

July 21, 2025

The Secretary
BSE Ltd.
P J Towers, Rotunda Bldg.,
Dalal Street, Fort
Mumbai – 400 001

Scrip Code: 500414

Dear Sir,

Sub: Business Responsibility and Sustainability Report for the financial year 2024-25 – Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015 read with SEBI Circular no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, please find enclosed herewith the Business Responsibility and Sustainability Report ('BRSR') for the Financial Year 2024-25 which forms part of the Annual Report of the Company for FY 2024-25.

The BRSR is also available on the website of the Company at www.timexindia.com.

Please take the same on record and inform the members of the Stock Exchange accordingly.

Thanking you,
For Timex Group India Limited

Dhiraj Kumar Maggo
Vice President – Legal, HR and Company Secretary
ICSI Membership No.- F7609

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L33301DL1988PLC033434
2.	Name of the Listed Entity	TIMEX GROUP INDIA LIMITED
3.	Year of incorporation	1988
4.	Registered office address	E-10, Lower Ground Floor, Lajpat Nagar III, New Delhi-110024
5.	Corporate address	Unit no. 303, 3rd floor, Tower B, World Trade Tower (WTT), C-1, Sector-16, Noida-201301
6.	E-mail	Investor.relations@timex.com
7.	Telephone	0120-4741300
8.	Website	www.timexindia.com
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd.
11.	Paid-up Capital	Equity share capital - Rs. 10,09,50,000 Preference share capital - Rs. 87,71,52,640
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Deepak Chhabra Managing Director Contact Details: Phone No.: 0120-4741300 Email: investor.relations@timex.com
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)	Disclosures made in this report are on standalone basis and pertain only to Timex Group India Limited.
14.	Name of assessment of assurance provider	Not Applicable
15.	Type of assessment of assurance obtained	Not Applicable

II. Products/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	Manufacturing of watches	63.25%
2	Trade	Wholesale Trading	35.33%
3	Support service to Organisations	Other support services to organisations	1.42%

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

S.no.	Product/Service	NIC Code	% of total Turnover contributed
1.	Watches	2652	100%*

*rounded off

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	1	7	8
International	-	-	-

19. Market served by the entity

a. Number of locations

Locations	Number
National (No. of states)	Pan India
International (No. of Countries)	7

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

Exports contribute approximately 2.85% of total turnover of the Company..

c. A brief on types of customers

The Company sells its products majorly on wholesale cash and carry basis through various sales channels and partners including distributors, dealers, franchisee operated exclusive brand outlets, modern trade - chain stores, defence, institutional, e-commerce, brand webstore etc. The Company has a strong array of prestigious international brands in its portfolio in fashion and lifestyle segment which gives ample choice to the fashion-oriented consumer. Currently, the brands in our portfolio include Timex, Guess, Gc, Versace, Salvatore Ferragamo, Nautica, Ted Baker, Furla, Adidas Originals, Philipp Plein, Plein Sport, UCB, Helix and TMX. The Company also operates as the ODM for watches with Lavie and Woodland for their brand of watches and also with Flipkart and Myntra for brands such as Wrogn, Van Heusen, Allen Solly and Peter England.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No.(C)	%(C/A)
EMPLOYEES						
1	Permanent(D)	200	180	90%	20	10%
2	Other than Permanent (E)*	393	345	88%	48	12%
3	Total employees (D+E)	593	525	89%	68	11%
WORKERS						
4	Permanent(F)	123	17	14%	106	86%
5	Other than Permanent(G)*	55	3	5%	52	95%
6	Total employees (F+G)	178	20	11%	158	89%

*Other than permanent employees represent the employees contracted via third party.

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)	0	0	0	0	0
2	Other than Permanent(E)*	0	0	0	0	0
3	Total differently abled employees (D+E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4	Permanent(F)	1	0	0	1	100%
5	Other than Permanent(G)*	0	0	0	0	0
6	Total differently abled workers (F+G)	1	0	0	1	100%

*Other than permanent employees in Timex are contracted via third party.

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	%(B/A)
Board of Directors	6	2	33.33%
Key Management Personnel*	2	-	-

*Excluding BOD

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

	FY 2024-25 (Turnover rate)			FY 2023-24 (Turnover rate)			FY 2022-23 (Turnover rate)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9%	0%	9%	10%	1%	11%	10%	1%	11%
Permanent Workers	2%	8%	10%	1%	13%	14%	0%	12%	12%

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

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

S.no	Name of the holding/ subsidiary/ associate companies/ joint venture (A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility Initiatives of the listed entity? (Yes/No)
1.	Timex Group Luxury Watches B.V.	Holding Company	-	No

The Company does not have any subsidiary, associate or Joint venture.

VI. CSR Details

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

(ii) Turnover (in Rs.) - Rs. 53,810 Lakhs

(iii) Net worth (in Rs.) - Rs. 8,400 Lakhs

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 complaints is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of Complaints filed during the year	Number of Complaints pending resolution at close of the year	Remarks	Number of Complaints filed during the year	Number of Complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.timexindia.com/wp-content/uploads/2023/05/Timex_Code-of-Conduct.pdf	There have been no complaints or grievances received under any of the principles of National Guidelines on Responsible Business Conduct					
Investors (other than shareholders)	Yes https://www.timexindia.com/investors-contact/						
Shareholders	Yes https://www.timexindia.com/investors-contact/	13	1	Not Applicable	11	0	Not Applicable
Employees and Workers	Yes https://www.timexindia.com/pdf/Whistle%20Blower%20Policy.pdf and, https://www.timexindia.com/wp-content/uploads/2023/05/Timex_Code-of-Conduct.pdf	There have been no complaints or grievances received under any of the principles of National Guidelines on Responsible Business Conduct.					
Customers	Yes https://www.timexindia.com/wp-content/uploads/2023/05/Timex_Code-of-Conduct.pdf and https://www.timexindia.com/warranty-repair/	13,896	0	Not Applicable	19,315	0	Not Applicable
Value Chain Partners		There have been no complaints or grievances received under any of the principles of National Guidelines on Responsible Business Conduct.					
Other (Please Specify)		-					

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:

Please refer to the Risk Management Section in the Board's Report in addition to the following details.

