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Tinna Rubber And Infrastructure Limited
CIN NO. : L51909DL1987PLC027186
Regd. Office : Tinna House, No-6, Sultanpur, Mandi Road,
Mehrauli,New Delhi -110030 (INDIA)
Tel. : (011) 35657373 (90 Lines)
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E-mail : tinna.delhi@tinna.in
URL - www.tinna.in

Date: August 24, 2026

To, **Listing Department** **BSE Limited** **Phiroze Jeejeebhoy Towers,** **Dalal Street, Mumbai-400001**	**To,** **Listing Department** **National Stock Exchange of India Ltd** **Exchange Plaza, 5th Floor, Plot No. C-1, Block G,** **Bandra Kurla Complex, Bandra (E), Mumbai-400051**
BSE Scrip: 530475	**NSE Symbol: TINNARUBR**

ISIN: INE015C01016

SUBJECT: BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Dear Sir/ Madam,

In Compliance with Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 please find the attached Business Responsibility and Sustainability Report for FY 2025-26 of Tinna Rubber and Infrastructure Limited.

The Business Responsibility and Sustainability Report forms an integral part of the Annual Report FY 2025-26 which can also be accessed at the Company's website at https://tinna.in/notices-announcements/

You are requested to take the same on your records

Thanking you

For **TINNA RUBBER AND INFRASTRUCTURE LIMITED**

SANJAY KUMAR RAWAT
Digitally signed by SANJAY KUMAR RAWAT
Date: 2026.08.24 23:04:22 +05'30'

Sanjay Kumar Rawat
Company Secretary
ICSI M. No. : ACS23729

Enclosure: as above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Financial Year 2025-26

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN)	:	L51909DL1987PLC027186
2	Name of the Listed Entity	:	Tinna Rubber And Infrastructure Limited
3	Year of incorporation	:	1987
4	Registered Office address	:	Tinna House, No. 6, Sultanpur Mandi Road, Mehrauli, New Delhi-110030
5	Corporate Office address	:	Tinna House, No. 6, Sultanpur Mandi Road, Mehrauli, New Delhi-110030
6	E-mail	:	investor@tinna.in
7	Telephone	:	+91 11 35657373
8	Website	:	www.tinna.in
9	Financial year for which reporting is being done	:	2025-26
10	Name of the Stock Exchange(s) where shares are listed	:	BSE Limited and The National Stock Exchange of India Limited
11	Paid-up Capital	:	Rs. 18,01,57,570
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	:	Sanjay Kumar Rawat Company Secretary and Compliance Officer +91 11 35657373, sanjay.rawat@tinna.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	:	Standalone basis
14	Name of assurance provider	:	Not Applicable
15	Type of assurance obtained	:	Not Applicable

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover ofthe entity
1	Manufacturing	Manufacture of rubber and plastics products	100%

**Revenue from operations has been considered for turnover*

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

Sr. No.	Product/Service	NIC Code	% of Total TurnoverContributed
1	Manufacturing of Reclaim Rubber, Engineering Plastics and Polymer Compounds	22	100%

**Revenue from operations has been considered for turnover*

III. Operations

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

Location	Number of plants	Number of offices	Total
National	6	1	7
International	2	2	4

The plants are located at Wada (1) and Varale (1) – Maharashtra, Gummidipoondi (1) -Tamil Nadu, Haldia (1) – West Bengal, Panipat (1) and Sonipat (1) – Haryana, head/registered office at Delhi (1), in India and Overseas offices one in Johannesburg, South Africa and one in Muscat, Oman.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	Asia, South America, China and Europe

b. What is the contribution of exports as a percentage of the total turnover of the entity? -5.88%

c. A brief on types of customers –
Tyre Industry which is a major part of the automotive sector, manufacturing tyres for passenger vehicles, commercial vehicles, road infrastructure; and Conveyor belt manufacturer that makes conveyor belts and conveyor systems used to move materials or products from one place to another

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			EMPLOYEES			
1.	Permanent (D)	230	221	96.09	9	3.91
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total Employees (D+E)**	230	221	96.09	9	3.91
			WORKERS			
4.	Permanent (F)	807	807	100	0	0.00
5.	Other than Permanent (G)	555	539	39.58	16	1.17
6	**Total workers (F + G)**	1362	1346	98.83	16	1.17

b. Differently abled Employees and workers:

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			DIFFERENTLY ABLED EMPLOYEES			
1.	Permanent (D)	NIL				
2.	Other than Permanent (E)					
3.	**Total differently abled employees (D + E)**					
			DIFFERENTLY ABLED WORKERS			

4.	Permanent (F)	NIL
5.	Other than permanent (G)	
6.	**Total differently-abled workers (F + G)**	

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.28
Key Management Personnel	2	0	0

22. Turnover rate for permanent employees and workers

Particulars	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)		
	Male	Female	Total	Male	Female	Total
Permanent Employees	0.27	0	0.27	0.16	0	0.16
Permanen Workers	6.17	0	6.17	4.58	0	4.58

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding/subsidiary/associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ JointVenture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity?(Yes/ No)
1	Global Recycle LLC, Oman	Subsidiary	99.00	No
2	Mbodla Investments (Pty) Ltd, South Africa	Joint Venture	49.00	No
3	TP Buildtech Pvt Ltd, India	Associate	49.42	No
4	Tinna Rubber Arabia Ltd, Saudi Arabia	Subsidiary	100.00	No

