occupational healthcare provided by competent/certified healthcare professionals at onsite Occupational Health Centre.

The manufacturing facilities have certified first aiders and firefighters who receive training to handle medical emergency and response on site. All employees and workers receive annual health check-ups and workers in the hazardous process areas are subjected to additional health check-ups.

Employees and workers also have access to non-occupational medical and healthcare services.

These benefits include:

1. Group Medclaim Policy- The coverage extends to all permanent employees and workers (outside the coverage of Employees' State Insurance Corporation (ESIC)), providing financial support for medical expenses in the event of illness or injury. This ensures access to necessary medical treatments and services outside of work-related incidents

2. Group Personal Accident Policy- Covering all employees and workers (permanent and other than permanent), outside the office premises

3. Workmen Compensation Policy- Covers all workers for any accident during course of employment (outside the coverage of ESIC)

4. ESIC- All workers as per statutory obligation (coverage for workers with gross wages less than INR 21,000). All the sites have access to non-occupational medical and healthcare services either on-site or through tie-ups with reputed medical entities in proximity. Our Budhni campus has state of the art Madhuban Hospital, run by Trident Institute of Social Sciences (TISS) and equipped to provide a range of non-occupational healthcare services, including general medical and specialised consultations, preventive care, vaccinations, and treatment for common illnesses and injuries.



3 GOOD HEALTH AND WELL-BEING



1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



17 PARTNERSHIPS FOR THE GOALS



Corporate Social Responsibility

(GRI 202-2, 203-1, 203-2, 413, UNGC 8)

We firmly believe that incorporating social development into our business activities as an integral part of our corporate strategy ensures long-term sustainability of our enterprise. We seek to positively impact socio-economic development of communities where we work, through meaningful community programs and partnerships. Our dedication to the United Nations Sustainable Development Goals (UNSDGs) serves as the foundation of our social philosophy. By harmonizing CSR initiatives with the UNSDGs, we strive to tackle urgent social issues and extend equitable opportunities and an enhanced standard of living for all individuals.

Impact on Local Communities

(GRI 202-2, 413-1, 413-2)

The community around our operations at Madhya Pradesh and Punjab are key stakeholders for the organization. We believe in symbiotic relations characterized by mutual growth & development and meaningful community programs. Through CSR activities, we provide health and hygiene facilities, better educational and infrastructural amenities and encourage women from local communities to gain self-sufficiency. Through our approach to leveraging local expertise and strengthening community ties we give preference to local hiring. 41% of our senior management is either local or from within the state of manufacturing location. Our overall percentage of local employment (from the same state of manufacturing location) at operational sites is 87%, thereby generating livelihood opportunities for local communities.

We are also cognizant of our operations and to avoid any negative impacts arising due to operations, Trident has employed state-of-the-art modern technologies at all manufacturing facilities. We have implemented Zero Liquid Discharge at MP facility, and all treated wastewater is used for landscaping purposes at Punjab facility. We have installed ESP (Electrostatic Precipitators), cyclone bag filters, dust suppressors, hood covers as control measures for reducing air pollution. We prohibit Improper waste disposal practices like open dumping, burning or burying within/outside premises or known release of waste into water bodies/soil. We comply with all applicable Environmental laws, regulations, guidelines to ensure actual/potential negative impacts on communities are avoided.

We also have a well-defined process for engaging with community members to enhance cooperation and mutual support which can be referred to in Annual Report FY 2023-24 (BRSR Principle 8 Q3).





CSR Corporate Social Responsibility

(GRI 203-1, 203-2, 413-1, 413-2)

Trident Institute of Social Sciences (TISS) aims to promote education, better livelihood, sanitation and women empowerment for marginalized sections of the society, through initiatives like diversity and inclusion, education and skill development, healthcare to name a few. Our focus areas for CSR are in alignment with SDG'S (Sustainable Development Goals) and National Priorities like- Quality Education, Access to Healthcare, Skill Development and Livelihood generation, Clean Environment and Social Responsibility. Our CSR spent in FY 2023-24 was INR 22.2 Million and further CSR Obligation of INR 113.0 Million will be spent towards ongoing projects. Additional details with respect to CSR can be accessed from Annual Report FY 2023-24 and website.