S. no	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Employee Health, Safety and Well-being	R	As the Company's most valuable resource, employee safety and wellbeing are of paramount importance. This is accomplished by assessing and controlling health and safety risks across the operations.	The Company emphasises on placing safety as a pre-requisite across all its operations. Further, Company also takes various measures to ensure the health and wellbeing of employees by resorting to various interventions through health awareness programs	Neutral Any cost put towards employee health, safety and well-being will yield positive results in the long term.
2.	Labour practices	R	Changing regulations around labour practices pose a challenge	The Company adheres to all applicable laws, pertaining to human rights and labour practices. The Company does not engage in child labour, forced or compulsory labour.	Negative Workplace incidents related to employee's health and safety can result into the cost of high litigation, plants shutdown, survivor benefits and fines from the regulators.
3.	Human Rights	R	Changing regulations around human rights pose as a challenge	The Company puts in substantial efforts to ensure that no human right violations are ensured in the entire line of our business	Negative Any human rights violation or non-compliance can lead to severe reputational and financial risk for the Company.
4.	Waste management	O	The Company has a robust waste management process with zero discharge of waste outside the plant premises.	To regularly improve our waste segregation, collection, treatment and disposal processes to make the process more efficient	Positive The waste generated is either used back in processes or disposed off to the registered vendors for recycling.
5.	Consumer welfare	O	To distinguish ourselves as the market leaders and most preferred consumer brand	Timex has established strong market connect with consumer and build legacy brands that ensure consumer welfare	Positive Goodwill amongst consumer will convert into product sales
6.	Innovation and Technology	O	The implementation of new technologies will enable the organisation to be at the forefront as market leaders with better quality products. It will also help business to counter any disruptive business models that may pose a threat to our business.	-	Positive Cost undertaken for innovation and technology would benefit the company.
7.	Governance	O	A robust governance structure will enable the Company in assessing its policies and processes from the perspective of minimizing the impact on the environment while empowering the society and act as responsible corporate citizen.	Strong leadership and resilient execution teams	Positive Transforming our business and levelling it up.

S. no	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8.	Training and Development	O	The Company can raise the bar on quality of its offerings and become increasingly future-ready by ensuring requisite technical and behavioural skills are imparted to its workforce through regular trainings.	Adapting to best training / development practices to develop our people	Positive The investment made in training and development of people will benefit the company across all functions
9.	Diversity at workplace	O	A diverse workplace is an inclusive environment that provides equal rights and opportunities for all employees and helps in building an equitable society. A greater diversity across genders and ethnicity is strongly correlated to a greater level of inclusiveness (unconventional biases in ethnicity, race and equality while transforming our thoughts and actions at a personal and professional level), improved propositions and productivity enabling value creation.	Encouraging diversity at all levels through all our practices	Positive A pool of diverse workforce of different genders, ages and ethnicities, nationalities, socio-economic backgrounds, religious beliefs, cultural practices, and sexual orientation will enable the Company to develop its services further and mitigate operational risks. Diversity in the workforce brings new perspectives, experiences and ideas which enables innovation, increases performance and enables a positive culture in the organization.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions			P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes											
1.	a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b.	Has the policy been approved by the Board (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	Web Link of the Policies, if available	- Code of Conduct for all Directors and Senior Management: https://www.timexindia.com/code-of-conduct/ - Code of Conduct for employees: https://www.timexindia.com/wp-content/uploads/2023/05/Timex_Code-of-Conduct.pdf - Whistle Blower Policy: https://www.timexindia.com/pdf/Whistle%20Blower%20Policy.pdf - Code of Internal Procedures and Conduct for Regulating, Monitoring and Reporting of Trading by Insiders: https://www.timexindia.com/wp-content/uploads/2021/03/Timex-POIT-Reg-amended_21-March_2021.pdf - Related Party Transaction Policy: https://www.timexindia.com/wp-content/uploads/2025/02/RPT-Policy_30-Jan-2025.pdf - Policy for Determination of Materiality of Events / Information: https://www.timexindia.com/pdf/TGIL_Policy_events.pdf - Prevention of Sexual Harassment of women: https://www.timexindia.com/wp-content/uploads/2023/05/Timex_Policy-on-Sexual-Harassment.pdf								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4.	Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	- SA 8000:2014 - ISO 45001:2018								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is cognizant of its responsibilities under ESG framework and endeavors to be a leading organisation on these parameters. Will its efforts across various functions, the organization is moving towards this goal.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company is taking adequate steps towards fulfilment of its responsibilities for ESG framework.								

