

TIMKEN INDIA LIMITED
BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT
FOR FY 2023-24

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the Company

1.	Corporate Identity Number (CIN) of Company	L29130KA1996PLC048230
2.	Name of the Company	Timken India Limited
3.	Year of incorporation	1987
4.	Registered office address	39-42, Electronic City, Phase II, Hosur Road, Bengaluru 560100
5.	Corporate address	39-42, Electronic City, Phase II, Hosur Road, Bengaluru 560100
6.	E-mail	tilinvestor@timken.com
7.	Telephone	080-41362000
8.	Website	https://www.timken.com/en-in
9.	Financial year for which reporting is being done	FY 2023-24
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited. 2. National Stock Exchange of India Limited.
11.	Paid-up Capital	INR 752.19 Million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name : H. Vamanamoorthy, Head - ESG-EHS & Strategic Projects Email : vamanh@timken.com Phone : +91-80-41362000
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis or on a consolidated basis	Standalone basis for Timken India Limited (hereinafter referred to as Timken or Company).
14.	Name of the Assurance Provider	Not applicable
15.	Type of Assurance Provider	Not applicable

II. Products / Services

16. Details of business activities (accounting for 90% of the entity's turnover)

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	C7-Metal & Metal Products - Manufacturing of bearings and components	90%

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

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Bearings and its components	2814	90%

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	2	4	6
International	-	-	-

19. Markets served by the entity:

a.	Number of locations	
	Locations	Number
	National (No. of States)	22 States & 5 UTs (Pondicherry, Goa, Jammu & Kashmir, Andaman & Nicobar Islands, Delhi)
	International (No. of Countries)	19 Countries
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	20%
c.	A brief on types of customers	Timken inter alia serves, i. Automobile Industry mainly commercial / off-highway vehicle manufactures & Original Equipment Manufacturers. ii. Rail iii. Process Industry such as manufacturers of cement, steel etc.

IV. Employees

20. Details as at the end of Financial Year : FY 2023-24

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)	422	400	94.8%	22	5.2%
2	Other than Permanent (E)	95	89	94%	6	6%
3	Total employees (D + E)	517	489	95%	28	5%
Workers						
4	Permanent (F)	857	840	98%	17	2%
5	Other than Permanent (G)	129	127	98%	2	2%
6	Total workers (F + G)	986	967	98%	19	2%

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)	1	1	100%	0	0
2	Other than Permanent (E)	0	0	0%	0	0
3	Total differently abled employees (D + E)	1	1	100%	0	0
Differently abled Workers						
4	Permanent (F)	0	0	0%	0	0
5	Other than permanent (G)	7	7	100%	0	0
6	Total differently abled workers (F + G)	7	7	100%	0	0

21. Participation / Inclusion / Representation of Women:

S.No	Particulars	Total (A)	No. and percentage of Females	
			No. (B)	%(B / A)
1	Board of Directors	9	1	11%
2	Key Management Personnel	3	0	0%

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

S.No	Particulars	Fin Year	FY2023-24			FY2022-23			FY2021-22		
		Description	Male	Female	Total	Male	Female	Total	Male	Female	Total
1	Permanent Employees	In Nos	132	12	144	87	9	96	51	3	54
		in %	16%	14%	15%	10%	39%	11%	9%	13%	9%

2	Permanent Workers	In Nos	26	0	26	21	1	22	10	0	10
		in %	11%	6%	11%	6%	8%	6%	7%	0%	7%

V. Holding, Subsidiary and Associate Companies (including Joint Ventures)

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

S.No.	Name of the holding / subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of Company? (Yes/No)
1	Timken Singapore Pte Ltd	Holding Company	-	No

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013 :	Yes
(ii) Turnover (in INRM) for the FY 2023-24 :	29,095.41
(iii) Net worth (in INRM) as at 31 st Mar 2024 :	24,172.64

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 Mechanism in Place (Yes/ No). (If Yes, then provide web-link for grievance redress policy)	FY2023-24			FY2022-23		
		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	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	Please refer Corporate Governance Report for more details.					
Employees and workers	Yes	3	1	Pending complaint is being investigated.	1	0	Complaint received was investigated and closed since no merit was found.
Customers	Yes	-	-	-	-	-	-
Value Chain Partners	Yes	2	-	Complaints received was investigated and closed as per Company Policy	-	-	-

Weblink for the Complaints /Grievances : <https://www.timken.com/wp-content/uploads/2020/04/Whistleblower-policy.pdf>

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

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:

In the financial year 2023-24, Timken took first step towards detailed materiality assessment exercise to identify new material issues that takes various ESG KPIs into consideration under the Company's interconnected system of actions to improve the lives

of individuals and communities, benefit the planet, and strengthen our business. As a first step, Materiality assessment was conducted within internal team. As the outcome of the exercise, the following material issues pertaining to environmental and social matters were identified by Company, covering both risks and opportunities.

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	Greenhouse Gas Emissions and Climate Change Management	Risk	Concerns about climate change have been rising significantly and can adversely affect both the supply side (the productive potential) and the demand side (the consumption and investment).	<p>Timken building its climate resilience through innovative designs with more recycled materials, Continuous process improvements and improve process is energy efficient. Focused approach on GHG emission reductions.</p> <p>Timken's target is to reduce our aggregate Scope 1 and 2 GHG emissions intensity by 50% by 2030 (with base line year 2018). This covers direct emissions from our operations, and indirect emissions from purchased energy. We continue tracking the GHG emissions and take necessary action to reduce.</p>	Negative: Increased operating costs in meeting the environmental standards.
2	Water Management (Water Consumption and Effluent Discharge)	Risk	Water is one of the most important resources for the industrial processes in different ways. Over consuming and pollution are posing a major challenge for the Water availability.	<p>Timken adapted Reduce, Recycle, Reuse approach for the Water management.</p> <p>Conservation: Rain water harvesting projects are installed at Jamshedpur and initiated at Bharuch plants.</p> <p>Reduction: Through efficient operation, reduction of water wastage through leaks, contamination, evaporation etc being controlled. Thus reducing the fresh consumption.</p> <p>Recycle & Reuse : Both Jamshedpur and Bharuch plants are Zero Liquid Discharge plants. Through ETP/STPs we treat the used water and reuse permeate for internal consumption i.e Gardening / Flushing.</p>	Negative: If not managed efficiently.
3	Green Energy & Energy Management	Opportunity	<p>Energy efficiency and adoption of renewable energy is a key lever for Timken to lower its Scope 2 GHG emissions.</p> <p>Energy efficiency and management initiatives help Timken to manage and optimize energy consumption across its operations, resulting in lower operational costs.</p>	<p>Our both Jamshedpur and Bharuch plants are Energy Management System (ISO 50001:2018) certified.</p> <p>Roof top Solar energy panels installed at Jamshedpur plant. Actions initiated for installation at our Bharuch plant.</p> <p>Many energy saving initiatives undertaken at both the plants with below approach.</p> <p>Assessment: Assessing current energy consumption patterns, identifying areas of inefficiency, and determining potential areas for improvement</p> <p>Implementation: Implementing Energy Efficiency Measures such as upgrading equipment, optimizing processes, using energy-efficient technologies, and improving insulation</p> <p>Monitoring & Continuous Improvement:</p>	Positive: If Managed well.