Abbreviations

- AGM – Annual General Meeting
- AI – Artificial Intelligence
- AIDS – Acquired Immunodeficiency Syndrome
- APEOs - Alkylphenol Ethoxylates
- BCI – Better Cotton Initiative
- BMP Cotton – Best Management Practices Cotton
- BoD – Board of Directors
- BRSR – Business Responsibility Sustainability Report
- BSC – Business Score Card
- BSCI - Business Social Compliance Initiative
- B2B – Business to Business
- CDP – Carbon Disclosure Project
- CEA – Central Electrical Authority
- CEO – Chief Executive Officer
- CFO – Chief Finance Officer
- CH₄ – Methane
- CoC – Code of Conduct
- COO – Chief Operating Officer
- CO₂ – Carbon Dioxide
- CPCB – Central Pollution Control Board
- CR – Crore
- CSR – Corporate Social Responsibility
- CT-PAT – Customs – Trade Partner Against Terrorism
- DC - Development Coach
- DEFRA - Department for Environment, Food and Rural Affairs
- DIN – Director Identification Number
- DJSI – Dow Jones Sustainability Indices
- D&O – Directors & Officers
- EHS – Employee Health & Safety
- EPR - Extended Producer Responsibility
- ERM – Enterprise Risk Management
- ERP – Enterprise Resource Planning
- ESIC - Employees' State Insurance Corporation
- ESG – Environment, Social and Governance
- ESRS - European Sustainability Reporting Standards
- ESP – Electronic Precipitators
- ETP - Effluent Treatment Plant
- EVG&D - Economic Value Generated and Distributed
- FEM - Facility Environmental Module
- FMEA - Failure Mode Effect Analysis
- FSLM - Facility Social & Labor Module
- FSC – Forest Stewardship Council
- FY 22 - Financial Year 2021-22
- FY 23 - Financial Year 2022-23
- FY 24 – Financial Year 2023-24
- GHG – Green House Gases
- GRI – Global Reporting Initiative
- GJ/ TJ – Giga Joules/ Tera Joules
- HAP - Hazardous Air Pollutants
- HIRA - Hazard Identification and Risk Assessment
- HOD - Head of the Department
- HIV - Human Immunodeficiency Virus
- HR – Human Resource
- H&S- Health & Safety
- IB – Institutional Builders
- ICC – Internal Complaints Committee
- ICX – Interconnection Exchange
- IEA - International Energy Agency
- ILO – International Labour Organization
- IMS – Integrated Management System
- INR – Indian Rupee
- IR – Industrial Relations
- ISMS - Information Security and Management System
- ISO – International Organization for Standardization
- IUCN - International Union for Conservation of Nature
- IT – Information Technology
- KL – Kiloliter
- KMPs – Key Management Personals
- KPI – Key Performance Indicators
- KRA – Key Responsibility Area
- LABS - Life and Building Safety Initiative
- LCA – Life Cycle Assessment
- LED – Light Emitting Diode
- LR/AR - Laboratory Reagent/Analytical Reagent
- LTIFR – Lost Time Injury Frequency Rate
- MP – Madhya Pradesh
- MRSL – Manufacturing Restricted Substances List
- MT – Metric Ton
- MTCO_{2e} – Metric Tons of Carbon Dioxide Equivalent
- MWp – Megawatt peak
- NABL – National Accreditation Board for Testing and Calibration Laboratories
- NGRBC – National Guidelines for Responsible Business Conduct
- NGOs – Non-Governmental Organizations
- NO_x – Nitrogen Oxides
- NPI – Net Positive Impact
- OHC – Occupational Health Centre
- OHO- Order Hand Over
- OHS - Occupational Health and safety
- OHSMS - Occupational Health and Safety Management System
- PAHs - Polycyclic Aromatic Hydrocarbons
- PCB – Pollution Control Board
- PDCA – Plan Do Check Act
- PFOA - Perfluorooctanoic Acid
- PFOS - Perfluorooctane sulfonate
- PM – Particulate Matter
- POP - Persistent Organic Pollutants
- PPA – Purchase Power Agreements
- RCP - Representative Concentration Pathway
- REACH – Registration, Evaluation, Authorization & Restriction of Chemicals
- RECs - Renewable Energy Certificates