VI. CSR Details

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

(ii) Turnover (in Rs.) : 5049933000

(iii) Net worth (in Rs.) : 1720695000

(iv) Profit Before Tax (in Rs.) : 567342000

VII. Transparency and Disclosures 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 Mechanismin Place (Yes/No) (If yes, provide web-link for the policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks

Communities	https://tinna.in/whistle-blower-policy-and-vigil-mechanism/	0	0	NA	0	0	NA
Investors (other than shareholders)		0	0	NA	0	0	NA
Shareholders		12	0	The complaints were resolve in timely manner as per applicable provisions of law	19	0	The complaints were resolve in timely manner as per applicable provisions of law
Employees and workers		0	0	NA	0	0	NA
Customers		2	0	Root cause identified and corrective actions taken. Complaint closed with customer feedback	1	0	Root cause identified and corrective actions taken. Complaint closed with customer feedback
Value Chain Partners		0	0	NA	0	0	NA
Other (please specify)		0	0	NA	0	0	NA

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

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

S. No.	Material issue identified	Indicate whether risk/ opportunity (R/O)	Rationale for identifying the risk /Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk/ opportunity (Indicate +ve or -ve implications)
1.	Customer Satisfaction	Opportunity	Customer satisfaction is a key material opportunity as it drives client retention, brand reputation, and sustained growth. Tinna's reliable deliv-ery and sustainable performance have earned the trust of leading global tyre manufacturers. High satisfaction fosters stronger engagement, encouraging brand owners to support product substitution efforts. It also reinforces Tinna's po-sitioning in a competitive, quality-driven market		Positive

2.	Climate Change	Opportunity	Climate change poses a significant threat to the environment and is accelerating the global shift toward low-carbon, resource-efficient, and circular economy models. This transition is driving increased demand for sustainable materials to reduce GHG emissions. As a business engaged in the recycling of end-of-life materials, Tinna is well-positioned to capitalize on this shift by supplying high-quality, sustainable alternatives to virgin raw materials. Our operations contribute directly to lowering carbon footprints across value chains by promoting material circularity, reducing reliance on fossil fuel-derived inputs, and supporting industries in meeting their sus-tainability goals		Positive
3.	Raw Material Availability	Risk	Fluctuations in raw material prices and supply chain disruptions can significantly impact cost structures, production timelines, and overall operational efficiency. For a business dependent on consistent input of end-of-life materials, factors such as regulatory changes, geopolitical tensions, market competition, and variability in collection and segregation of scrap materials add further complexity. Inconsistent quality or availability of feedstock can also affect product performance and customer satisfaction. Such volatility may hinder long-term planning, impact margins, and strain supplier	To mitigate these risks, Tinna adopts a multi-pronged strategy including suppli-er diversification across geographies, development of long-term supplier partnerships. Continuous monitoring of raw material markets helps in strategic procurement planning. Additionally, Tinna invests in material recovery innovations and process flexibility to handle varying input qualities, while maintaining buffer inventories and local sourcing where feasible to reduce lead times and dependency on external variables	Negative

4.	Emerging Regulation	Risk	Dependencies on external stakeholders—such as regulatory bodies and customers, along with imbalances in demand and supply dynamics, can lead to uncertainties. Furthermore, developmen-tal issues with regulations, including data incon-sistencies and technical bottlenecks, contribute to residual risk and potential disruptions	Tinna has established a dedicated resources to closely track policy developments, engage with relevant stakeholders, and ensure timely adherence to evolving requirements. The company is investing in digital systems for accu-rate data management and real-time reporting on EPR obligations. Additionally, Tinna actively participates in industry forums and consultative processes to stay ahead of regulatory trends and advocate for practical implementation frameworks. Internal systems and processes are also being continuously reviewed and upgraded to enable agile responses to regulatory changes and platform-related challenges	Negative
5.	Energy Manage-ment	Opportunity	Effective energy management presents a key opportunity to improve both environmental and economic performance. By reducing dependency on fossil fuels and transitioning to cleaner en-ergy sources, Tinna can lower long-term energy costs, enhance energy security, and reduce its carbon footprint. Improved energy efficiency also supports resource conservation and aligns with regulatory and stakeholder expectations around climate action. As part of our ongoing commitment to sustainability, we are actively exploring renewable energy interventions alongside consistent efforts to enhance energy efficiency and drive improvements in energy conservation across operations		Positive
6.	Emerging Regulation	Opportunity	Emerging regulations such as Extended Produc-er Responsibility (EPR) and packaging norms are mandating brand owners to adopt environ-mentally responsible recycling practices and increase the use of recycled materials. These regulatory developments are driving demand for sustainable, traceable, and high-quality recycled inputs. These not only increase demand but also encourage recyclers to upgrade technologies to meet global standards		Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover eachprinciple and its core elements of the NGRBCs. (Y/N)	Yes								
b. Has the policy been approved by the Board? (Y/N)	Yes								
c. Web Link of the Policies, if available	https://tinna.in/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chainpartners? (Yes/No)	Not Applicable								
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015, ISO 14001:2015, OHSAS 18001:2007, SA 8000, IATF 16949:2016, Global Recycled Standard, REACH, PAH and RoHS								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	We are undertaking a comprehensive evaluation to define sustainability-focused goals and targets. We remain committed to maintain our certifications, while ensuring continued compliance with global standards								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	Performance of each of the principles is reviewed periodically on need basis by various Committees led by the Management and Board of Directors								
Governance, leadership, and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure) – *We are committed to creating meaningful impact and delivering responsible value to all stakeholders. Our focus on environmental stewardship, social progress, and strong governance is embedded in our operations and CSR initiatives, aligned with key Sustainable Development Goals. We continue to enhance our ESG performance while striving to derive maximum value with minimal impact on the planet*									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Bhupinder Kumar Sekhri, Managing Director								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, We have a Risk Management Committee of Board of Directors responsible for decision making on sustainability related issues.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any otherCommittee								
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
Performance against above policies and follow up action.	The policies are reviewed by the relevant business/functional heads								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The policies are reviewed by the relevant business/functional heads								
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
Performance against above policies and follow up action.	On a need basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	On a need basis								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. No	**P1 to P9**