				Tracking energy consumption regularly, using data analytics understand the trends and working for further improvements.	
4	Waste Management	Opportunity	Safe disposal of hazardous & non-hazardous waste generated during process of production is primary responsibility of the company. Any mismanagement of the same may invite fines, punishment etc thereby harming the reputation.	<p>Plastic packing materials used in our products which reaches Customer end are 100% recyclable.</p> <p>Plastic wastes generated at our plants are recycled through an authorized recycler.</p> <p>The Company mandates its suppliers of plastic packaging items for collection (buy back), treatment and disposal of plastic packaging items.</p> <p>Grinding Sludge generated in our processes are sent to the authorized recyclers for co-processing in cement kilns/Refractory brick manufacturing. Further, Timken Jamshedpur and Bharuch plants are zero liquid discharge plants.</p> <p>Steel / Product waste are melted and recovered in steel making process.</p> <p>Non-hazardous waste such as wood / corrugated boxes are primarily recycled through an authorized recycler.</p> <p>No E-waste is generated from our supplied products. Hazardous Wastes & E-wastes generated at plants / offices are handed over to SPCB/CPCB authorized agencies for treatment, recovery of resources and safe disposal.</p>	Negative: if not managed well.

5	Health & Safety at workplace, community	Risk	<p>Ensuring the health & safety of the employees, contract workers, and communities is critical for continued regulatory and social importance to operate, especially considering process related hazards. Each safety incident also has a negative impact on the health, wellbeing, and morale of employees along with a negative reputational impact on the Company.</p>	<p>We have established several environmental health and safety management policies to protect our employees. Offering workplace conditions, support systems, and policies to promote the well-being, health, and safety of our employees.</p> <p>Training : EHS training is a critical component of our organization’s onboarding process and continuous coaching.</p> <p>Involvement : We encourage all our employees actively participate in completing safety risk assessments. Their firsthand knowledge of daily operations and the specific challenges they face on the job is invaluable, comprehensive, and insightful evaluation of potential hazards. Employee involvement fosters a sense of ownership and responsibility for safety, encouraging them to take an active role in proposing and implementing risk-mitigation strategies, following Hierarchy of Risk Mitigation</p>	Negative: If not managed well with negative implications
6	Diversity and Equal Opportunity	Opportunity	<p>Diversity and inclusion in the manufacturing industry encompass a broad range of dimensions, including gender, age, disability, sexual orientation, and cultural backgrounds. The role of embracing diversity in this sector is crucial, leading to improved innovation, problem-solving, and financial performance. A diverse workforce in manufacturing brings unique perspectives and ideas, fostering a more inclusive and creative environment.</p>	<p>We review and update our hiring practices to ensure they are inclusive and equitable. This includes implementing unbiased screening processes to mitigate unconscious bias, offering diversity training to hiring managers, and actively recruiting from diverse talent pools.</p> <p>Our unique management policies & practices ensures, creating an inclusive work culture by promoting open communication, respect for diverse perspectives, zero tolerance for discrimination or harassment, and offering employee resource groups or affinity networks</p>	Positive: If managed well.
7	Financial Performance of the company	Risk / Opportunity	<p>Achieving exceptional financial performance is a primary goal for all management team due to its importance in establishing a solid firm & facilitating growth. However, several factors consistently hinder the attainment of this objective, resulting in adverse effects on a Company’s performance and financial success. Like..</p> <p>Geo-political Scenario: Situations like Russia-Ukraine conflicts, Israel-Palestine issues are</p>	<p>At Timken, with the clear focus on innovative automations, continuous improvements, and adaptation of energy efficient processes, we are keep improving the efficiency in the operations and also use the localized raw materials for manufacturing. We are mitigating the risk by reducing the costs while maintaining quality on a sustainable basis.</p> <p>Timken as a group having operations at multiple countries, we are countering risks arising due geopolitical situations. Even problem occurs at one part of the world, the Company can depend on markets and source products from other non-problematic location and can operate smoothly.</p>	Negative: If not managed well.

			<p>disturbing the markets, supply chains and increased raw material prices etc are negatively impacting the profitability.</p> <p>Currency Exchange Fluctuations: Due to various political scenarios the Currency exchanges are fluctuating on upwards which is causing the Raw material prices are on increased trend,</p> <p>Operating costs: Due to inflation, increased energy costs and Labour costs posing a big challenge to the income of the Company.</p>		
8	Information Security and Privacy Protection	Risk	<p>Manufacturing facilities are increasingly reliant on connected devices and systems, like control systems, Supervisory controls and data acquisitions, IOT devices etc. Any data breach/Cyber attack can make devastating consequences, including:</p> <p>Production disruptions: Cyberattacks can disrupt operations and halt production lines, causing operational downtime and delays that can lead to significant financial losses.</p> <p>Data breaches: Sensitive data, such as intellectual property or customer information, could be stolen.</p> <p>Reputation Damage: A cybersecurity breach can tarnish a Company's reputation, losing customers and business partners.</p> <p>Safety hazards: Attacks on safety systems could put workers and equipment at risk.</p> <p>Legal Liabilities: Cyber threats can expose manufacturers to legal actions and liabilities from affected parties. Regulatory authorities may impose fines and penalties for non-compliance, which can be financially taxing.</p>	<p>Timken has instituted an enterprise-wide information security program which is continuously reviewed by our Audit Committee. Recognizing that this is an evolving and complex space, we perform regular assessments of our information security program. Specific features include: Industry-leading cyber-prevention, detection and response tools Annual third-party system penetration testing Annual information security training for all our associates — topics include identifying phishing attacks and insider threats, among other items The purchase of both first- and third-party cyber liability insurance The Audit Committee receives reports on cyber security threats and trends regularly with updates on our information security program.</p>	<p>Negative: If not managed well.</p>

