

## ANNEXURE-VIII

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE FINANCIAL YEAR 2023-24

### Section A: General Disclosure

#### I. Company details:

1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L22121TN1979PLC007799
2.	<b>Name of the Listed Entity</b>	TAMIL NADU NEWSPRINT & PAPERS LIMITED
3.	<b>Year of incorporation</b>	16 <sup>th</sup> April 1979
4.	<b>Registered office address</b>	67, Mount Road, Guindy, Chennai, TN, 600032, India
5.	<b>Corporate office address</b>	67, Mount Road, Guindy, Chennai, TN, 600032, India
6.	<b>E-mail id</b>	investor_grievances@tnpl.co.in
7.	<b>Telephone No.</b>	044-22354417
8.	<b>Website Address</b>	www.tnpl.com
9.	<b>Financial year for which reporting is being done</b>	01 <sup>st</sup> April, 2023 to 31 <sup>st</sup> March, 2024
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	National Stock Exchange (NSE) & BSE Limited
11.	<b>Paid-up Share Capital</b>	Rs. 69,21,06,000/-
12.	<b>Name and contact details (telephone No, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Tmt. Anuradha Ponraj, Company Secretary and Compliance Officer, anuradha.p@tnpl.co.in, 044-22354417
13.	<b>Reporting boundary - Are the disclosures under this report made on a standalone basis or on a consolidated basis</b>	Standalone
14.	<b>Name of assurance provider</b>	Not Applicable
15.	<b>Type of assurance obtained</b>	Not Applicable

#### II. Product and Services

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

S No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Writing and Printing Paper	The company's main operations include the manufacturing and sales of Writing and Printing Paper.	72%
2.	Manufacturing of Packaging Board	The company specializes in the production and sales of Packaging Board	26%
3.	Manufacturing of Cement	Production and sales of Cement.	2%

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

S No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Writing and Printing Paper	2012	72%
2.	Packaging Board	2015	26%
3.	Cement	26941	2%

**III. Operations**

18.	<b>Number of locations where plants and/or operations/offices of the entity are situated</b>	Location	Number of plants	Number of offices	Total
		National	3	8	11
		International	Nil	Nil	Nil
19.	<b>Markets served by the entity:</b>				
	<b>a. Number of locations</b>	Locations	Number		
		National (No. of States)	20 States & 4 Union Territories		
		International (No. of Countries)	60 Countries		
	<b>b. What is the contribution of exports as a percentage of the total turnover of the entity?</b>	13%			
<b>c. A brief on types of customers</b>	<p>The company's product offerings include paper, paperboard and cement, catering to both domestic and international markets. Its customer base is diverse, encompassing dealers, government entities, government undertakings, educational institutions and direct customers. These products have wide-ranging applications, serving areas such as printing and writing paper, packaging boards and construction-grade cement.</p> <p>In the realm of paper and board, the company's key customers come from various sectors like publishing, education and manufacturing and its end products are used in food, Textile, Pharmaceuticals industries. On the other hand, cement customers comprise of construction contractors, builders, traders and the public, showcasing the company's extensive market reach across diverse industries.</p>				

**VI. Employees**
**20. Details as at the end of the Financial Year -2023-2024:**
**A Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B / A)	No. (C)	%(C / A)
EMPLOYEES						
1.	Permanent (D)	853	773	91%	80	9%
2.	Other than Permanent (E)	2	2	100%	-	-
3.	Total employees (D + E)	855	775	91%	80	9%

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
WORKERS						
1.	Permanent (F)	2075	2000	96%	75	4%
2.	Other than Permanent (G)	6083	5134	84%	949	16%
3.	Total workers (F + G)	8158	7134	87%	1024	13%

**B Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	2	2	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	2	2	100%	-	-
DIFFERENTLY ABLED WORKERS						
1.	Permanent (F)	12	12	100%	-	-
2.	Other than Permanent (G)	7	6	86%	1	14%
3.	Total workers (F + G)	19	18	95%	1	5%

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	13	1	7.6%
Key Management Personnel	2	2	100%

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

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	-	-	-	2.63%	0.21%	2.84%	4.64%	-	4.64%
Permanent Workers	-	0.34%	0.34%	2.00%	0.09%	2.09%	2.94%	-	2.94%

**V. Holding, subsidiary and associate companies (including joint ventures)**

**23. Names of holding/subsidiary / associate companies / joint ventures - NIL**

**VI. CSR Details**

**24. CSR details**

A.	Whether CSR is applicable as per Section 135 of the Companies Act, 2013:	Yes
B.	Turnover FY 2023-24	Rs 4,692.82 Crores
C.	Net worth as on 31 <sup>st</sup> March, 2024	Rs 2,089.72 Crores

TNPL, is committed to community welfare, guided by the Companies Act, 2013 and Companies (Corporate Social Responsibility Policy) Rules, 2014. Their comprehensive CSR Policy aims for sustainable development and ethical practices through community engagement. This commitment is further exemplified by the establishment of TNPL Arakkodai Trust in 2007, which facilitates holistic development in neighbouring areas, focusing on citizen well-being and social progress. The impact spans sectors such as Education and Sports, Healthcare, Quality of Life, Environmental Development and Culture and Heritage. This involves initiatives ranging from education enhancement and healthcare support to environmental conservation and cultural development, aligned with stakeholder consultations.

TNPL annually develops a CSR Rolling Perspective to ensure impactful utilization of their CSR Budget, amounting to atleast 2% of the average profit from the preceding 3 years. The company's CSR group oversees implementation, reporting, social audits, progress monitoring and ensuring the policy's positive impact on the community.

**VII. Transparency and disclosure compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	Yes, <a href="https://www.tnpl.com/grievance-redressal/">https://www.tnpl.com/grievance-redressal/</a>	NIL	-	-	2	Nil	-
Investors		NIL	-	-	Nil	Nil	-
Shareholders		NIL	-	-	6	Nil	-
Employees and workers		1009	71	-	3	Nil	-
Customers		184	-	-	27	Nil	-
Value Chain Partners		NIL	-	-	Nil	Nil	-

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

S No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Financial implications of the risk or opportunity
1.	Printing and writing paper segment which is the prime grade among company's products, is expected to be negatively impacted in the near future	Opportunity & Risk	<p><b>Risk:</b> Will affect the margins of the business that the Company operates.</p> <p><b>Opportunity:</b> (i) Provides opportunity to diversify into other product range to cater to different segments of markets.</p>	Adverse since margins of alternate grades are likely to be lower when compared with printing and writing segment.