Governance, leadership and oversight

7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	The Company believes that sustainability, inclusivity, prosperity, and governance are as important as profitability. With this belief, the Company is making consistent efforts to make a brighter future for all the stakeholders who deal with the Company. We believe that the growth must be sustainable, and we need to work proactively for our environmental, social and governance aspects. To this end, we have taken thoughtful measures to tackle inequalities within and beyond the organization, earn and retain the trust of all our stakeholders and build a greener tomorrow. We believe in leading by example and delivering solutions in the form leading, sustainable and trustworthy products in our field and build a stronger brand.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Deepak Chhabra (DIN: 01879706), Managing Director of the Company								
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.	The Company does not have specified Committee for decision making on sustainability related issues. However, the Directors and senior management monitor various aspects of social, environmental, governance and economic responsibilities of the Company on a continuous basis.								

10. Details of Review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half Yearly/ Quarterly/Any other- Please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	The policies are reviewed periodically/ on a need basis by the Board of Directors of the Company.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Status of compliance with all applicable statutory requirements is reviewed by the Board of Directors on a quarterly 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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		No								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	7	During the year, the Board of Directors (including Committees) and KMPs engaged in various updates pertaining to business, regulatory, safety, employee well-being, ESG matters etc. The KMPs and Senior Management are also given periodic updates on Company's Code of Conduct, the provisions of SEBI (Prohibition of Insider Trading) Regulations, Whistle Blower Policy, Prevention of Sexual harassment, HR policies, etc.	100%
Key Managerial Personnel			
Employees other than BoD and KMPs	15	Various trainings and awareness sessions are regularly organised for employees covering areas including induction training at joining and trainings on leadership, HR policy, functional/ technical skills and compliance matters during the course of employment.	100%
Workers	26	All workers undergo training programmes on a regular basis in the areas of skill upgradation, process orientation, soft skill development and safety. These trainings are imparted through online and classroom mods as well as on-the-job. Classroom trainings conducted during the year included SA 8000 Awareness session, Trainings on SA 8000 Policy & Procedures, Awareness on POSH, Trainings on Health & safety & Risk assessment etc.	90%

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 2024-25 in the following Format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

During FY 2024-25, there were no material fines/penalties/punishments/awards/compounding fees/settlements as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 imposed on the Company or its Directors/KMPs.

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	NIL	NIL	NIL	NIL	Not Applicable
Settlement	NIL	NIL	NIL	NIL	Not Applicable
Compounding fee	NIL	NIL	NIL	NIL	Not Applicable

Non- Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	Not Applicable	Not Applicable
Punishment	NIL	NIL	Not Applicable	Not Applicable

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

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

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

Yes. The Company strictly prohibits corruption and bribery practices and covers these matters in detail with do's and don'ts in its Code of Conduct. All employees and other stakeholders dealing with the Company are required to abide by the values of the company. The code requires the employees to work and conduct in an ethical, accountable and transparent manner in their day-to-day office work and addresses issues beyond corruption and bribery. Web-link to the Company's code of conduct: https://www.timexindia.com/wp-content/uploads/2023/05/Timex_Code-of-Conduct.pdf

Apart from the Code of Conduct, the Company also has a Whistle blower Policy to report such matters.

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 2024-25	FY 2023-24
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the directors	NIL	Not Applicable	NIL	Not Applicable
Number of complaints received in relation to issues of conflict of interest of the KMPs	NIL	Not Applicable	NIL	Not Applicable

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 2024-25	FY 2023-24
Number of days of accounts payables	56 days	71 days

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 2024-25	FY 2023-24
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	30.3%	29.5%
	b.	Number of trading houses where purchases are made from	8	8
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%

Parameter	Metrics		FY 2024-25	FY 2023-24
Concentration of Sales	a.	Sales to dealers/ distributors as % of total sales	83.83%	85.37%
	b.	Number of dealers / distributors to whom sales are made	374	365
	c.	Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	58.79%	58.42%
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	28.89%	24.13%
	b.	Sales (Sales to related parties / Total Sales)	2.82%	3.59%
	c.	Loans & advances (Loans & advances given to related parties/ Total loans & advances)	-	-
	d.	Investments (Investments in related parties / Total Investments made)	-	-

Note:

‘Input material’ and “total purchases” shall include all types of procurement such as raw material, spares, services, capex procurement items etc.

Input material in the form of services shall include all procured third-party services.

The definition for trading house shall be as follows: A “trading house” is a specialized legal entity primarily engaged in the business of export, import, and/or domestic trade of goods and services, facilitating such import, export and/or domestic trade and providing related services to support these transactions.

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

Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, the company is committed to sustainability in its supply chain, requiring annual supplier assessments based on Environmental, Social, and Economical grounds, as per SA 8000:2014.

The Company follows Supplier assessment checklist, stamped & signed along with complete information with key commodity Suppliers.

b. If yes, what percentage of inputs were sourced sustainably?

>=85% of the inputs are sourced sustainably.y.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

As a part of the e-waste recycling and plastic waste management collection programme, the Company has partnered with government authorised recyclers. We have detailed MOU signed for both e-waste, solid waste management and used oil with the identified treatment value-chain player. All the necessary and legal authorisations required for the processing facilities have been taken and approved by concerned governmental agencies. The recycling and disposal of e-waste help us to ensure the protection of the environment from hazardous consequences.

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 is in compliance with the Extended Producer Responsibility (EPR) guidelines. Our waste collection plan is in line with the EPR plan submitted to Pollution Control Board (PCB).

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 Insurance		Maternity benefits		Paternity Benefits		Day care facilities	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
Permanent Employees											
Male	180	180	100%	180	100%	NA	NA	180	100%	31	17%
Female	20	20	100%	20	100%	20	100%	NA	NA	1	5%
Total	200	200	100%	200	100%	20	10%	180	90%	32	16%
Other than Permanent employees*											
Male	345	345	100%	345	100%	NA	NA	345	100%	NA	NA
Female	48	48	100%	48	100%	48	100%	NA	NA	NA	NA
Total	393	393	100%	393	100%	48	12%	345	88%	NA	NA

*Other than permanent employees in Timex are contracted via third party and the responsibility related to the information shared above lies with the contractor. Timex ensures that the contractors meet the statutory requirements.