9	Sustainable Supply Chain	Risk/ Opportunity	<p>Timken business depends on our integrated value chain that extends from Steel mills, forgers, heat treaters, and various indirect material suppliers, warehouses, channel partners, and customers.</p> <p>Environment Related: The production, transportation, storage, and handling of materials, etc. have a negative impact on the environment, including GHG emissions. The bearing parts manufacturing at our suppliers also consumes more materials, oils & energy has an adverse impact on the environment.</p> <p>Social Related: Though Timken takes strong measures towards the sustainable products, value chain partners with various Socio-Economic levels there is a potential dilution of ESG commitments and goals which will impact the Timken's ESG goals.</p> <p>Environmentally and socially responsible supply chain practices safeguard the long-term viability of the business and secure a social license to operate. Reduced Scope 3 emission will also have a positive reputational impact.</p>	<p>Timken has been aiming for carbon neutrality and efforts are being made towards this which includes.</p> <ol style="list-style-type: none"> i. Encouraging our suppliers for increased use of clean energy for their processes. ii. Preference to engagement with suppliers who are working towards carbon neutrality. iii. Train & guide the value chain partners on the ESG concepts, importance, and methodology. Regular assessment planned to find the gaps in the value chain partners processes in alignment with ESG goals. iv. (iv) We have plan to strengthen this further by introducing tougher supplier scorecards, databases to capture supplier information, sustainability questionnaires, etc. 	Positive: If managed well
10	Regulatory Compliance	Risk	<p>Regulatory compliance is a firm's adherence to laws, regulations, guidelines, and specifications relevant to its business. These regulations (Local/National/international) covers a vast area of compliance.</p> <p>Violations of regulatory compliance often result in legal punishment/ fines or product withdrawal from the market. In addition to the fines, these violations can result in accidents or substantial property loss.</p> <p>Complying with regulatory standards ensures product safety and protects the equipment, property, and Society.</p>	<p>We have implemented a systematic monitoring and auditing system to assess ongoing compliance. Regularly review processes, documentation, and adherence to policies. This step enables the identification of potential issues before they escalate, ensuring continuous compliance improvement.</p>	Negative: If not managed well.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
1.a.	Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b.	Has the policy been approved by the Board? (Yes/No)	Yes. The Board of Directors of the Company has approved these Policies. ESG Core Team has been specifically authorized by the Board to adopt/modify and review Polices relating to this Report and Principles covered herein.								
c.	Web Link of the Policies, if available	The Policies covering these principles are available on the Company's website https://www.timken.com/en-in/investors/policies/								
2.	Whether the entity has translated the policy into procedures. (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, Timken expects its value chain partners to adhere to these Policies.								
4.	Name of the national and international codes/ certifications/ labels/ standards adopted by your entity and mapped to each principle.	ISO 9001:2015	ISO 9001:2015 / ISO14001/ ISO50001 /ISO45001	ISO 9001:2015 /ISO45001 : 2018	ISO 9001 : 2015 / ISO 14001: 2015, ISO45001: 2018	ISO 9001:2015	ISO 9001 ISO14001/ ISO 50001/ ISO 45001	ISO 9001 : 2015 / ISO 14001: 2015, ISO45001:2018	ISO 9001 : 2015 / ISO 14001: 2015, ISO45001 :2018	ISO9001/ IRIS Certification / IATF 16949 / M-1003 Certification
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Company is in full alignment with our corporate ESG targets. i.e. Timken's target is to reduce our aggregate Scope 1 and 2 GHG emissions intensity by 50% by 2030 (with base line year 2018). This covers direct emissions from our operations, and indirect emissions from purchased energy. We continue tracking the GHG emissions and take necessary action to reduce.</p> <p>To achieve the above we are taking multiple actions. For eg.</p> <ul style="list-style-type: none"> • Increase renewable energy consumption by 5% on yearly basis. • Waste Reduction by 5% on yearly basis. 								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>We made the consistent progress in our actions to achieve our corporate ESG targets.</p> <ul style="list-style-type: none"> • Renewable energy consumption has been enhanced by 10% in FY2023-24. Please refer the data in Principle 6. • Waste reduction through our processes are achieved >6% reduction in FY2023-24. 								

Governance, Leadership, and oversight

7.	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.</p>	<p>For the Company, ESG Core team is responsible for ESG metrics. ESG Core team has two Directors namely Mr. Sanjay Koul and Mr. Avishrant Keshava. This statement be read as statement from ESG Core team.</p> <p>At Timken, we are deeply committed to protecting the environment and promoting the health and social well-being of people around us. We would like to emphasize our dedication to sustainability and our strong desire to collaborate with all stakeholders who share our vision for environmental and social responsibility and actively strive to minimize their environmental impact.</p> <p>Our strategy places sustainability at its core, and as a result, we have been collaborating with our business partners to create, manufacture, and offer sustainable products and solutions. Our aim is to enhance environmental sustainability and ensure that every aspect of our value chain meets internationally defined standards for human dignity and working conditions.</p> <p>The Timken Company, our parent company is pursuing greater sustainability across its global operations with the target of reducing its aggregate Scope 1 and 2 greenhouse gas emission intensity by 25% percent by 2030. This covers direct emissions from our operations and indirect emissions from purchased energy. Apart from that we are initiating various projects at our suppliers also to reduce the Scope 3 emissions. The Company would continue to work in these directions in line with Global measures.</p> <p>We have invested in rooftop solar power in our both plants. We are also deploying innovative solutions and promoting lean practices at our plants to eliminate waste and make our processes more efficient and sustainable.</p> <p>We thank all our stakeholders for their trust in us and their support on our efforts in making the world greener for tomorrow.</p>																																								
8.	<p>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>ESG Core Team comprising Chairman and Managing Director, Chief Financial Officer, General Manager Supply Chain and General Manager HR</p>																																								
9.	<p>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.</p>	<p>Yes. ESG Core Team, comprising Chairman and Managing Director, Chief Financial Officer, General Manager - Supply Chain and General Manager- HR will be responsible for making decisions on sustainability related issues.</p>																																								
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)																																								
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Business Sustainability Policies: adoption and review	ESG Core Team	Annually																																								
Corporate Social Responsibility initiatives	Corporate social responsibility Committee	Half Yearly																																								
11.	<p>Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).</p>	<table border="1"> <tr> <td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td> </tr> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td></td> </tr> <tr> <td colspan="10">No</td> </tr> </table>	P	P	P	P	P	P	P	P	P	P	1	2	3	4	5	6	7	8	9		No																			
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12.	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:									
	Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	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)	Not Applicable								
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
	It is planned to be done in the next financial year (Yes/No)	Not Applicable								
	Any other reason (please specify)	Not Applicable								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 mandated to 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 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	Nil #	Not applicable	Nil
Key Managerial Personnel	At least one	Online training on regular basis is provided to employees in the areas such as IT Security, POSH, Ethical behavior etc. based on their role and work profile	100%
Employees other than BoD and KMPs	At least one		100%
Workers	At least one	POSH Training, Safety Training	100%

Note: The Board Members as part of Board or Committee Meetings are briefed on various matters such as Insider trading, Vigil mechanism, POSH etc. Since specific program is not conducted hence here it is mentioned as Nil.

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

Monetary	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case preferred? (Yes/No)	Has an appeal been preferred (Yes/No)
Penalty/ Fine	Nil	Nil	0	Nil	Not Applicable
Settlement					
Compounding fee					
Non-Monetary	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case preferred? (Yes/No)	Has an appeal been preferred (Yes/No)	
Imprisonment	Nil	Nil	Nil	Nil	Not applicable
Punishment					

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

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. Anticorruption or anti-bribery principles are covered in Company's Standards of Business Ethics Policy
<https://www.timken.com/en-in/investors/policies/>

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

Particulars	FY2023-24	FY2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to Conflict of Interest:

	FY2023-24		FY2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	No Conflict-of-Interest incidents were reported against Directors	0	No Conflict-of-Interest incidents were reported against Directors
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	No Conflict-of-Interest incidents were reported against KMPs	0	No Conflict-of-Interest incidents were reported against 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.