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators			
1. Percentage coverage by training and awareness programmes on any of the principles during the financial year			
Segment	**Total no. of training and awareness programmes held**	**Topics/principles covered under the training and impact**	**% age of persons inrespective categorycovered by the awareness programmes**
Board of Directors (BoD) Key Managerial Personnel	7	• Overview of Business and operational performance • Consumer Insights and Industry Trends • Business Outlook • Code of Conduct and Ethics • Awareness on Regulatory Updates	100
Employees other than BoDs and KMPs	12	• POSH • Quality System Enhancements • Use of Digital Tools at Workplace • Handling Customer Complaints • Behavioral and Business Skills Training • Corporate Governance & Business Ethics	75

Workers	12	• Health & Safety • Operations Control Procedures Trainings • POSH • Safe Handling of Materials • Technical Trainings • Behavioral Training • Whistle Blower Policy	75

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

Monetary				
Particulars	NGRBC Principle	Name of the regulatory/ enforcement/ Judicial Institution	Amount (INR)	Brief of the case
Penalty/Fine	NIL			
Settlement				
Compounding Fee				
Non-Monetary				
Particulars	**NGRBC Principle**	**Name of the regulatory/enforcement/Judicial Institution**	**Amount (INR)**	**Brief of the case**
Imprisonment	NIL			
Punishment				

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

Case Details	Name of the regulatory/enforcement/JudicialInstitution
NA	

3. 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. https://tinna.in/wp-content/uploads/2026/01/Anti-Bribery-and-Anti-Corruption-Policy.pdf

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

Particulars	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directors	NIL	NIL
KMPs		
Employees		
Workers		

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

Particulars	FY 2025-26 Current Financial Year		FY 2024-25 Previous Financial Year	
	No.	Remarks	No.	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL			
Number of complaintsreceived 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. – Not Applicable

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Number of days of accounts payables	78	55

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 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Concentrationof Purchases	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
Concentrationof Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / Distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs (Rs. in Lakhs	a. Purchases (Purchases with related parties / Total Purchases)	2166.76	3223.83
	b. Sales (Sales torelated parties /Total Sales)	164.36	341.06
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	10.00	3.50
	d. Investments (Investments in related parties / Total Investmentsmade)	239.49	116.94

Leadership Indicators

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

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

** there were no Chain Partners*

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

- *The Company has established a dedicated Code of Conduct to manage conflicts of interest involving Board members, which is publicly accessible on its website.*
- *The Company has implemented processes to prevent and address conflicts of interest among Board members. The Code of Conduct for Directors and Senior Management provides specific guidelines on handling such situations.*
- *Additionally, the Company maintains a Policy on Related Party Transactions to ensure that all transactions with related parties are appropriately reported, approved, and disclosed.*
- *All Directors and Key Managerial Personnel (KMP) are required to declare any interests or concerns during the first Board meeting they attend, as well as at the first Board meeting of each financial year, or whenever there is a change in their previously disclosed information. These disclosures are made using FORM MBP-1 and include details of their shareholdings in companies, corporate entities, firms, or other associations.*
- *Moreover, if a Director has an interest in a particular item on the agenda of a Board, Committee, or General Meeting, they must refrain from participating in discussions or voting on that item to eliminate any conflict of interest.*

PRINCIPLE 2 - Businesses should provide goods and services in a manner that is sustainableand safe.

Essential Indicators

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0.02	0.02	The incurred expenditures are towards new technology and product development. These advancements are aimed at manufacturing eco-friendly materials
Capex	13.34	12.51	- establishment of rooftop solar panel power system towards green initiatives and alternative source of energy thereby reducing its carbon footprint and advancing its clean energy goals. - expanding our product portfolio - existing plant expansion and new plant set ups - international footprints business expansion

** Nature of our business activities is such that 100% of our R&D expenses are towards environmental and social improvement

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

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

(a) Plastics (including packaging) – NA *
(b) E-waste – NA *
(c) Hazardous waste – NA *
(d) other waste (Rubber Waste). - *Tinna is listed as a responsible rubber recycler on the EPR portal. We assist brand owners in meeting their obligations for managing end-of-life waste responsibly, supporting sustainable practices, and ensuring compliance with environmental regulations*

*The nature activities is such that this is not applicable to us

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes /No). - **YES**

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, as a responsible recycler, we fully comply with all Extended Producer Responsibility (EPR) protocols as outlined by the Central Pollution Control Board (CPCB).