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

Category	% OF EMPLOYEES COVERED BY										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day care facilities	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
Permanent Workers											
Male	17	17	100%	17	100%	NA	NA	17	100%	17	100%
Female	106	106	100%	106	100%	106	100%	NA	NA	106	100%
Total	123	123	100%	123	100%	106	86%	17	14%	123	100%
Other than Permanent Workers*											
Male	3	3	100%	3	100%	NA	NA	3	100%	3	100%
Female	52	52	100%	52	100%	52	100%	NA	NA	52	100%
Total	55	55	100%	55	100%	52	95%	3	5%	55	100%

*Other than permanent employees in Timex are contracted via third party and the responsibility related to the information shared above lies with the contractor. Timex ensures that the contractors meet the statutory requirements.

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

	FY 2024-25	FY 2023-24
Cost incurred on well being measures as a % of total revenue of the Company	0.23%	0.24%

Note: As per BRSR Core, the KPI should include the 5 initiatives (i.e., health insurance, accident insurance, maternity benefits, paternity benefits, day care facilities) covered under question 1a and 1b under Principle 3 and additionally health & safety measures including access to mental health.

Listed entities should prepare a schedule of cost incurred on all the above initiatives and the same should be based on the expenditure included in the relevant ledger heads in the audited trial. The schedule should include the following expenditure on well-being of employees and workers (including permanent and other than permanent employees/workers) which has been charged to the Profit & Loss account:

a. Actual cost incurred by the company on health insurance, accident insurance, day care facilities. Any cost of health/accident insurance borne by the employee will be excluded. However, in case the health/accident insurance has been facilitated/negotiated by the company for its employees, this may be mentioned by way of a note.

b. Cost for maternity and paternity benefits would include costs on any direct benefits provided to employees (such as Cabs for commuting, etc.) and actual salary paid to the employees during the maternity/paternity leave availed (as per Cost to company including variable pay, if the amount has been bifurcated employee wise).

c. Cost incurred by the company on health & safety measures (including mental health) like medical benefits to employees, annual health check ups, provision of doctors/ counsellors / clinics, fitness programmes, etc. should be included.

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

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	-	83%	Y	-	90%	Y
Others- Super annuation	1%	-	Y	1%	-	Y

3. Accessibility of workplaces

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

Yes, the premises / offices of the Company are accessible to all the employees including differently abled employees and workers.

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 is committed to provide equal employment opportunities to all persons with diverse experience, impartiality and equal access, acceptance and respect of diverse culture, social background, and equal treatment for persons with disability. The Company endeavours to ensure that the work environment is free from any discrimination against all persons including persons with disabilities.

Weblink of the Policy: <https://www.timexindia.com/wp-content/uploads/2023/05/TIMEX-Equal-employment-Opportunity-Policy-FINAL.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
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/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has multiple mechanisms to redress grievances such as Grievance Committee at Plant, Internal Committees under POSH Act for all workplaces, Company's Code of Conduct and Whistle Blower mechanism. The Company has also placed "Suggestion Box" at its plant which can be used by the employees and workers to raise their grievances.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25			FY 2023-24		
	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	200	0	-	199	0	-
Male	180	0	-	181	0	-
Female	20	0	-	18	0	-
Total Permanent Workers	123	0	-	136	0	-
Male	17	0	-	19	0	-
Female	106	0	-	117	0	-

8. Details of training given to employees and workers:

Category	Total (A)	FY 2024-25				Total (D)	FY 2023-24			
		On health and safety measures		On Skill upgradation			On health and safety measures		On Skill upgradation	
		Number (B)	%(B/A)	Number (C)	%(C/A)		Number (E)	%(E/D)	No.(F)	%(F/D)
Employees										
Male	180	31	17%	180	100%	181	33	18%	181	100%
Female	20	1	5%	20	100%	18	1	6%	18	100%
Total	200	32	16%	200	100%	199	34	17%	199	100%
Workers										
Male	17	17	100%	17	100%	19	19	100%	19	100%
Female	106	106	100%	106	100%	117	117	100%	117	100%
Total	123	123	100%	123	100%	136	136	100%	136	100%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	%(B/A)	Total (C)	No.(D)	%(D/C)
Employees						
Male	180	176	98%	181	173	96%
Female	20	19	95%	18	16	89%
Total	200	195	98%	199	189	95%
Workers						
Male	17	17	100%	19	19	100%
Female	106	106	100%	117	117	100%
Total	123	123	100%	136	136	100%

10. Health and safety management system:

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

Yes, the Occupational Health and Safety Management System has been implemented at the Plant. The Company's health and safety management system is based on ISO 45001:2018, the International Standard for Occupational Health and Safety.

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

- Periodic Mock drill conducted at the Plant.
- Brainstorming by cross function team.
- Internal and External audit.
- Maintaining records of Risk assessment.

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

Yes, the Company has processes for workers to report the work-related hazards and to remove themselves from such risks. The company implements protocols for employees to promptly report workplace hazards and remove themselves from risky situations. Our structured system enables workers to document near misses, safety concern and unsafe behaviours or conditions encountered on-site. Following a report, corrective and preventive measures are promptly initiated and designated timelines, overseen by an assigned individual, and subsequently reviewed by the relevant unit head. This ensures the ongoing safety of the workplace, swiftly identifying and mitigating potential hazards for all employees.