Number of days of accounts payables	FY2023-24	FY 2022-23
	61	59

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	FY2023-24	FY2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	39.8%	34.7%
	b. Number of trading houses where purchases are made from	19.4%	27.4%
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	20.07%	18.09%
	b. Number of dealers / distributors to whom sales are made	493	476
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	47.28%	45.43%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NA	NA
	b. Sales (Sales to related parties / Total Sales)	NA	NA
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

Trading houses

Leadership Indicators

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

Total number of awareness programs held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
02 Day -Supplier lean training for direct material Suppliers.	Lean concepts & tools to improve the product quality, process efficiency & waste reduction	Direct material supplier: 100% (Direct material suppliers who supplies bearing components or services on regular basis to Timken)
03 Programs - 01 Day training for the Milltec customers	Importance of Safety & Techniques of Bearing Maintenance Training	100% of Milltec customers.

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

Yes, The Company has a Standards of Business Ethics Policy, which requires all Directors of the Company to always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the Company operations. The Company receives an annual declaration of interest from its Board of Directors and all employees confirming adherence to the Code of Conduct, which includes the provisions on dealing with conflict of interest. In case transaction has to be entered for critical business needs, the concerned Director is required to immediately report such conflicts under Company's policies. The Company prefers not to enter into transaction with those entities in which Directors have interest, only non-interested directors decide about such transaction and such transactions are carried out at arm's length. Interested Director don't participate in discussion on such 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 the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY2023-24	FY2022-23	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Not disclosed
Capex	1.8%	Less than 1%	EHS Related Investments

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

Yes, it is covered in Supplier Code of Conduct available at the web-link
<https://www.timken.com/wp-content/uploads/2022/05/Supplier-Code-of-Conduct.pdf>.

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

We have sent the Sustainability Commitment to all our suppliers. Currently 100% of our inputs were sourced from the suppliers who are aligned with Timken Supplier Code of Conduct. Company encourages our suppliers to adapt sustainable manufacturing practices, energy conservation, green energy usage, waste elimination through Reduce, Reuse, Recycle principles etc. thus progressing towards a sustainable supply chain. We are collaborating with Steel Mills to promote green steel production, to further strengthen our entire supply chain to achieve our sustainability goals. Company encourages the direct material suppliers to develop the Energy management systems in line to ISO50001 to improve percentage of sustainable sourcing in coming days.

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

Detailed SOPs are laid out in all our operations area for Reduce, Reuse, Recycle and Safe Disposal for various types of wastes.

Plastics (including packaging)	Plastic packing materials used in our products which reaches Customer end are 100% recyclable. We have revisited and revised all our plastic packing materials into 100% recyclable in end of 2023. Plastic wastes generated at our plants are recycled through an authorized recycler. The Company mandates its suppliers of plastic packaging items for collection (buy back), treatment and disposal of plastic packaging items through authorized recyclers.
E-waste	No E-waste is generated from our supplied products. Hazardous Wastes & E-wastes generated at plants / offices are handed over to SPCB/CPCB authorized agencies for treatment, recovery of resources and safe disposal.
Hazardous wastes	Grinding Sludge generated in our processes are sent to the authorized recyclers for co-processing in cement kilns/Refractory brick manufacturing. Further, Timken Jamshedpur and Bharuch plants are zero liquid discharge plants.
Other waste	Steel / Product waste are melted and recovered in steel making process. Non-hazardous waste such as wood / corrugated boxes are primarily recycled through an authorized recycler.

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. Extended Producer Responsibility (EPR) is applicable under category of Importer and Brand Owner. Required registration process completed as per Central Pollution control board (CPCB) guidelines.

Waste Collection Plan is in line with Extended Producer Responsibility (EPR) plan i.e.

- Quantify plastic items procured for business.
- Quantify plastic waste finally end up at OEM and get certificate assuring the waste is recycled as per approval.

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

The Company has initiated a Life Cycle Assessment (LCA) for one high value /voluminous product in FY2023-24 on a cradle to gate boundary by internal resource. Results are used for the internal purpose for further improvement and not disclosed in public domain. Based on the experience, LCA will be extended for further parts group.

NIC Code	Name of Product / Service	% of Total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No). If yes provide the web-link
2814	Taper Roller Bearings - Rail Bearings	~25%	Cradle to Gate	No	LCA done using our internal methodology. Results are not disclosed.

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.

LCA is carried out per our internal methodology and there were no significant social & environmental concerns identified. However, to reduce the material consumption, the Company in process of design improvements as per global standards.

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 2023-24	FY 2022-23
Steel	~30% of Steel bought from Recycled Process route.	~30%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.as per the following format:

Category	FY 2023-24 (in metric tonnes)			FY 2022-23 (in metric tonnes)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste (Non-Hazardous)	Nil	Nil	Nil	Nil	Nil	Nil

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	NA

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	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	400	400	100%	400	100%	0	0	400	100%	400	100%
Female	22	22	100%	22	100%	22	100%	0	0%	22	100%
Total	422	422	100%	422	100%	22	100%	400	100%	422	100%
Other than Permanent employees											
Male	89	89	100%	89	100%	0	0	0	0%	0	0
Female	6	6	100%	6	100%	6	100%	0	0%	0	0
Total	95	95	100%	95	100%	6	100%	0	0%	0	0
Day care facilities are made available by the Company through tie-up with the near by Creches / day care centres.											

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

Category	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	840	840	100%	840	100%	0	0	840	100%	840	100%
Female	17	17	100%	17	100%	17	100%	0	0%	17	100%
Total	857	857	100%	857	100%	17	100%	840	100%	857	100%
Other than Permanent workers											
Male	127	127	100%	127	100%	0	0	0	0%	0	0
Female	2	2	100%	2	100%	2	100%	0	0%	0	0
Total	129	129	100%	129	100%	2	100%	0	0%	0	0

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

	FY2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.08%	0.09%

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

Benefits	FY2023-24					FY2022-23				
	No. of employees covered as a % of total employees		No. of workers covered as a % of total workers		Deducted and deposited with the authority (Y/N/NA)	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/NA)
	in Nos	in %	in Nos	in %		in Nos	in %	in Nos	in %	
PF	422	100%	857	100%	Y	447	100%	898	100%	Y
Gratuity	422	100%	857	100%	Y	447	100%	898	100%	Y
ESI	0	0%	97	11%	Y	13	3%	107	12%	Y
Superannuation	342	100%	608	100%	Y	312	100%	706	100%	Y

3. Accessibility of workplaces:

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

Yes, Registered office & plants have the provisions for the easy access to the differently abled employees / 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. Accessibility of workplaces:

Yes. This is part of <https://www.timken.com/wp-content/uploads/2016/10/AFFIRMATIVE-ACTION-POLICY.pdf>.

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

Gender	Employees		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.