- RO – Reverse Osmosis
- R&D – Research & Development
- SASB – Sustainability Accounting Standards Board
- SBTi – Science Based Targets initiative
- SEBI – Securities and Exchanges Board of India
- SEBI (LODR) - Securities & Exchange Board of India (Listing Obligations and Disclosure Regulations)
- S&OP – Sales and Operations Planning
- SLCP - Social & Labor Convergence Program
- SMETA – Sedex Member of Ethical Trade Audit
- SOx – Sulphur oxides
- TCFD – Task Force on Climate-Related Financial Disclosures
- TISS - Trident Institute of Social Sciences
- TPD – Tons per Day
- TSDF - Treatment, Storage, and Disposal Facilities
- UK – United Kingdom
- UN – United Nations
- UNGC – United Nations Global Compact
- UNGP – United Nations Guiding Principle
- UNSDGs – United Nations Sustainable Development Goals
- USA – United States of America
- USEPA – United States Environmental Protection Agency
- VOC - Volatile Organic Compounds
- WRAP - Worldwide Responsible Accredited Production
- WRI – World Resources Institute
- WTP – Water Treatment Plant
- YOY – Year-on-Year
- ZDHC – Zero Discharge of Hazardous Chemicals
- ZLD – Zero Liquid Discharge
- 2DS – Two-Degree Scenario



Assurance

Statement



Independent Limited Assurance Statement to Trident Limited on Their Sustainability Report 2023-24

To, Trident Limited, Ludhiana, India

Introduction

Intertek India Private Limited ("Intertek") was engaged by Trident Limited ("Trident") to provide an independent limited assurance on its Sustainability Report for 2023-24 ('the Report'). The Report is prepared by Trident based on Global Reporting Initiative (GRI) Standards 'in-accordance' option for sustainability reporting. The assurance was performed in accordance with the requirements of International Federation of Accountants' (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Objective

The objectives of this limited assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures, as declared in the Report, were not accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

Intended Users

This Assurance Statement is intended to be a part of the Annual Sustainability Report 2023-24.

Responsibilities

Trident is responsible for developing the Report and its presentation. Trident is also responsible for designing, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Intertek's responsibility, as agreed with Trident, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

Assurance Scope

The assurance has been provided for selected sustainability related disclosures presented by Trident in its Report. The assurance boundary included data and information for the operations of Trident across Budhni (Madhya Pradesh) and Sanghera and Dhaura (Punjab), India in accordance with GRI Standards 2022. Our scope of assurance included verification of data and information on selected disclosures reported as summarized in the table below:

General Disclosures

- Organization and its reporting practices 2021: 2-1,2-2,2-3,2-5
- Activities and Workers 2021: 2-7
- Strategy 2021: 2-22
- Governance 2021: 2-9
- Strategy, policies and practices 2021: 2-28
- Approach to stakeholder engagement 2021: 2-29

Material Topics

- Process to determine material topics 2021: 3-1
- List of material topics 2021:3-2

Topic Specific Disclosures

Environmental Disclosures

- Energy 2016: 302-1
- Water and Effluents 2018: 303-5
- Emissions 2016: 305-1, 305-2, 305-3, 305-7
- Waste 2020: 306-3, 306-5

Social Disclosures

- Employment 2016: 401-1, 401-2
- Occupational Health and Safety 2018: 403-5, 403-9
- Diversity and Equal Opportunity 2016: 405-1



Assurance Criteria

Intertek conducted the assurance work in accordance with requirements of 'Limited Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.

A limited assurance engagement comprises of limited depth of evidence gathering including inquiry and analytical procedures and limited sampling as per professional judgement of assurance provider. A materiality threshold level of 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

Methodology

Intertek performed assurance work using risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a limited level of assurance. The assurance was conducted by desk review & stakeholder interviews with regard to the reporting and supporting records for the FY2023-24. The assessment included the following:

- Assessment of the Report that it was prepared in accordance with the Sustainability Reporting Standards of the Global Reporting Initiative.
- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data, and other information made available digitally.
- Conducted virtual interviews with key personnel responsible for data management.
- Assessment of appropriateness of various assumptions, estimations, and thresholds used by Trident for data analysis.
- Review of sustainability disclosures on sample basis for the duration from 1st April 2023 to 31st March 2024 was carried out remotely through virtual interactions and screen sharing tools.