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

Yes, all Company employees have access to comprehensive non-occupational medical and healthcare services. Within the Plant, there is a medical facility staffed with a full-time nurse and a visiting doctor on a regular basis. The nurse's duties include administering first aid, addressing emergency health concerns, and facilitating referrals to external medical facilities for further consultation with doctors if required. This provision guarantees that employees receive essential medical care promptly, reducing the likelihood of minor health issues escalating into more serious conditions.

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

Safety incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

12. Describe the measures taken by the entity to ensure a safe and healthy work-place:

At Timex, we emphasize strongly on the health, safety, and well-being of our people. We continuously strive to create a work environment that is free from any occupational hazards, regardless of where our people are located or what type of work they carry out. Some of the measures undertaken by the Company is listed below:

- Employee training:** Comprehensive training is essential for preventing workplace injury. The Company ensures that all employees and workers have access to safety training.
- Safety Inspections/ Audits:** The Company conducts safety audit or inspection at defined intervals to critically examine and identify any needs for corrective action. Checks are conducted in standardized format and records maintained at site.
- Regular review meetings:** Regular meetings to review safety rules and discuss preventive measures are conducted to ensure that the workplaces are safe for the workers.

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

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

14. Assessments for the year:

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

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

Not applicable

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.

Any individual or group of individuals that adds value to the business of the Company is identified as a key stakeholder. This encompasses employees & workers, shareholders, customers, vendors, regulators, various government organizations amongst others. We prioritised our key stakeholders to comprehend their expectations and concerns. By engaging in regular interactions across various channels, we've fortified our relationships and refined our organisational strategy.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlet, Advertisement, Community meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half/ Yearly/Quarterly/ Others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and workers	No	Direct, through e-mail, meetings, townhall, website, notice board	Daily/need to know basis	Communication on RnR, Employee Engagement, Talent Management, Training programmes
Shareholders	No	Email, website, newspaper advertisements, stock exchange intimations, Investor Presentations, Annual General Meeting, investor meetings, notices and intimations	Periodic/Annual	To give an update on the developments in the Company, business performance, statutory information/ filings
Customers	No	Multiple channels	Regular	Stay in touch with the customers and to receive their feedback on various products that the Company manufactures and deals with.
Vendors/ Value Chain Partners	No	E-mail, one to one and joint meetings with vendors, website	Periodic/Annual	Stay in touch with vendors and suppliers for product engagement
Regulators	No	Emails, one on one meetings	Need based	Discussions with respect to various regulations, amendments, inspections, and approvals

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 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	%(B/A)	Total (C)	No. of employees/ workers covered (D)	%(D/C)
Employees						
Permanent	200	200	100%	199	199	100%
Other than Permanent	393	0	-	425	0	-
Total Employees	593	200	34%	624	199	32%

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	%(B/A)	Total (C)	No. of employees/ workers covered (D)	%(D/C)
Workers						
Permanent	17	17	100%	136	136	100%
Other than Permanent	106	106	100%	26	26	100%
Total Workers	123	123	100%	162	162	100%

Note: Currently, we have a Code of Conduct, HR Policy Manual and Policy on Sexual Harassment in place which covers the aspects of human rights. The employees are mandated to abide by these policies before joining the company. Additionally, extracts of the Factory Act prohibiting child/bonded Labour and minimum wages are displayed in factory premises for perusal of all direct/indirect employees.

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

Category	Total (A)	FY 2024-25				FY 2023-24				
		Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	%(B/A)	Number (C)	%(C/A)		Number (E)	%(E/D)	Number (F)	%(F/D)
Employees										
Permanent	200	0	0	200	100%	199	0	0	199	100%
Male	180	0	0	180	100%	181	0	0	181	100%
Female	20	0	0	20	100%	18	0	0	18	100%
Other than Permanent	393	0	0	393	100%	425	0	0	425	100%
Male	345	0	0	345	100%	381	0	0	381	100%
Female	48	0	0	48	100%	44	0	0	44	100%
Workers										
Permanent	123	0	0	123	100%	136	0	0	136	100%
Male	17	0	0	17	100%	19	0	0	19	100%
Female	106	0	0	106	100%	117	0	0	117	100%
Other than Permanent	55	0	0	55	100%	26	0	0	26	100%
Male	3	0	0	3	100%	2	0	0	2	100%
Female	52	0	0	52	100%	24	0	0	24	100%

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

a. Median Remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ Wages of respective category	Number	Median remuneration/ salary/ Wages of respective category
Board of Directors (BoD)*	4	5,51,55,736	2	-
Key Managerial Personnel	2	2,24,28,686	0	-
Employees other than BoD and KMP	177	15,99,012	20	16,22,982
Workers	17	2,29,548	106	223,506

*The Company has 1 Managing Director and 5 other directors including independent directors and other non-executive directors. Independent directors are only getting sitting fees. Other non-executive directors do not get any remuneration. The remuneration details in the above table only considers remuneration of Managing Director.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	13%	13%

Note: the total wages should include:

1. Salaries, wages and bonus as per the disclosure made in the audited financial statements (for BFSI, this will need to be extracted from "Payments to and provisions for employees" in the audited financial statements). The same would exclude retirement benefits, ESOPs and staff welfare expenses. Bonus accrued but not paid may be apportioned between male and female staff using an appropriate basis and the basis should be disclosed.

2. For other than permanent employees/workers, actual wages paid to non-permanent employees/workers to be considered.

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))

Internal Committees under POSH and HR department are responsible for these matters.