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Y/N)	Results communicated in public domain (Y/N) If yes, providethe web-link.
38300	Crumb Rubber, Micronized Rubber Powder, Reclaim Rubber	93.75	Gate to Gate	Y *	N

** Life Cycle Assessment was conducted for FY 2025-26 by **TÜV LCA***

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

Name of Product/Service	Description of the risk /concern	Action Taken
	NA*	

** Our Life Cycle Perspective/Assessments (LCA) and other evaluations have identified no significant social or environmental concerns or risks arising from the production or disposal of our products and services. Consequently, no specific mitigation actions have been necessary*

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
End of Life tyres,	100	100

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

Particulars	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	Nil*					
E-Waste						
Hazardous Waste						
Other Waste						

**The company primarily deals with sustainable raw materials, and the management of finished goods at the end of their life cycle is not within the scope of the company*

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

Indicate product category	Reclaimed products and their packaging materials as %of total products sold in respective category
NA*	
**The company primarily deals with sustainable raw materials, and the management of finished goods at the end of their life cycle is not within the scope of the company*	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insur-ance		Maternityben-efits		Paternitybenefits		Day Carefacili-ties	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No.(E)	% (E/A)	No.(F)	% (F/A)
Permanent employees											
Male	221	221	100	221	100	0	NA	221	100	221	100
Female	9	9	100	9	100	9	100	0	NA	9	100
Total	230	230	100	230	100	9	100	221	100	230	100
Other than Permanent employees											
Male	0	0	NA	0	NA	0	NA	0	NA	0	NA
Female	0	0	NA	0	NA	0	NA	0	NA	0	NA
Total	0	0	NA	0	NA	0	NA	0	NA	0	NA

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

Workers are provided with ESIC cover as per rules. Health insurance coverage (as reported) includes only the workers in locations where ESIC benefit is not available and are therefore covered under Group Medical Insurances

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insur-ance		Maternityben-efits		Paternitybenefits		Day Carefacili-ties	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No.(E)	% (E/A)	No.(F)	% (F/A)
Permanent employees											
Male	104	104	100	104	100	0	NA	0	NA	0	NA
Female	0	0	0	0	0	0	NA	0	NA	0	NA
Total	104	104	100	104	100	0	NA	0	NA	0	NA
Other than Permanent employees											
Male	0	0	NA	0	NA	0	NA	0	NA	0	NA
Female	0	0	NA	0	NA	0	NA	0	NA	0	NA
Total	0	0	NA	0	NA	0	NA	0	NA	0	NA

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company *	0.05	0.05

* GMC renewal premium only

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

Benefits	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	86	97	Yes	87	98	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	13	87	Yes	15	88	Yes
Others – please specify	0	0	0	0	0	0

3. Accessibility of workplaces

The Company is dedicated to fostering an inclusive and diverse workplace across all its locations. While there is currently no requirement for specialized infrastructure to support employees or workers with disabilities, we remain fully committed to providing appropriate assistance and making necessary accommodations whenever the need arises.

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 - NA

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

	Permanent employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	NA	0	NA
Female	0	NA	0	NA
Total	0	NA	0	NA

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/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The company has a comprehensive grievance redressal system that allows employees, contract workers, and other stakeholders—including suppliers, customers, and community members—to raise concerns through multiple channels such as physical forms, email, post, or directly via supervisors or HR Business Partners. All grievances are reviewed by a cross-functional Grievance Committee and, if within scope, are formally assessed, investigated, and resolved within defined timelines. An appeal process is also available. The system ensures confidentiality, prohibits retaliation, and maintains a grievance database reviewed monthly by top management for continuous improvement.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total employees/ workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	(B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	(D/C)
Total Permanent Employees	Nil					
-Male						
-Female						
Total Permanent Workers						
-Male						
-Female						

8. Details of training given to employees and workers:

Category	Total (A)	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
		On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation		
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)	
Employees											
Male	221	0	NA	221	96	144	0	NA	144	94	
Female	9	0	NA	9	4	9	0	NA	9	6	
Total	230	0	NA	230	100	153	0	NA	153	100	
Workers											
Male	807	807	100	0	NA	943	943	100	0	NA	
Female	0	0	0	0	NA	0	0	0	0	NA	
Total	807	807	100	0	NA	943	943	100	0	NA	

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	221	221	96	144	144	94
Female	9	9	4	9	9	6
Total	230	230	100	153	153	100
Workers						
Male	807	807	100	943	943	100
Female	0	0	0	0	0	0
Total	807	807	100	943	943	100

The worker compensation is governed by government/regulatory authorities notification in accordance with applicable provisions of laws, which are periodically updated and revised as per amended provisions of law. However, we do consider performance and the needs of the organization to ensures that our workers are fairly compensated and have opportunities for advancement.