Conclusions

Intertek reviewed selected sustainability disclosures provided by Trident in the Report for the reporting period from 1st April 2023 to 31st March 2024. Based on the data and information provided by Trident, Intertek concludes with limited assurance that there is no evidence that the sustainability data and information presented in the Report is not accurate, complete, consistent, transparent, materially correct, and thus is a fair representation of sustainability disclosures in line with the identified material topics and is in accordance with the sustainability reporting standards of the GRI Standards to the best of our knowledge.

Intertek's Competence and Independence

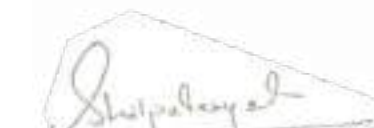
Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included Competent Sustainability Assurance Professionals, who were not involved in the collection and collation of any data except for this Assurance Opinion. Intertek maintains complete impartiality towards any people interviewed.

For Intertek India Pvt. Ltd.



Toshi Satwaskar
Intertek Verifier

29th July 2024



Shilpa Naryal
Head of Sustainability
Intertek South Asia & MENAP

06th August 2024




SANDEEP VIG Digitally signed
by SANDEEP VIG
Date: 2024.08.08
11:58:37 +05'30'


Sandeep Vig
Director-Business Assurance
Intertek India & MENAP
08th August 2024

No member of the verification team (stated above) has a business relationship with Trident stakeholders beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.




Table: 28, GRI Index



GRI Standard	Disclosure	UNGC	SDG	SASB	ESRS	Reference (page no.)
GOVERNANCE						
GRI 2: General Disclosures 2021						
1. The organisation and its reporting practices						
Disclosure 2-1 	Organisational details					3
Disclosure 2-2 	Entities included in the organisation's sustainability reporting				ESRS 2	5
Disclosure 2-3 	Reporting period, frequency and contact point					5
Disclosure 2-4	Restatements of information				ESRS 2	5
Disclosure 2-5 	External assurance					5
2. Activities and workers						
Disclosure 2-6	Activities, value chain and other business relationships				ESRS 2	6-14
Disclosure 2-7 	Employees		SDG 8, SDG 10		ESRS 2, ESRS S1- 6	83-87 Annual Report Pg 37
Disclosure 2-8	Workers who are not employees		SDG 8		ESRS S1- 7	85-89 Annual Report Pg 37
3. Governance						
Disclosure 2-9 	Governance structure and composition		SDG 5, SDG 16		ESRS 2 ESRS GOV -1, G1 - 5	37-41
Disclosure 2-10	Nomination and selection of the highest governance body		SDG 5, SDG 16			39
Disclosure 2-11	Chair of the highest governance body		SDG 16			37





GRI Standard	Disclosure	UNGC	SDG	SASB	ESRS	Reference (page no.)
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts		SDG 16		ESRS 2, ESRS S1-2 ESRS S2 - 2, ESRS S3 - 2 ESRS S4 -2, ESRS G1 - GOV 1	37-41
Disclosure 2-13	Delegation of responsibility for managing impacts				ESRS 2 ESRS G1 - 3	41
Disclosure 2-14	Role of the highest governance body in sustainability reporting				ESRS 2	41
Disclosure 2-15	Conflicts of interest		SDG 16			49-50
Disclosure 2-16	Communication of critical concerns				ESRS 2 ESRS G1 - 1,3	47-48
Disclosure 2-17	Collective knowledge of the highest governance body				ESRS 2	37-40
Disclosure 2-18	Evaluation of the performance of the highest governance body					39
Disclosure 2-19	Remuneration policies				ESRS 1, ESRS 2	39 Annual Report Pg 73
Disclosure 2-20	Process to determine remuneration				ESRS 2	39 Annual Report Pg 73
Disclosure 2-21					ESRS S1 - 16	39 Annual Report Pg 78
4. Strategy, policies and practices						
Disclosure 2-22 	Statement on sustainable development strategy				ESRS 2	4
Disclosure 2-23	Policy commitments		SDG 16		ESRS 2, ESRS S1-1, ESRS S2 - 1, ESRS S3 -1, ESRS S4 - 1, ESRS G1 - 1	42-47
Disclosure 2-24	Embedding policy commitments				ESRS 2, ESRS S1-4, ESRS S2 - 1,4, ESRS S3 -4,ESRS S4 - 4 ESRS G1 - 1	42
Disclosure 2-25	Processes to remediate negative impacts				ESRS S1- 1,3,17, ESRS S2 - 1,3,4, ESRS S3 - 1,3,4, ESRS S4 - 1,3,4	49, 92-94
Disclosure 2-26	Mechanisms for seeking advice and raising concerns		SDG 16		ESRS S1-3, ESRS S2 - 3, ESRS S3 - 3, ESRS S4 - 3, ESRS G1 - 1,3	92-94