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

At Timex, guidance on human rights issues is covered as a part of its Code of Conduct, HR Policy Manual and POSH Rules. Employees are encouraged to approach their Reporting Manager, Head of Department, or personnel from Human Resource Department for any grievances.

Also, the Company has a Whistle Blower Policy that allows and encourages its stakeholders to raise concerns about the violations against the Code of Conduct.

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

Category	FY 2024-25			FY 2023-24		
	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	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/ Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	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 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	Not Applicable	Not Applicable

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

The Company promotes an open culture of communication devoid of any bullying or harassment of any kind. The Whistle blower Policy provides the guidelines and mechanism that the Company follows for the protection of the complainant / whistle blower. The investigation is done strictly in a confidential manner ensuring the protection of the complainant against any retaliation. All care is taken to withhold the identity of the complainant / whistle blower. The Company provides necessary safeguards to all whistle blowers for making protected disclosures in good faith, in all the areas mentioned in the Code of Conduct such as business with integrity, responsible corporate citizenship, illegal and unfair labour practices, trade practices and other laws.

The Company also has a policy on prevention, prohibition and redressal of sexual harassment of any employee at the workplace and has an Internal Committee (IC) at various locations in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Members of the IC are responsible for conducting inquiries pertaining to such complaints. On a regular basis, the Company sensitises its employees on the prevention of sexual harassment at the workplace through awareness programs.

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

Yes.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% of the plant was assessed by the Company and external auditors
Forced/involuntary labour	100% of the plant was assessed by the Company and external auditors
Sexual harassment	100% of the plant was assessed by the Company and external auditors
Discrimination at workplace	100% of the plant was assessed by the Company and external auditors
Wages	100% of the plant was assessed by the Company and external auditors
Others-please specify	-

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

Not Applicable

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

Essential Indicators

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

Parameter	FY 2024–25 (in Giga Joules)	FY 2023–24 (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	-	-
a. Wheeled renewable power procured from a captive renewable power plant, a third party, or power exchange.	-	-
b. Wheeled non-renewable power procured from a captive power plant, a third party, or power exchange.	-	-
c. Renewable power procured under 'green tariff' program of the state.	-	-
d. Grid power	1618	1346
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	1618	1346
From non-renewable sources		
Total electricity consumption (D)	-	-
a. Wheeled renewable power procured from a captive renewable power plant, a third party, or power exchange.	-	-
b. Wheeled non-renewable power procured from a captive power plant, a third party, or power exchange.	-	-
c. Renewable power procured under 'green tariff' program of the state.	-	-
d. Grid power	1293	1101
Total fuel consumption (E)	151	126
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources(D+E+F)	1444	1227

Parameter	FY 2024-25 (in Giga Joules)	FY 2023-24 (in Giga Joules)
Total Energy consumed (A+B+C+D+E+F)	3062	2573
Energy intensity per rupee of turnover (Total energy Consumed/ Revenue from operations) Giga Joules per Lakhs (Rs.)	0.057	0.061
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	1.176	1.27
Energy Intensity in terms of Physical output	-	-
Energy intensity (Optional) -the relevant metric may be selected by the entity	-	-

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

No independent assurance has been done for data verification.

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

No

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in Kilolitres)		
(i)Surface water	0	0
(ii)Groundwater	8012	5585
(iii)Third party water	81	422.3
(iv)Seawater/desalinated water	0	0
(v)Others	0	0
Total volume of water withdrawal (in Kilolitres) (i + ii + iii + iv + v)	8093	6007.3
Total Volume of water consumption (in Kilolitres)	8093	6007.3
Water intensity per rupee of turnover (Water consumed/ turnover) KL per Lakhs (Rs.)	0.150	0.143
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	3.107	2.963
Water intensity in terms of physical output		
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No independent assurance has been done for data verification.

Total volume of water consumption (Mn L or kL)	Reporting entities which have offices, outlets, branches, and other facilities where direct measurement of water is not available or practicable, should use guidelines established by the Central Ground Water Authority (CGWA)2 to estimate water consumption. As per CGWA guideline, the estimated consumption is 45 litres per head per working day for offices. Thus, the quantification of water usage can be done by multiplying the number of employees and workers working within the office space by the stipulated 45 litres per head per working day. For other countries, use consumption rates representative of the country or region to the extent practicable. Offices, outlets, branches, or other similar situations where directly measurement of water withdrawal, discharge, and consumption data, are available at a larger facility-level, then the sub-unit level water withdrawal, discharge, and consumption should be estimated from facility-level data as follows: Sub-unit level data = (Facility level data including common area consumption) * (sub-unit area in sq. ft. (÷ total facility area in sq. ft)
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4. Provide the following details related to water discharge

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	Not applicable	Not applicable
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	Not applicable	Not applicable
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	Not applicable	Not applicable
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	Not applicable	Not applicable
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	Not applicable	Not applicable
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kiloliters)		

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

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

At present, we do not have Zero Liquid Discharge mechanism. However, we use 100% of the treated water from Sewer Treatment Plant (STP) within the Baddi premises for horticulture and toilet use with the consent from the concerned authorities. We follow all the necessary applicable guidelines and directions on maintaining the standards of STP as required by CPCB and SPCBs.

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

Parameter	Unit	FY 2024-25	FY 2023-24
NOx	g/Kw-Hr	0.182	0.25
Sox	g/Kw-Hr	0.102	ND
Particulate matter (PM)	g/Kw-Hr	0.155	0.14
Persistent organic pollutants (POP)	-	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	-	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	-	Not Applicable	Not Applicable
Others—please Specify	-	Not Applicable	Not Applicable

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.