Permanent Workers	Please refer Notes under Section A, VII. 25. https://www.timken.com/wp-content/uploads/2020/04/Whistleblower-policy.pdf
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and workers in association(s) or Unions recognized by Company:

Category	FY2023-24			FY2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total Employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	422	0	0%	447	0	0%
Male	400	0	0%	429	0	0%

Female	22	0	0%	18	0	0%
Total Permanent Workers	857	182	21%	898	200	22%
Male	840	182	22%	885	200	23%
Female	17	0	0%	13	0	0%

8. Details of training given to employees and workers:

Category	FY2023-24					FY2022-23				
	On Health and safety measures			On Skill upgradation		On Health and safety measures			On Skill upgradation	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	400	400	100%	400	100%	429	429	100%	429	100%
Female	22	22	100%	22	100%	18	18	100%	18	100%
Total	422	422	100%	422	100%	447	447	100%	447	100%
Workers										
Male	840	840	100%	840	100%	885	885	100%	885	100%
Female	17	17	100%	17	100%	13	13	100%	13	100%
Total	857	857	100%	857	100%	898	898	100%	898	100%

Safety and environmental training are a critical component of our Company's onboarding process. It serves as the foundation for fostering a culture of safety & environmental stewardship. During this training, new hires are introduced to essential knowledge and skills necessary to work safely while minimizing their environmental impact. This training covers a wide range of topics, like workplace safety procedures, the proper handling of hazardous materials, waste disposal practices and environmental sustainability initiatives. It not only ensures that employees are well-prepared to avoid accidents, but also educates them on our commitment to environmental responsibility.

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

Category	FY2023-24			FY2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	400	400	100%	429	429	100%
Female	22	22	100%	18	18	100%
Total	422	422	100%	447	447	100%
Workers						
Male	840	840	100%	885	885	100%
Female	17	17	100%	13	13	100%
Total	857	857	100%	898	898	100%

Once the new joiners become members of the Timken family, employees can take part in talent-development programs that deliver personalized plans, talent assessments, coaching and mentoring as well as experiential job assignments.

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 Company has adopted ISO45001:2018 Occupational Health & Safety Management System that takes care of all interested parties such as employees, workers and contractors working at plants.

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 uses (i) HIRA: Hazard Identification and risk assessment (ii) JBRA : Job based risk assessment to identify work related hazards and assess risks. Routine Risk assessment being done at the entity level by the special team consisting of EHS Co-ordinator, supervisors, subject matter experts along with workers as per the set calendar.

All the employees are actively participating in completing safety risk assessments. Their firsthand knowledge of daily operations and the specific challenges they encounter on the job is invaluable, leading to more comprehensive and insightful evaluation of potential hazards. Employee involvement fosters a sense of ownership and responsibility for safety, encouraging them to take an active role in proposing and implementing risk-mitigation strategies. This collaborative approach enhances the overall culture and empowers employees to contribute to a safer, healthier work environment, ultimately reducing accidents and incidents and promoting continuous improvement.

c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes. Our employees influence safety directly through interactions with plant leadership or through joint management-worker safety committees. We also actively engage employees as safety observers through our safety program. Any worker who has grievance can report to Safety committee of location. Safety committee is entrusted with powers to resolve such issues.

d) Do the employees/worker of the entity have access to non-occupational medical and healthcare Services? (Yes/No)

Yes. Any worker who has grievance can report to Safety committee of particular location. Safety committee is entrusted with powers to resolve such issues.

11. Details of safety related incidents:

Safety Incident/Number	Category	FY2023-24	FY2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Timken is committed to operating safely at our global facilities. Our employees influence safety directly through interactions with plant leadership or through joint management-worker safety committees. We also actively engage associates as safety observers through our safety program.

We have established several environmental health and safety management policies to protect our employees. And we encourage everybody to report any potential hazards or risk factors and welcome innovative ideas on how to prevent them.

Safety and environmental training are a critical component of our Company’s onboarding process. It serves as the foundation for fostering a culture of safety and environmental stewardship. During this training, new hires are introduced to essential knowledge and skills necessary to work safely while minimizing their environmental impact. This training covers a wide range of topics, including workplace safety procedures, the proper handling of hazardous materials, waste disposal practices and environmental sustainability initiatives. It not only ensures that employees are well-prepared to avoid accidents, but also educates them on our commitment to environmental responsibility.

Both the plants are certified for ISO45001 - Occupational health and safety management system.

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

Complaints on	FY2023-24			FY2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14. Assessments for the year:

		% of your plants and offices that were assessed (Assessment done by entity/statutory Authorities /3rd Parties)
Health and safety practices	% of completion	100%
	Assessment done by:	3 rd Party Assessor
Working Conditions	% of completion	100%
	Assessment done by:	Plant EHS coordinator

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.

No significant risks/concerns were identified during assessment and hence, no corrective actions as such were required to be undertaken during FY2023-24

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, Group Term Life Insurance
(B) Workers (Y/N).	Yes, Group Term Life Insurance / EDLI

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

The Company ensures that contract labours working at company premises are paid statutory dues by their employers. The Company either on its own or through third party conducts audit, on sample basis, of records of contractors to ensure compliance in this area.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2023-24	FY2022-23	FY2023-24	FY2022-23
Employees	0	0	0	0
Workers	0	0	0	0

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

The Company may provide transition assistance program to certain employees on case-to-case basis.

5. Details on assessment of value chain partners:

The Company believes that periodical supplier performance assessment helps to ensure the suppliers are understood, aligned and compliant with Timken business standards. If we found any non-conformance at the Supplier end as per the required standard, they may be given the necessary support, training, guidance and time to take the corrective actions and completely aligned with the requirements. A summary of key value chain partners assessed by the Company is provided below:

	% of value chain partners that were assessed. (by value of business done with such partners)
Health and safety practices	For the Key direct material suppliers: 100% For contractors working at Company premises: 100%. We encourage our suppliers to achieve ISO 45001.
Working Conditions	For the Key direct material suppliers: 100% For contractors working at company premises: 100%. We encourage our suppliers to achieve ISO 45001.

6. 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:

No significant risks / concerns were identified during assessment of contractors working at Company premises and hence, no corrective actions were required to be undertaken during FY2023-24. For suppliers, the Company may take actions, if required, on case-to-case basis.

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.

The Board of Directors has constituted ESG Core Team to look into all ESG matters. ESG Core Team after discussion has identified key stakeholder's group.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement (Annually / Half yearly / Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders / Investors	No	<ul style="list-style-type: none"> Disclosure to Stock Exchanges, conferences, meetings. 	Quarterly	<ul style="list-style-type: none"> Financial Results, Material events were disclosed.
Value chain partners - Direct material suppliers / Service providers	No	<ul style="list-style-type: none"> Conferences Meetings Trainings General communication through mails 	As and when required	Update about <ul style="list-style-type: none"> Company policies, Procedures, Business plans, Sustainable sourcing principles expectation from value chain partners
Customers: OEs & Distributors	No	<ul style="list-style-type: none"> Conferences Trainings Meetings Online Portal Townhall meetings General communication through mails 	As and when required	Update about <ul style="list-style-type: none"> Company policies, procedures, business plans,
Employees and workers	Overall: No Note: Disabled / women employees are identified as vulnerable group.	<ul style="list-style-type: none"> General HR Communication Women's International Network (WIN) POSH Trainings Awareness programs 	On going	<ul style="list-style-type: none"> To inform employees about the organization's updates, events To create awareness about business, including codes and values To understand employee needs and opinions, feedback
Communities nearby where we operate	Overall: No Note: Tribal Community around Jamshedpur plant : Yes	Meetings as part of CSR initiatives	As and when required	Update about <ul style="list-style-type: none"> Company initiatives, knowing requirements / expectations from members of Community

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.

Timken interacts with all the stake holders who support in identification of important issues, evaluation of business operations, goods, services and solutions, risks and on the positive impact on our internal/external environments. The engagement includes townhalls, training sessions, social medias, surveys, etc.

