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TRIDENT/CS/2026

July 09, 2026

National Stock Exchange of India Limited

Exchange Plaza, Plot No. C/1, G Block
Bandra Kurla Complex, Bandra (E), Mumbai – 400 051
Scip Code: TRIDENT

BSE Limited

Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai – 400 001
Scip Code: 521064

Sub: Business Responsibility and Sustainability Report for the financial year ended March 31, 2026

Dear Sir/Madam,

In terms of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report of the Company for the financial year ended March 31, 2026, which also forms part of the Annual Report of the Company for the financial year 2025-26.

This is for your reference and records.

Thanking you
Yours faithfully,
For Trident Limited

(Sushil Sharma)
Company Secretary
ICSI Membership No. F6535

Encl: as above

Disclaimer :- The details of the authorised signatories are uploaded on the official website of the Company. You may authenticate the authority of the signatory before relying upon the contents of this communication by visiting <https://www.tridentindia.com/authority-matrix/> or may write to us on corp@tridentindia.com.

09/07/2026

TL/2026/073340

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L99999PB1990PLC010307
2. Name of the Listed Entity	TRIDENT LIMITED
3. Year of incorporation	1990
4. Registered office address	Trident Group, Sanghera, Barnala, Punjab, India, 148101
5. Corporate address	NA
6. E-mail	corp@tridentindia.com
7. Telephone	0161-5039999
8. Website	www.tridentindia.com
9. Financial year for which reporting is being done	April 1, 2025 to March 31, 2026
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited
11. Paid-up Capital	INR 5,095.95 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 – Mr. Deepak Nanda Designation – Managing Director Telephone Number - +91 161-5039999 Email id - md@tridentindia.com
13. Reporting boundary	Standalone basis Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).
14. Name of assurance provider	Intertek India Private Limited
15. Type of Assurance Obtained	Limited Assurance

II. Products/services

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

S. No.	Description of main activity	Description of business activity	% of Turnover of the entity (FY26)
1	Textile Manufacturing	Sourcing, manufacturing and supply of high-performance yarn, bath and bed linen.	84.44%
2	Paper Manufacturing	Manufacturing of high-quality, high-speed printing, publishing papers, high-quality branded copier paper, and Wheat straw-based paper.	15.56%

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	Textile Products (High-performance yarn, bath and bed linen)	131	84.44%
2	Paper Products (Pulp, Paper and Paperboard)	1701	15.56%

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	3	1	4
International*	Nil	Nil	Nil

*Excluding locations of foreign subsidiaries

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States and Union Territories)	26
International (No. of Countries)	100

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

53.73% of Total sale

c. A brief on types of customers

Trident Limited caters to a diversified customer base across domestic and international markets through its integrated textile and paper manufacturing businesses. The Company serves customers across retail, hospitality, industrial, and export segments with a strong focus on quality, innovation, sustainability, and long-term partnerships.

Retailers and Brands: Trident supplies a wide range of textile products including towels, bedsheets, bathrobes, blankets, yarn, and home textile products to leading retailers and brands in India and globally. The Company supports both branded and private-label requirements of customers across the fashion, home decor, and lifestyle segments.

Hospitality Customers: The Company caters to hotels, resorts and restaurant customers by providing premium-quality linen and textile solutions known for durability, comfort, and aesthetic appeal. Its products are widely used across the hospitality sector for enhancing guest experience and operational efficiency.

Paper Industry Customers: Through its paper manufacturing business, Trident serves customers across packaging, printing, publishing, tissue, and stationery industries. The Company supplies high-quality paper products to printing houses, publishers, converters, packaging manufacturers, and commercial users.

Export and International Markets: Trident has a strong international presence and exports products to multiple global markets including the United States, Europe, Middle East, Africa, and other regions. Its international customer base includes retailers, distributors, wholesalers, and institutional buyers who value the Company's quality standards, sustainability practices, innovation capabilities, and reliable delivery systems.

Direct Consumers and E-commerce Platforms: The Company also reaches end consumers through its branded product offerings and presence across modern retail channels and e-commerce platforms, strengthening customer accessibility and brand visibility. Through its diversified customer portfolio, Trident Limited continues to strengthen long-term customer relationships while delivering sustainable, innovative, and high-quality products across markets and industries.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1983	1668	84.11%	315	15.89%
2.	Other than Permanent (E)	65	59	90.77%	6	9.23%
3.	Total employees (D + E)	2048	1727	84.32%	321	15.67%
WORKERS						
4.	Permanent (F)	9577	8033	83.88%	1544	16.12%
5.	Other than Permanent (G)	4678	3309	70.74%	1369	29.26%
6.	Total workers (F + G)	14255	11342	79.57%	2913	20.43%

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)	37	34	91.89%	3	8.11%
5.	Other than permanent (G)	11	8	72.73%	3	27.27%
6.	Total differently abled workers (F + G)	48	42	87.5%	6	12.5%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	3	0	0%

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	36.24%	51.08%	38.77%	38.9%	48.1%	40.57%	27%	28%	27%
Permanent Workers	21.22%	27.38%	22.23%	21.6%	30.2%	23.04%	21%	28%	23%

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 the listed entity? (Yes/No)
1	Trident Group Enterprises Pte. Ltd., Singapore	Wholly owned Subsidiary	100%	No
2	Trident Global Inc., USA	Wholly owned Step-down Subsidiary	100%	No
3	Trident Europe Limited, UK	Wholly owned Step-down Subsidiary	100%	No
4	THTL Trading LLC, UAE	Wholly owned Step-down Subsidiary	100%	No
5	Trident Global Corp Limited	Associate Company	30.42%	No

VI. CSR Details

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

ii) Turnover (in Rs.) - INR 67,581 Million

iii) Net worth (in Rs.) - INR 47,571 million

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)	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	(If yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://assets.tridentindia.com/BRSR_Policy..pdf	2	0	complaints are received to initiate the entrepreneurship training and conduct the health checkup camp. Both are address by addressing the health camp and initiating the training for the revenue generation with SHG women	0	0	-
Investors (other than shareholders)	Yes https://assets.tridentindia.com/BRSR_Policy..pdf	0	0	-	0	0	-
Shareholders	Yes https://assets.tridentindia.com/BRSR_Policy..pdf	69	0	-	92	0	-
Employees and workers	Yes https://assets.tridentindia.com/grievance_handling_policy_3ad730383d.pdf	3899	0	-	5510	44*	-
Customers	Yes https://assets.tridentindia.com/BRSR_Policy..pdf	431	0	-	452	36*	Complaints related to product quality, packaging and warehousing
Value Chain Partners	Yes https://assets.tridentindia.com/BRSR_Policy..pdf	0	0	-	0	0	-

* All complaints received during FY 2024-25 were duly addressed and resolved.

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

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

Trident Limited’s materiality assessment focuses on identifying, evaluating, and prioritizing the most significant environmental, social, governance (ESG), and responsible business conduct issues relevant to the Company and its stakeholders. The assessment is conducted through a structured approach involving stakeholder engagement, industry benchmarking, sustainability trends, operational risk analysis, regulatory developments, and business strategy alignment to ensure representation of all key stakeholder groups across the value chain.

The Company evaluates material topics from both impact materiality and financial materiality perspectives to understand how its operations impact the environment and society, and how sustainability-related risks and opportunities may influence long-term business performance, resilience, and value creation. The assessment covers key stakeholder groups including employees, workers, customers, suppliers, investors, regulators, communities, industry bodies, and business partners.

This approach enables Trident Limited to strengthen business resilience, improve stakeholder trust, support regulatory alignment, enhance sustainability performance, and create long-term value for stakeholders while contributing positively to environmental and social outcomes.

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	Energy & Climate Change	Risk and Opportunity	<p>Risk:</p> <p>Trident is dependent on conventional energy sources for its energy-intensive textile and paper manufacturing operations and is exposed to significant transition risks as global decarbonisation policies tighten. Failure to adequately mitigate GHG emissions across Scope 1, 2, and 3 could expose the Company to carbon pricing mechanisms, carbon taxes, and stricter emission reporting obligations, resulting in elevated compliance and operational costs. Additionally, Trident’s manufacturing facilities are directly exposed to physical climate risks such as extreme heat waves, flooding, and water scarcity that can disrupt plant operations, damage infrastructure, and increase costs. The Company’s dependence on cotton as a primary raw material further presents supply risk as erratic rainfall, prolonged droughts, and rising temperatures drive up procurement costs and threaten raw material availability. The implementation of India’s Carbon Credit Trading Scheme (CCTS) may expose Trident Group to increased compliance costs and carbon pricing risks, requiring ongoing investment in emissions reduction to meet regulatory benchmarks.</p> <p>Opportunity:</p> <p>Trident has already transitioned over 50% of its energy sourcing to renewables including solar and biomass significantly reducing dependency on coal. The Company has set Science Based Targets to reduce Scope 1 and Scope 2 emissions and aspires to become a Net-Zero Company by 2050. The Company can further leverage decarbonisation investments, process innovation, and renewable energy adoption to lower long-term energy costs, reduce its carbon footprint, and enhance its competitive positioning as an ESG-aligned manufacturer. Accessing government schemes such as PAT/CCTS by exceeding energy reduction targets also unlocks additional financial incentives and rebates.</p>	<p>The Company is actively implementing ESG principles across business functions and operations with a focus on the emissions, energy efficiency, and renewable energy pillars. Key measures include:</p> <ul style="list-style-type: none"> • Transitioning from coal-based grid supply to renewable energy sources including solar and IREC-certified renewable energy purchases. • Increasing biofuel consumption and integrating biomass energy to reduce fossil fuel dependency in boiler operations. • Investing in energy-efficient technologies and process optimisations across manufacturing to reduce energy intensity. • Developing robust Scope 1, 2, and 3 GHG inventories and aligning disclosure with TCFD recommendations. • Implementing climate scenario analysis and embedding physical climate risk assessments into infrastructure planning. • Pursuing CAPEX investments in Solar and energy efficient equipment to achieve long-term energy cost reduction. • Conducting periodic carbon footprint lifecycle assessments (LCA) for major products. • Innovations like converting food and biomass waste into electricity via biogas plants. 	<p>Positive:</p> <p>Transitioning to renewables will lower long term operational costs, energy costs and carbon exposure, improving EBITDA margins. In the long term, it can also enhance brand reputation, make the company more attractive to ESG-focused investors, support product differentiation through lower-carbon offerings, and build greater market resilience.</p> <p>Negative:</p> <p>Climate transition may expose the company to increased regulatory compliance costs, including carbon pricing, and possible impacts from climate-related physical events. Near-term CAPEX will be required for renewable infrastructure and technology upgrades.</p>

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)
2	Health and Safety	Risk	<p>Risk</p> <p>As a manufacturing company, Trident's operations require the workforce to interact extensively with industrial machinery, handle materials, and work with hazardous substances including dyes, bleaching agents, solvents, and other chemicals used in textile and paper production. These activities can lead to accidents, injuries, and fatalities, resulting in severe legal liabilities, regulatory fines, compensation claims, increased insurance premiums, and productivity losses. Poor health and safety practices also contribute to employee dissatisfaction and high attrition. Processing of agro-raw materials (wheat straw, weed straw, vino chips) generates fine organic dust during cutting, preparation, and conveying operations. Prolonged inhalation of cellulosic dust can cause respiratory conditions. Dust extraction systems, enclosed conveyors, and respiratory PPE are critical controls.</p> <p>Common health and safety risks across Trident's operations include Occupational Hazards, Chemical Hazards, Fire and Electrical Hazards, Mechanical and Equipment Hazards, and Climate-Related Hazards such as extreme heat and heat stress. Non-compliance with applicable health and safety regulations under the Factories Act, OSHA principles, and ISO 45001 standards can expose the Company to regulatory action and reputational damage with global customers who assess supplier safety performance as part of their procurement criteria.</p>	<p>Trident places strong emphasis on health and safety across its operations, corporate spaces, and supply chain. Mitigation measures implemented include:</p> <ul style="list-style-type: none"> ● Strict adherence to applicable regulations including the Factories Act, and alignment with ISO 45001:2018 Occupational Health and Safety Management Systems across all manufacturing locations. ● Periodic Risk Assessment through Hazard Identification and Risk Assessment (HIRA) methodology, with documented hazard controls. ● Mandatory Employee and Worker Training on occupational health and safety practices, proper use of Personal Protective Equipment (PPE), and emergency response protocols. ● Safety equipment and infrastructure upgrades across all manufacturing sites, including fire suppression systems, machine guarding, and chemical storage compliance. ● Ongoing safety audits, near-miss reporting systems, and continuous worker engagement programmes. ● A proactive safety culture aimed at identifying and remediating risks before they cause accidents or injuries. ● Chemical Safety Data Sheet (MSDS/SDS) management and chemical risk controls aligned with ZDHC (Zero Discharge of Hazardous Chemicals) requirements. 	<p>Negative:</p> <p>Workplace accidents or fatalities (if any) may result in legal liabilities, compensation claims, insurance cost increases, and reputational damage affecting customer and investor trust.</p>