We undertake third party lab testing for each of these air emission parameters including NOx and SOx on yearly basis to ensure the parameters are within permissible limits. This is done in addition to our internal monitoring systems. We also submit the reports to the concern authority and pollution control board.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emission (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of Co2 equivalent	149.8	142.7
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of Co2 equivalent	295	224
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total scope 1 and scope 2 GHG emissions/ Revenue from operations) Metric tonnes per Lakhs (Rs.)	Metric tonnes of Co2 equivalent	0.0083	0.0087

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 and Scope 2 emission 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)	Metric tonnes of Co2 equivalent	0.171	0.181
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emissions intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

No independent assurance has been done for data verification.

Scope 1 emissions are direct GHG emissions from sources that are owned or controlled by the entity. Source refers to any physical unit or process that releases GHG into the atmosphere. Further, any emissions that are not physically controlled but result from intentional or unintentional releases of GHGs, such as equipment leakages, methane emissions (eg: from coal mines), shall also be included in the calculations. Scope 2 emissions are energy indirect emissions that result from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the entity	
Total Scope 1 (tCO ₂ e)	To calculate Scope 1 and Scope 2 emissions (GHG in CO₂e / Unit of Measure), reporting entities should refer to following recognized sources for emission factors for their latest available guidance: NABL Accredited Lab • Intergovernmental Panel on Climate Change (IPCC) • International Energy Agency (IEA) • Department of Environment, Food & Rural Affairs (UK DEFRA) • US Environment Protection Agency (EPA) • Country specific emission factors It is necessary that reporting entities disclose the source of emissions factor used. For Scope 2 emissions factors specific to grid power in India, use the latest applicable CEA-published grid emission factor, where measurable data is available. In case the reporting entity does not have measurable data, the entity shall use a spend-based method to calculate electricity consumption. However, spend-based methodology should be used in a restricted manner and only initially when a data measurement is not in place. It is suggested that every entity must eventually start measuring quantitative data and spend-based methodology can be used in initial years of reporting. Where used, the reporting entity must specify the source of the spend-based consumption factor and explain its suitability for the purpose. Companies should not go back to spend-based method after having and reporting measurable data. Details on Spend-based methodology is provided in Annexure I (Carbon Accounting Proxy Methodology as attachment)

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

Timex has taken several initiatives to increase energy efficiency and reduce emissions. Some of the initiatives taken in FY 2024-25 are as follows:

Initiatives	
<u>Energy Conservation</u>	Building Retrofits: Upgraded insulation, windows, and HVAC systems in existing buildings to enhance energy efficiency and reduce heating/cooling energy demand. LED Street Lighting: Replaced conventional streetlights with energy-efficient LED fixtures, significantly lowering electricity consumption. Process Optimization: Leveraged Artificial Intelligence (AI) and Internet of Things (IoT) technologies to optimize manufacturing processes, resulting in reduced energy usage and associated emissions. Machinery Upgrade: Replaced outdated machines with modern, energy-efficient equipment to reduce energy usage and enhance operational efficiency. Automatic Light Sensors: Installed motion-based lighting systems to minimize unnecessary electricity usage in low-occupancy areas
<u>Water Conservation</u>	Installed water-saving fixtures and implemented rainwater harvesting systems to reduce dependence on treated water and the energy used in water treatment and distribution. Rainwater Harvesting Modification: Modified the existing rain harvesting pit to prevent contamination from hazardous wastewater, ensuring safe and sustainable reuse. Smart Water Meters: Installed smart water meters to monitor and control water usage, helping prevent unnecessary consumption and promote efficiency. Automatic Water Taps: Installed sensor-based taps to reduce water wastage and improve water use efficiency.
<u>Aircon Optimization</u>	- Replaced old air conditioning units with energy-efficient systems. - Introduced smart controls and variable refrigerant flow (VRF) systems to optimize cooling and reduce energy demand.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	12.33	2.87
E-waste(B)	6	4
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste(E)	0.528	0.347
Radioactive waste (F)	0	0
Other Hazardous waste generated (G)	0	0.06
Other Non-hazardous waste generated (H)		
Aluminium Scrap	0	0
Brass Scrap	0.35	0.411
MS Scrap	2.69	0.716
Steel	0.81	1.209
Total (A+B+C+D+E+F+G+H)	22.708	9.613
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations) (Metric tonnes/Lakhs in Rs.)	0.0004	0.0002
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	0.0082	0.0045
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other operation (in metric tonnes)		
Category of waste		
(i)Recycled	12.359	6.5827
(ii)Re-used	0	0
(iii)Other recovery operations	0	0
Total	12.359	6.5827
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

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

No independent assurance has been done for data verification.