S No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Financial implications of the risk or opportunity
			(ii) To take advantage of restrictions on single use plastic materials, by developing alternatives. The Company has been making necessary investments to diversify its product range and has also been strengthening its marketing network, as well as the supply chain	
2.	Failure of Monsoon and absence of water flow in the River from where the Company draws its water requirements	Risk	<b>Risk:</b> Since water shortage will directly disrupt the pulp and paper production. The Company is taking various initiatives to curtail quantum of fresh water used in the process	Since the company is taking initiative to curtail usage of fresh water, there may not be any adverse financial implication
3.	Wood availability	Risk	<b>Risk:</b> Since wood pulp constitutes the major portion in the pulp furnish of the paper manufacturing in the Company. The Company has well defined tree farming strategy to enable marginal land owners in nearby districts to grow trees in about 22982 acres annually. This enables Company to be wood positive. This risk is further addressed through a 4 pronged strategy : <ul style="list-style-type: none"> <li>- Adding Newer species of wood to its raw material base</li> <li>- Enhancing the sourcing of wood from regions outside Tamil Nadu</li> <li>- Direct connect with Farmers through Contract Farming initiatives</li> <li>- Enhancing usage of bagasse &amp; deinked pulp to reduce dependency on wood pulp.</li> </ul>	Negative since shortage of wood will result in company resorting to use of costlier sourced pulp.

S No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Financial implications of the risk or opportunity
4.	Dependency on Imported Coal	Opportunity & Risk	<p><b>Risk:</b> Since this results in increase in energy cost.</p> <p><b>Opportunity:</b> Since this opens up avenues to move towards non-fossil fuel based energy sources.</p> <p>The company has continuously taken steps to reduce its dependency on Coal. The company is taking adequate measure to address this issue through renewable energy sources and bio-fuels. Further steps are being taken to increase the share by augmenting in-house pulp production</p>	Neutral since the company's dependency on Coal has come down.
5.	Monsoon failures affecting the Sugar Industry thereby restricting the supply of Bagasse	Risk	<p><b>Risk:</b> Since Bagasse is a key input material for the company. The Company has its own Captive source with Bagasse sourced from Associate Company. The Bagasse production by the Associate Company is more than the material required by TNPL.</p>	Neutral since bagasse represents only some portion of the pulp mix in the operations.

**Section B: Management and process disclosures**

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1.	<b>a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	<b>c. Web Link of the Policies, if available</b>	All the policies are available at <a href="http://www.tnpl.com">http://www.tnpl.com</a>								
2.	<b>Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	<b>Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Policies are extended to value chain partners to the extent required.								

**4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**

TNPL has obtained certifications for its Integrated Management Systems, encompassing Quality (ISO 9001:2015), Information & Communication Technology (ISO 27001:2013, ISO 27701:2019) Environment (ISO 14001:2015) and Energy Management (ISO 50001:2018). Additionally, the company has achieved compliance with the new ISO 45001:2018 standard for Occupational Safety and Health Management, as well as ISO 22000:2018 certification for its Food Safety Management System. Moreover, TNPL has been awarded the Forest Stewardship Council (FSC) Chain of Custody (COC) and Forest Stewardship Council’s Forest Management (FSC-FM) Certification. The certification can be assessed in company website at <https://www.tnpl.com/about-us/>.

5.	<b>Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	The specified SEC goal for TNPL in PAT Cycle VII stands at 0.5010 MTOE/MT of paper, aiming for the target to be achieved by the year 2024-25
6.	<b>Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.</b>	PAT - VII Cycle: Commenced in the year 2022-23 and covering the FY 2022-23, 2023-24 and 2024-25. The baseline Specific Energy Consumption (SEC) for TNPL is set at 0.5174 TOE/MT of paper. The Target SEC for TNPL is 0.5010 TOE/MT of paper. The target will be assessed in the year 2024-25

<b>Governance, Leadership and Oversight</b>	
7.	<b>Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements.</b>

Over the past five decade, the importance of sustainability has grown significantly due to the increasing global population and higher per capita resource consumption on our planet. This has led to the emergence of sustainability science as a field that bridges different disciplines. Inclusive and sustainable

development has become a top priority for nations and industries alike. TNPL stands out as an excellent example of an organization that efficiently uses natural resources, maintains environmental cleanliness, uses non-traditional raw materials and energy sources and even uses waste from paper processes, lime sludge for cement production. TNPL’s dedication to sustainability positions them as a leader in guiding industries toward a more sustainable future.

TNPL is dedicated to efficient resource utilization and renewable energy generation through a circular economy model. The company is investing in Research and Development to enhance operational efficiency and minimize environmental impact. This development will yield cost savings in resource utilization while boosting overall operational effectiveness.

Acknowledging that proper engagements of employees are crucial for sustained success, TNPL encourages collaboration to enhance well-being and satisfaction. The company offers diverse training opportunities to motivate employees at all levels, fostering a culture prioritizing health, safety, collaboration, inclusivity, continuous learning, and personal growth. TNPL recognizes its responsibility to uplift surrounding communities, investing in education, infrastructure, health facilities, and youth livelihoods.

Ongoing involvement and partnership with our stakeholders are crucial for company’s advancement and fulfilling its goal of safeguarding people and the environment. To establish a solid basis for ESG strategy, the company engaged with stakeholders to grasp significant matters for the Company and are actively dealing with them.

Also, we aim to make this report more comprehensive in the coming years by adding more parameters.

8.	<b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies)</b>	Dr M Sai Kumar, I.A.S., (Chairman and Managing Director) E-mail ID : cmdoffice@tnpl.co.in Telephone number: +91 44 2773516 DIN: 03605028
9.	<b>Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details</b>	Yes, The Chairman and Managing Director is the decision-making authority on sustainability related issues.



**10 . Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) –Whether each policy is reviewed, if reviewed, the frequency of review for each of the policy (Annually/Half yearly/ quarterly/ Any other – please specify)**

Subject for Review	Indicate whether review was undertaken by directors/ committee of the board/ any other committee									Frequency (annually/ half yearly/ quarterly/ any other-please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Performance against above policies and follow up actions.</b>	As a practice, the company's senior management assesses policy effectiveness when required, making necessary modifications, and putting them into action.									Annually								
<b>Compliance with statutory requirements of relevance to the principles and rectification of any non-compliance.</b>	The Company is in compliance with the existing regulations as applicable and a statutory compliance certificate is submitted to the Board of Directors annually.																	

**11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**

The Company conducts periodical reviews with the Senior Management and committees of the Board. Further both the Statutory Auditor and External Internal Auditor review the implementation of the policies from time to time. No dedicated Business Responsibility Audit has been conducted during the year.