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)
3	Water Management & Wastewater	Risk and Opportunity	<p>Risk:</p> <p>Trident operates in water-stressed regions including Punjab (groundwater-stressed zone) and Budni/Madhya Pradesh (Narmada River basin) where water is a critical input for textile dyeing, processing, and paper manufacturing for processes like raw material washing and soaking, pulp washing and screening. Paper mill effluents are characterized by high BOD, COD, TDS, TSS, and colour.. Both surface water and groundwater are utilized across facilities. Stricter regulatory limits on water withdrawal volumes, including state-mandated ZLD (Zero Liquid Discharge) compliance at certain sites, may require costly upgrades to water recycling and treatment systems, resulting in elevated CAPEX. Increasing water scarcity from regional droughts also risks restricting availability for cooling and processing, potentially resulting in production halts and revenue losses. Additionally, discharging inadequately treated chemical effluents from dyeing processes into receiving water bodies risks triggering eutrophication, creating dead zones damaging to aquatic ecosystems and communities, with associated cleanup liabilities and regulatory penalties.</p> <p>Opportunity:</p> <p>Proactive investment in water recycling and conservation technologies positions Trident as a responsible manufacturer in line with global textile sustainability standards. Efficient water use can yield significant operational cost savings and reduce regulatory compliance risk over time. Building water-stress resilience through efficiency measures and recycling will enable Trident Group to maintain stable production in water-stressed regions.</p>	<ul style="list-style-type: none"> ● ZLD (Zero Liquid Discharge) plants installed and operational at the Budni (MP) facility, ensuring no wastewater is discharged to surface water bodies. ● ETP (Effluent Treatment Plant) in operation at the Punjab facility, with treated water re-used within the plant. ● Continuous effluent quality monitoring in compliance with CPCB and State Pollution Control Board (SPCB) norms. ● Site-level water metering and usage tracking against regulatory extraction limits (extraction at 5-10% of permitted limit at Punjab facility). ● Investments in water-efficient technologies and recycling infrastructure to reduce freshwater dependency. ● Periodic third-party environmental audits of wastewater treatment performance. ● Engagement with regulators on compliance roadmaps for evolving water withdrawal standards. 	<p>Positive:</p> <p>A strong water management and wastewater strategy can reduce freshwater procurement costs through higher recycling rates, improve operational stability by building resilience to water stress, and lower the risk of regulatory non-compliance.</p> <p>Negative:</p> <p>Non-compliance with effluent standards may, if any, lead to regulatory actions or remediation obligations.</p>

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)
4	Waste Management & Circular Economy	Risk and Opportunity	<p>Risk:</p> <p>Mismanagement of hazardous manufacturing waste including chemical sludge from dyeing processes, packaging waste, and industrial effluents can attract regulatory fines, cleanup liabilities, and in severe cases, business discontinuation. Processing of wheat straw, weed straw for paper manufacturing generates reject fibers, silica-rich ash, and non-fiber organics that require appropriate disposal or valorisation pathways. Trident is bound by strict hazardous waste regulations, and its key international certifications require zero-waste-to-landfill compliance. Non-compliance could also jeopardise customer contracts with global retailers who mandate zero-landfill supply chains.</p> <p>Opportunity:</p> <p>Trident has achieved Zero Waste to Landfill (ZWL) certification and has adopted a comprehensive five-pillar circular economy model: Reduce, Reuse, Recycle, Re-engineer, and Redesign. The Company already sends only 10–15% of waste to managed landfill, with strong programmes for waste diversion, recycling, and value recovery. Circular economy practices including designing products for longevity, reusing textile off-cuts, implementing closed-loop recycling, and generating new revenue streams from recycled inputs and secondary materials reduce raw material and disposal costs. The 'Hastkala' initiative, which upcycles textile waste into artisanal products, exemplifies value creation from circular practices.</p>	<ul style="list-style-type: none"> ● Comprehensive recycling programmes diverting waste from landfill across all manufacturing sites. ● Zero Waste to Landfill (ZWL) certification maintained, with ongoing monitoring of waste diversion rates. ● Hazardous waste management in compliance with all statutory norms, with third-party disposal via registered waste handling agencies. ● Adoption of the 5R circular economy framework Reduce, Reuse, Recycle, Re-engineer, Redesign embedded across operational boundaries. ● Investment in new recycling and treatment equipment to handle chemical and process waste streams. ● Regular internal audits of waste management practices and periodic third-party certification audits. ● Staff training on waste segregation, hazardous waste handling, and circular economy principles 	<p>Positive:</p> <p>Adopting circular-economy practices such as product-design for longevity, reuse of textile off-cuts, and closed-loop recycling. For paper, broke paper is repulped and reintroduced into the manufacturing process, reducing raw material consumption and virgin fiber inputs. This will enable Trident to reduce raw-material costs, generate new revenue from recycled inputs, and position itself as a sustainability leader</p> <p>Negative:</p> <p>Mismanagement of hazardous manufacturing waste may, if any, result in regulatory actions and potential remediation liabilities.</p>

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)
5	Pollution Management (Air, Water & Soil)	Risk	<p>Risk:</p> <p>Trident’s manufacturing operations generate industrial air emissions (NOx, SOx, particulate matter), chemical effluents from dyeing processes, and solid and hazardous wastes, all of which are subject to stringent environmental regulations under CPCB, SPCB, and applicable certifications. Non-compliance with air emission standards can result in regulatory fines and, in severe cases, operational shutdown by pollution control authorities. Discharging contaminated wastewater exceeding effluent quality limits results in cleanup liabilities and legal penalties. Similarly, hazardous waste contaminating farmland soils introduces toxins into the food chain, affecting human health and biodiversity with high irremediability.</p> <p>The use of substances of concern including certain chemicals classified under ZDHC protocols in production processes (~5% of inputs) presents additional risk of regulatory penalties, brand damage, and market access restriction in the EU and US, where chemicals compliance standards are increasingly stringent (e.g., REACH, ZDHC).</p>	<ul style="list-style-type: none"> ● Continuous Emissions Monitoring Systems (CEMS) in place for stack air emissions compliance against CPCB/SPCB norms. ● Installation and maintenance of best-available air pollution control technology across boiler and processing units. ● ZLD and ETP systems ensuring compliance with wastewater discharge standards. ● Chemical management systems aligned with ZDHC requirements, with supplier chemical input auditing. ● Hazardous waste disposal via registered third-party agencies in compliance with statutory norms. ● Proactive engagement with CPCB, SPCB, and certification bodies on compliance improvements. ● Investment in R&D for non-hazardous alternative materials to progressively reduce substances of concern in production processes. ● Environmental compliance audit programme with periodic third-party verification. 	<p>Negative:</p> <p>Insufficient pollution management across air, water, and soil may expose Trident to regulatory fines and penalties for non-compliance, potential cleanup liabilities for contaminated sites, and possible production disruptions if regulatory authorities intervene. It could also potentially affect the company’s reputation among global customers and may increase the risk of losing environmental certifications.</p>

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)
6	Biodiversity & Ecosystem	Opportunity	<p>Opportunity:</p> <p>Trident already procures BCI (Better Cotton Initiative) and organic cotton, which maintains soil health and supports biodiversity. For wood fibre inputs, Trident prioritises FSC (Forest Stewardship Council) Chain of Custody certification to ensure sourcing does not contribute to illegal logging or conversion of high conservation value forests. The Company also undertakes tree plantation drives and ecosystem protection activities. By systematically investing in biodiversity restoration and engaging suppliers in regenerative agriculture practices, Trident can attract long-term investment from ESG-focused investors, strengthen its sustainability claims, and access preferential green finance.</p>	<ul style="list-style-type: none"> ● Procurement from BCI-certified, organic, and sustainably sourced cotton suppliers, maintaining soil health and biodiversity in sourcing regions. ● Supplier environmental assessment programme screening for biodiversity and land-use practices. ● Tree plantation drives and ecosystem protection activities as part of the Company's CSR and environmental commitments. ● FSC Chain of Custody certification for any wood fibre inputs, ensuring sustainable sourcing that does not contribute to illegal logging or deforestation. ● Procurement of agro-based raw materials (wheat straw, weed straw) for paper manufacturing replaces wood-based virgin fibre, avoiding deforestation and supporting biodiversity conservation in forest ecosystems. ● Engagement with tier-1 suppliers on environmental improvement programmes including sustainable agriculture practices. ● Development of supply chain risk maps identifying high-risk sourcing geographies for biodiversity impact. ● Exploration of regenerative agriculture partnerships to future-proof raw material sourcing against biodiversity-related disruptions. 	<p>Positive:</p> <p>A strong focus on biodiversity and ecosystem stewardship could improve Trident's ability to attract ESG-focused investors and access green finance, while also strengthening brand reputation and customer trust. Agro-based paper manufacturing differentiates Trident as a deforestation-free producer. Over time, this can support customer loyalty, improve market positioning, and create a competitive advantage in sustainability-driven markets.</p>

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)
7	Customer Satisfaction & Product Quality	Opportunity	<p>Opportunity: Trident sees several strong opportunities to enhance customer satisfaction and strengthen its position as a preferred global manufacturing partner. The Company's product portfolio spans textiles (home textiles, yarn) and paper both requiring consistent quality, reliability, and sustainable credentials to satisfy the expectations of discerning domestic and international customers.</p> <p>Key areas identified for customer satisfaction improvement include: Product Quality and Reliability (with Six Sigma methodology being applied for defect reduction), Timely and Consistent Delivery, Customer Service and Communication, Innovation and Sustainable Product Development, and Feedback and Continuous Improvement Mechanisms. Trident engages with its customers through structured feedback surveys, in-person meetings, media campaigns, and grievance mechanisms to ensure continuous alignment with evolving customer expectations.</p> <p>The growing global demand for eco-conscious, certified sustainable textile and paper products including recycled-fiber products, organic cotton, and FSC-certified paper presents an additional opportunity for Trident to differentiate its offerings and command a premium.</p>	NA	<p>Positive: Focusing on customer satisfaction and product quality can create a strong financial advantage for Trident by improving customer retention and encouraging repeat orders, which helps stabilize revenues over time while also creating the potential to command premium pricing for differentiated, high-quality products. It can further support expansion into new markets and geographies, strengthen brand equity, and reduce the risk of customer churn, all of which contribute to more resilient long-term revenue growth and a stronger market share position.</p>
8	Employment, Human Capital & Workforce Development	Opportunity	<p>Opportunity: Trident views employment and human capital development as a strategic opportunity to attract, retain, and develop a skilled, diverse, and motivated workforce essential for sustaining its manufacturing operations and growth trajectory. The Company provides fair and competitive compensation and benefits, as well as structured opportunities for learning and career growth.</p> <p>Trident's Takshashila training programme and other structured skill development initiatives empower the workforce to stay aligned with evolving market and technological advancements, reducing the risk of skill obsolescence and improving operational quality. The Company fosters a culture of skill development for underprivileged candidates, providing employment pathways after training strengthening its social impact and community relations simultaneously.</p> <p>The Company also respects and upholds human rights and labour rights of all its employees and workers, ensuring a safe, healthy, and inclusive work environment in compliance with applicable labour regulations and ILO core labour standards.</p>	NA	<p>Positive: A skilled and engaged workforce drives productivity, innovation, and quality directly supporting revenue generation and operational efficiency. Reduced attrition costs and improved talent attraction. Enhanced ESG scores from strong human capital practices support access to responsible investment capital.</p>