ESG Core team will collate all relevant information and in turn may brief the Board of Directors.

The CSR Committee identifies, executes, and monitors CSR projects and ensures reporting and communication to the Board.

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

Yes, Timken engages with its stakeholders on an ongoing basis to identify the most pertinent ESG topics of interest of its stakeholders and address them on need basis.

Timken is aiming to increase consumption of clean energy over a period and does consults with generators / suppliers of clean energy. Based on the inputs roof top solar power generators are installed in both plants.

Also, Timken is specifically focusing on usage of reusable packaging materials instead of onetime use packing materials. It is not only for the Timken outbound products, but also encouraging our suppliers to follow the same for their supplies to Timken. SCM & SQD team of Timken has been consulting, advising, guiding suppliers to take steps in this direction.

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

For Women employees: Women International Network (WIN) platform has been provided wherein women employees discuss their concerns on periodical basis and take it with Management if required. Further, Anti Sexual Harassment Committee and Vigil Mechanism adopted by the Company are additional measure available to the raise their concerns.

Business HR Partners are entrusted with responsibility to look into and resolve issues of disabled employees.

The Company has been over the years focusing in taking certain projects under its CSR initiatives and also otherwise for the benefit of tribal community in and around Jamshedpur.

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

Category	FY2023-24			FY2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	422	422	100%	447	447	100%
Other than permanent	95	95	100%	101	101	100%
Total Employees	517	517	100%	548	548	100%
Workers						
Permanent	857	857	100%	834	834	100%
Other than permanent	129	129	100%	193	193	100%
Total Workers	986	986	100%	1027	1027	100%

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

Category	FY2023-24					FY2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	422	0	0	422	100%	447	0	0	447	100%
Male	400	0	0	400	100%	429	0	0	429	100%
Female	22	0	0	22	100%	18	0	0	18	100%
Other than Permanent	95	0	0	95	100%	101	0	0	101	100%
Male	89	0	0	89	100%	92	0	0	92	100%
Female	6	0	0	6	100%	9	0	0	9	100%
Workers										
Permanent	857	0	0	857	100%	898	0	0	898	100%
Male	840	0	0	840	100%	885	0	0	885	100%
Female	17	0	0	17	100%	13	0	0	13	100%
Other than Permanent	129	0	0	129	100%	193	0	0	193	100%
Male	127	0	0	127	100%	189	0	0	189	100%
Female	2	0	0	2	100%	4	0	0	4	100%

3. Details of remuneration / salary / wages :

a) Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD) (sitting fees excluded)	2	Rs.17,182,608		
Key Managerial Personnel	3	Rs.8,093,784		
Employees other than BoD and KMP	397	Rs.1,323,366	22	Rs.991,596
Workers	840	Rs.453,288	17	Rs.324,804

b) Gross wages paid to females as % of total wages paid by the Company :

Gross wages paid to females as % of total wages	FY2023-24	FY 2022-23
		2.1%

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

Yes. At each plant we have Industrial Relations & Admin. which takes care of Human rights issues at plant level. Also, at Company level we have various committees which takes care of Human rights issues. Example: POSH Committee, Townhall meetings by Leadership team).

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

Please refer the section under Board's Report and Section VII (25) of this Report.

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

Description	FY2023-24				FY2022-23			
	Received	Resolved	Pending	Remarks	Received	Resolved	Pending	Remarks
Sexual Harassment	0	0	0	-	0	0	0	-
Discrimination at workplace	0	0	0	-	0	0	0	-
Child Labour	0	0	0	-	0	0	0	-
Forced Labour/ Involuntary Labour	0	0	0	-	0	0	0	-
Wages	0	0	0	-	0	0	0	-
Other human rights related issues	1	1	0	-	0	0	0	-

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

	FY2023-24	FY2022-23
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
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8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Complainant has a choice to make anonymous complaint by calling dedicated toll-free number. The Company does not ask for details of complainant for anonymous complaint. The Company follows Non-Retaliation Policy and adequately safeguards against victimization of reporting person. The Company does not tolerate acts of retaliation against anyone who makes report in good faith.

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

Yes, human rights requirements form part of our business agreements and contracts. The terms of a contract or purchase order copies submitted to vendors include compliance requirements, and all vendor partners must comply with such requirements. The Supplier Code of Conduct covers various aspects of human rights such as child labour, forced or compulsory labour, health and safety, freedom of association, non-discrimination, disciplinary practices, security practices, working hours, compensation practices, supply chain practices and management systems.

10. Assessments for the year:

Assessments for the year:		FY2023-24
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	% of completion	100%
	Assessment done by:	By the Internal team
Forced / involuntary labour	% of completion	100%
	Assessment done by:	By the Internal team
Sexual harassment	% of completion	100%
	Assessment done by:	By the Internal team
Discrimination at workplace	% of completion	100%
	Assessment done by:	By the Internal team
Wages	% of completion	100%
	Assessment done by:	By the Internal team
Others (Working conditions)	% of completion	100%
	Assessment done by:	By the Internal team

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

Since no significant risks were identified, corrective actions were not required during FY2023-24. However, Timken ensures continuous monitoring and capability building of its value chain partners.

Leadership Indicators

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

In the Recent past, we have not encountered any concern requiring a change in our Business Process as a result of Human Rights grievances / complaints. Hence there was no modification done in our business process during FY2023-24.

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

Respect for Human rights is an integral part of Timken's business culture. Timken follows the global norms and regionally, National Action Plan for Human Rights (NAP), complies with Current Regulations apart from adding the stakeholder's

requirements. With that we are setting the basis for the Human Rights due diligence. Ethics survey conducted through circulating the questionnaire to all the employees and taken feedback.

We are evaluating the third party to devise the mechanism for conducting the due diligence at our value chain partners in the coming years.

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

Yes

4. Details of assessment of value chain partners

	% of value chain Partners that were assessed
Sexual Harassment	100% done for the Contractors working in the company premises. We have circulated and got the ESG Commitment from the key Suppliers. Further evaluating the Process & Procedures to conduct the assessment at our external value chain in the coming year.
Discrimination at Workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	

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

We have not encountered any issues in FY2023-24, hence no corrective actions required in FY2023-24.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**Essential Indicators****1. Details of total energy consumption (in Giga Joules - GJ) and energy intensity in the following format**

Parameter	Unit	FY2023-24	FY2022-23
From Renewable Sources			
Total electricity consumption (A) (Solar/Wind/Etc)	GJ	7088.09	6441.23
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumption (A+B+C)	GJ	7088.09	6441.23
From Non-Renewable Energy Sources			
Total electricity consumption (D) Regular EB power	GJ	193085.15	197822.0664
Total fuel consumption (E) Diesel, LNG, LPG, CNG etc	GJ	74930.84	77320.08
Energy consumption through other sources (F)	GJ	0	0
Total energy consumption (D+E+F)	GJ	268015.99	275142.15
Total Energy Consumed = (A+B+C+D+E+F)	GJ	275104.07	281583.38
Energy intensity per rupee of turnover (Total energy consumed / Revenue from Operations)		0.000009455	0.000010033
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) #		0.000212	0.000222
Energy Intensity in terms of Physical output		NA	NA
Energy 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) If yes, name of the external agency.		No	

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.