10. Health and safety management system:
    a. Whether an occupational health and safety management system has been implemented by theentity? (Yes/ No). If yes, the coverage such system? - YES
    The health and safety of our workforce is a top priority. We have established an Occupational Health and Safety (OHS) Management System in line with the ISO 45001 Standard. All our reclaim rubber facilities are ISO 45001 certified, reflecting our commitment to globally recognized safety practices. We are now in the process of expanding these safety measures to our plastic manufacturing plant, underscoring our ongoing commitment to a safe and healthy workplace.
    b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
    The company follows a thorough process to detect work-related hazards. This covers both routine and non-routine tasks across all departments. Regular safety audits—conducted both internally and externally—are carried out annually to ensure adherence to safety standards. Furthermore, initiatives such as Safety Interactions, along with the tracking of accidents, near misses, and first aid incidents, are in place and reviewed as necessary. A top-level management committee periodically monitors this reporting and review system to ensure its effectiveness.
    c. Whether you have processes for workers to report the work related hazards and to removethemselves from such risks. (Y/N) - YES
    Workers at the plant can report hazards they identify to their functional heads and also have access to a safety committee. They are encouraged to report hazardous activities—including near misses and first aid incidents—through the hazard reporting system. The safety committee, which includes both management and worker union representatives, meets regularly to discuss safety matters and determine necessary actions. It addresses workplace safety concerns and takes appropriate measures as needed.
    d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) - YES
    The company offers comprehensive non-occupational medical and healthcare services to all employees and workers. We conduct regular awareness sessions on important topics such as mental health, nutrition, and overall wellbeing. To further support our workforce, we collaborate with service providers to offer discounted consultation rates. An annual health check-up is provided to all employees, while those engaged in hazardous work undergo health screenings twice a year. Additionally, ambulances are stationed at our plants to ensure prompt medical response in case of emergencies.

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

Safety Incident/Number	Category*	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health(excluding fatalities)	Employees		
	Workers		

** Including in the contract workforce*

12. Describe the measures taken by the entity to ensure a safe and healthy work place.
    Our company places a strong emphasis on maintaining a safe and healthy workplace. We provide ongoing safety training for all personnel and promote the early identification and reporting of hazards. Safe practices are reinforced through counselling and routine safety audits, which help us continuously improve our safety protocols and systems. We ensure that all incidents are reported and investigated promptly, with corrective actions implemented without delay. Every department carries out hazard identification and risk assessments. In addition, we conduct annual medical checkups and health-related workshops for all employees, with bi-annual medical checkups specifically for workers in hazardous areas to ensure their well-being. In partnership with other stakeholders, our safety committee holds regular reviews to ensure compliance with regulations, address any gaps, and monitor key safety performance indicators

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0	NA	0	0	NA
Health andsafety	0	0	NA	0	0	NA

14. Assessments for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.
Our company has installed firefighting systems across all sites to reduce fire-related risks. We actively promote the use of Protective Equipment throughout the facility. Hazard-specific training is provided to both employees and visitors. We've enhanced our safety training programs, standards, and Standard Operating Procedures, integrating detailed health and safety guidelines to foster risk awareness and encourage safe practices. All safety incidents are thoroughly investigated, and the findings are shared across the organization to support corrective measures and prevent future occurrences. The effectiveness of these measures is evaluated through safety audits.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of:
(A) Employees (Y/N) – YES
(B) Workers (Y/N). – YES
Under the Employees' Provident Fund and Miscellaneous Provisions Act, employees contributing to PF are eligible for coverage under the Employees' Deposit Linked Insurance Scheme (EDLI), This scheme offers life insurance benefits, and a select group of permanent workers are also covered under group term life insurance
The Company has availed the Group Personal Accident for the employees who are not covered under Employee State Insurance Act.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
We conduct appropriate audits to ensure that value chain partners have properly deducted and deposited all applicable statutory dues. The entity has established a strong monitoring and review system to ensure that all statutory obligations are properly fulfilled by its value chain partners. Regular reconciliations are conducted to verify compliance and identify any discrepancies. In instances where inconsistencies are found, payments to partners are temporarily held and released only after necessary validations are completed. This helps maintain the accuracy of financial claims and reduces the risk of potential losses. Additionally, periodic reviews are carried out to ensure alignment with regulatory requirements, and any issues are promptly flagged for correction to ensure timely compliance.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Employees	NIL			
Workers				

4. Does the entity provide transition assistance programs to facilitate continued employability andthe management of career endings resulting from retirement or termination of employment? (Yes/ No) - YES
We are dedicated to the well-being of our employees, providing support even after their active service ends. Depending on business requirements, the company offers fixed-term contracts to retiring employees whose roles are considered critical. These initiatives demonstrate the company's strong commitment to employee welfare and ongoing engagement

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business donewith such partners) that were assessed
Health and safety practices	NIL
Working conditions	

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

PRINCIPLE 4 – Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

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

Our company values the role of both internal and external stakeholders, including employees, management, board members, investors, suppliers, customers, communities, and regulatory authorities. We engage with them through a foundation of mutual trust, aiming to generate shared value. Our structured stakeholder identification process involves analyzing our organizational framework, business activities, customer segments, supply chain, and affected communities. This approach ensures meaningful stakeholder engagement and supports our objective of delivering long-term value to all stakeholders

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Y/N)	Channels of communication (Email, SMS, Calls, Newspaper, Pamphlets,Advertisement, Community Meetings, Notice Board, Website,Other)	Frequency ofengagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics & concerns raised during such engagement
Customers	No	1. One-on-one business meetings 2. Plant visits 3. Telephonic conversations 4. E-mails 5. Website 6. Social Media 7. Brochures 8. Exhibitions	Continuous/Real time basis. Customers are contacted based on the requirements	1. Marketing 2. Timely deliveries and payments 3. Quality Assurance 4. R&D to improve circularity rates for customers 5. Service support