**12. If not, all Principles are covered by a policy, reasons to be stated:**

Not Applicable

**Section C: Principle-wise performance disclosure**

**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.**

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
<b>Board of Director</b>	6	The programmes comprised of: <ul style="list-style-type: none"> <li>• Analysis of annual Budget &amp; CAPEX</li> <li>• Export &amp; domestic business</li> <li>• Industry updates and development</li> <li>• Business initiatives and plans/projects</li> <li>• Products launched/market standing</li> <li>• Segment-wise performance</li> <li>• CSR activities undertaken</li> <li>• Industry 4.0</li> </ul> Programmes covered Principles 2, 3, 6 & 8.	100%
<b>Key Managerial Personnel</b>	6		100%
<b>Employees other than BoD and KMPs</b>	157	The training covered upskilling and reskilling of employees on the following: <ul style="list-style-type: none"> <li>• ESG aspects</li> <li>• Occupational Health and Safety</li> <li>• Prevention of Sexual Harassment</li> <li>• Human Rights</li> <li>• Consumer Safety</li> <li>• Cyber Security</li> <li>• Regulatory compliance</li> <li>• Code of Conduct</li> <li>• Leadership &amp; Soft skills</li> <li>• Specific to department/business function</li> </ul> Training covered Principles 1, 2, 3, 5, 6 & 9.	71%
<b>Workers</b>	205	Training programmes covered: <ul style="list-style-type: none"> <li>• Health and Safety Training</li> <li>• Code of Conduct</li> <li>• Prevention of Sexual Harassment</li> <li>• System and technical training</li> <li>• Behavioural &amp; Managerial training</li> </ul> Training covered Principles 1, 2, 3, 5 & 6.	59%

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

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

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

Not Applicable

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

Yes, TNPL has established a comprehensive 'Code of Conduct' to ensure ethics, transparency, and accountability in all aspects of its operations. Annually, Directors and Senior Management reaffirm their commitment to this Code of conduct. The ethical culture, nurtured by the leadership, extends throughout the entire organization. A robust vigil mechanism, supported by policies and codes of conduct, ensures transparency and integrity. The Whistle Blower Policy showcases the company's dedication to combating corruption, ensuring transparency, and protecting whistleblowers' anonymity. A vigilance administration enhances managerial effectiveness, meticulously reviewing received complaints under the supervision of competent authorities or the Chairman of the Audit Committee.

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

	FY 2023-24	FY 2022-23
Directors	There have been no instances/cases involving disciplinary action taken by any law enforcement agency in charge of bribery/corruption against Directors/KMP/employees / workers.	There have been no instances/cases involving disciplinary action taken by any law enforcement agency in charge of bribery/corruption against Directors/KMP/employees / workers.
KMPs		
Employees		
Workers		

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

Details of complaints with regard to conflict of interest	FY 2023-24	
	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		

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

No fines/penalties/actions are taken against the company or its employees by any regulators on corruption and conflict of interest.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	132	145

**9. Open-ness of business**

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

Parameter	Metrics	FY 2023-24	FY 2022-23
<b>Concentration of Purchases</b>	a. Purchases from trading houses as % of total purchases	NIL	NIL
	b. Number of trading houses where purchases are made from	NIL	NIL
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NIL	NIL
<b>Concentration of Sales</b>	a. Sales to dealers/distributors as % of total sales	60%	66%
	b. Number of dealers/distributors to whom sales are made	158	159
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	37%	39%
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	NIL	NIL
	b. Sales (Sales to related parties / Total Sales)	NIL	NIL
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made)	NIL	NIL

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

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

Particulars	FY 2023-24	FY 2022-23
R&D	0.06%	0.08%
Capex	-	3.81%

- 2. Sustainable sourcing:**

<b>a) Does the entity have procedures in place for sustainable sourcing? (Yes/No)</b>	<p>Yes, "Sustainable Sourcing" lies at the heart of TNPL's environmental commitment. Launched in 2004, TNPL's Plantation initiative is grounded in the pursuit of self-sufficiency in pulpwood. Over 19 years, this endeavour has spread across an extensive 2,56,756-acre area, aiming to source economically viable, socially acceptable, and environmentally compatible pulpwood. This initiative encompasses several key objectives. It seeks to establish renewable plantations by transforming barren and degraded lands into thriving ecosystems, extending tree cover beyond natural forests.</p> <p>TNPL's responsible sourcing extends beyond paper production, with pulpwood procurement, mechanized harvesting, and aid for cyclone-affected farmers showcasing the company's commitment to ethical and eco-conscious practices. The positive ecological impact of the plantation includes nurturing biodiversity and contributing to reforestation and water balance. With sustainable sourcing deeply ingrained, TNPL's Plantation Program stands as a symbol of holistic, environmentally sensitive practices in the paper industry.</p> <p>Additionally, TNPL's main site demonstrates unwavering dedication to efficiency and sustainability, with 100% utilization of lime sludge and dry fly ash, as well as innovative approaches in the Soda Recovery Plant that maximize resource utilization. These practices exemplify TNPL's commitment to environmentally conscious operations.</p>
<b>b) If yes, what percentage of inputs were sourced sustainably? (By Quantity)</b>	<p>The company sourced inputs sustainably, with 100% coming from bagasse and 88% from pulpwood.</p>

- 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life:**

<b>(a) Plastics (including packaging)</b>	<p>The plastic used for packaging TNPL's products, viz., Printing and Writing Paper, Paper Boards and Cement are safely disposed at the end of life. TNPL comply the extended producer responsibility of plastic packing waste as per Plastic Waste Management Rule 2022 through third party contractor.</p>
<b>(b) E-waste</b>	<p>As per E-Waste Management Rule, TNPL falls under Bulk consumer. TNPL ensures disposal of E-waste to authorised recycler.</p>

<p><b>(c) Hazardous waste</b></p>	<p>TNPL is the first and only paper mill in the country to have set up a cement plant within the factory premises to produce Cement from Paper Mill wastes such as lime sludge-109740 MT, Lime Grit-4313.7 MT and fly ash-36939 MT into high grade cement as part of its solid waste management system. During the financial year 2023-2024, The Company has manufactured 2,00,154 MT of cement.</p> <p>Generated Lime sludge and lime grits wastes are safely reused as raw material in Lime kiln &amp; TNPL LSFM respectively.</p>
<p><b>(d) Other waste</b></p>	<p>The organic waste generated from the process of pulp mill is effectively utilized as a fuel to generate wealth from waste. The company has utilized 153309 MT of internally generated organic waste such as bagasse pith, wood dust, and pulpwood bark etc., and utilized the same in the Power Boilers, which has resulted in the conservation of 50,251 MT of imported coal for Financial Year 2023-2024.</p> <p>The Unit - I has generated 378592 MT of Black liquor solid from hard wood pulp and chemical bagasse pulp plant during the Financial Year 2023-24 and fired the same in chemical recovery boiler to produce power and high-pressure steam. This has further reduced the consumption of 2,18,959 MT of imported coal for the Financial Year 2023-2024.</p> <p>The state of art Bio-methanation plant in Unit I has generated 83,05,983 cu.m which has resulted in reduction of 4464.2 KL of furnace oil consumption in lime kiln and 707 MT of imported coal in Power Boiler for Financial Year 2023-2024.</p>

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

Yes, the Company's waste collection strategy is in alignment with the Extended Producer Responsibility (EPR) action plan set forth by the Central Pollution Control Board (CPCB), underscoring its commitment to EPR within its operational framework. EPR pertains to TNPL due to its utilization of various types of plastic, including flexible and multilayered plastic, for packaging its products like Printing and Writing Paper, Paper Boards, and Cement. To address this, TNPL has undertaken several activities in line with EPR requirements.