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)
9	Human Rights & Modern Slavery	Risk	<p>Risk: Trident's extensive supply chain spanning multiple geographies including cotton-growing regions and textile manufacturing clusters presents an inherent risk of exposure to human rights violations such as freedom of association and collective bargaining, including child labor, forced labor, and human trafficking in upstream supplier operations. Failing to maintain robust protocols against modern slavery and ensuring adequate due diligence across the value chain could negatively impact the wellbeing of workers, expose the Company to severe reputational damage, and risk loss of social license to operate.</p> <p>The risk is amplified by increasing international legislative requirements on supply chain human rights due diligence. Violations of human rights standards in the value chain can result in regulatory penalties, exclusion from EU and US market supply chains, and significant erosion of brand trust among institutional buyers and sustainability-conscious end consumers.</p>	<ul style="list-style-type: none"> • Comprehensive Supplier Code of Conduct with mandatory human rights and labor standards requirements communicated to all supplier partners. • Supplier due diligence process incorporating human rights risk screening for high-risk geographies and commodity categories. • Third-party social audits conducted at high-risk suppliers to verify labor practice compliance. • Grievance mechanisms available for supply chain workers to report violations safely and anonymously. • Alignment with ILO Core Labor Standards (no child labor, no forced labor, freedom of association, non-discrimination). • Ongoing monitoring and improvement of supplier human rights performance. 	<p>Negative: Trident may face a loss of its social certifications if any human rights violations occur, which may cause reputational damage that could affect relationships with global customers.</p>
10	Diversity, Equity & Inclusion (DEI)	Opportunity	<p>Opportunity: Trident understands diversity and inclusion as a strategic opportunity to leverage the best available talent and foster an innovative, high-performance organization. The Company promotes diversity across its workforce and aims to provide an inclusive work environment where all employees regardless of gender, background, or identity are treated fairly and equitably in terms of compensation, benefits, opportunities, and recognition.</p> <p>Fostering a diverse workforce brings together different perspectives, which drives innovation, creative problem-solving, and better decision-making across the organization. Addressing potential biases in performance management, promotion, and recruitment systems also reduces the risk of discrimination-related legal exposure and reputational risk, while improving employee morale and retention.</p> <p>In the supply chain, addressing gender inequity particularly for female workers who may face unequal pay and discrimination strengthens Trident's social impact credentials and supports compliance with evolving supply chain due diligence requirements.</p>	NA	<p>Positive: For Trident, fostering a diverse and inclusive workforce can directly support innovation, lower attrition, and enhance overall organisational performance across its operations. Strong diversity and inclusion practices also strengthen Trident's ESG profile, improving its attractiveness to responsible investors and sustainability-focused institutional capital. In addition, a proactive approach to inclusion helps Trident reduce legal and regulatory exposure related to discrimination risks and workplace disputes, thereby protecting business continuity and reputation.</p>

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)
11	Value, Ethics & Compliance	Opportunity	<p>Opportunity:</p> <p>By establishing itself as an ethical and compliant organization with strong governance foundations and strong Data Privacy systems in place, Trident can differentiate itself from competitors, build deep trust and loyalty with its customers and employees, attract and retain talent who share the Company's values and vision, minimize reputational risks, ensure environmental compliance, and build transparency across the value chain.</p>	<p>The Company has established a comprehensive Code of Conduct outlining the Company's values and principles. Additional measures include:</p> <ul style="list-style-type: none"> • Trident's policies and procedures ensure compliance with all applicable regulations across all operating geographies. • Regular audits, trainings, and surveys are conducted to monitor and ensure compliance with ethical conduct standards across the organisation. • A zero-tolerance anti-corruption and anti-bribery policy with mandatory training for employees in high-risk functions (procurement, sales, customs). • Whistleblower protection mechanisms to enable anonymous reporting of ethical breaches. • Alignment with ISO 37001 Anti-Bribery Management System principles. • Regular Board-level oversight of compliance, governance, and ethics matters. 	<p>Positive:</p> <p>Strong ethical practices position Trident as a credible and trusted business partner. This supports access to premium markets, enhances customer retention, attracts high-quality talent, and contributes to long-term enterprise value creation.</p>
12	Community Engagement & Local Employment	Opportunity	<p>Opportunity:</p> <p>Trident understands that community engagement, CSR activities, and local employment are important opportunities to support the social development of the communities in which it operates and to strengthen its relationship with local stakeholders. The Company operates large-scale manufacturing facilities in Budhni (Madhya Pradesh) and Punjab both in communities where Trident's presence has a significant social and economic footprint.</p> <p>The Company engages with surrounding communities to provide education, build infrastructure, deliver health and wellness engagement, support skill development, and create employment opportunities for local populations. Key initiatives include the 'Nirmal Narmada' environmental programme supporting clean water access, women's empowerment programmes, and the 'Hastkala' initiative that creates sustainable livelihoods through textile waste upcycling.</p> <p>Proactive community investment builds deep trust and goodwill with local populations, securing Trident's social license to operate and reducing the risk of community-related operational disruptions from concerns over resource usage, pollution, or livelihoods.</p>	NA	<p>Positive:</p> <p>Enhanced social license to operate secures Trident's long-term access to land, water, and uninterrupted operations. It also supports improved employee recruitment from local communities, strengthens positive brand equity and media recognition, and builds long-term stakeholder goodwill that underpins business continuity and effective risk reduction.</p>

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)
13	Supply Chain Sustainability	Risk and Opportunity	<p>Risk:</p> <p>Trident has identified that a sustainable and resilient supply chain is critical for its business continuity and performance. The Company faces risks of disruption through factors including global fuel price volatility, political instability, ESG compliance failures at supplier level, natural disasters, and non-compliance of suppliers with environmental and social standards. Supplier non-compliance with environmental regulations may require Trident to terminate supplier relationships, causing supply continuity disruptions and increased sourcing costs. Sourcing raw materials from high-risk suppliers also exposes the Company to human rights violations, regulatory fines, and reputational damage with increasingly ESG-literate customers and investors.</p> <p>Opportunity:</p> <p>Implementing a Sustainable Supply Chain framework is essential for Trident to minimize its environmental impact, promote social responsibility, and ensure long-term business resilience. Supply chain sustainability opportunities identified include Supplier Sustainability Assessments, Responsible Sourcing Audits, Green Logistics, Waste Recycling, Sustainable Waste Disposal Management, and Supplier Emissions Reduction. Collaborating with suppliers to reduce their environmental footprint also helps Trident progress towards its Scope 3 GHG reduction goals and meet evolving supply chain due diligence requirements.</p>	<p>Trident has deployed several measures to manage supply chain risks and engage with suppliers for critical material supplies:</p> <ul style="list-style-type: none"> ● A comprehensive Supplier Sustainability Framework introduced in 2024, comprising policies on responsible sourcing, a supplier Code of Conduct, and supplier due diligence protocols detailing expectations from all supplier partners. ● Regular environmental and social compliance audits of critical suppliers. ● Green logistics: Evaluating alternative energy efficient logistic solutions including moving from road to rail transportation – Switched 80% of logistics & transportation service from road to rail in Budhni, Madhya Pradesh location by development of an alternate ICD. ● Diversified supplier base to avoid single-source dependency and provide supply chain resilience. ● Procurement from BCI, organic, and regenerative agriculture-certified cotton suppliers. ● AI and blockchain-based cotton traceability systems under exploration to verify sustainable sourcing claims and build customer trust. ● Supplier capability-building programmes to improve environmental and social compliance rather than defaulting to termination. ● Corporate governance policies extending to suppliers, ensuring ethical compliance across the value chain. ● Promoting sustainable paper packaging through “Good Paper” campaign. 	<p>Positive:</p> <p>A resilient supply chain reduces business continuity risk and strengthens operational reliability. Sustainable sourcing credentials enable access to premium markets, while enhanced supplier traceability builds deeper trust with customers. In addition, strong supply-chain ESG performance supports access to ESG-aligned investment capital.</p> <p>Negative:</p> <p>Supply chain disruptions may occur due to geo-political instability. Responsible procurement requirements may increase accordingly.</p>

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)
14	Product Responsibility, Safety & Labelling	Opportunity	<p>Opportunity:</p> <p>Trident has identified product responsibility and innovation as an opportunity to improve product quality, increase customer satisfaction, develop environment-friendly products, and capture additional market segments. The Company has developed products from recycled fibres, fosters circular economy through alternative materials use, and adds accurate product labels (including OEKO-TEX, FSC, recycled content, BCI marks) to inform consumers about sustainability features. Trident also engages with industry associations to collaborate, implement best practices, and advocate for appropriate regulatory standards.</p>	<ul style="list-style-type: none"> ● Robust product safety and chemical compliance management aligned with REACH and ZDHC requirements. ● Verification processes for all environmental and sustainability claims made on product labels or in marketing communications, aligned with internationally recognised standards (FSC, BCI, GOTS). ● Regular marketing compliance audits and training for commercial teams on greenwashing risk and regulatory requirements. ● Product development processes incorporating safety and environmental performance as design criteria. ● Consumer communication mechanisms including accurate product labelling, clear usage information, and grievance channels. ● Participation in industry association bodies to collaborate on chemical safety standards and best practice implementation. 	<p>Positive:</p> <p>Verified sustainable and safe products enable premium pricing opportunities and strengthen customer satisfaction and loyalty. They also provide access to eco-conscious consumer segments, supporting long-term brand strength and revenue growth.</p>
15	Resource Efficiency	Opportunity	<p>Opportunity:</p> <p>Trident sees resource efficiency as an opportunity to optimise its use of natural resources, reduce waste generation, and enhance overall sustainability and operational competitiveness. As a resource-intensive manufacturer of textiles and paper, improvements in resource efficiency directly translate to cost savings, environmental benefits, and enhanced brand reputation.</p> <p>Potential areas of resource utilisation improvement identified for Trident Energy Efficiency (reducing energy intensity per unit of output), Water Conservation (reducing freshwater withdrawal and improving recycled water usage), Raw Material Optimisation (reducing process waste and improving material yield), Circular Economy (5R framework: Reduce, Reuse, Recycle, Re-engineer, Redesign), Supply Chain Engagement (extending efficiency improvements to suppliers), and Continuous Improvement Training for the workforce.</p> <p>The Company has invested in new, efficient equipment, plastic recycling through EPR (Extended Producer Responsibility), circular economy models using alternative raw materials, and waste-as-energy approaches through sourcing agricultural waste from marginalised suppliers as fuel for boilers.</p>	NA	<p>Positive:</p> <p>Improvements in resource efficiency directly reduce energy, water, and raw-material procurement costs, thereby improving EBITDA margins. Strong sustainability credentials also support access to premium markets, enhance investor confidence, and strengthen Trident's long-term competitiveness in an increasingly resource-constrained world. In addition, lower resource consumption reduces environmental liabilities and associated operational risks.</p>

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)
16	Innovation, R&D & Digitization	Opportunity	<p>Opportunity: Trident views innovation, research and development, and digital technology adoption as critical enablers of long-term business resilience, sustainability performance, and competitive differentiation. Continuous focus on product innovation has enabled the development of innovative, environment-friendly products including recycled-fibre textiles, sustainable home textile collections, and resource-efficient paper products. In paper manufacturing, wheat-straw based pulp innovation has reduced dependence on wood fibre.</p> <p>Key innovation opportunities identified include: R&D investment; Circular Product Design (designing for durability, recyclability, and reduced material intensity); Digitization and Automation to optimise resource use, reduce energy consumption, and improve manufacturing precision; AI and blockchain-based traceability systems for supply chain transparency; and development of a Diversified Product Portfolio centred on sustainable and low-impact materials.</p> <p>Leveraging these innovation capabilities positions Trident as a sustainability-driven, future-ready manufacturer, enabling access to new revenue streams, premium market segments, and ESG-focused institutional investors.</p>	NA	<p>Positive: New revenue streams can be generated through differentiated eco-products and innovations incorporating recycled content. Process innovations help reduce energy and material costs, improving operational efficiency. A stronger intellectual property portfolio enhances competitive differentiation, while improved ESG ratings attract long-term institutional investors.</p>

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 Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://assets.tridentindia.com/BRSR_Policy.pdf								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. P1 (Ethics and Transparency)	<ul style="list-style-type: none"> - Provisions of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 - Quality Management System (ISO 9001:2015) - Fair Trade Certification - SMETA (SEDEX Members Ethical Trade Audit Report) - Information Security Management Systems (ISO 27001:2013) - Anti Bribery Management System (ISO 37001:2016) * 								
P2 (Product and Service Responsibility)	<ul style="list-style-type: none"> - Environmental Management System (14001:2015) - Energy Management System (ISO 50001:2018) * - Anti Bribery Management System (ISO 37001:2016) * - Social Accountability (SA 8000) * - Zero Discharge of Hazardous Chemicals (ZDHC) - Quality Management System (ISO 9001:2015) - Occupational Health and Safety Management Systems (ISO 45001:2018) - OEKO-TEX® Made in Green (MIG) - OEKO-TEX® Standard 100 - OEKO-TEX® Sustainable Textile Production (STeP) - Fair Trade Certification - Global Organic Textile Standards (GOTS) - Organic Contents Standard (OCS) - Global Recycled Standard (GRS) - Recycled Claim Standard (RCS) - Egyptian Cotton Certification 								
P3 (Human Resources)	ISO 45001, International Bill of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, UNGC Human Rights Principles, UN Guiding Principles on Business and Human Rights, SA 8000								