GRI Standard	Disclosure	UNGC	SDG	SASB	ESRS	Reference (page no.)
Disclosure 2-27	Compliance with laws and regulations				ESRS E2 -4, ESRS S1-17, ESRS G1- 4	48-50
Disclosure 2-28 	Membership associations					56
5. Stakeholder engagement						
Disclosure 2-29 	Approach to stakeholder engagement				ESRS 2, ESRS S1-1,2, ESRS S2 – 1,2,3, ESRS S3 – 1,2, ESRS S4 – 1,2	22-24
Disclosure 2-30	Collective bargaining agreements	UNGC3	SDG 8		ESRS S1-8	90
Disclosures on Material Topics						
GRI 3: Material Topics 2021						
Disclosure 3-1 	Process to determine material topics				ESRS 2	25-27
Disclosure 3-2 	List of material topics				ESRS 2	27
Disclosure 3-3	Management of material topics			SASB CG-AA-250a	ESRS 1 – 2,3,4, ESRS 2, ESRS E2 – 2,3, ESRS E4 – 1,3,4, ESRS E5 – 2,3, ESRS S1- 1,2,3,4,5,17, ESRS S2 – 1,2,3,4,5, ESRS S3 – 1,2,3,4,5, ESRS S4 – 1,2,3,4,5, ESRS G1 – 2,3,4	28-35
ECONOMIC PERMORMANCE						
GRI 201: Economic Performance 2016		UNGC7, UNGC8, UNGC9				
Disclosure 201-1	Direct economic value generated and distributed	UNGC7, UNGC8	SDG 8, SDG 9		ESRS 1 – 6, ESRS 2	14
Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	UNGC7, UNGC8, UNGC9	SDG 13		ESRS 1 – 3,9 ESRS 2	71-75



GRI Standard	Disclosure	UNGC	SDG	SASB	ESRS	Reference (page no.)
Disclosure 201-3	Defined benefit plan obligations and other retirement plans	UNGC7, UNGC8, UNGC9				Annual Report Pg 51 (BRSR: Principle 3 Q1)
Disclosure 201-4	Financial assistance received from government	UNGC7, UNGC8, UNGC9				14
GRI 202: Market Presence 2016						
Disclosure 202-1	Ratios of standard entry level wage by gender compared to local minimum wage		SDG 5, SDG 8		ESRS S1 - 10	89
Disclosure 202-2	Proportion of senior management hired from the local community		SDG 8			106
GRI 203: Indirect Economic Impacts 2016		UNGC8	SDG 1, SDG 2, SDG 3, SDG 4, SDG 17			
Disclosure 203-1	Infrastructure investments and services supported	UNGC8	SDG 1, SDG 2, SDG 3, SDG 4, SDG 5, SDG 9, SDG 11, SDG 17		ESRS S3 - 4	105-107
Disclosure 203-2	Significant indirect economic impacts	UNGC8	SDG 1, SDG 2, SDG 3, SDG 4, SDG 8, SDG 17		ESRS S1 - 4, ESRS S2 - 4, ESRS S3 - 4, ESRS S4 - 4	105-107
GRI 204: Procurement Practices 2016						
Disclosure 204-1	Proportion of spending on local suppliers Not reported		SDG 8		ESRS S2 - 4 ESRS G1 - 2	59 Annual Report Pg 68
GRI 205: Anti-corruption 2016		UNGC10				
Disclosure 205-1	Operations assessed for risk related to corruption	UNGC10	SDG 16		ESRS G1 - 3	49-50
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	UNGC10	SDG 16		ESRS G1 - 3	49-50
Disclosure 205-3	Confirmed incidents of corruption and actions taken	UNGC10	SDG 16		ESRS G1 - 4	49-50 Annual Report Pg 48
GRI 206: Anti-competitive Behavior 2016						