Employees	No	1. Emails 2. Functional and cross-functional committees 3. Leader's talk 4. Regular Employee Communication/engagement events 5. Notice Boards 6. Social media	Continuous/Real time basis	1. Employee benefits 2. Rewards and Recognition 3. Learning and development 4. Safety and well-being 5. Performance review 6. Business update 7. Vision of the organization
Shareholders/ Investors	No	1. Newspaper advertisement 2. Website 3. Annual General Meetings 4. Disclosures to stock exchanges 5. E-mail 6. Physical meetings 7. Telephonic conversations 8. Paper correspondence	Shareholders/ Investors are contacted Quarterly/ Half yearly/ Annually/ Need basis	1. Developments in the company 2. Financial results 3. Complaints and grievances 4. Investor Presentations
Raw Material Suppliers & Service Providers	No	1. Physical visits 2. Virtual meetings 3. Emails 4. Telephone/ WhatsApp calls 5. Vendor Quality manuals 6. Supplier engagement meets	Ongoing & Need basis	1. Procurement Negotiations 2. Quality requirements 3. Vendor Quality audits and assessments 4. Joint technical partnership 5. R&D collaboration
Regulatory authorities	No	1. Making representations whenever needed 2. Formal dialogues	On Need basis	1. Deliberations and inputs on regulations and policies that affect our operations
Research Analysts	No	1. Website 2. Investor Calls 3. Emails 4. Telephonic calls	On Need basis	1. Developments in the company and industry 2. Investor Presentation
Communities and NGOs	No	1. One-on-one or group Meetings 2. Email 3. Telephonic calls	On Need basis	1.CSR Projects and Community support

Leadership Indicators

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

   Consultations with stakeholders on various matters are carried out by the respective departments responsible for stakeholder engagement within the company. Monthly review meetings with the Top Management Committee serve as a forum to collect feedback, which is then relayed to the Managing Director and subsequently communicated to the Board

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No) – YES

   If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity-

   We strive to reduce the environmental, economic, and social impacts of our operations responsibly and in full compliance by adopting sustainable procurement policies and practices. Our dedication also involves consistently improving customer satisfaction by providing high-quality, cost-effective materials on time. We actively engage with stakeholders on Environmental, Social, and Governance (ESG) matters to promote sustainable business practices. Plans are underway to implement these strategies in a comprehensive manner.

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

   marginalized stakeholder groups

   The Company actively engages with vulnerable and marginalized stakeholder groups through its Corporate Social Responsibility (CSR) initiatives. During the reporting period, interactions with local communities and beneficiaries were undertaken to identify their priority needs and concerns. Based on these engagements, the Company implemented CSR initiatives focused on healthcare, education, community development, sanitation, and livelihood enhancement, wherever applicable. Feedback received from stakeholders was considered while planning and executing CSR activities to ensure that the initiatives effectively addressed local requirements and created a positive socio-economic impact.

PRINCIPLE 5 – Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	230	230	100	153	153	100
Other thanpermanent	0	0	NA	0	0	NA
Total Employees	230	230	100	153	153	100
Workers						
Permanent	807	807	59	943	943	77
Other thanpermanent	555	555	41	274	274	23
Total Workers	1362	1362	100	1217	1217	100

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)		% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	221	0	NA	221	100	144	0	NA	144	100
Female	9	0	NA	9	100	9	0	NA	9	100
Other than Permanent										
Male	0	0	NA	0	NA	0	0	NA	0	NA
Female	0	0	NA	0	NA	0	0	NA	0	NA
Workers										
Permanent										
Male	807	807	100	0	NA	943	943	100	0	NA
Female	0	0	NA	0	NA	0	0	NA	0	NA
Other than Permanent										
Male	539	539	100	0	NA	262	262	100	0	NA
Female	16	16	100	0	NA	12	12	100	0	NA

3. Details of remuneration/salary/wages

a. Median remuneration / wages(inlakhs):

	Male		Female	
	No.	Median remuneration/ salary/ wages of respective category	No.	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	330	0	NA
Key Managerial Personnel	2	33.38	0	NA
Employees other than BoD and KMP	216	5.34	9	4.05
Workers	807	1.69	0	0

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	0.12	0.13

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) –

   The Company has appointed Mr. Subodh Kumar Sharma, Whole time Director as Chief Operating Officer, as the primary point of contact for handling any human rights-related concerns or issues within the organization

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

   The company has robust mechanisms in place to address human rights concerns, including a Whistle Blower Policy, POSH (Prevention of Sexual Harassment) Policy, and a formal Grievance Redressal Policy. These frameworks empower employees and workers to report grievances related to unethical behavior, unsafe working conditions, and harassment through multiple channels, such as the Head of HR, the Vigilance Officer, or the POSH Internal Committee. Grievances are promptly reviewed and investigated by the Grievance Committee, ensuring that appropriate actions are taken and resolutions are implemented in accordance with the established timelines

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

   The company has established a POSH Internal Committee to address and resolve complaints related to sexual harassment, in alignment with our Code of Conduct and the Prevention of Sexual Harassment Act. This framework is designed to prevent discrimination and harassment, ensuring a safe and supportive environment for all employees and workers. To further this commitment, we conduct annual POSH training sessions across all locations and hold quarterly meetings with an external POSH expert to stay informed on legal updates. Additionally, the details of the committee members are prominently displayed at all sites to maintain transparency and facilitate easy access for anyone wishing to report a concern.