The Extended Producer Responsibility is applicable for TNPL based on the various types of plastic, viz., flexible plastic & multilayered plastic used for packaging its products, viz., Printing and Writing Paper, Paper Boards and Cement. Towards the submission of EPR plan, the following activities have been carried out.

1. TNPL issued work order to the service providers M/s. GEM ENVIRO MANAGEMENT PVT LTD; they would act as bridge between TNPL and plastic waste recyclers of the respective states where TNPL is selling its product towards fulfilling the Extended Producer's responsibility by TNPL under the category of Brand owners.
2. TNPL obtained EPR certificate from Central Pollution Control Board (CPCB) through online on 09<sup>th</sup> March, 2022 under BRAND OWNER category in line with Plastic Waste Management Rule 2022.
3. CPCB has fixed TNPL's EPR target for the Financial Year 2023-24 was 1511 MT/Annum, quantity of multilayered plastic and Flexible plastic that would be introduced in various states of India as packing material along with the products, viz., Printing and Writing Paper, Paper Boards and Cement was estimated based on the prevailing records.
4. Online EPR credit transfer from Plastic waste processor to TNPL wallet is in process. After completion of EPR credit transfer, annual report will be submitted to CPCB in Financial Year 2023-24.

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

**1. A). Details of measures for the well-being of employees:**

<b>% of employees covered by</b>											
		<b>Health insurance</b>		<b>Accident insurance</b>		<b>Maternity benefits</b>		<b>Paternity Benefits</b>		<b>Day Care facilities</b>	
<b>Category</b>	<b>Total (A)</b>	<b>Number (B)</b>	<b>% (B/A)</b>	<b>Number (C)</b>	<b>% (C/A)</b>	<b>Number (D)</b>	<b>% (D/A)</b>	<b>Number (E)</b>	<b>% (E/A)</b>	<b>Number (F)</b>	<b>% (F/A)</b>
<b>Permanent employees</b>											
Male	773	773	100%	773	100%	NA	NA -	-	-	-	-
Female	80	80	100%	80	100%	17	21%	-	-	-	-
Total	853	853	100%	853	100%	17	2%	-	-	-	-
<b>Other than Permanent employees</b>											
Male	2	2	100%	2	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	2	2	100%	2	100%	-	-	-	-	-	-

**B). Details of measures for the well-being of workers:**

<b>% of workers covered by</b>											
		<b>Health insurance</b>		<b>Accident insurance</b>		<b>Maternity benefits</b>		<b>Paternity Benefits</b>		<b>Day Care facilities</b>	
<b>Category</b>	<b>Total (A)</b>	<b>Number (B)</b>	<b>% (B/A)</b>	<b>Number (C)</b>	<b>% (C/A)</b>	<b>Number (D)</b>	<b>% (D/A)</b>	<b>Number (E)</b>	<b>% (E/A)</b>	<b>Number (F)</b>	<b>% (F/A)</b>
<b>Permanent workers</b>											
Male	2000	1998	100%	1998	100%	NA	NA	-	-	-	-
Female	75	75	100%	75	100%	2	0.76%	-	-	-	-
Total	2075	2073	100%	2073	100%	2	0.76%	-	-	-	-
<b>Other than Permanent workers</b>											
Male	5134	5134	100%	5134	100%	NA	NA	-	-	-	-
Female	949	949	100%	949	100%	267	100%	-	-	-	-
Total	6083	6083	100%	6083	100%	267	100%	-	-	-	-

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

<b>Particulars</b>	<b>FY 2023 - 24</b>	<b>FY 2022-23</b>
Cost incurred on well- being measures as a % of total revenue of the company	0.10%	0.14%

**2. Details of retirement benefits, for Current/Previous Financial Year:**

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	-	2%	Yes	-	3%	Yes
Other ^^	90%	83%	Yes	86%	75%	Yes

^^Related to the exclusive Superannuation Program that the company offers to its employees.

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

Yes, TNPL is committed to creating a more inclusive and convenient workplace for its entire staff. The company ensures that its facilities are accessible to differently abled employees, and the management consistently strives to enhance infrastructure to remove accessibility barriers. Given the nature of TNPL as a continuous process industry with year-round operations involving heavy machinery and hazardous chemicals, ensuring safety for everyone is a priority. As a result, the factory has not inducted such persons with disability in core functional areas. However, persons working in the non-operational areas are being sufficiently provided with such required facilities.

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

Yes, the company provides equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 which is imbedded in HR policy.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

Yes, whenever, any grievances are raised, the same will be represented to the Management by the respective Registered / Recognised Trade Unions and it will be resolved at once. This apart, Occupier of the plant is conducting a weekly meeting with employees called "Evening with ED" to redress grievances of the employees. We are also having a "Grievance Redressal Committee" to address timely disposal of the grievances of the employees.



Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	As mentioned above
Other than Permanent Worker	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	853	0	0%	862	0	0%
Male	773	0	0%	788	0	0%
Female	80	0	0%	74	0	0%
Total Permanent Workers	2075	2075	100%	1541	1541	100%
Male	2000	2000	100%	1467	1467	100%
Female	75	75	100%	74	74	100%

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

Category	FY 2023-24					FY 2022-23				
	On Health and safety measures			On Skill upgradation		On Health and safety measures			On Skill upgradation	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees – Permanent</b>										
Male	773	188	24%	573	74%	788	516	65%	557	71%
Female	80	27	34%	63	79%	74	50	67%	48	65%
Total	853	215	25%	636	75%	862	566	66%	605	70%
<b>Worker- Permanent</b>										
Male	2000	445	22%	1214	61%	1467	803	55%	558	38%
Female	75	23	31%	70	93%	74	45	61%	19	26%
Total	2075	468	53%	1284	62%	1541	848	55%	577	37%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees- Permanent</b>						
<b>Male</b>	773	773	100%	788	788	100%
<b>Female</b>	80	80	100%	74	74	100%
<b>Total</b>	853	853	100%	862	862	100%
<b>Worker- Permanent</b>						
<b>Male</b>	2000	2000	100%	1467	1467	100%
<b>Female</b>	75	75	100%	74	74	100%
<b>Total</b>	2075	2075	100%	1541	1541	100%

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

Yes, the entity has implemented an occupational health and safety management system that comprehensively covers all aspects of the manufacturing unit’s operations. This system aligns with the International Standards such as ISO45001:2018, ensuring a robust approach to occupational health and safety management. This implementation extends its coverage to a remarkable 100%, encompassing both employees and workers within the organization.

Additionally, in accordance with ISO 9001:2015 and ISO 14001:2015 standards, the Integrated Management System has been effectively established and maintained. This systematic approach is meticulously followed throughout our mill.