P4 (Responsive to stakeholders)	CSR disclosures under Section 135 of the Companies Act, 2013, read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended Higg Index- Facility Social & Labor Module (Higg FSLM)
P5 (Respect for human rights)	<ul style="list-style-type: none"> - SMETA 4 PILLAR - BSCI Amfori - Social Accountability (SA 8000) * - WRAP (Worldwide Responsible Accredited Production) - Higg Index- Facility Social & Labor Module (Higg FSLM/SLCP) - International Bill of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, UNGC Human Rights Principles, UN Guiding Principles on Business and Human Rights
P6 (Environmental responsibility)	<ul style="list-style-type: none"> - Higg Index- Facility Environmental Module (Higg FEM) - Environmental Management System (ISO 14001:2015) - Energy Management System (ISO 50001:2018) * - Zero Discharge of Hazardous Chemicals (ZDHC) - Occupational Health and Safety Management System (ISO 45001:2018) - OEKO-TEX® Standard 100 - OEKO-TEX® Sustainable Textile Production (STeP) - OEKO-TEX® Made in Green (MIG) - Fair Trade Certification - Global Organic Textile Standards (GOTS) - Organic Contents Standard (OCS) - Global Recycled Standard (GRS) - Recycled Claim Standard (RCS)
P7 (Public policy advocacy)	- United Nations Sustainable Development Goals (SDGs)
P8 (Inclusive growth)	- CSR disclosures under Section 135 of the Companies Act, 2013, read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended
P9 (Customer engagement)	<ul style="list-style-type: none"> - Quality Management System (ISO 9001:2015) - Information Security Management Systems (ISO 27001:2013)

Note: * Recommended and awaiting for final certificate from the certifying agency

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

P4 (Responsive to stakeholders)	<p>As a responsible and future focused organization, Trident is committed to advancing sustainable and inclusive growth through clearly defined ESG commitments, goals and targets. The company continues to strengthen its environmental, social and governance practices while creating long-term value for all stakeholders.</p> <p>As part of its social sustainability commitments,</p> <ol style="list-style-type: none"> 1. Trident has set a target to enhance gender diversity and aims to achieve 30% women representation across the workforce by 2030 through inclusive hiring, leadership development, equal opportunity practices and a supportive workplace environment.
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P6 (Environmental responsibility)

Trident Limited has established a comprehensive set of sustainability commitments and long-term ESG targets aligned with its climate action, circular economy, resource efficiency, and responsible business objectives. The Company's key commitments, goals, and targets are as follows:

- 2a. Trident Limited has committed to Science Based Targets (SBTi) and aims to reduce Scope 1 and Scope 2 greenhouse gas emissions by 42% by FY 2030-31 from the FY 2021-22 baseline. The Company further aspires to achieve Net Zero emissions across Scope 1 and Scope 2 operations by FY 2049-50.
- 2b. Trident Limited is committed to reducing Scope 3 greenhouse gas emissions by 32.5% by FY 2034 from the FY 2023 baseline. During the reporting period, the Company achieved an 8.40% reduction in Scope 3 emissions, equivalent to 56,077.24 MTCO₂ e-reduction from the base year, driven through supplier decarbonization initiatives, logistics optimization, and integration of sustainability criteria into procurement practices.
- 2c. Trident Limited has committed to achieving Net Zero greenhouse gas emissions across its value chain by FY2050. Key strategic levers include a phased transition away from coal-based energy and increasing renewable energy consumption to 50% across key operational sites.
- 2d. In line with its circular water management approach, Trident Limited repurposes 100% of treated domestic wastewater generated through Sewage Treatment Plants (STPs) for landscaping and horticulture purposes, thereby ensuring zero freshwater withdrawal for such applications.
- 2e. Trident Limited has implemented mandatory sustainability compliance requirements for business partners and suppliers, encompassing greenhouse gas reduction, pollution prevention, responsible sourcing, and No Deforestation commitments.
- 2f. Trident Limited is committed to achieving 100% utilization of bio-sludge for energy generation by 2028, supporting waste-to-energy and circular economy initiatives.
- 2g. Trident Limited has set a target to reduce landfill waste generation by 10–15% by 2027 through enhanced waste segregation, recycling, reuse, and recovery initiatives.
- 2h. Trident Limited is developing a hybrid renewable energy plant at its Budhni facility with the objective of achieving 100% renewable electricity consumption at the site by FY2027–28, further strengthening its clean energy transition roadmap.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

P4 (Responsive to stakeholders)

Trident Limited remains committed to fostering an inclusive, diverse, and equitable workplace and has set a target to achieve 30% women representation across roles and businesses by 2030. Through its flagship hiring initiative, Takshashila, the Company continues to strengthen gender diversity by focusing on inclusive recruitment practices, including outreach to sole earners and women from rural communities.

During the reporting year, the Company further strengthened policies related to flexible working arrangements and career comeback opportunities to support employees in maintaining work-life balance while enabling continued professional growth. In addition, regular sensitization programs, communication initiatives, employee training, and strengthening of internal policies and grievance redressal mechanisms continue to reinforce a safe, inclusive, and respectful workplace culture across the organization.

P6 (Environmental responsibility)

FY	Scope 1	Scope 2	Total
21-22	571,177	368,826	940,003
22-23	476,027	275,599	751,626
23-24	671,774	347,698	1,019,472
		(without IREC)	
		268,609 (with IREC)	940,383
24-25	658,509	360,850	1,019,359
		(without IREC)	
		124,418 (with IREC)	782,927
25-26	484,289	359,971	844,260
	(Biogenic-365,115)	(without IREC)	(With Biogenic-1,209,375)

As part of our SBTi commitment, we are periodically monitoring our inventory against yearly Targets. In the reporting year 25-26, we were able to regulate our emissions through expansion of onsite solar capacity to 57.38 MWp, usage of 43.28% biofuel in fuel mix.

Note: For FY 2025-26, the emission factors have been updated from DEFRA to IPCC methodology.

Governance, leadership, and oversight
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

At Trident, we have consistently believed in conducting business with a strong sense of purpose. Through our reporting, we seek to provide our stakeholders with a transparent and comprehensive view of our progress across Environmental, Social, and Governance (ESG) dimensions. We recognise that sustainability is an ongoing journey; while significant strides have been made, there remains considerable scope for further advancement. We are, however, firmly committed to embracing emerging challenges and driving continuous improvement through the transformation of our business practices.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy/(ies)

The Company has established a robust corporate governance framework, led by a balanced Board, which provides strategic oversight, ensures ethical conduct, and monitors risk management, internal controls, and compliance with applicable laws, while overseeing the effective implementation of policies, plans, and compliance frameworks under the supervision of the Managing Director.

The Board Committees, namely the CSR & ESG Committee, Audit Committee, Stakeholders' Relationship Committee, and Risk Management Committee, further strengthen governance by overseeing their respective functional areas, ensuring transparency, regulatory compliance, and sustainable stakeholder value creation.

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes, the Board of Directors has constituted a Committee of the Board, namely the "CSR & ESG Committee," which is entrusted with overseeing the overall sustainability performance of the Company. The Managing Director, together with the Chief of ESG & Sustainability Officer, periodically reviews sustainability and climate change related risks and opportunities, as well as the implementation of initiatives undertaken under the Company's sustainability policies/plan.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether the review was undertaken by the Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Managing Director									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Managing Director									Weekly								

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
No								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is 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 INDICATOR

1. Percentage coverage by training and awareness programmes on any of the NGRBC 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	12	<ul style="list-style-type: none"> - Anti Bribery and Anti-Corruption, Whistle Blower policy (P1) - Internet Security- Cyber and information Security (P1) - Code of Conduct and Business Ethics - SEBI PIT Regulations (P2) 	100%
Key Managerial Personnel	7	<ul style="list-style-type: none"> - Anti Bribery and Anti-Corruption, Whistle Blower policy (P1) - POSH (P5) - Anti Money Laundering - Internet Security- Cyber and information Security (P1) - Code of Conduct and Business Ethics - SEBI PIT Regulations (P2) - Code of Practices & Procedures for fair disclosure of UPSI (P2) 	100%
Employees other than BoD and KMPs	292	<ul style="list-style-type: none"> - Code of Business Conduct and Ethics, Code of Business Ethics, Vigil Mechanism and Whistle Blower policy, Employee Code of Conduct, Policy on Disciplinary Practices & Procedures, Anti bribery corruption policy (P1), - Broken Needle and Sharp Tool, Chemical Management Policy, Risk Management Policy, Environment policy (P2) - Health and safety policy, PPC, Anti Intoxication Policy, Capacity & Capability Building, Performance Review Policy, Policy on Wages & Working Hours, Nomination & Remuneration Policy (P3) - Equal opportunity policy, Young Worker Policy, Prevention of Sexual Harassment, Diversity and Inclusion policy (P4) - Human rights policy, Grievance Mechanism and Redressal, Policy on Freedom of association & Collective Bargaining, HIV Policy, POSH Policy, ICC (P5) - Environment policy, ESG Policy, EHS policy (P6) 	98.1%

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
Workers	351	<ul style="list-style-type: none"> - Code of Business Conduct and Ethics, Code of Business Ethics, Vigil Mechanism and Whistle Blower policy, Employee Code of Conduct, Policy on Disciplinary Practices & Procedures, Anti bribery corruption policy (P1), - Broken Needle and Sharp Tool, Chemical Management Policy, Risk Management Policy, Environment policy (P2) - Health and safety policy, PPC, Anti Intoxication Policy, Capacity & Capability Building, Performance Review Policy, Policy on Wages & Working Hours, Nomination & Remuneration Policy (P3) - Equal opportunity policy, Young Worker Policy, Prevention of Sexual Harassment, Diversity and Inclusion policy (P4) - Human rights policy, Grievance Mechanism and Redressal, Policy on Freedom of association & Collective Bargaining, HIV Policy, POSH Policy, ICC (P5) - Environment policy, ESG Policy, EHS policy (P6) 	91.3%

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 Requirements) 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	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	NIL	0	NIL	No
Settlement	Nil	NIL	0	NIL	No
Compounding fee	NA	NIL	0	NIL	No

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	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, Trident Limited has an Anti-Corruption and Anti-Bribery Policy in place and is committed to conducting all business activities in alignment with its core values and the highest standards of ethical business conduct. The policy reflects the Company's zero-tolerance approach towards corruption and bribery and prohibits offering, giving, soliciting, or accepting any undue financial or non-financial advantage intended to influence business decisions or the improper performance of any relevant function.

The policy is aligned with applicable regulatory requirements, including the Indian Prevention of Corruption Act, 1988, and other relevant anti-bribery and anti-corruption laws. It is applicable across all levels and categories of personnel, including permanent employees, directors, consultants, contractors, trainees, retainers, temporary and contractual workers, as well as representatives of subcontractors operating at Trident premises. The principles of ethical conduct and anti-bribery compliance are also extended to suppliers, business partners, and subcontractors associated with the Company.

Further, the Anti-Corruption and Anti-Bribery Policy are embedded within Trident Limited's comprehensive Code of Conduct framework, which guides ethical decision-making and responsible business practices across the organization.

Additionally, Trident Limited has been recommended for ISO 37001 certification, reaffirming the Company's commitment towards strengthening its Anti-Bribery Management System and promoting a culture of integrity, transparency, and compliance.

Link-https://tridentindia.com/anti_corruption_and_anti_bribery

Link- https://tridentindia.com/code_of_business_conduct_and_ethics

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

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.

During the reporting year, no complaints or fines or penalties were received with regards to regulators, law enforcements, judicial institutions or any corruption and conflicts of interest.

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

	FY 25-26	FY 24-25	FY 23-24
Number of days of accounts payables	40.10	36.84	51

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	29.06%	28.42%
	b. Number of trading houses where purchases are made from	196	204
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	79.5%	78.65%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.15%	0.15%
	b. Sales (Sales to related parties / Total Sales)	6.48%	5.37%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	99.96%	98.25%

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.**

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D*	-	-	Installation of Diffuser for oxidation and PVA treatment technology, replacement of sulfuric acid by HCL, roof Mounted Solar Power Plant & sludge dryer at Budhni location and upgradation of CT Fan Blade & Shaft at punjab.
Capex*	20.36% (INR 415.02 million)	48.54% (INR 1035.7 million)	

*The Company have presented the total amount spent in research and development and capex investment towards the goal of emission reduction, waste management and sustainable products.

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

Yes, 53.43% of total inputs were sourced sustainably from textile and paper manufacturing during FY 2025–26. Trident Limited's business model is deeply rooted in an agro-based economy, contributing towards farmer prosperity and responsible sourcing practices. The Company has established sustainable sourcing procedures supported through its Supplier Code of Conduct, which emphasizes ethical business practices and discourages child labour, forced labour, discrimination, and other unethical practices across the supply chain.