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

   Yes, in business contracts and agreements wherever relevant, appropriate clauses towards human rights obligations as required by the laws of the land are inserted and commitments towards the same are ensured

10. Assessments for the year:

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

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

Leadership Indicators

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

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

   ESG due diligence was carried out during the year as part of the company's fundraising process and is also a regular component of customer audits

3. Is the premise/office of the entity accessible to differently abled visitors, as per therequirements of the Rights of Persons with Disabilities Act, 2016? - NO

   The company is dedicated to fostering an inclusive and diverse environment across its locations. While employees and workers with disabilities do not currently require special infrastructure, we remain committed to providing appropriate support and making necessary accommodations should the need arise in the future

4. Details on assessment of value chain partners:

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

Sexual Harassment	NIL
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

PRINCIPLE 6 – Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
From renewable sources (GJ)		
Total electricity consumption(A)	41,790.95	2,049.95
Total fuel consumption (B)	0	0
Energy consumption throughother sources (C)	0	0
Total energy consumed fromrenewable sources (A+B+C)	41,790.95	2,049.95
From non-renewable sources (GJ)		
Total electricity consumption (D)	90,654.72	101,370.19
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	0	0
Total energy consumed fromnon-renewable sources (D+E+F)	90,654.72	101,370.19
Total energy consumed(A+B+C+D+E+F)	132,445.67	103,420.14
Energy intensity per rupee of turnover (Total energy consumed /Revenue from operations)	0.00002484	0.00002048
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed /Revenue from operationsadjusted for PPP)	0.0005132	0.0004232
Energy intensity in terms of physical output	0.8545	0.7661
Energy intensity (optional) – therelevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) – No

If yes, name of the external agency – NA

2. Doesthe 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) – No

   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 - NA

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Current Financial Year
Water withdrawal by source (in kiloliters) –		
(i) Surface water	0	0
(ii) Groundwater	6977	6845
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	6977	6845
Total volume of water consumption (in kiloliters)	6977	6845
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00013084	0.00013555
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	0.00002662	0.00002799
Water intensity in terms of physical output	0.11	0.12
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Current Financial Year
Water discharge by destination and level of treatment (in kiloliters) –		
(i) To Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	139	135
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	139	135

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) – No

If yes, name of the external agency – NA

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation – No

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

Parameter	Please specify unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
NOx	kg NOx eq	6.1	7.41
SOx	kg SO2 eq	3.789	4.783
Particulate matter (PM)	kg PM2.5 eq	1.649	2.119
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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

If yes, name of the external agency – TÜV

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

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	10101.36	NA
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) – Considering 0.9 kg CO2/Kwh of electricity consumed	Metric tonnes of CO2 equivalent	1.45	NA
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Grams (gm) of CO2 equivalent/Rs	0.000001895	NA
Total Scope 1 and Scope 2 GHG emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.00003854	NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.16	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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

If yes, name of the external agency – TÜV

name of the external agency –

8. Does the entity have any project related to reducing Green House Gas emission? - Yes

If Yes, then provide details –

Tinna has installed rooftop Solar panels at Wada, Varale and Gummidipoondi Plant location as renewable course of energy directly related to reducing greenhouse gas (GHG) emissions.

Solar panels generate electricity without burning coal, diesel, or natural gas during operation and electricity with solar significantly reduces GHG emissions

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Plastic waste (A)	3.2	11
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Apx 42	Apx 42
Total (A+B + C + D + E + F + G + H)	45.2	53
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000008478	0.00000001049
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000001731	0.0000002146
Waste intensity in terms of physical output	0.001	0.002
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	15	15
(iii) Other recovery operations	NA	NA
Total	15	15
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	15	15
Total	15	15

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) - No

If yes, name of the external agency – NA

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 –

At our facilities, we follow comprehensive waste management practices that include segregation, recycling, and reuse. We maintain zero liquid discharge. To minimize the use of hazardous and toxic chemicals, we adopt safer alternatives, optimize operational processes, conduct regular training, and adhere to regulatory standards. Hazardous waste is safely stored and disposed of through authorized partners, with ongoing monitoring to ensure compliance and uphold our environmental responsibilities

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:

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Y/ N)	Results communicated in public domain (Y /N)	Relevant Web link
NA					

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, Tinna is compliant with the applicable environmental law/regulations/guidelines in India. This includes the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment Protection Act, and the respective rules established under these Acts.

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

**All facilities are in full compliance with the standards set by the relevant Pollution Control Board*

Leadership Indicators

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

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

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA*	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / Turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		

(i) Into Surface water	NA*
- No treatment	
- With treatment – please specify level of treatment	
(ii) Into Groundwater	
- No treatment	
- With treatment – please specify level of treatment	
(iii) Into Seawater	
- No treatment	
- With treatment – please specify level of treatment	
(iv) Sent to third-parties	
- No treatment	
- With treatment – please specify level of treatment	
(v) Others	
- No treatment	
- With treatment – please specify level of treatment	
Total water discharged (in kilolitres)	

**None of the plants are located in the areas of water stress.*

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

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

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Nil		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities –

None of the facilities/Plants are in ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutionsto improve resource efficiency, or reduce impact due to emissions / effluent discharge / wastegenerated, please provide details of the same as well as outcome of such initiatives, as per thefollowing format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may beprovided along-with summary)	Outcome of theInitiative
1	Deployed electric forklifts in place of diesel-powered ones	NA	Reduced diesel consumption and greenhouse gas emissions
2	Commissioned high-efficiency processing equipment	NA	Reduced energy consumption, associated emissions and Enhanced workplace safety for employees
3	Optimized mechanical systems and deployed additional consumables	NA	Improved operational efficiency, and minimized overall energy consumption

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

   The Company, as a part of its Business Continuity Plan (BCP) has adopted the various operational and risk assessment framework to ensure operational resilience and minimize disruptions from unforeseen events like geopolitical & economic turmoil, supply chain interruptions, cybersecurity, environmental imbalances, health & safety issues, community concerns etc. The mitigation plan also includes critical function mapping, disaster recovery protocol (as applicable), IT redundancy, environmental monitoring, community engagement, health & safety assessments and periodic drills to test preparedness. The plan is reviewed annually and overseen by senior management to ensure continuity of key business functions with minimal environmental and social impact.