- Plant Safety Inspection
- Accident Reporting, investigation, and prevention
- Testing of equipment’s, buildings and tanks
- Contract worker permit system
- Testing and examination of lifting machines, wire ropes and lifting tackles.
- Safety training.

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

TNPL has implemented a suite of safety protocols to consistently identify potential workplace hazards and assess associated risks, spanning both routine and non-routine scenarios. These measures encompass the identification of hazards and comprehensive risk assessment, alongside effective risk management strategies. The company also emphasizes the planning and management of Occupational Health and Safety (OH&S) objectives. Additionally, TNPL employs a Hazard Identification and Risk Assessment (HIRA) process to further enhance its safety measures.

Moreover, TNPL fosters a culture of safety by encouraging the reporting of near misses, unsafe acts, and hazardous conditions to proactively prevent incidents. The enhancement of employee competency and behaviour through awareness training is a pivotal aspect. The EHS committee facilitates open communication, participation, and consultation to ensure comprehensive safety coverage. Continuous measurement, monitoring and review processes uphold the effectiveness of safety initiatives.

The establishment of robust fire detection, protection and management systems further reinforces the commitment to safety. The company also places strong emphasis on accident and incident investigation, reporting, learning and ensuring ongoing improvement in safety practices.

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

Yes, the company has established processes that empower workers to report work-related hazards and take steps to remove themselves from such risks. This includes the implementation of a Safety Committee, a reporting mechanism for Unsafe Acts and Unsafe Conditions, as well as a Near Miss Reporting system. The Safety Committee meetings are conducted regularly, every 3 months, where discussions encompass various safety topics such as fire safety, unsafe acts, violations, safety audit findings, and accidents. Suggestions for rectifying plant conditions are deliberated, and after thorough discussions, recommendations for corrective actions are proposed and documented. The responsibilities and actions for implementation are clearly recorded to ensure effective follow-through.

Additionally, the company has implemented a multi-faceted approach to hazard management and risk assessment. Through routine Safety Committee meetings, a streamlined process for reporting Unsafe Acts and Unsafe Conditions and a dedicated Near Miss Reporting system, the company ensures that workers have effective channels to communicate potential hazards. Furthermore, the company places strong emphasis on hazard identification and risk assessment (HIRA) through comprehensive training programs, including Job Safety Assessment (JSA) training for the operational team. This demonstrates the company's commitment to fostering a culture of safety and equipping workers with the tools and knowledge needed to mitigate risks effectively.

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

Yes, the employees and workers of TNPL have access to non-occupational medical and healthcare services. The company provides a 24/7 Occupational Health Centre and ensures the availability of first aid facilities for all employees, workers, and casual labourers.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
<b>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</b>	<b>Employees</b>	Nil	Nil
	<b>Workers</b>	0.34	0.258
<b>Total recordable work-related injuries</b>	<b>Employees</b>	Nil	Nil
	<b>Workers</b>	3	7
<b>No. of fatalities</b>	<b>Employees</b>	Nil	0
	<b>Workers</b>	Nil	1
<b>High consequence work-related injury or ill-health (excluding fatalities)</b>	<b>Employees</b>	Nil	Nil
	<b>Workers</b>	Nil	Nil

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

To ensure a safe and healthy work environment, TNPL has implemented comprehensive measures. These include the adoption of a clearly defined Occupational Health and Safety Policy and the provision of suitable Personal Protective Equipment (PPE) for all employees. Regular training programs are conducted to enhance safety awareness among employees, covering aspects such as hazardous chemical handling,

material handling, PPE usage, electrical safety, road safety, first aid and fire-fighting. Prominent display of caution boards, posters, slogans and safety guidelines contributes to promoting safety within the workplace.

The company organizes periodic medical checkups to identify occupational health hazards and has established a Safety Committee comprising representatives from both management and workers. These committees conduct regular meetings to discuss and implement safety improvements. In-depth investigations are conducted into accidents and incidents, leading to the implementation of preventive and corrective actions to prevent recurrence.

The safety protocols extend to safety audits, risk analysis and testing of equipment as per statutory requirements. The organization conducts mock drills to enhance emergency preparedness, installs smoke detectors with warning alarms at critical areas and ensures the presence of fire hydrant points throughout the premises. Fire extinguishers suitable for different fire types are strategically placed for quick response. Additionally, in coal mill fine coal storage bin, in case of CO level increase above the set point level the automatic carbon dioxide flooding system is available and operate automatically.

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

Number of Complaints on the following made by employees and workers:	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Working Conditions</b>	939	64	Most of the complaints were resolved satisfactorily, remaining comments are under process	335	0	All complaints were resolved satisfactorily
<b>Health &amp; Safety</b>	69	7	Most of the complaints were resolved satisfactorily, remaining comments are under process	78	4	Most of the complaints were resolved satisfactorily, remaining comments are under process.

**14. Assessments for the year:**

Assessments for the year:	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
<b>Health and safety practices</b>	100%
<b>Working Conditions</b>	100%

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

To address safety-related incidents and significant risk concerns, the company's Safety team collaborates closely with relevant departments to conduct thorough reviews of accidents and incidents. Through the analysis of gathered data and comprehensive risk assessments, they formulate and implement procedures designed to prevent future occurrences. Management-level meetings are regularly convened to evaluate adherence to safety regulations, assess unsafe practices and conditions, and ensure an unwavering commitment to safety. This commitment includes providing comprehensive on-the-job training to both employees and casual labourers, ensuring that safety remains a top priority.

As part of the response to these safety concerns, the following corrective actions have been taken:

1. Installation of a sprinkler system atop the coal crusher and screen building to rapidly suppress fires.
2. Establishment of a fall arrester system for the unloading of loose bagasse at the bagasse yard, significantly enhancing worker safety.
3. Integration of an N2 quenching system into the Transformer of the 110KV switch yard, effectively managing potential risks.

These proactive measures and continual safety initiatives underscore the company's dedicated approach to addressing safety incidents and mitigating concerns, fostering a secure and protected working environment for all employees.

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

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

TNPL has recognized its crucial stakeholders based on their impact on its operations. These stakeholders encompass employees, customers, suppliers, government entities, and the broader community. The selection is determined by the scope of activities and organizational requirements. Stakeholder engagements like meetings and workshops enable meaningful discussions on societal, environmental and regulatory concerns. These interactions enhance team capabilities, encourage collaborative actions and foster trust.