GRI Standard	Disclosure	UNGC	SDG	SASB	ESRS	Reference (page no.)
Disclosure 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		SDG 16			49-50 Annual Report Pg 48
GRI 207: Tax 2019						
Disclosure 207-1	Approach to tax		SDG 1, SDG 10, SDG 17			14, 47
Disclosure 207-2	Tax governance, control, and risk management					14, 47
Disclosure 207-3	Stakeholder engagement and management of concerns related to tax					14
Disclosure 207-4	Country-by-country reporting					14
ENVIRONMENTAL PERFORMORANCE						
GRI 301: Materials 2016						
Disclosure 301-1	Materials used by weight or volume		SDG 8, SDG 12	SASB RR-PP-430a	ESRS E5 - 4	60
Disclosure 301-2	Recycled input materials used					60
Disclosure 301-3	Reclaimed products and their packaging material					79-80
GRI 302: Energy 2016		UNGC7, UNGC8, UNGC9	SDG 7, SDG 8, SDG 12, SDG 13	SASB RR-PP-130a.1	ESRS 1 - 5	
Disclosure 302-1 	Energy consumption within the organization	UNGC7, UNGC8, UNGC9				65-67
Disclosure 302-2	Energy consumption outside of the organization	UNGC7, UNGC8, UNGC9				65-67
Disclosure 302-3	Energy intensity	UNGC7, UNGC8, UNGC9				65-67

GRI Standard	Disclosure	UNGC	SDG	SASB	ESRS	Reference (page no.)
Disclosure 302-4	Reduction of energy consumption	UNGC7, UNGC8, UNGC9	SDG 7, SDG 13	SASB RR-PP-130a.1		65-67
Disclosure 302-5	Reductions in energy requirements of products and services	UNGC7, UNGC8, UNGC9				65-69
GRI 303: Water and Effluents 2018		UNGC7, UNGC8, UNGC9				
Disclosure 303-1	Interactions with water as a shared resource	UNGC7, UNGC8, UNGC9	SDG 3, SDG 6, SDG 12, SDG 14	SASB RR-PP-140a.1, SASB RR-PP-140a.2	ESRS 2, ESRS E3 -2 ,3,4 ESRS E2 - 3	76-77
Disclosure 303-2	Management of water discharge-related impacts	UNGC7, UNGC8, UNGC9				76-77
Disclosure 303-3	Water withdrawal	UNGC7, UNGC8, UNGC9				76-77
Disclosure 303-4	Water discharge	UNGC7, UNGC8, UNGC9				76-77
Disclosure 303-5 	Water consumption	UNGC7, UNGC8, UNGC9				76-77
GRI 304: Biodiversity 2016						
Disclosure 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		SDG 6, SDG 14, SDG 15		ESRS E4, E5	82
Disclosure 304-2	Significant impacts of activities, products, and services on biodiversity				ESRS E4 - 5	82
Disclosure 304-3	Habitats protected or restored				ESRS E4 - 3, 4	82
Disclosure 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations				ESRS E4 -5	Not reported
GRI 305: Emissions 2016		UNGC8, UNGC9	SDG 7, SDG 13			
Disclosure 305-1 	Direct (Scope 1) GHG Emissions	UNGC7, UNGC8, UNGC9		SASB RR-PP-110a.1	ESRS 1 - 4,6	66-67