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

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

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations - 9

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1.	Delhi Chamber of Commerce	National
2.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3.	Materials Recycling Association of India (MRAI)	National
4.	Indian Tyre Technical Advisory Committee (ITTAC)	National
5.	Automotive Tyre Manufacturers' Association (ATMA)	National
6.	Confederation of Indian Industry (CII)	National
7.	All India Rubber Industries Association (AIRIA)	National
8.	Rubberized Asphalt Foundation (RAF)	International
9.	Tyre & Rubber Recyclers Association of India (TRRAI)	National

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

Name of authority	Brief of the case	Corrective action taken
NIL*		

**During the financial year, the company has not been subject to any stakeholder-initiated legal proceedings concerning anti-competitive behavior. Therefore, no corrective measures have been necessitated or implemented in response to regulatory authority directives pertaining to anti-competitive conduct*

Leadership Indicators

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

Company's management engages with public-policy issues primarily relating to tyre recycling, Extended Producer Responsibility (EPR), circular economy, recycled-material utilization and road infrastructure. Management has expressed support for effective EPR implementation, greater emphasis on material recycling, formalization of tyre recycling channels and continued use of crumb-rubber-modified bitumen in high-traffic road infrastructure. The company also participates in industry and technical forums relating to tyre recycling and crumb-rubber applications

PRINCIPLE 8 – Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes /No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA*					

**The Company did not undertake any social impact assessments during the year*

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In Rs)
NA*						

*There were no projects for which rehabilitation and resettlement were undertaken

3. Describe the mechanisms to receive and redress grievances of the community –
Company has implemented a structured grievance redressal mechanism to address concerns from community members related to its operations, including health and safety risks, environmental impacts, and unethical conduct. Grievances can be submitted through multiple accessible channels—physical forms at plant locations, by post to the Head Office, or via email and the company website. Each grievance is reviewed by a dedicated Grievance Committee, which ensures fair and timely resolution through a defined process of assessment, investigation, and communication. An appeal process is also in place for unresolved issues, and confidentiality is maintained throughout, reinforcing Tinna's commitment to transparent and accountable community engagement.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs/ small producers	11	11
Directly from within India	21	26

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

Location	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Rural	38	41
Semi-urban	12	7
Urban	10	8
Metropolitan	40	44

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
NA*	

*There were no social impact assessments during the year

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

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

*There were no projects undertaken in aspirational districts during the year

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

   (a) From which marginalized /vulnerable groups do you procure? – NA

   (b) What percentage of total procurement (by value) does it constitute? – NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

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

*There were no such intellectual properties owned or acquired during the year

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

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

*There were no such disputes

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable & marginalized groups
The CSR activity was carried out by the company for public beneficiary at large near to the each of plant location and head office of the Company.			

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

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

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

   The Company have in place the mechanism to handle consumer complaints promptly, efficiently, and transparently. Once a complaint is received, it is immediately acknowledged, recorded, and categorized based on its nature. The relevant team then performs an *initial assessment and, if needed, implements immediate containment measures. The root cause is subsequently investigated, and a corrective action plan is formulated. The complaint is only closed after the customer provides positive feedback—ensuring the issue is fully resolved and satisfaction is achieved.*

	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	
Recycling and/or safe disposal	

2. Turnover of products and/ services as a percentage of turnover from all products/service thatcarry information about;

	As a percentage to total turnover
Environmental and social parameters relevant to the product	93.75
Safe and responsible usage	93.75
Recycling and/or safe disposal	93.75

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Received during the year	Pending Resolution at end of year	Remarks	Received during the year	Pending Resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential Services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other - Quality Related Complaints	2	0	Root cause identified and corrective actions taken. Complaint closed with customer feedback	1	0	Root cause identified and corrective actions taken. Complaint closed with customer feedback

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

	No.	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	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. https://tinna.in/

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

**There were no instances during the year*

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 ofcustomers - 0
   c. Impact, if any, of the data breaches - NA

Leadership Indicators

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

   https://tinna.in/

   https://www.instagram.com/tinna.rubber/

   https://www.linkedin.com/company/tinna-rubber-and-infrastructure-limited/

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

   We place a strong emphasis on educating and engaging our consumers to encourage the safe and responsible use of our products. We regularly carry out customer engagement initiatives to share in-depth information about our products and how they're used. Furthermore, we provide Safety Data Sheet (SDS) and Technical Data Sheet (TDS) to ensure customers have clear, detailed instructions for proper handling and usage

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

   Customers are promptly informed of any potential production delays or product discontinuations through suitable communication channels.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

   No

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

   Yes, We conduct annual surveys to assess customer satisfaction with our key products and services. The insights gathered are used to enhance the overall customer experience