The Company also promotes sustainable packaging solutions and responsible raw material procurement practices. To strengthen sustainable sourcing governance, controllable checkpoints have been integrated within the procurement and vendor evaluation systems. In addition, annual supplier audits and periodic assessments are conducted for critical material suppliers to evaluate compliance with environmental, social, human rights, and ethical business requirements.

Trident further continues to enhance supply chain sustainability through responsible sourcing initiatives, supplier engagement, traceability mechanisms, and promotion of environmentally preferable and sustainably certified materials wherever feasible.

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

Trident Limited has established comprehensive processes and systems for responsible end-of-life management, recovery, recycling, reuse, and disposal of products, packaging materials, and waste streams generated across its operations. The Company's approach is guided by its 5R framework — Reduce, Reuse, Recycle, Re-engineer, and Redesign — and aligned with circular economy principles, regulatory compliance requirements, and resource efficiency objectives.

The Company continues to strengthen waste-to-resource and waste-to-energy initiatives to maximize material recovery, reduce landfill dependency, enhance internal circularity, and minimize environmental impact across its value chain.

S. No.	Type of Waste	Waste management type (Recycle/Reuse/disposal/end of life)
1	Plastics	<p>The Company has implemented mechanisms for responsible recovery and recycling of plastic packaging materials in line with the Plastic Waste Management Rules, 2016 and Extended Producer Responsibility (EPR) obligations. Trident collaborates with authorized recyclers and collection agencies to facilitate safe collection, segregation, transportation, and recycling of post-consumer plastic packaging waste.</p> <p>The Company is progressively transitioning towards sustainable and circular packaging solutions, including increased usage of recycled paper cartons, FSC-certified packaging materials, recyclable packaging formats, and reduced dependency on single-use plastics. Product and packaging design initiatives increasingly focus on recyclability, reduced material usage, and circularity principles to improve end-of-life recoverability.</p>
2	E-waste	<p>Trident has established designated e-waste collection centres within office and manufacturing premises for systematic collection, segregation, temporary storage, and disposal of electronic waste. All e-waste generated across operations is handed over exclusively to CPCB/SPCB-authorized recyclers and dismantlers possessing valid regulatory approvals and certifications to ensure environmentally sound recycling, recovery, and disposal practices.</p>
3	Hazardous waste	<p>Hazardous waste generated from manufacturing operations is managed through defined handling, storage, transportation, and disposal procedures in compliance with applicable environmental regulations. Hazardous waste is disposed of through authorized Treatment, Storage and Disposal Facilities (TSDFs) approved by CPCB/SPCB authorities in Punjab and Madhya Pradesh.</p> <p>Biological sludge generated from ETP/STP operations is dewatered and processed using advanced sludge drying technologies and subsequently utilized as an alternative fuel source in captive power plants, supporting the Company's objective of minimizing landfill disposal and enhancing circular resource recovery.</p>
4	Other waste	<p>The Company has implemented structured segregation, recycling, reuse, and recovery mechanisms for non-hazardous waste streams across manufacturing locations. Non-hazardous waste including metal scrap, paper waste, packaging waste, wooden pallets, textile waste, and biomass residues are either internally reused or channelized to authorized recyclers and recovery partners for recycling and value-added applications.</p>

Trident has integrated circular manufacturing practices through internal fibre recovery and reuse systems wherein cotton waste, hard waste, weaving salvage, clips, Comber Noil, and rich flat cotton waste are systematically collected, segregated, and reintegrated into yarn and open-end spinning processes, thereby reducing dependence on virgin fibre.

The Company also continues to scale up waste-to-energy initiatives through utilization of biomass residues, organic waste, micro dust, sludge, and wastewater rich in organic content for biogas generation, boiler fuel substitution, and captive energy generation. Agro-based raw materials such as wheat straw continue to be extensively utilized in paper manufacturing to support circular material flows and reduce environmental impact associated with residue burning.

Further, the Company adopts lifecycle-based product and process design approaches aligned with ISO 14040/14044 Life Cycle Assessment (LCA) principles and continues to integrate alternative and recycled materials, including recycled post-consumer textile fibres and recycled sewing threads, to strengthen circular economy practices and product sustainability.

All these initiatives collectively reinforce Trident Limited's commitment towards responsible product stewardship, resource recovery, waste minimization, circularity, and sustainable end-of-life management across products, packaging, and operational waste streams.

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 to the Company's operations under the Plastic Waste Management Rules, 2016. Trident Limited has obtained the necessary EPR registration as a Brand Owner and has implemented mechanisms for collection, recycling, and environmentally sound management of plastic packaging waste generated through its products and operations.

The Company has submitted its EPR action plan and applicable waste collection and recycling targets to the relevant Pollution Control Boards and continues to work with authorized recyclers, collection agencies, and waste management partners for fulfilment of its EPR obligations.

The waste collection, recovery, and recycling mechanisms implemented by the Company are aligned with the approved EPR plan and applicable regulatory requirements. The Company continuously monitors compliance with EPR targets and strengthens its waste recovery and circular packaging initiatives to support responsible plastic waste management and environmental Sustainability.

Principle 3:

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

ESSENTIAL INDICATOR**1. a. Details of measures for the well-being of employees.**

Category	% of employees covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1668	1668	100.00%	1668	100.00%	0	0%	1668	100.00%	0	0%
Female	315	315	100.00%	315	100.00%	315	100.00%	0	0%	315	100.00%
Total	1983	1983	100.00%	1983	100.00%	315	15.89%	1668	84.11%	315	15.89%
Other than Permanent employees											
Male	59	59	100.00%	59	100.00%	0	0%	59	100.00%	0	0%
Female	6	6	100.00%	6	100.00%	6	100.00%	0	0%	6	100.00%
Total	65	65	100.00%	65	100.00%	6	9.23%	59	90.77%	6	9.23%

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

Category	% of workers covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	8033	8033	100.00%	8033	100.00%	0	0%	8033	100.00%	0	0%
Female	1544	1544	100.00%	1544	100.00%	1544	100.00%	0	0%	1544	100.00%
Total	9577	9577	100.00%	9577	100.00%	1544	16.12%	8033	83.88%	1544	16.12%
Other than Permanent workers											
Male	3309	3309	100.00%	3309	100.00%	0	0%	3309	100.00%	0	0%
Female	1369	1369	100.00%	1369	100.00%	1369	100%	0	0%	1369	100%
Total	4678	4678	100.00%	4678	100.00%	1369	29.26%	3309	70.74%	1369	29.26%

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

	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.49%	0.51%

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI	2.57%	75.20%	Y	2.5%	78.6%	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. Trident Limited is committed to promoting an inclusive, accessible, and equitable workplace environment and endeavours to ensure that its offices and manufacturing premises are accessible to differently abled employees and workers in line with the requirements of the Rights of Persons with Disabilities Act, 2016.

The Company has implemented various accessibility measures across locations, including provision of ramps for wheelchair access, accessible restroom facilities, and other supportive infrastructure aimed at improving mobility and convenience for persons with disabilities. The Company continues to strengthen workplace inclusivity through appropriate facilities, supportive policies, and sensitization initiatives.

Further, pursuant to the Rights of Persons with Disabilities Act, 2016, the Company has adopted an "Equal Opportunity and Fair Treatment Policy" with the objective of fostering an inclusive work environment that promotes equal opportunity, dignity, non-discrimination, and fair treatment for all employees and workers, including persons with disabilities.

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

Yes. Trident Limited recognizes the importance of equal opportunity, diversity, and inclusivity in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016. The Company has implemented an Equal Opportunity and Fair Treatment Policy to ensure that persons with disabilities are treated with dignity, fairness, and respect and are provided equal access to employment opportunities, workplace facilities, career development, and professional growth.

The policy reflects the Company's commitment towards creating an inclusive and non-discriminatory work environment and promoting equal participation across all levels of the organization.

Policy Link- https://tridentindia.com/equal_opportunity_and_fair_treatment_policy

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	71%	97.92%	82.07%
Female	65%	67%	47.46%	60.87%
Total	93%	71%	92.86%	80.41%

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

Yes. Trident Limited has established multiple grievance redressal mechanisms and communication platforms to enable employees and workers across all categories of workforce to raise concerns, provide feedback, and seek timely resolution of grievances. The Company follows an integrated and continuously evolving approach towards grievance management, with a focus on accessibility, confidentiality, fairness, transparency, and employee wellbeing.

The key grievance redressal mechanisms available for different categories of employees and workers are as follows:

Permanent Workers	<p>KAAN- Grievance Helpline for Workers</p> <p>The Company operates a 24x7 grievance helpline mechanism known as "KAAN," through which workers and employees can report unresolved grievances, concerns, or workplace-related issues. Weekly KAAAN meetings are conducted across locations for different workforce categories to facilitate dialogue and timely resolution of concerns.</p>
Other than Permanent Workers	<p>SAMEEP- Digital Employee Connect Platform</p> <p>The Company has implemented a digital chatbot platform called "SAMEEP" to stay connected with employees and workers across locations. The platform enables workforce members to anonymously raise grievances, suggestions, feedback, opinions, and improvement ideas, thereby strengthening employee engagement and communication.</p>
Permanent Employees	<p>Factory-Level Grievance Committees</p> <p>Dedicated grievance committees comprising unit-level management representatives have been constituted across manufacturing facilities to address concerns relating to wages, working conditions, health and safety, labour welfare, canteen facilities, administration, and other workplace-related matters.</p>

Other than Permanent Employees

Internal Complaints Committee (ICC)

The Company has implemented a Policy on Prevention of Sexual Harassment (POSH) at Workplace in line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Internal Complaints Committees (ICCs) have been constituted to receive, investigate, and redress complaints relating to workplace harassment. Regular awareness and sensitization sessions are conducted across the organization regarding policy and related legal provisions.

Panchsabha Grievance Mechanism

The Company introduced "Panchsabha" under the philosophy of "Sarbat Da Bhala" to strengthen fairness, transparency, and justice in grievance resolution. The mechanism is designed to minimize hierarchical barriers and provide employees with an independent and transparent grievance resolution platform. A panel of five designated members ("Panchs") hears and addresses grievances relating to interpersonal, behavioural, ethical, disciplinary, societal, or economic concerns. Employees can access Panchsabha through walk-ins, SAMEEP ticketing, email, or WhatsApp communication with designated coordinators.

Whistle Blower Mechanism

The Company follows an open-door approach wherein employees, irrespective of hierarchy, have access to senior management and the Human Resources function to discuss concerns independently. Additionally, the Company has implemented a Whistle Blower Policy that enables employees and stakeholders to report suspected misconduct, unethical behaviour, or policy violations confidentially and anonymously, thereby promoting a culture of integrity, transparency, and accountability.

Through these mechanisms, the Company seeks to ensure effective grievance of redressal, employee engagement, workplace harmony, and continuous improvement in organizational culture and practices.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. Of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1983	0	0%	2340	0	0%
Male	1668	0	0%	1916	0	0%
Female	315	0	0%	424	0	0%
Total Permanent Workers	9577	0	0%	11464	0	0%
Male	8033	0	0%	9559	0	0%
Female	1544	0	0%	1905	0	0%

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1727	1295	74.99%	1696	98.2%	2121	174	8%	976	46%
Female	321	235	73.21%	316	98.4%	446	32	7%	255	57%
Total	2048	1530	74.71%	2012	98.2%	2567	206	8%	1231	48%
Workers										
Male	11342	9050	79.79%	9788	86.3%	12499	6091	49%	8118	65%
Female	2913	2336	80.19%	2679	92.0%	2621	1406	54%	2113	81%
Total	14255	11386	79.87%	12467	87.5%	15120	7497	50%	10231	68%

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1727	1727	100%	2121	2121	100%
Female	321	321	100%	446	446	100%
Total	2048	2048	100%	2567	2567	100%
Workers						
Male	11342	11342	100%	12499	12499	100%
Female	2913	2913	100%	2621	2621	100%
Total	14255	14255	100%	15120	15120	100%

10. Health and safety management system:

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

Yes. Trident Limited has implemented an Occupational Health and Safety Management System (OHSMS) across all owned manufacturing facilities, covering all employees and workers, including permanent employees, contractual workers, apprentices, trainees, and fixed-term employees.

The Company's health and safety management framework is aligned with ISO 45001, the internationally recognized standard for Occupational Health and Safety Management Systems, with a focus on continual improvement in Environment, Health and Safety (EHS) performance through defined objectives, targets, monitoring mechanisms, and periodic performance reviews.

The Company has also established a robust Environment, Health and Safety (EHS) Policy aimed at providing a safe and healthy working environment while ensuring compliance with applicable legal and regulatory requirements relating to occupational health, workplace safety, environmental protection, and safe waste management practices.

To strengthen governance and oversight, the Company has constituted dedicated EHS Committees comprising senior leadership and functional representatives. These committees are responsible for effective monitoring of workplace risks, implementation of mitigation measures, ensuring compliance with standardized safety protocols, monitoring performance against safety targets, and promoting awareness across the organization.