GRI Standard	Disclosure	UNGC	SDG	SASB	ESRS	Reference (page no.)
Disclosure 305-2 	Energy indirect (Scope 2) GHG emissions	UNGC7, UNGC8, UNGC9			ESRS 1 – 4,6	66-67
Disclosure 305-3 	Other indirect (Scope 3) GHG emissions	UNGC7, UNGC8, UNGC9				66-67
Disclosure 305-4	GHG emissions intensity	UNGC7, UNGC8, UNGC9				66-67
Disclosure 305-5	Reduction of GHG emissions	UNGC7, UNGC8, UNGC9	SDG 3 SDG 7, SDG 12, SDG 13, SDG 14, SDG 15	SASB RR-PP-110a.2	ESRS 1 – 3,4,6,7	66-69
Disclosure 305-6	Emissions of ozone-depleting substances (ODS)	UNGC7, UNGC8, UNGC9				70
Disclosure 305-7 	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	UNGC7, UNGC8, UNGC9		SASB RR-PP-120a.1	ESRS E2 -4	70
GRI 306: Waste 2020		UNGC8				
Disclosure 306-1	Waste-generation and significant waste-related impacts	UNGC8				78-81
Disclosure 306-2	Management of significant waste-related impacts	UNGC8	SDG 3, SDG 6, SDG 8, SDG 9, SDG 11, SDG 12, SDG 15	SASB CG-AA-130a.1	ESRS 2 – 48, ESRS 5 – 2,4,5	78-81
Disclosure 306-3 	Waste generated	UNGC8				78-81
Disclosure 306-4	Waste diverted from disposal	UNGC8				78-81
Disclosure 306-5 	Waste directed to disposal	UNGC8				78-81
GRI 308: Supplier Environmental Assessment 2016		UNGC7				
Disclosure 308-1	New suppliers that were screened using environmental criteria	UNGC7		SASB CG-AA-430a.1, SASB CG-AA-430a.2	ESRS G1 –2	58-60
Disclosure 308-2	Negative environmental impacts in the supply chain and actions taken	UNGC7			ESRS 2 – 48, ESRS G1 –2	58-60
SOCIAL PERMORMANCE						

GRI Standard	Disclosure	UNGC	SDG	SASB	ESRS	Reference (page no.)
GRI 401: Employment 2016						
Disclosure 401-1 	New employee hires and employee turnover	UNGC6	SDG 5, SDG 8, SDG 10		ESRS S1- 6	85
Disclosure 401-2 	Benefits provided to full-time employee	UNGC6	SDG 3, SDG 5, SDG 8		ESRS S1 - 11	85-87
Disclosure 401-3	Parental leave	UNGC6	SDG 5, SDG 8		ESRS S1-15	87
GRI 402: Labor/ Management Relations 2016						
Disclosure 402-1	Minimum notice periods regarding operational changes		SDG 3, SDG 8			87
GRI 403: Occupational Health and Safety 2018			SDG 3, SDG 8			
Disclosure 403-1	Occupational health and safety management system	UNGC1	SDG 3, SDG 8		ESRS S1 - 1	101-104 Annual Report Pg 54-56
Disclosure 403-2	Hazard identification, risk assessment, and incident investigation	UNGC1	SDG 3, SDG 8		ESRS S1 - 3	101-104 Annual Report Pg 54-56
Disclosure 403-3	Occupational health services	UNGC1	SDG 3, SDG 8		ESRS S1- 1	101-104 Annual Report Pg 54-56
Disclosure 403-4	Worker participation, consultation, and communication on occupational health and safety	UNGC1	SDG 3, SDG 8, SDG 16			101-104 Annual Report Pg 54-56
Disclosure 403-5 	Worker training on occupational health and safety	UNGC1	SDG 3, SDG 8			101-104 Annual Report Pg 53
Disclosure 403-6	Promotion of worker health	UNGC1	SDG 3, SDG 8			101-104 Annual Report Pg 54-56
Disclosure 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	UNGC1	SDG 3, SDG 8		ESRS S2 - 4	101-104 Annual Report Pg 54-56

GRI Standard	Disclosure	UNGC	SDG	SASB	ESRS	Reference (page no.)
Disclosure 403-8	Workers covered by an occupational health and safety management system	UNGC1	SDG 3, SDG 8		ESRS S1- 14	101-104 Annual Report Pg 54-56
Disclosure 403-9 	Work-related injuries	UNGC1	SDG 3, SDG 8, SDG 16		ESRS S1 – 4,14	101-104 Annual Report Pg 54-56
Disclosure 403-10	Work-related ill health	UNGC1	SDG 3, SDG 8, SDG 16		ESRS S1 – 4,10	101-104 Annual Report Pg 54-56
GRI 404: Training and Education 2016		UNGC1	SDG 4, SDG 8			
Disclosure 404-1	Average hours of training per year per employee	UNGC6	SDG 4, SDG 5, SDG 8, SDG 10		ESRS S1 - 13	95-97
Disclosure 404-2	Programs for upgrading employee skills and transition assistance programs	UNGC6	SDG 4, SDG 8		ESRS S1 - 1 ESRS S1 - 13	42, 49, 50, 54, 95-97
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews	UNGC6	SDG 4, SDG 5, SDG 8, SDG 10			93
GRI 405: Diversity and Equal Opportunity 2016			SDG 5, SDG 8, SDG 10			
Disclosure 405-1 	Diversity of governance bodies and employees	UNGC1, UNGC6	SDG 5, SDG 8, SDG 10		ESRS 2 – 21 ESRS S1 – 6,9,12	
Disclosure 405-2	Ratio of basic salary and remuneration of women to men	UNGC1, UNGC6	SDG 5, SDG 8, SDG 10		ESRS S1- 16	37, 88-90
GRI 406: Non-discrimination 2016		UNGC2, UNGC6	SDG 5, SDG 8, SDG 10			89
Disclosure 406-1	Incidents of discrimination and corrective actions taken	UNGC2, UNGC6	SDG 5, SDG 8, SDG 10		ESRS S1- 17	
GRI 407: Freedom of Association and Collective Bargaining 2016		UNGC3				89-91