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	Unit	FY2023-24	FY2022-23
Water withdrawal by source (in kilolitres)			
(i) Surface water	K Litres	0	0
(ii) Groundwater	K Litres	59740	40686
(iii) Third party water	K Litres	150590	146498
(iv) Seawater / desalinated water	K Litres	0	0
(v) Others	K Litres	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	K Litres	210330	187184
Total volume of water consumption (in kilolitres)	K Litres	210330	187184
Water intensity per rupee of turnover (Total Water consumption / Revenue from Operations)		0.00000723	0.00000667
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)		0.000162 #	0.000148
Water intensity in terms of physical output		NA	NA
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) If yes, name of the external agency.		No	

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.

4. Provide the following details related to water discharged.

Parameter	Unit	FY2023-24	FY2022-23
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water	K litres	0	0
– No treatment	K litres	0	0
– With treatment - Please specify the level of treatment	K litres	0	0
(ii) To Groundwater	K litres	0	0
– No treatment	K litres	0	0
– With treatment - Please specify the level of treatment	K litres	0	0
(iii) To Seawater	K litres	0	0
– No treatment	K litres	0	0
– With treatment - Please specify the level of treatment	K litres	0	0
(iv) Sent to third-parties	K litres	0	0
– No treatment	K litres	0	0
– With treatment - Please specify the level of treatment	K litres	0	0
(v) Others	K litres	0	0
– No treatment	K litres	0	0
– With treatment - Please specify the level of treatment	K litres	0	0

Total water discharged (in kilolitres)	K litres	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	

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

Yes. Both Jamshedpur and Bharuch plants are adapted zero liquid discharge plans. Effluent treatment plant has been setup at plants to treat effluents coming from manufacturing operations, and the recycled water is used for irrigation, and flushing purposes.

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

Parameter	Unit	FY2023-24	FY2022-23
NOx	µg/m ³	51.5	30.5
SOx	µg/m ³	20.3	25.7
Particulate matter (PM) 10 /2.5	µg/m ³	90.26/48.83	47.7/22.5
Persistent organic pollutants (POP)	-	BDL	BDL
Volatile organic compounds (VOC)	-	BDL	BDL
Hazardous air pollutants (HAP)	-	BDL	BDL
O ₃	µg/m ³	DL:5	DL:5
Lead	µg/m ³	0.07	0.03
Carbon monoxide	µg/m ³	BDL	DL:1.0
Ammonia	µg/m ³	DL:20	DL:20
Benzene	µg/m ³	BDL	<2.00
Benzo	µg/m ³	BDL	0.41
Arsenic	µg/m ³	BDL	3.4
Nickel	µg/m ³	BDL	<2.0
Others - Please specify			
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	

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

Parameter	Unit	FY2023-24	FY2022-23
Total Scope 1 emissions (Break up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MT of CO ₂ equivalent	3484.96	4344
Total Scope 2 emissions (Break up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MT of CO ₂ equivalent	39957.69	38903
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions /Revenue from operations)		0.000001493	0.000001544
Total Scope 1 and Scope 2 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)		0.00003345 #	0.00003423

Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	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) If yes, name of the external agency.	No		

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.

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

Initiative undertaken	Details of the Initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
Renewable Energy Usage - Prioritizing renewable sources, we are actively working towards a more sustainable energy mix	Own roof top Solar panels installations	10% of renewable energy consumption increased in FY2023-24
Energy efficiency improvements	Various projects done to improve the energy efficiency	~3% Consumption reduction from FY22-23

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

Parameter	Unit	FY2023-24	FY2022-23
Total waste generated (in metric tonnes)			
Plastic waste (A)	MT	126.97	127.47
E-waste (B)	MT	3.14	6.49
Bio-medical waste (C)	MT	0.0024	0.0054
Construction and demolition waste (D)	MT	0	0
Battery waste (E)	MT	0	1.3
Radioactive waste (F)	MT	0	0
Other Hazardous waste. Please specify, if any. (G)	MT	1958.24	2364.00
Other Non-hazardous waste generated (H). Please specify, if any.	MT	2858.13	2771.52
Total (A+B + C + D + E + F + G + H)	MT	4946.48	5270.78
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)		0.00000017	0.00000019
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)		0.00000377	0.00000421
Waste intensity in terms of physical output		NA	NA
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 (MT))			
Category of waste	Unit	FY2023-24	FY2022-23
(i) Recycled	MT	4232.87	4337
(ii) Re-used	MT	0	0

(iii) Other recovery operations	MT	1.27	6.67
Total	MT	4234.14	4343.67
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste	Unit	FY2023-24	FY2022-23
(i) Incineration	MT	0.15	0.35
(ii) Landfilling	MT	256.6	896
(iii) Other disposal operations	MT	0	0
Total		256.75	896.35
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	

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

We are actively working towards sustainable waste management by implementing a policy that prioritises segregation, Recycling, and safe handling of Wastes. Detailed SOPs are laid out in both plants for Reduce, Reuse, Recycle and disposing various types of wastes.

- Non-hazardous waste such as wood / corrugated boxes are primarily recycled.
- No E-waste is generated from our supplied products.
- Hazardous Wastes & E-wastes generated at plants / offices are handed over to SPCB/CPCB authorized agencies for treatment and safe disposal.
- Steel / Product waste is Sent for melting and reused in steel making process.
- Grinding Sludge is recycled in cement kilns/Refractory brick manufacturing.
- Plastic which ends up as waste at all OEM's end are recycled as per Hazardous Waste Approval. Approx. 90% of the plastic wastes is recycled. System implemented for safe reclaim / recycle of balance 10% end up as waste in the local market.
- Further, Jamshedpur and Bharuch plants of the Company are zero liquid discharge plants.

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) where environmental approvals are required, please specify details in the following format:

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	Not applicable	Not applicable	Not applicable	Not applicable	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 yes provide details of all such non-compliances, in the below format

Yes. Both TIL JSR and TIL BHA Plants are Fully compliant with all the Local / Regional/ National Legislations. There have been no instances of Non-compliance with respect to Mentioned regulations

S. No	Specify the law / Regulation / guideline 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
Not Applicable				

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:** Not applicable - As both of our plants operations are not in areas facing water stress.

(ii) **Nature of operations:** Taper Roller Bearing Manufacturing Process.