The EHS framework further includes regular safety training programs, emergency preparedness initiatives, hazard identification and risk assessments, safety audits, and stakeholder engagement activities to continuously enhance workplace safety culture and build capability across employees and workers.

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

The Company follows structured and standardized processes across all owned manufacturing facilities to identify work-related hazards and assess occupational health and safety risks associated with both routine and non-routine activities. The key processes adopted are as follows:

- Hazard Identification and Risk Assessment (HIRA):** The Company implements a comprehensive Hazard Identification and Risk Assessment (HIRA) process to systematically identify potential workplace hazards and evaluate associated risks. The process enables assessment of the nature of hazards, likelihood of occurrence, and potential impact on employee health and safety. Periodic HIRA exercises are conducted to proactively identify risks, implement suitable control measures, and strengthen preventive safety practices across operations.
- Chemical Risk Assessment:** The Company undertakes Chemical Risk Assessments to identify and evaluate potential health and safety hazards arising from the storage, handling, usage, and transportation of chemicals. Appropriate control measures, safety protocols, and emergency response procedures are implemented to mitigate identified risks.
- Safety Audits and Inspections:** Periodic safety audits and inspections are conducted through both internal teams and external agencies to identify unsafe conditions, operational risks, compliance gaps, and improvement opportunities. Observations and findings from such audits are reviewed and addressed through corrective and preventive action plans.
- Incident Investigation Mechanism:** The Company has established an incident investigation and reporting system to identify root causes of incidents, near misses, and unsafe occurrences. The mechanism supports implementation of corrective and preventive measures to avoid recurrence and continuously improve workplace safety performance.

These processes are further supported through employee training, safety awareness programs, permit-to-work systems, emergency preparedness mechanisms, and continuous monitoring of workplace safety indicators.

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

Yes. Trident Limited has established formal processes and mechanisms that enable employees and workers to identify, report, and escalate work-related hazards, unsafe conditions, near misses, and occupational health and safety concerns across all operational locations.

The Company conducts regular safety training programs and awareness sessions to educate employees and workers on hazard identification, risk reporting procedures, emergency response protocols, and safe work practices. Multiple reporting channels are available to facilitate timely reporting of workplace hazards, including near-miss reporting systems, direct communication with supervisors and the EHS Department, safety observations, and documented reporting procedures and guidelines.

An online incident reporting system has also been implemented to record, monitor, and track workplace incidents, along with associated Corrective and Preventive Actions (CAPA). Learnings and observations from reported incidents are reviewed in Safety Committee meetings, communicated to relevant stakeholders, and deployed horizontally across facilities to help prevent recurrence of similar incidents.

Additionally, the Company has a Whistle Blower Policy that allows employees and workers to confidentially or anonymously report suspected unsafe practices, hazards, or misconduct without fear of retaliation.

In situations involving imminent or serious danger, employees and workers are empowered to immediately remove themselves from the unsafe situation or workplace without requiring prior approval and are encouraged to promptly report such incidents to the concerned authorities or supervisors for necessary action.

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

Yes. Employees and workers of the Company have access to non-occupational medical and healthcare services through statutory social security schemes, employer-provided insurance coverage, on-site medical facilities, and tie-ups with reputed healthcare institutions.

The Company provides access to outpatient and inpatient medical treatment, preventive healthcare, emergency support, maternity care, and general wellness services through ESIC facilities, group insurance policies, and empanelled hospitals. Employees and workers not covered under ESIC are provided medical coverage through employer-sponsored health insurance schemes to ensure access to quality healthcare services for non-work-related medical conditions.

Key healthcare and insurance provisions include:

1. **Group Medclaim Policy-** The Company provides Group Medclaim Insurance coverage to permanent employees and workers not covered under ESIC. The policy offers financial support for hospitalization and medical expenses arising from illness or injury unrelated to occupational incidents.
2. **Group Personal Accident Policy-** The Company provides Group Personal Accident Insurance coverage for employees and workers, including permanent and non-permanent workforce categories, for accidents occurring outside office premises and regular work-related activities.
3. **Workmen Compensation Policy-** The Company maintains Workmen Compensation coverage for workers in accordance with applicable statutory requirements, particularly for personnel not covered under ESIC.
4. **Employees' State Insurance Corporation (ESIC)-** Coverage Eligible workers are covered under the ESIC Scheme as per statutory provisions, enabling access to medical treatment, hospitalization, maternity benefits, and other healthcare services through ESIC hospitals and empanelled facilities.

In addition, all operational sites have access to non-occupational healthcare services either through on-site medical support systems or through tie-ups with nearby reputed healthcare institutions. The Budhni campus houses Madhuban Hospital, operated by the Trident Humanity Foundation, which is equipped to provide a wide range of healthcare services including general medical consultations, specialized care, preventive healthcare, vaccinations, and treatment for common illnesses and injuries. The Company also conducts regular health awareness initiatives and emergency response training programs to strengthen employee wellbeing and preparedness across locations.

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.12	0.122
Total recordable work-related injuries	Employees	0	0
	Workers	4	2
No. of fatalities	Employees	0	0
	Workers	1	1

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
		(Current Financial Year)	(Previous Financial Year)
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including the contract workforce

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

The Company remains strongly committed to maintaining a safe, healthy, and secure workplace across all its business operations and has implemented comprehensive occupational health and safety measures in line with applicable standards, industry best practices, and internal safety protocols.

The Company has established technical and management safety standards covering critical operational and workplace safety practices, including Permit to Work (PTW) systems for confined space entry, working at height, hot work, Lockout-Tagout (LOTO), machine guarding, electrical safety, and process safety management. Dedicated teams of qualified safety officers are deployed across operational facilities and are responsible for implementation, monitoring, and continual improvement of workplace health and safety practices.

To strengthen governance and oversight, Health and Safety Committees with representation from both management and workers have been constituted across facilities to monitor safety performance, review risks, and promote a strong safety culture. The Company also conducts periodic occupational health monitoring, workplace environment monitoring, and regular medical check-ups for employees and workers.

Comprehensive emergency preparedness mechanisms are in place, including a well-documented On-site Emergency Response Plan and periodic mock drills conducted across operational locations to enhance preparedness and response capability during emergencies.

The Company prioritizes the provision and effective usage of appropriate Personal Protective Equipment (PPE), including helmets, gloves, safety shoes, goggles, ear protection, and other relevant safety gear. Employees and workers are regularly trained on safe work practices, emergency evacuation procedures, fire safety protocols, and proper handling of firefighting equipment to ensure effective emergency response.

Regular safety training, awareness programs, toolbox talks, and capacity-building sessions – including sessions conducted by industry experts – are organized across units to strengthen safety awareness and competency. Safety induction and orientation training are mandatory for all new employees, contractors, interns, trainees, and security personnel prior to commencement of work.

Additionally, the Company leverages visual safety communication tools such as signage, labels, posters, displays, and awareness messages across facilities to reinforce critical safety information and encourage safe workplace behaviour among employees and workers.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	5	0	-
Health & Safety	0	0	-	7	2	-

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	<p>100% of the Company's plants and offices are periodically assessed for health and safety practices through internal assessments, statutory inspections, certification audits, and third-party evaluations. The Company is certified under ISO 45001 and undergoes regular assessments to ensure the effectiveness and robustness of its Occupational Health and Safety Management Systems.</p> <p>Internal audits relating to health and safety practices are conducted on a periodic basis across operational facilities, while inspections are also undertaken by statutory authorities as per applicable regulatory requirements and inspection schedules. In addition, customer-nominated external agencies conduct assessments of facilities against prescribed codes of conduct and workplace safety requirements. During the reporting year, the Company also conducted dedicated health and safety audits through independent third-party agencies.</p>
Working Conditions	<p>100% of the Company's plants and offices are assessed for working conditions through multiple internal and external evaluation mechanisms. The Company maintains certifications under ISO 9001, ISO 14001, ISO 45001, ISO 37001 and SA 8000 standards and undergoes periodic surveillance and recertification audits.</p> <p>Further, the Company undergoes annual social and ethical compliance assessments including SMETA, amfori BSCI, FSLM, and WRAP audits. These assessments are supplemented by customer code of conduct audits conducted either directly by customers or through customer-appointed third-party agencies to evaluate workplace practices, labour standards, employee welfare, and working conditions across operational facilities.</p>

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.

The Company has established robust internal health and safety audit and monitoring systems to proactively identify, assess, and address safety-related incidents, workplace risks, and concerns arising from assessments of health and safety practices and working conditions.

Periodic internal audits and inspections are conducted across operational facilities in accordance with defined audit schedules and standardized checklists covering safety practices, workplace conditions, compliance requirements, operational controls, and documentation processes. Audit findings, observations, near misses, and incidents are systematically reviewed to identify root causes and implement appropriate corrective and preventive actions (CAPA).

The Company continuously undertakes improvement measures including strengthening safety controls, enhancing workplace monitoring systems, conducting refresher training and awareness programs, improving operational procedures, and reinforcing compliance protocols to mitigate identified risks and prevent recurrence of incidents.

Further, observations arising from internal audits, statutory inspections, and third-party assessments are reviewed by the concerned departments and EHS Committees to ensure timely closure of corrective actions and continual improvement in workplace health and safety performance.

Principle 4:

Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATOR

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

Trident Limited follows a structured and systematic approach to identify, prioritize, and engage with its key stakeholder groups based on the nature of the Company's operations, business relationships, regulatory requirements, and the extent of stakeholder impact and influence.

The Company's key stakeholder groups include customers, employees and workers, suppliers and business partners, investors and shareholders, local communities, regulatory authorities, government institutions, industry associations, financial institutions, and other relevant stakeholders.

The stakeholder identification process begins with defining the purpose and scope of engagement, which may include regulatory compliance, audits and assessments, training and awareness programs, surveys, consultations, grievance redressal, business reviews, sustainability initiatives, and community engagement activities. Based on the relevance, level of influence, dependency, and impact on business operations, stakeholders are identified and prioritized.

Subsequently, the Company develops appropriate engagement and communication strategies tailored to specific stakeholder groups. Through regular interactions, consultations, surveys, meetings, training sessions, audits, and engagement platforms, the Company seeks to understand stakeholder expectations, address concerns, share best practices, strengthen relationships, and create long-term value for both the business and its stakeholders.

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

Kindly refer to the 'Stakeholder Engagement' section of this Annual Report.

Principle 5:

Businesses should respect and promote human rights

ESSENTIAL INDICATOR

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1983	846	42.66%	2340	1726	74%
Other than permanent	65	0	0%	227	0	0%
Total employees	2048	846	41.30%	2567	1726	67%

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Workers						
Permanent	9577	9288	96.98%	11464	11256	98%
Other than permanent	4678	736	15.73%	3656	432	12%
Total workers	14255	10024	70.32%	15120	11688	77%

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1668	0	0%	1668	100%	1916	0	0%	1916	100%
Female	315	0	0%	315	100%	424	0	0%	424	100%
Other than permanent										
Male	59	0	0%	59	100%	205	13	6.34%	192	93.66%
Female	6	0	0%	6	100%	22	1	4.55%	21	95.45%
Workers										
Permanent										
Male	8033	0	0%	8033	100%	9559	0	0%	9559	100%
Female	1544	0	0%	1544	100%	1905	0	0%	1905	100%
Other than Permanent										
Male	3309	10	0.30%	3299	99.70%	2940	25	0.85%	2915	99.15%
Female	1369	12	0.88%	1357	99.12%	716	7	0.98%	709	99.02%

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)	5	6600000	1	5950000
Key Managerial Personnel*	3	9800000	0	0
Employees other than BoD and KMP	1664	1200000	315	1200000
Workers	8033	300000	1545	300000

*Managing Director is included in the Board of Directors.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	16.02%	15.2%

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. Trident Limited has established designated committees and mechanisms responsible for addressing human rights impacts, concerns, and issues that may be caused, contributed to, or directly linked to the Company's operations and business activities.

The Company has constituted a Grievance Committee to oversee and address concerns relating to human rights, employee welfare, workplace conduct, and ethical practices. The Company remains committed to upholding the principles of human rights and has implemented internal policies and awareness mechanisms to reinforce respect for human dignity, equality, non-discrimination, and fair treatment across its operations.

Employees are regularly sensitized and trained on human rights-related aspects, and the Company strongly discourages any form of human rights violation involving employees, contractors, suppliers, or other stakeholders.

Further, in compliance with the Prevention of Sexual Harassment (POSH) Act, the Company has constituted Internal Complaints Committees (ICCs) across its offices and manufacturing locations. These committees are responsible for receiving, investigating, and addressing complaints related to sexual harassment and ensuring a safe, inclusive, and respectful workplace environment for all employees.