GRI Standard	Disclosure	UNGC	SDG	SASB	ESRS	Reference (page no.)
Disclosure 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining	UNGC3	SDG 8			89-90
GRI 408: Child Labor 2016		UNGC5				
Disclosure 408-1	Operations and suppliers at significant risk for incidents of child labor	UNGC5	SDG 5, SDG 8, SDG 16	SASB CG-AA-430b	ESRS S2 - 1	48, 58, 91
GRI 409: Forced or Compulsory Labor 2016		UNGC2, UNGC4	SDG 5, SDG 8, SDG 10			
Disclosure 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	UNGC2, UNGC4	SDG 5, SDG 8, SDG 10	SASB CG-AA-430b	ESRS S2 - 1	58, 91
GRI 410: Security Practices 2016						
Disclosure 410-1	Security personnel trained in human rights policies or procedures 100% including 3rd party service providers		SDG 16			91
GRI 411: Rights of Indigenous Peoples 2016		UNGC1				
Disclosure 411-1	Incidents of violations involving rights of indigenous people	UNGC1			ESRS S3 - 1,4	91
GRI 413: Local Communities 2016		UNGC8	SDG 1, SDG 2, SDG 3, SDG 4, SDG 17			
Disclosure 413-1	Operations with local community engagement, impact assessments, and development programs	UNGC8	SDG 1, SDG 2, SDG 3, SDG 4, SDG 17		ESRS S3-4	105-107
Disclosure 413-2	Operations with significant actual and potential negative impacts on local communities	UNGC8	SDG 1, SDG 2, SDG 3, SDG 4, SDG 17		ESRS 2 - 48	105-107

GRI Standard	Disclosure	UNGC	SDG	SASB	ESRS	Reference (page no.)
GRI 414: Supplier Social Assessment 2016						
Disclosure 414-1	New suppliers that were screened using social criteria		SDG 5, SDG 8, SDG 16	SASB CG-AA-430b.1, SASB CG-AA-430b.2, SASB CG-AA-430b.3		58-60
Disclosure 414-2	Negative social impacts in the supply chain and actions taken		SDG 5, SDG 8, SDG 16	SASB CG-AA-430b	ESRS 2 - 48	58-60
GRI 415: Public Policy 2016						
Disclosure 415-1	Political contributions		SDG 16		ESRS G1 - 5	56
GRI 416: Customer Health and Safety 2016						
Disclosure 416-1	Assessment of health and safety impacts of product and service categories			SASB CG-AA-250a.1 SASB CG-AA-250a.2		50
Disclosure 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		SDG 16		ESRS S4 - 4	50
GRI 417: Marketing and Labeling 2016						
Disclosure 417-1	Requirements for product and service information and labeling		SDG 12			50
Disclosure 417-2	Incidents of non-compliance concerning product and service information and labeling		SDG 16		ESRS S4 - 4	50
Disclosure 417-3	Incidents of non-compliance concerning marketing communications		SDG 16		ESRS S4 - 4	50
GRI 418: Customer Privacy 2016						
Disclosure 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		SDG 16		ESRS S4 - 3,4	54

Gratitude & Acknowledgements



Trident Limited's ESG report reflects a steadfast commitment to environmental sustainability, social responsibility, and corporate governance. As Trident continues to integrate ESG principles into its operations, stakeholders can be assured of a resilient and responsible business model. This report stands as a testament to Trident Limited's dedication to long-term value creation and positive impact, aligning with the evolving expectations of a socially & environmentally conscious world.