The approach to engagement is mindful of the fact that every stakeholder group possesses its own distinctiveness and a unique array of priorities. Feedback gathered from such engagements validates the company's performance and offers new perspectives on challenges and opportunities. This process ensures a holistic understanding of stakeholder expectations and the cultivation of mutual respect.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Notice Board, Email, SMS, and In-house magazine "Kagithamalar"	Day to Day basis	<ul style="list-style-type: none"> <li>• Training sessions</li> <li>• Performance appraisal</li> <li>• Annual reward and recognition</li> </ul>
Investors	No	Newspaper, Website	Quarterly/ Annually	<ul style="list-style-type: none"> <li>• Return on Equity</li> <li>• Business strategy</li> <li>• Long-term business performance</li> <li>• Goals and targets</li> <li>• Risk assessment and management</li> </ul>
Society	No	Newspaper, Website, Community Meetings	Annually	<ul style="list-style-type: none"> <li>• Infrastructure development</li> <li>• Education and Skill Development</li> <li>• Environment, Health &amp; Safety</li> </ul>
Customers	No	E-mail, Newspaper, Community Meetings,	Annually	<ul style="list-style-type: none"> <li>• Product Quality</li> <li>• Customer Feedback</li> <li>• Business Development</li> <li>• Target Achievement</li> <li>• Quota completion</li> <li>• Increasing of sales in the paper market</li> </ul>
Dealers	No	E-mail, Newspaper, Community Meetings,	Annually	<ul style="list-style-type: none"> <li>• Target Achievement</li> <li>• Quota completion</li> <li>• Increasing of sales in the paper market</li> </ul>
Suppliers	No	Newspaper, Website, Email	Day to Day basis	<ul style="list-style-type: none"> <li>• Compliance to rules and regulation</li> </ul>

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

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	853	25	3%	862	20	2%
Other than permanent	2	0	0%	15	0	0%
<b>Total Employees</b>	<b>855</b>	<b>25</b>	<b>3%</b>	<b>877</b>	<b>20</b>	<b>2%</b>
<b>Workers</b>						
Permanent	2075	75	4%	1541	80	5%
Other than permanent	6083	0	0%	5427	0	0%
<b>Total Workers</b>	<b>8158</b>	<b>75</b>	<b>1%</b>	<b>6968</b>	<b>80</b>	<b>1%</b>

2. Details of minimum wages paid to employees and workers :

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	853	-	-	853	100%	862	-	-	862	100%
Male	773	-	-	773	100%	788	-	-	788	100%
Female	80	-	-	80	100%	74	-	-	74	100%
Other than Permanent	2	2	100%	-	-	15	-	-	15	100%
Male	2	2	100%	-	-	14	-	-	14	100%
Female	-	-	-	-	-	1	-	-	1	100%
<b>Workers</b>										
Permanent	2075	56	3%	2019	97%	1541	-	-	1541	100%
Male	2000	55	3%	1945	97%	1467	-	-	1467	100%
Female	75	1	1%	74	99%	74	-	-	74	100%
Other than Permanent	6083	5336	88%	747	12%	5427	-	-	5427	100%
Male	5134	4479	87%	655	13%	4668	-	-	4668	100%
Female	949	857	90%	92	10%	759	-	-	759	100%

### 3. Details of remuneration/salary/wages:

#### a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
<b>Board of Directors (BoD)</b>	Refer Annexure IV to Board's Report for report on Key Managerial Personnel Remuneration			
<b>Key Managerial Personnel</b>				
<b>Employees other than BoD and KMP</b>	773	15.8 Lakhs	80	13.2 Lakhs
<b>Workers</b>	2000	8.4 Lakhs	75	7.8 Lakhs

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	5.30%	5.35%

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

Yes, Unit Leadership team and HR department are responsible for addressing human rights impact.

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

Yes, whenever grievances arise, they are promptly conveyed to Management through the respective Registered / Recognized Trade Unions for swift resolution. Additionally, the plant's Occupier holds a weekly gathering known as "Evening with ED" to address employee concerns. To further facilitate effective grievance handling, a "Grievance Redressal Committee" is in place, ensuring timely attention to employee issues.

Notably, the majority of grievances are resolved on the spot, and thus far, there have been no instances of human rights issues. This commitment highlights our proactive and responsive approach, reflecting our dedication to fostering a fair and supportive workplace environment for all.

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

	FY 2023-24		FY 2022-23	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
<b>Sexual Harassment</b>	1	Nil	Nil	Nil
<b>Discrimination at workplace</b>	Nil	Nil	Nil	Nil
<b>Child Labour</b>	Nil	Nil	Nil	Nil
<b>Forced Labour/ Involuntary Labour</b>	Nil	Nil	Nil	Nil
<b>Wages</b>	Nil	Nil	Nil	Nil
<b>Other human rights related issues</b>	Nil	Nil	Nil	Nil



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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	NIL
Complaints on POSH as a % of female employees / workers	0.87%	NIL
Complaints on POSH upheld	NIL	NIL

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

To mitigate potential adverse outcomes for complainants in cases of discrimination and harassment, we have implemented mechanisms aligned with the POSH (Prevention of Sexual Harassment) Act. These measures include conducting necessary training programs to raise awareness among employees and contract workers. Additionally, in line with compliance requirements, we have set up an Internal Complaints Committee (ICC) following the guidelines of the POSH Act. These actions are designed to ensure a supportive environment and prevent any negative repercussions for individuals who come forward with complaints related to discrimination and harassment.

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

Yes, the Company ensures that suitable provisions are included in the contracts with suppliers and buyers of products and services before commencing business. These provisions ensure compliance with applicable Human Rights requirements, integrating them as essential aspects of our business operations.

**10. Assessments for the year:**

Assessments for the year:	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100% of the plants were assessed by statutory authorities. The state regulatory and statutory bodies inspect our plants on periodic basis.
Forced/involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	

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

As TNPL adheres to statutory regulations, no complaints have been lodged regarding these matters, and thus, there is no need for corrective actions arise.

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

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

Parameter	FY 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	27,80,291	29,48,854
Total fuel consumption (B)	90,98,913	94,20,366
Energy consumption sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1,18,79,204</b>	<b>1,23,69,220</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	42,27,295	38,29,252
Total fuel consumption (E)	1,14,66,777	1,16,79,501
Energy consumption sources (F) through other		
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1,56,94,072</b>	<b>1,55,08,753</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>2,75,73,276</b>	<b>2,78,77,973</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.00058	0.00054
<b>Energy intensity in terms of physical output</b>	44.60	47.34

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

Yes, an independent assessment was conducted by an external agency M/s Centre for Energy, Environment and Productivity, Chennai, who performed an energy audit.

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

TNPL falls within the scope of the Perform, Achieve, and Trade (PAT) program, designed to promote energy efficiency in industries. The company has taken proactive steps to meet the program's requirements and has obtained the necessary certifications, reaffirming its commitment to sustainability and improving energy efficiency as per PAT program objectives.

PAT -V Cycle: Commenced in the year 2019-20 and covered the FY 2019-20, 2020-21 and 2021-22. The baseline SEC for TNPL for the baseline year 2017-18 was set at 0.3991 TOE/MT of paper. The Target SEC for TNPL was 0.3761 TOE/MT of paper. TNPL Unit II has achieved SEC of 0.3566 TOE/MT which was lower than the targeted SEC and hence TNPL Unit II was recommended with 2766 EScerts in Monitoring and verification audit. Ecerts Issuance is pending from BEE side. For the next PAT cycle Baseline assessment audit and target setting is pending from BEE side.