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

The Company has established internal mechanisms to identify, receive, investigate, and redress grievances related to human rights issues across its operations. These mechanisms are guided by the Company's comprehensive Human Rights Policy, which is accessible to employees and relevant stakeholders.

To ensure appropriate and timely resolution of grievances, the Company has constituted designated grievance redressal mechanisms, including a Grievance Committee and an Internal Complaints Committee, to receive, assess, investigate, and address complaints relating to human rights concerns, workplace misconduct, discrimination, harassment, or unfair treatment.

Employees and stakeholders can raise concerns through established reporting channels and grievance mechanisms. Depending on the nature and sensitivity of the matter, senior management and key managerial personnel may be involved in the review and resolution process to ensure fair and appropriate action.

The Company promotes an open, safe, and respectful work environment and encourages individuals to report concerns or potential human rights violations without fear of retaliation, discrimination, or victimization. All complaints are handled with due confidentiality, sensitivity, and impartiality in accordance with the Company's policies and applicable legal requirements.

Link- https://tridentindia.com/vigil_mechanism_policy , https://tridentindia.com/grievance_handling_policy , https://tridentindia.com/prevention_of_sexual_harassment

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	No Complaints	0	0	No Complaints
Discrimination at workplace	0	0	No Complaints	0	0	No Complaints
Child Labour	0	0	No Complaints	0	0	No Complaints
Forced Labour/Involuntary Labour	0	0	No Complaints	0	0	No Complaints
Wages	0	0	No Complaints	148	0	No Complaints
Other human rights related issues	0	0	No Complaints	0	0	No Complaints

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

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

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

The Company has established robust mechanisms to prevent any adverse consequences or retaliation against complainants in cases relating to discrimination, harassment, misconduct, or unethical behaviour. The Company's policies and procedures are designed to safeguard the rights, dignity, privacy, and confidentiality of complainants throughout the grievance redressal and investigation process.

An Internal Complaints Committee (ICC) has been constituted in accordance with applicable legal requirements to oversee complaints related to harassment and workplace misconduct. The Committee independently reviews, investigates, and addresses complaints through a fair, unbiased, and confidential process while ensuring protection of the complainant from any form of retaliation, discrimination, victimization, or unfair treatment.

Additionally, the Company has implemented a Whistle Blower Policy and vigil mechanism that enables employees and stakeholders to report concerns or unethical practices through secure and confidential channels. The Company maintains strict confidentiality and follows defined protocols to ensure sensitive matters are handled responsibly, transparently, and with due care.

Policy Link- https://tridentindia.com/equal_opportunity_and_fair_treatment_policy

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

Yes. Human rights requirements form an integral part of the Company's business agreements, policies, and contractual arrangements. Trident Limited has established a Combined Code of Governance and Conduct Policy which incorporates principles relating to human rights, ethical business conduct, fair labour practices, non-discrimination, dignity at workplace, and compliance with applicable laws and regulations.

The Company expects its employees, business partners, suppliers, contractors, and other stakeholders to adhere to these principles and uphold responsible and ethical business practices across the value chain.

10. Assessments of the year

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

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

No significant risks or concerns were identified during the assessments carried out during the financial year. Accordingly, no major corrective actions were required or undertaken. The Company continues to maintain robust monitoring, compliance, and review mechanisms to proactively identify and address potential risks, while continuously strengthening its policies, processes, and internal control systems to ensure effective implementation of sustainability, governance, and operational practices.

Principle 6:

Businesses should respect and make efforts to protect and restore the environment

ESSENTIAL INDICATORS

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A)	GJ	246,553.45	192,648.5
Total fuel consumption (B)	GJ	3,809,932.27	4,563,289
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	4,056,485.72	4,755,937.54
From non-renewable sources			
Total electricity consumption (D)	GJ	1,825,256.38	1,786,928.32
Total fuel consumption (E)	GJ	4,993,506.21	4,693,832.2
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	6,818,762.59	6,480,760.6
Total energy consumed (A+B+C+D+E+F)	GJ	10,875,248.32	11,236,698.1
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/INR	0.0001627	0.0001613
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)		0.0031755	0.0033326
Energy intensity in terms of physical output	GJ/MT	26.10	26.80

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

Yes, Independent Limited Assurance is carried out by Intertek India Private Limited

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.

Yes, The Company has manufacturing facilities identified as designated consumers and they have been assigned Reduction Targets (refer Target SEC) under Performance, Achieve and Trade Scheme of the Government of India.

In accordance with the PAT cycle-

- a) We have conducted third party Mandatory Energy Audits for establishing baseline and identifying improvement opportunities.
- B) We have conducted monitoring & verification audits to verify our progress and performance on reduction Targets.

Refer table below for details:

S. No.	Business	Designated consumer reg. No.	Pat cycle iii base line (TOE/MT)	Target sec (TOE/MT)	Achieved 2024-25 (TOE/MT)	REMARKS
1	Trident Home Textiles	TXT 0002 PB	1.5592	1.4971	1.4927	-
2	Trident Yarn	TXT 0003 PB	0.4021	0.3876	0.4058	-
3	Trident Pulp and Paper	PNP 0030 PB	0.5523	0.5237	0.3251	-
4	Home Textile Division	TXT0137MP	1.7191	1.6010	1.2831	-

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)			
(i) Surface water	KL	10,574,749	11,311,958
(ii) Groundwater	KL	825,877.00	649,780
(iii) Third party water (Municipal water supplies)	KL	0	0
(iv) Seawater / desalinated water	KL	0	0
(v) Others	KL	0	0
Total volume of water withdrawal (in kilolitres i+ii+iii+iv+v)	KL	11,400,626	11,961,738
Total volume of water consumption (in kilolitres)	KL	10,507,579	13,226,622
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	KL/Rupee of turnover	0.000157271	0.000189877
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		0.0031989079	0.003922859
(Total water consumption / Revenue from operations adjusted for PPP)			
Water intensity in terms of physical output	KL/MT	25.21	31.55
Water intensity (optional) – the relevant metric may be selected by the entity (Water Consumed / MT Production)		-	

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

Yes, Independent Limited Assurance is carried out by Intertek India Private Limited

4. Provide the following details related to water discharged:

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)		

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

Yes, Trident Limited has implemented a Zero Liquid Discharge (ZLD) mechanism across key operations and has maintained ZLD facilities since the commencement of operations at applicable manufacturing locations. The Company employs advanced and best-in-class technologies for treatment, recovery, and reuse of wastewater generated from manufacturing processes.

The Zero Liquid Discharge mechanism currently covers 100% of towel and sheeting processing operations at the Budhni facility. The wastewater treatment and recovery system comprises biological treatment processes for biodegradation of wastewater, membrane filtration technologies, reverse osmosis systems, and multi-effect evaporator (MEE) systems. These integrated technologies enable substantial recovery and reuse of treated wastewater back into operations, thereby minimizing freshwater withdrawal and eliminating liquid discharge from the facility. Additionally, at the Punjab facility, wastewater generated from operations is treated through Effluent Treatment Plants (ETPs), and the treated water is subsequently reused for landscaping and horticulture purposes, supporting the Company's water stewardship and circular water management initiatives.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	Tons/annum	678.38	823.23
SOx	Tons/annum	391.23	911.91
Particulate matter (PM)	Tons/annum	136.12	617.20
Persistent organic pollutants (POP)	Tons/annum	0	0
Volatile organic compounds (VOC)	Tons/annum	0	0
Hazardous air pollutants (HAP)	Tons/annum	0	0
Others – Ozone Depleting Substances (HCFC – 22 or R-22)	tons/annum	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.

Yes, Independent Limited Assurance is carried out by Intertek India Private Limited

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	484,289 (Biogenic- 365,115)	658,509 (Biogenic- 12,311)
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	Without IREC- 359,971	Without IREC-360,850 With IREC-124,418
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MTCO2e/ per rupee of turnover	Without IREC- 0.0000126 (Biogenic - Without IREC- 0.000018101)	Without IREC- 0.0000146 With IREC- 0.0000112
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MTCO2e/ revenue from operations adjusted for PPP	Without IREC- 0.000257025 (Biogenic - Without IREC- 0.00036818)	Without IREC- 0.0003023 With IREC- 0.0002322
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MTCO2e/MT of Production	2.0136 (Biogenic - 2.8845)	Without IREC- 2.4310 With IREC- 1.8673
Total Scope 1 and Scope 2 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.

Yes, Independent Limited Assurance is carried out by Intertek India Private Limited

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

Yes, Trident Limited has SBTi Targets validated in the reporting year FY 24-25, and as part of its reduction ambitions, have undertaken some key projects to reduce greenhouse gas emissions.

Energy Efficiency – Completed

During FY 2025–26, the Company implemented multiple sustainability initiatives focusing on energy efficiency and renewable energy across its operations. Key energy-saving measures in the yarn division included replacement of 102 conventional 66T pulleys with energy-efficient pulleys, suction optimization in Linc Coner machines through closed-loop pressure reduction from 3.8–4.2 kPa to 2.8–3.2 kPa, and installation of Variable Frequency Drives (VFDs) in supply air and return air fans of the blow-room and winding sections. These initiatives collectively resulted in annual electricity savings of approximately 2.32 million kWh, translating into a reduction of around 1,649 MTCO₂e emissions. In addition, under renewable energy initiatives, a 5.4 MWp rooftop solar power plant was commissioned at the Budhni facility during the year, with an investment of ₹ 1,339.20 lakhs, contributing to clean energy generation and avoiding approximately 5,038 MTCO₂e emissions annually. These initiatives reinforce the Company's commitment to improving energy efficiency, reducing greenhouse gas emissions, and supporting long-term environmental sustainability

Energy Efficiency – Future

For FY 2026–27, the Company has planned strategic sustainability initiatives aimed at enhancing energy efficiency, transitioning to renewable energy, and reducing environmental impact. Under energy conservation measures, installation of 42 EA-SA fans with replacement of existing aluminium die-cast blades by carbon-fiber blades is scheduled by August 2026, requiring an investment of ₹152.22 lakhs and expected to deliver annual electricity savings of approximately 556,800 kWh, resulting in a reduction of around 395 MTCO₂e emissions and cost savings of about ₹ 41.76 lakhs per year. Additionally, a solar sludge dryer is planned to be installed at the Budhni facility by October 2026, replacing the existing paddle steam sludge dryer, with an investment of ₹ 576.47 lakhs. This initiative is expected to save approximately 115,900 kWh of electricity, 5,070 MT of steam, and reduce emissions by about 1,700 MTCO₂e annually, along with estimated annual cost savings of ₹ 83.60 lakhs.

Under renewable energy initiatives, the Company is planning to commission a 9.9 MWp ground mounted and rooftop solar power plant at Budhni by December 2026, with a proposed investment of ₹ 2,860.00 lakhs, expected to mitigate approximately 9,236 MTCO₂e emissions annually. Further, installation of an 80 TPH, 100% agro-based AFBC boiler at Budhni is planned by November 2027, involving an investment of ₹14,749.17 lakhs, which will significantly reduce fossil fuel dependency and is projected to mitigate approximately 160,000 MTCO₂e emissions annually. These forward-looking initiatives underscore the Company's commitment to strengthening climate resilience, optimizing resource use, and advancing its long-term environmental sustainability goals

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,181.82	1,034.97
E-waste (B)	7.01	22.70
Bio-medical waste (C)	0.08	0.09
Construction and demolition waste (D)	1,615.00	3,548.69
Battery waste (E)	15.50	18.84
Radioactive waste (F)	0.00	0
Other Hazardous waste. (ETP Sludge, Oil-soaked cotton, Used Oil) (G)	7,923.48 (ETP Sludge-7,495.08, Oil Soaked Cotton-16.29, Used Oil-23.77 Others- 388.3)	5,641.28
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	254,570.63 (Process Waste- 114,103.40, Other Waste 140,467.23)	274,458.54 (Process Waste- 133,391.15, Other Waste 141,067.40)
Total (A+B+C+D+E+F+G+H)	265,314	284,725.12
Waste intensity per rupee of turnover	0.0000039	0.0000040
(Total waste generated / Revenue from operations)		
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000080	0.00008445
Waste intensity in terms of physical output	0.63	0.68

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Recycled	87,690.48 (Plastic-1,181.01 Battery Waste-15.49 E Waste-7.00 Other Non-Hazardous-83,238.06 Other Hazardous-3,248.9)	92,048.07 (Plastic-1034.97 E Waste-22.70 Battery Waste-18.84 Other Hazardous-3132.38 Other Non-Hazardous-87839.18)
(ii) Re-used	Process waste- 5,262.35	Process waste-7,841.0
(iii) Other recovery operations (Waste to energy)	Process Waste- 14,518.92	Process waste-31,584.04
Total	107,471.76	131,473.12
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Other Hazardous Waste - 16.37	Other Hazardous Waste-34.45
(ii) Landfilling	Other Hazardous Waste- 4,659.51 Other Non-Hazardous Waste- 153,166.29	Other Hazardous Waste- 2,474.54 Other Non-Hazardous Waste-149,891.5
(iii) Other disposal operations	-	851.70
Total	157,842.17	153,252.21

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

Yes, Independent Limited Assurance is carried out by Intertek India Private Limited

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

The Company has established comprehensive waste management and chemical management practices across its operations with a focus on regulatory compliance, resource efficiency, circularity, pollution prevention, and responsible disposal. Guided by the 5R framework – Reduce, Reuse, Recycle, Re-engineer, and Redesign – the Company prioritizes waste minimization, reuse, and recovery while ensuring environmentally sound disposal of residual waste.