Details of waste generated, recycled & re-used and disposed off

1. The entity shall report the total waste generated in its activities, with a break-up as per the categories specified in various Waste Management Rules issued by the Ministry of Environment, Forests & Climate Change.
2. For each respective category of waste generated (plastic, e-waste, bio-medical waste, construction and demolition waste, battery waste, radio-active waste, other hazardous and other non-hazardous waste), the entity shall report the waste that is recovered through recycling, preparing for re-use or through other recovery operations. Guidance on these terms is given below:
 - Waste may be recovered through any operation wherein products, components of products, or materials that have become waste are prepared to fulfill a purpose in place of new products, components, or materials that would otherwise have been used for that purpose. Preparation for re-use and recycling are examples of recovery operations.
 - Preparation for re-use means checking, cleaning, or repairing operations, by which products or components of products that have become waste are prepared to be put to use for the same purpose for which they were conceived.
 - Recycling refers to reprocessing of products or components of products that have become waste, to make new materials.
3. For each respective category of waste generated (plastic, e-waste, bio-medical waste, construction and demolition waste, battery waste, radio-active waste, other hazardous and other non-hazardous waste), the entity shall disclose the waste that is disposed with the break-up of the disposal method, as follows:
 - Waste that is incinerated – incinerations refers to controlled burning of waste at high temperatures
 - Waste that is sent to a landfill - landfilling refers to depositing of waste in sanitary landfills, and excludes uncontrolled waste disposal such as open burning and dumping
 - Other disposal operations: Entities may specify the other disposal operations used, in case the same are significant.
3. Entities should disclose any contextual information necessary to understand the data, such as any standards, methodologies, assumptions and/or calculation tools used.

Description of waste management practices

1. Under this field, the entity may consider including a description of the activities that lead to significant waste-related impact and the actions taken to manage the impact from such waste. Such actions could include the following:
 - Improving materials selection and product design
 - Using recycled, re-used or renewable materials
 - Substituting inputs that have hazardous characteristics with inputs that are non-hazardous.
2. If the waste generated by the organization in its own activities is managed by a third party, the entity may consider including a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.

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.

The Company's waste management systems are well defined to manage operational waste. Our plastic waste management processes are in line with Plastic Waste Management (PWM) EPR (Extended Producer Responsibility) guidelines under PWM Rule 2016.

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.
Not Applicable			

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 (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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:

S.no.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Company is compliant with the applicable environmental laws/regulations/ guidelines in India and no fines/penalties/actions were taken by regulatory agencies/ courts.				

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

S.No.	Name of trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
1	All India Federation of Horological Industries	National
2	Baddi Barotiwal Nalagarh Industries Association	State

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		

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 on applicable 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
Not Applicable					

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 INR)
Not Applicable						

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

The Company acknowledges its responsibility towards the society and supports inclusive growth and equitable development of all its stakeholders. We strongly believe in growing together responsibly leading to success of our business. We aim at balancing the needs and address the concerns of our stakeholders and endeavour to take into the consideration the impact we have on the environment, society and the community.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	40%	36%
Sourced directly from within the district and neighbouring districts	2.5%	2.3%

Note:

Directly sourced from MSMEs/small producers	Reporting Entities shall refer to the following definitions for reporting for this parameter: Small producers mean those where the owner herself or himself is a worker and includes informal and/or producers such as self-help groups and home-based workers as well as producer-owned entities such as cooperatives, producer companies. For ‘micro enterprise’, ‘medium enterprise’ and ‘small enterprise’ as defined in the Micro, Small and Medium Enterprises Development Act, 2006. ‘Input material’ and “total purchases” shall include all types of procurement such as raw material, spares, services, capex procurement items etc. Input material in the form of services shall include all procured third-party services. Reporting under this KPI shall only be applicable to Indian entities within the reporting boundary
Directly from within India	‘Input material’ and “total purchases” shall include all types of procurement such as raw material, spares, services, capex procurement items etc. Input material in the form of services shall include all procured third-party services. Reporting under this KPI shall only be applicable to Indian entities within the reporting boundary

5. Job creation in small 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 2024-25	FY 2023-24
Rural	0.0%	0.1%
Semi-urban	13.4%	14.2%
Urban	1.9%	2.6%
Metropolitan	84.7%	83.1%

(Place to be categorised as per RBI classification system – rural/semi-urban/ urban/ metropolitan)

Note: The term ‘wages’ shall be reported as per guidance provided under Principal 6.

Salaries and wages paid to all employees/workers employed in small towns shall be reported in accordance with the RBI Classification.

Reporting on jobs created by reporting entities for this parameter shall be calculated as follows:

% of job creation in the specified locations i.e., rural, semi-urban, urban, metropolitan is equal to

$100 \times (\text{total wages} + \text{total contractual payments for labour in a specified location for all employees, whether permanent or contractual}) \div$

$(\text{total wages} + \text{total contractual payments for labour workers by the company in all locations within India for all employees, whether permanent or contractual})$

While reporting under this parameter, the reporting entities shall take into account the actual location of the job and not the location wherein the employee is situated

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

Essential Indicator

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

The Company has adequate mechanism and takes due efforts for addressing and redressal of consumer feedback and complaints. The consumers can raise their complaints through a dedicated phone line or by dropping an E-mail. The consumer complaints received at niche standard operating procedure (SOP). Based on its nature, the complaints are forwarded to the respective

department for their further actions, if any, including adequate response to the said complaints. The Company also takes appropriate actions for addressing any consumer complaints lodged with the consumer forums as per the applicable laws and regulations.

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

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

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	We have not received any complaint with respect to Data Privacy, Advertising and Cybersecurity during the FY 2024-25 and FY 2023-24					
Advertising						
Cyber-security						
Delivery of essential services	Our products and services do not fall under the category of essential services					
Restricted Trade Practices	We have not received any complaint with respect to restricted trade practices and unfair trade practices during the FY 2024-25 and FY 2023-24					
Unfair Trade Practices						
Other (consumer complaints relating to products)	13,896	0	-	19,315	0	-

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

	Number	Reasons for recall
Voluntary recalls	Not applicable	
Forced recalls		

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

No

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

Not Applicable

7. Provide the following information relating to data breaches-

- Number of Instances of data breaches- Nil
- Percentage of data breaches involving personally identifiable information of customers -Nil
- Impact, if any, of the data breaches Nil