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

Parameter	Unit	FY2023-24	FY2022-23
Water withdrawal by source (in kilolitres)			
(i) Surface water	K Litres	0	0
(ii) Groundwater	K Litres	59740	40686
(iii) Third party water	K Litres	150590	146498
(iv) Seawater / desalinated water	K Litres	0	0
(v) Others	K Litres	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	K Litres	210330	187184
Total volume of water consumption (in kilolitres)	K Litres	210330	187184
Water intensity per rupee of turnover (Total Water consumption / Revenue from Operations)		0.00007229	0.000006693
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	
Water discharge by destination and level of treatment (in kilolitres)			
Parameter	Unit	FY2023-24	FY2022-23
(i) To Surface water	K litres	0	0
– No treatment	K litres	0	0
– With treatment - Please specify the level of treatment	K litres	0	0
(ii) To Groundwater	K litres	0	0
– No treatment	K litres	0	0
– With treatment - Please specify the level of treatment	K litres	0	0
(iii) To Seawater	K litres	0	0
– No treatment	K litres	0	0
– With treatment - Please specify the level of treatment	K litres	0	0
(iv) Sent to third-parties	K litres	0	0
– No treatment	K litres	0	0
– With treatment - Please specify the level of treatment	K litres	0	0
(v) Others	K litres	0	0

- No treatment	K litres	0	0
- With treatment - Please specify the level of treatment	K litres	0	0
Total water discharged (in kilolitres)	K litres	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		

2. Details of total Scope 3 emissions & its intensity in the following format:

Parameter	Unit	Remarks
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MT of CO2 equivalent	Scope 3 : Emissions calculation to be started. Focused approach planned from FY 2024-25. We have been given with the ambitious target by our Timken parent Company. Timken's 2030 GHG emissions target is a key component of our CSR vision to protect and benefit the planet. Starting in 2025, supplier sustainability will be a key factor in our commodity strategies and sourcing decisions.
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 an external agency? (Y/N) If yes, name of the external agency.	No	

3. With respect to the ecologically sensitive areas reported at Question11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities:

Not applicable.

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

Initiative Undertaken	Details of the Initiative (Web-link, if any, may be provided along with Summary)	Outcome of the Initiative
Renewable Energy Usage - Prioritizing renewable sources, we are actively working towards a more sustainable energy Mix	PPA and Own Roof top Panels installations	10% of Renewable energy Consumption increased in FY2023-24
Energy Efficiency improvements	Various Projects done to improve the Energy Efficiency	~3% Consumption Reduction from FY2022-23

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

The Company has Disaster recovery Plan that outlines each level of disaster and recommended / planned mitigation plan to remove or reduce the impact on customer performance. This is reviewed by ERT members as part of annual review and then modified as required. We have the highest standards of IT security and systems. We also have a robust information technology disaster recovery plan in conjunction with the business continuity plan.

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.:

Though there is no visible adverse impact arises from our value chain partners, We are continuously collaborating with our business partners and striving to develop a sustainable supply chain that incorporates a supplier assessment of ESG requirements, aimed at reducing Scope 3 upstream emissions.

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

In our quarterly ESG Committee review it decided to develop the framework for assessing the value chain partners (Key Suppliers/Service providers in the 1st phase) for environmental impact in FY2024-25.

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.

02 as per 1 b below

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	American Chamber of Commerce in India	National
2	Engineering Export Promotion Council	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.

No adverse orders were received from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Not applicable		

Leadership Indicators

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

The Company has not exclusively advocated any Public Policy during the financial year 2023-24. Generally, the Company carry out policy advocacy in a transparent and accountable manner, collaborating with all involved authorities and taking into account both our and the wider national interests.

Sl. 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 / other (Please Specify)	Web link, if available
	Nil	NA	NA	NA	NA

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.

Not applicable – As per the prevailing laws, SIA (Social Impact Assessment) is not required for any of the projects undertaken by us. The Company is not required to carry out Social Impact Assessments of CSR Projects undertaken during FY2023-24.

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	NA	NA	NA	NA	NA

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

Our operations and units have not caused any displacement of local communities that would require Rehabilitation and Resettlement (R&R) to be carried out.

SNo	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)
	NA	NA	NA	NA	NA	NA

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

The Company's Vigil mechanism is open for the community as well, Any stakeholder/member of the community can lodge their grievances through the same.

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

	FY2023-24	FY2022-23
Directly sourced from MSMEs/ small producers	~ 26 % from MSME & Balance ~74 % NON MSME	23.38% from MSME & Balance 76.62% NON MSME
Sourced directly from within the district and neighboring districts	45 % from within Local districts, 55 % outside local districts	43.89% from within Local districts, 56.11% outside local districts

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	FY2023-24	FY2022-23
Rural	-	-
Semi-Urban	-	-
Urban	-	-
Metropolitan	-	-

Leadership Indicators

1. Details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken

Not applicable

Not applicable

2. Information on CSR projects undertaken by Company in designated aspirational districts as identified by government bodies:

S No.	State	Aspirational District	Amount spent (In INR)
1	Jharkhand	East Singhbhum	Rs. 2,13,58,294 This project is an ongoing project. Remaining amount to be spent on this has been transferred to Unspent CSR Account

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups?

No

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

Not applicable

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

Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by Company in 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
Not applicable				

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

Name of the authority	Brief of the Case	Corrective Action taken
Nil	Not Applicable	

6. Details of beneficiaries of CSR Projects:

S.No	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	Project report on CSR activities during FY2023-24 is available on the website at https://www.timken.com/en-in/investors/statutory-compliances/		

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators

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

The Company has dedicated customer service team which respond to customer complaints and provided necessary feedback to resolve complaints. As required by local laws, contact details of customer service team including email ID and phone number are provided on product packaging. Customers facing issue with product can directly communicate with customer service team to resolve the problems faced by them.

Our Company’s customers include original equipment manufacturers (OEMs) and institutional customers. Service engineering team and quality team inter alia engages with OEM and institutional customers to redress their complaints. Details about service engineering, quality and warranty team executives are provided to OEM, Institutional Customers on case to case basis.

Our Sales team, proactively work with the Customers to understand their requirements, expectations, future projects and convey the same to the appropriate working team to provide the proper solutions and services which gains the alignment and improve the customer satisfaction.

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	100%	The Company provides the information about safe and responsible usage along with all products. Such information is also provided to customers in form of products maintenance manuals. Most of Products manufactured and sold by the Company as such don’t require information about environmental and social usage and recycling. However, wherever applicable, the Company does attempt to provide such information.
Safe and responsible usage	100%	
Recycling and/or safe disposal	100%	

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

	FY2023-24			FY2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Others – Quality issues	50	17		14	2	-

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

	Number	Reasons for recall
Voluntary recalls	0	Not applicable
Forced recalls	0	Not applicable

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

Yes. <https://www.timken.com/timken-global-data-privacy-policy-training/>

The Company has adapted the Parent Company, The Timken Company's global policy for cyber security and risks related to data privacy.

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

Not applicable.

7. Provide the following information relating to data breaches:

a) Number of instances of data breaches

Nil

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

Nil

c) Impact, if any, of the data breaches

Nil

Leadership Indicators

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

<https://www.timken.com/portfolio/>

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

Product related safety information (if any) are published in the product catalog. MSDS sheet are published wherever applicable. Additionally, product safety and safe practices are explained in product seminars and training sessions to customers.

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

Our sales team, customer service team are in constant touch with the customers and dealers network. On a need basis the customer service team will inform on the risk and provide the alternates if available.

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

The Company provides information on products as required under the Legal Metrology (Packaged Commodities) Rules, 2011. The Company also provides information such as product usage, safety precautions, features of product on certain product packaging. The Company did not carry out any survey for end consumer satisfaction in FY2023-24.

Date: 1 July, 2024
Place: Bengaluru

For and on behalf of the Board of Directors

Sd/-

Sanjay Koul
Chairman & Managing Director

DIN: 05159352