- 1. Waste identification, segregation and storage:** The Company has identified various categories of waste generated across its operations, including hazardous waste, e-waste, battery waste, biomedical waste, process waste, and recyclable scrap. Dedicated areas are earmarked within departments and operational units for segregation and temporary storage of waste in accordance with prescribed procedures. Authorized recyclers and disposal agencies are empanelled after assessment of their legal compliance status and adherence to the Company's standard operating procedures. Transportation and disposal of waste are carried out through approved mechanisms and compliant logistics arrangements.
- 2. Waste reduction, recycling and reuse:** The Company continuously undertakes process optimization initiatives, Kaizens, and operational improvements to reduce waste generation and enhance resource efficiency. Various reuse and recycling practices have been integrated into operations, including reuse of Comber Noil and rich flat cotton waste generated from spinning units in open-end spinning processes. The Company also explores waste-to-energy opportunities to reduce dependence on conventional fuels, such as utilization of micro dust from spinning operations in boilers and generation of biogas from wastewater rich in organic content generated during straw washing processes.
- 3. Responsible Disposal Practices:** Hazardous waste, biomedical waste, e-waste, and battery waste are disposed of strictly in accordance with applicable environmental regulations and statutory requirements. Hazardous and biomedical wastes are handed over to authorized Treatment, Storage and Disposal Facilities (TSDFs), while e-waste and battery waste are managed through recyclers and vendors authorized by the State Pollution Control Board.
- 4. Chemical Management and Reduction of Hazardous Substances:** The Company has implemented a well-defined Chemical Management Policy and supporting procedures governing the identification, procurement, storage, handling, transportation, usage, and traceability of chemicals across operations. The framework emphasizes reduction in usage of hazardous and toxic substances and alignment with internationally recognized standards and protocols.

Key elements of the chemical management framework include:

- a. Evaluation of chemicals against Restricted Substances List (RSL) and Manufacturing Restricted Substances List (MRSL) requirements prescribed under ZDHC and OEKO-TEX standards, along with mandatory documentation such as Technical Data Sheets (TDS), Safety Data Sheets (SDS), Certificates of Analysis, GOTS, and REACH compliance documentation.
- b. A structured chemical risk assessment process wherein designated Chemical Managers assess environmental and occupational risks prior to approval and introduction of any new chemical into operations.
- c. Robust wastewater management practices to ensure treated effluent quality complies with prescribed standards for key parameters including pH, suspended solids, BOD, COD, TDS, heavy metals, and toxic substances.

To ensure compliance and monitoring, daily testing of ETP inlet and outlet water is conducted through in-house laboratories. In addition, periodic testing is carried out by government-approved third-party agencies, while annual wastewater assessments are conducted by internationally recognized laboratories such as Hohenstein in line with ZDHC wastewater guidelines.

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

The above-mentioned requirement is not applicable to the Company as the Company does not have any of its operations/offices in/around ecologically sensitive areas.

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

Not applicable

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

Yes, Trident compliant with all applicable environmental laws and regulations defined by State and Central authorities, including relevant guidelines issued by the Government.

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.**

10

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Confederation of Indian Industry (CII)	National
3	All India Management Association (AIMA)	National
4	Confederation of Indian Textile Industry	National
5	PHD Chamber of Commerce and Industry	National
6	Federation of Indian Export Organizations (FIEO)	National
7	The Cotton Textiles Export Promotion Council (TEXPROCIL)	National
8	Apparel Export Promotion Council (AEPCC)	National
9	Northern Indian Textile Mills Association (NITMA)	National
10	Associated Chambers of Commerce and Industry of India	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.**

Not Applicable

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.

Table: Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.						
Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Y/N)	Relevant Web link	Remark
Healthcare, Education, Women Empowerment, Skill Development, Environmental Sustainability, Art and Culture, Rural Area Development, Social Welfare	-	FY 24-25	Yes	yes	-	Social Impact Assessment plan for the FY 24-25 is in progress and conducted after one year of completion of the project as per the MCA mandate for the project expenditure above one crore.

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

Not applicable

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

The Company has established a structured mechanism to receive, address, and redress grievances and concerns of local communities through its on-ground CSR teams and External Affairs function, under the oversight of the CSR Committee and the Board-level governance framework.

The Company regularly engages with local communities, Gram Panchayats, and other key stakeholders through focused group discussions, community meetings, surveys, and stakeholder consultations to understand local needs, concerns, expectations, and grievances. Feedback received through these engagement platforms is assessed and addressed through appropriate corrective actions and community development interventions undertaken as part of the Company's CSR and social impact initiatives.

The mechanism emphasizes continuous community engagement, transparent communication, timely grievance resolution, and collaborative participation to ensure that community concerns are effectively addressed and integrated into the Company's sustainability and social responsibility efforts.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	31.12%	28.7%
Directly from within India	92.63%	95%

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

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural (Sanghera)	8.91%	7.9%
Semi-urban (Budhni, Dhaula)	75.15%	78.8%
Urban (Ludhiana)	12.45%	13.2%
Metropolitan (Delhi, Mumbai, Bhopal, Gurgaon, Chandigarh etc)	3.49%	-

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

PRINCIPLE 9:**Businesses should engage with and provide value to their consumers in a responsible manner****ESSENTIAL INDICATORS****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company has established a structured customer complaint and feedback management mechanism integrated with its SAP-enabled Customer Complaint Resolution (CCR) system to ensure timely receipt, assessment, resolution, and monitoring of consumer complaints and feedback.

Consumers and customers can raise complaints through multiple channels, including toll-free contact numbers, designated email IDs, Territory Account Managers, and the centralized CCR platform. All complaints are formally logged into the SAP system along with relevant supporting details such as product samples, photographs, videos, batch codes, and issue descriptions.

Upon registration of the complaint, the Quality Department undertakes a preliminary assessment and submits an initial investigation report within defined timelines. Based on the nature and severity of the complaint, technical visits involving representatives from Quality, Production, Technical, and Sales teams are conducted to evaluate and resolve the issue in coordination with the customer. A Final Investigation Report, along with corrective and preventive action recommendations, is subsequently issued and monitored for implementation.

The Company has also constituted an internal cross-functional review mechanism comprising representatives from Quality, Finance, Production, and Sales functions to periodically review pending complaints and monitor closure status. In cases involving commercial implications such as sales returns, compensation, or pricing adjustments, approvals are undertaken through a defined escalation and authorization process.

To further strengthen customer engagement and service quality, the Company conducts Customer Satisfaction (C-SAT) surveys through digital feedback mechanisms, enabling customers to share feedback on complaint handling and service experience. The overall framework ensures transparency, accountability, continuous improvement, and effective redressal of customer concerns within defined timelines.

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%
Safe and responsible usage	100%
Recycling and/or safe disposal	0

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	0	0	Nil	0	0	Nil

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

	Number	Reasons for recall
Voluntary recalls	0	no product recalls due to safety issues during the reporting period.
Forced recalls	0	

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, the company considers Data Privacy a critical aspect and has developed Information Safety Management System based on ISO 27001, the comprehensive policy address cybersecurity and data privacy risks.

Link- https://tridentindia.com/ISMS_policy_

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

No corrective actions were required or undertaken as no such issues were identified during the reporting period.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches - 0 (No data breach incidents were recorded during FY2026)
- b. Percentage of data breaches involving personally identifiable information of customers - 0 (Not applicable as there were no data breaches involving customer information)
- c. Impact, if any, of the data breaches-No (No impact reported since no data breaches occurred)

Independent Limited Assurance Statement to Trident Limited on their Business Responsibility & Sustainability Report (BRSR) FY2025-26

To
The Management of
Trident Limited,
Punjab, India

Introduction

Intertek India Private Limited ("Intertek") was engaged by Trident Limited ("TL") to provide an independent limited assurance on its BRSR (Business Responsibility & Sustainability Report) core disclosures ("the Report") for reporting period of FY2025-26. The Report is prepared by TL based on SEBI's (Securities and Exchange Board of India) BRSR guidelines.

The assurance was performed in accordance with the requirements of International Federation of Accountants (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Objective

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

Intended Users

This Assurance Statement is intended to be a part of the Annual Report 2025-26 of Trident Limited.

Responsibilities

The management of TL is solely responsible for the development of the Report and its presentation. Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to error.

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

Assurance Scope

The assurance has been provided for BRSR core disclosures with reference to SEBI's "BRSR Core - Framework for assurance and ESG disclosures for value chain" vide circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023, presented by TL in its Report. The assurance boundary included data and information for the manufacturing units and Corporate Office of TL in India in accordance with SEBI's BRSR guidelines. Our scope of assurance

included verification of data and information on selected sustainability performance disclosures reported as summarized as below:

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

- Number of days of accounts payable.
- Concentration of purchases & sales done with trading houses, dealers, and related parties.
- Loans and advances & investments with related parties.

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

- Cost incurred on well-being measures as a % of total revenue of the company.
- Safety related incidents (LTIFR, Fatality, Permanent Disabilities) for employees and workers.

Principle 5: Businesses should respect and promote human rights:

- Gross wages paid to females as percentage of wages paid.
- Complaints on POSH

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

- Total Scope 1 and Scope 2 emissions
- GHG emissions intensity (scope 1 and 2).
- Total water consumption, water consumption Intensity and water discharge by destination and levels of treatment.
- Total energy consumed, % of energy consumed from renewable sources and energy intensity.
- Total waste generated (category-wise); waste intensity; total waste recovered through recycling, re-using or other recovery operations; total waste disposed by nature of disposal method; waste diverted from landfill.

Principle 8: Businesses should promote inclusive growth and equitable development

- Input material sourced (from MSMEs/ small producers and from within India)
- Job creation in smaller towns- Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost

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

- Instances involving loss / breach of data of customers as % of total data breaches or cyber security events

Assurance Criteria

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

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.
- International Standard on Assurance Engagements (ISAE) 3410 for 'Assurance Engagements on Greenhouse Gas Statement'

A limited assurance engagement comprises of limited depth of evidence gathering including inquiry and analytical procedures and limited sampling as per professional judgement of assurance provider. A materiality threshold level of 5% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

Limitations

We have relied on the information, documents, records, data, and explanations provided to us by TL for the purpose of our review. The assurance scope excludes:

- Any disclosures beyond those specified in the Scope section above.
- Data and information falling outside the defined reporting period.
- Data pertaining to the Company's financial performance, strategy, and associated linkages articulated in the Report.
- Assertions made by the Company encompassing expressions of opinion, belief, aspiration, expectation, forward-looking statements, and claims related to Intellectual Property Rights and other competitive issues.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within software/IT systems.

Sd/-

Poonam Sinha, Verifier
Senior Manager-Sustainability

18/05/2026

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

Methodology

Intertek performed assurance work using risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a limited level of assurance. The assurance was conducted by desk reviews, and stakeholder interviews with regards to the reporting and supporting records for the fiscal year 2026. Our assurance task was planned and carried out during May 2026. The assessment included the following:

- Review of the Report that was prepared in accordance with the SEBI's BRSR guidelines.
- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data and other information made available digitally.
- Conducted online interviews with key personnel responsible for data management.
- Assessment of appropriateness of various assumptions, estimations and thresholds used by TL for data analysis.
- Review of BRSR disclosures on sample basis for the duration from 1st April 2025 to 31st March of 2026 for TL was carried out.
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed and details were provided in a separate report.

Conclusions

Intertek reviewed selected BRSR disclosures provided by TL in BRSR Report FY2025-26. Based on the data and information provided by TL, Intertek concludes with limited assurance that there is no evidence that the sustainability data and information presented in the Report is not materially correct as per reporting guidelines.

Intertek's Competence and Independence

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

For Intertek India Pvt. Ltd.

Sd/-

Shilpa Naryal
Head of Sustainability
Intertek South Asia & MENAP
19/05/2026