TNPL Unit-I received 4969 and 26352 Energy Saving Certificates (EScerts) through PAT-I and PAT-II cycle respectively, out of which, 11,208 EScerts have been sold till 31<sup>st</sup> March, 2024 for a value of Rs.206.23 Lakhs.

PAT -VII Cycle: Commenced in the year 2022-23. The baseline Specific Energy Consumption (SEC) is 0.5174 TOE/MT of paper. The Target SEC is 0.5010 TOE/MT of paper for the Assessment Year 2024-25.

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

Parameter		FY 2023-24	FY 2022-23
<b>Water withdrawal by source</b>			
(i) Surface water	Kilolitres	2,12,76,845	2,08,56,227
(ii) Groundwater	Kilolitres	-	-
(iii) Third-party water	Kilolitres	-	-
(iv) Seawater / desalinated water	Kilolitres	-	-
(v) Others	Kilolitres	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	Kilolitres	2,12,76,845	2,08,56,227
<b>Total volume of water consumption (in kilolitres)</b>	Kilolitres	2,06,84,897	1,80,37,260
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	Kilolitres/ Turnover	0.00044	0.00035
<b>Water intensity in terms of physical output</b>	Kilolitres/Ton of Production	33.46	22.45

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

No

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
-No treatment	-	-
-With treatment	-	-
(ii) To Groundwater		
-No treatment	-	-
-With treatment	-	-
(iii) To Seawater		
-No treatment	-	-
-With treatment	-	-
(iv) Sent to third-parties		
-No treatment	-	-
-With treatment	-	-
(v) Others (Land Irrigation)		
-No treatment	-	-
-With treatment	1,18,39,271	1,04,93,954
<b>Total water discharged (in kilolitres)</b>	1,18,39,271	1,04,93,954

**Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) :**

No

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

Water stands as a cornerstone in pulp and paper manufacturing, playing a pivotal role throughout the paper production process. The usage of water spans multiple key areas, including raw material cleaning, pulp mills, showers on washers, paper formation and boiler operations. At TNPL, the primary water source is fresh water drawn from the Cauvery River. By integrating cutting-edge technologies, TNPL has effectively harnessed water recycling in its operations.

Driven by a strong commitment to sustainability, TNPL actively seeks ways to lessen its reliance on freshwater intake. The company has a vision to potentially transition to Zero Liquid Discharge, harnessing modern innovations for this purpose. A noteworthy distinction is that TNPL pursues a minimum liquid discharge strategy rather than the conventional Zero Liquid Discharge.

With unwavering commitment, the company diligently complies with SPCB regulations, overseeing wastewater management with meticulous care. The outcome of this dedication is evident as treated effluent from the Effluent Treatment Plant finds purposeful use within the TNPL Effluent Water Lift Irrigation Society (TEWLIS), supporting on-land irrigation. This eco-conscious approach extends with the presence of a 20 KLD on-site sewage treatment plant, pivotal in the company’s strategic blueprint. Here, treated sewage water serves a dual purpose - nurturing thriving plantations while effectively suppressing dust.

Unit I resonate TNPL’s sustainability drive as treated wastewater irrigates 1650 acres, facilitated through the TEWLIS Scheme. Similarly, Unit-II takes a green initiative, channelling all generated wastewater to irrigate the company’s vast 650-acre land. This transformation is realized through the implementation of an advanced wastewater treatment plant.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	Mg/Nm <sup>3</sup>	79	92
SOx	Mg/Nm <sup>3</sup>	102	220
Particulate Matter (PM)	Mg/Nm <sup>3</sup>	30	27
Others (please specify)	Mg/Nm <sup>3</sup>	-	-

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

Yes, an independent assessment was conducted by an external agency M/s Chennai Testing Labs, Chennai, performed an Ambient, Stack and Noise survey on monthly basis.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	8,07,698	19,05,569
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	5,53,136	88,309
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.000029	0.0000038

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

No

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

At TNPL, the commitment to environmental responsibility and carbon footprint reduction is evident through our pursuit of green energy generation and adoption of a circular economy approach. Here are the key points regarding energy reduction initiatives:

**Green Energy Generation:**

- TNPL has embraced renewable energy resources by establishing a 15 MW Wind Farms in Tirunelveli District in FY 1993-94. Over the years, capacity additions in four phases have increased the plant's capacity to 35.5 MW.
- Wind farms cover more than 1,100 acres, strategically located to harness seasonal winds during monsoon seasons.
- Low Tension (LT) Rooftop Solar Power Plants, with a 3 KW capacity, were installed in wind farms to reduce LT consumption bills.
- TNPL remains dedicated to a carbon-neutral mantra through the Clean Development Mechanism (CDM). The company has recognized 1,90,920 Certified Emission Reductions for energy production without carbon emissions from wind farms.

**Resource Utilization and Efficiency:**

- Unused spaces among Wind Electric Generators are transformed into eucalyptus plantations, repurposing 2,300 Tons of EH pulpwood. This initiative supports carbon sequestration and sustainable forestry methods.
- TNPL employs an eco-friendly process where bagasse wash water is treated in a bio-methanation plant, producing biogas. This biogas replaces furnace oil in the lime kiln, curbing pollution. This pioneering Clean Development Project in the paper industry reduces approximately 45,000 MT of CO<sub>2</sub> annually.
- Carbon emission reduction efforts are extended through the conversion of bagasse pith and wood dust into biofuel. This biofuel is utilized in the paper mill's boiler as an energy-efficient and safe alternative to fossil fuels.

**Efficient Resource Planning:**

- TNPL ingeniously repurposes flue gas from the cement mill to facilitate fuel drying in the coal mill and lime sludge drying, crucial for paper mill's operation. This process also heats raw materials in TNPL's cement manufacturing, boosting efficiency and reducing energy consumption.
- Caustic waste is reused in the Soda Recovery Plant, facilitating power generation and reducing environmental impact.
- Utilizing the organic waste material, lignin, extracted as black liquor after wood and bagasse pulping, TNPL repurposes it in the Soda Recovery Plant to generate steam. This steam is then employed in the turbo generator as an eco-friendly alternative to fossil fuels, resulting in cost-effective and sustainable power generation.
- Waste materials from the paper mill, such as lime sludge and fly ash, are reused to produce high-grade cement, minimizing waste and promoting sustainability.

These energy reduction initiatives reflect TNPL's dedication to responsible energy practices, circular economy adoption, and sustainable resource utilization.

**9. Provide details related to waste management by the entity:**

Parameter	FY 2023 - 24	FY 2022 - 23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste <b>(A)</b>	5,960	3,922
E-waste <b>(B)</b>	3	5
Bio-medical waste <b>(C)</b>	0.031	0.125
Construction and demolition waste <b>(D)</b>	28	4.92
Battery waste <b>(E)</b>	7	7
Radioactive waste <b>(F)</b>	-	-
Other Hazardous waste. Please specify, if any. <b>(G)</b>	3,53,221	4,12,991
Total Other Non-hazardous waste generated <b>(H)</b> Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	2,60,839	3,02,745
<b>Total (A+B + C + D + E + F + G + H)</b>	6,20,060	7,19,675
<b>Waste intensity per rupee of turnover</b> (Total waste generated/ Revenue from operations)	0.000013	0.000014
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	1,52,208	1,79,076
(ii) Re-used	3,76,486	4,49,036
(iii) Other recovery operations	88,066	91,553
<b>Total</b>	6,16,759	7,19,665
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0.031	0.12
(ii) Landfilling	60	10
(iii) Other disposal operations	3241	0
<b>Total</b>	3301	10

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

No

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

To effectively manage waste, TNPL has implemented diverse measures. The company tailors waste management strategies to different waste types.

- Plastic waste is co-processed in cement industries, while battery and E-waste are directed to authorized recyclers. Bio-medical waste is incinerated at an authorized TSDF.
- Hazardous waste, including spent oil, used glass wool, copper and alloys, are sent to authorized recyclers. ETP primary sludge, lime sludge, lime grits, Deinking Sludge and fly ash find purpose in cardboard manufacturing and TNPL’s cement plant.
- Hazardous items like used FRP sheets, discarded thermacol, hard wood fine rejects, pith, wood dust and wood bark are repurposed into alternative fuel in authorized pre-processing units.
- Additionally, Mixed Liquor Suspended Solids (MLSS) undergoes a process involving dewatering, solar drying, composting, and is utilized as manure in TNPL’s plantation department.
- In Soda Recovery Plant, Foul Condensate stripping column was installed to reduce the sulphide carry over through Effluent water.

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

No, the entity does not have operations or offices in or around ecologically sensitive areas.

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

In the current financial year, the entity did not conduct any environmental impact assessments for its projects in compliance with applicable laws.

Nevertheless, TNPL is actively investing in Research and Development to leverage advanced technologies for improved efficiency and reduced environmental impact. Notably, TNPL’s selection of Eucalyptus and Casuarina trees is rooted in their positive ecological influence, particularly in water-scarce regions. Through its R&D unit, TNPL develops water-efficient clones and disseminates new Eucalyptus varieties to farmers, contributing to substantial sapling planting efforts. The company’s steadfast dedication to environmental preservation is evident through its creation of extensive green belts, lawns, and initiatives aimed at fostering positive local impact.

Name and brief details of project	EIA Notification No.	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)
NIL			

**13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Yes, The entity is strictly complying with all applicable environmental law/ regulations/ guidelines in India.

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

**1. A). Number of affiliations with trade and industry chambers/ associations.**

5 (Five)

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1)	Federation Of Indian Export Organisations	Southern Region
2)	CAPEXIL	National
3)	CII	National
4)	IPMA	National
5)	Andhra Chambers of Commerce	State

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

The entity has not received any adverse orders from regulatory authorities.



**Principle 8: Businesses should promote inclusive growth and equitable development.****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year:**

Nil - None of the Projects undertaken by the company in FY 2023-24 require Social Impact Assessments.

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

Not Applicable.

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

In case a grievance pertains to the Company, the relevant department or function takes on the responsibility of addressing it and providing updates on its status. This approach ensures that matters are handled by those with the appropriate expertise. Employing a transparent procedure for handling grievances reassures the community that their concerns are treated seriously and that effective measures are taken to resolve them.

As part of its dedicated commitment to tackling community grievances, the Company leverages its well-established CSR initiatives. The CSR team actively collaborates with local residents and government bodies, actively seeking feedback on the efficacy of the Company's ESG endeavours and identifying areas where Company assistance is necessary. These insights are then integrated into the Company's CSR projects, subject to review and approval by either the CSR Committee or the Directors.

Moreover, the Company addresses grievances through various channels, including:

- a) Mudalvarin Mugavari
- b) RTI Petition
- c) Postal Complaints

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

	FY 2023-24	FY 2022-23
<b>Directly sourced from MSMEs/ small producers</b>	16%	19%
<b>Directly from within India</b>	61%	76%

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

Location	FY 2023-24	FY 2022-23
Rural	96%	97%
Semi-urban	-	-
Urban	-	-
Metropolitan	4%	3%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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

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

The complaints from dealers/customers are registered via dealer portal or ERP. As the complaint is received with the relevant documents, the samples are sent to the Marketing Department at Factory Marketing Complaint Cell. The complaint is validated and assigned to respective departments. The next step is to start the analysis/investigation of the complaint by Quality Check/ Finance Department. After the inspection, a report is released, and corrective action is taken by QC department. The report is analysed by Branch in Charge/ Regional in Charge. As approval is received the feedback is sent to customers with necessary arrangements with or without compensation based on approvals. This process is completed within 45 days for domestic complaints and 90 days for export complaints, with a 90-day window for reinvestigation or renegotiation of domestic complaints.

Moreover, customers have the option to utilize our <https://www.tnpl.com/grievance-redressal/platform> for addressing any grievances they may have.

**2. Turnover of products/services as a percentage of turnover from all products/services that carry information about Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and/or safe disposal:**

Products of the company contain all relevant information as required under applicable laws.

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

	FY 2023-24		FY 2022-23	
	Received during the year	Pending resolution at end of year	Received during the year	Pending resolution at end of year
<b>Data privacy</b>	Nil	Nil	Nil	Nil
<b>Advertising</b>	Nil	Nil	Nil	Nil
<b>Cyber-security</b>	Nil	Nil	Nil	Nil
<b>Restrictive Trade Practices</b>	Nil	Nil	Nil	Nil
<b>Unfair Trade Practices</b>	Nil	Nil	Nil	Nil
<b>Others – Delivery of essential services</b>	Nil	Nil	29	16
<b>Others – Quality Issue</b>	184	Nil	27	0

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

Details of instances of product recalls on account of safety issues:	Number	Reasons for recall
<b>Voluntary recalls</b>	Nil	NA
<b>Forced recalls</b>	Nil	NA

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

Yes, TNPL has a privacy policy that outlines its practices regarding the confidentiality and disclosure of personal information. When collecting personal information, TNPL clearly indicates the purpose of collection and obtains written consent from the provider of the information. The policy allows individuals to review the information they have provided and emphasizes reasonable security practices to ensure the confidentiality and prevent unauthorized disclosure of personal information. The collected information is used solely for its intended purpose and is not retained beyond that purpose unless required by law or audit purposes. TNPL also has measures to protect personal information shared on its website and may share information with subsidiaries and business associates for the purpose of intended business.

The policy can be assessed at- <https://www.tnpl.com/privacy-policy>.

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

NIL

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

a. Number of instances of data breaches

NIL

b. Percentage of data breaches involving personally identifiable information of customers

NIL

c. Impact, if any, of the data breaches

Not applicable