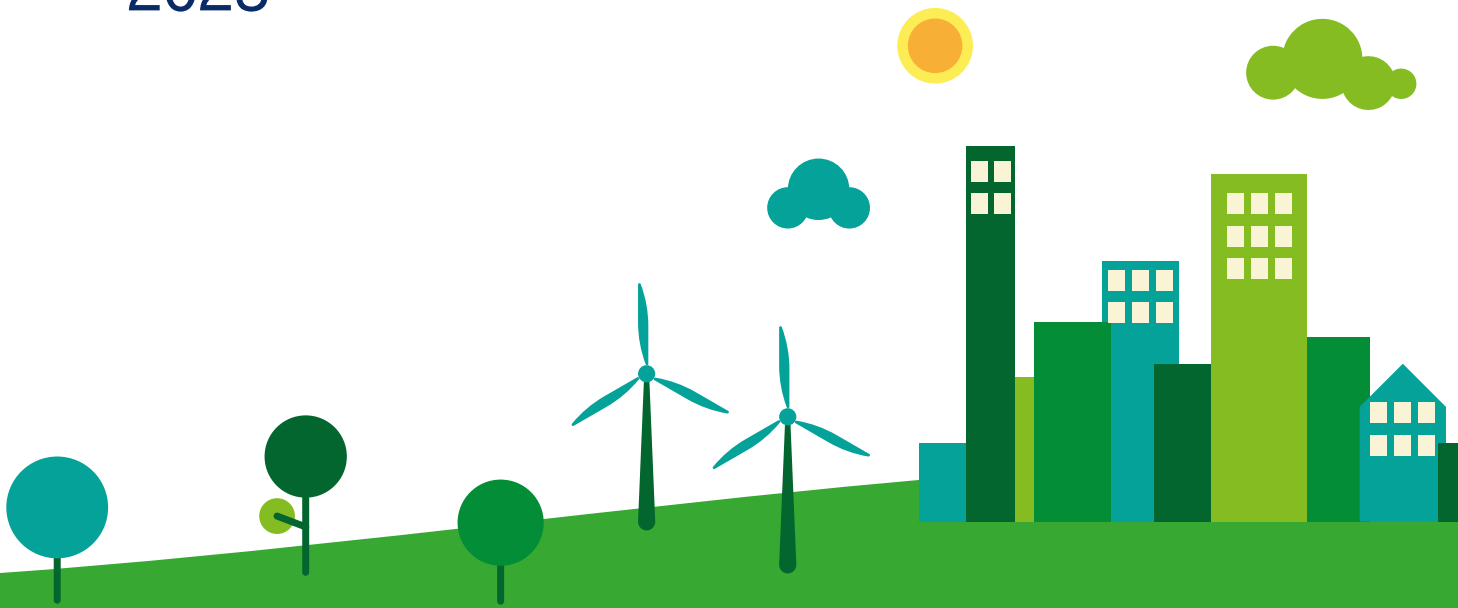Talin

GRI Report

2023

GRI Disclosure

At our organization, we strongly believe in the principles of transparency and accountability when it comes to our sustainability practices. In order to ensure that we are reporting on our sustainability performance in a comprehensive and reliable manner, we have chosen to adopt the Global Reporting Initiative (GRI) Standards as the framework for our sustainability reporting.

The GRI Standards offer a comprehensive set of guidelines for reporting on a wide range of sustainability topics, including economic, environmental, and social performance. By following these guidelines in our reporting, we are able to provide stakeholders with a clear and accurate view of our sustainability performance across all areas of our business.

We believe that this level of transparency is essential to building trust and credibility with our stakeholders, including customers, investors, employees, and the wider community. By openly and honestly reporting on our sustainability performance, we are able to demonstrate our commitment to sustainable practices and drive progress toward our sustainability goals. We see the adoption of the GRI Standards as a key step in our ongoing sustainability journey, and we remain dedicated to continuously improving our sustainability performance and reporting practices over time.

In addition to our commitment to transparency and accountability, we recognize the importance of sustainability reporting as a tool for driving progress and promoting positive change. This, in turn, helps to foster greater dialogue and collaboration between our organization and our stakeholders, enabling us to identify areas for improvement and work together to develop effective solutions. We believe that sustainability reporting is an important driver of progress toward a more sustainable future, and we are proud to be contributing to this effort through our adoption of the GRI Standards.

At the same time, we recognize that sustainability reporting can be complex and challenging, requiring a high level of expertise and resources to implement effectively. To ensure that we are able to meet these challenges, we have invested in training and development programs for our sustainability team, as well as in the tools and technologies necessary to support effective reporting and data management.

GRI 2: General disclosures

GRI	SRI Standard Requirement	Details
2-1	Organizational details	• Name: Talin Modular Office Furniture Systems Pvt Ltd also known as Talin • Nature of Ownership: Privately owned • Location of Head office: Bangalore • Countries of Operation: India
2-2	Entities included in the sustainability report	• Talin Modular Office Furniture Systems Pvt Ltd
2-3	Reporting period, frequency and contact point	• Reporting period: April 2022 to March 2023 • Contact point: hr@talin.in
2-6	Activities, value chains and business activities	Talin is a reputable manufacturer of high-quality modular office furniture. We have been in business since 1994, serving clients from various industries across the globe. Over the years, we have established ourselves as a leading supplier of office furniture, known for our commitment to quality, innovation, and customer satisfaction. At Talin, we understand that the design and functionality of office furniture play a critical role in creating a conducive work environment. As such, we have a team of skilled designers and engineers who are dedicated to developing innovative furniture solutions that meet the needs of modern businesses. Our product range includes a wide variety of modular office furniture, including workstations, desks, chairs, storage solutions, and other accessories. We use only the highest quality materials and advanced manufacturing techniques to ensure that our products are durable, functional, and aesthetically pleasing. We are proud to supply our furniture to businesses worldwide, helping them to create workspaces that are not only comfortable and functional but also reflect their unique style and brand identity. We are committed to providing exceptional customer service and building long-term relationships with our clients, ensuring that they receive the support they need to make the most of their investment in our products. Our value chain includes other manufacturers and dealers of wood, metal, plastics, chemicals, glass, fabrics, and electronic equipment both nation and global-wide. We maintain a strict business relationship with its value chain. We are in the process of drafting a supplier code of conduct for its value chain as part of the Supplier Environmental Sustainability policy.
2-9	Governance structure and composition	Talin's executive leadership team includes a Managing Director, a Marketing Director, and a Head of Operations. The Managing Director is responsible for overseeing the entire organization and making strategic decisions for the company. The Marketing Director leads the marketing team and is responsible for developing and implementing marketing strategies to promote the company's products and services. The Head of Operations oversees the day-to-day operations of the company, ensuring that manufacturing processes run smoothly and efficiently. Together, these key members of Talin's leadership team work towards achieving the company's goals and objectives. Other executive members include plant managers and section heads.
2-10	Nomination and selection of the highest governance body	Talin is a privately owned, family-run company. Based on the company's policies, we apply the same criteria for diversity, equity, and inclusion as for regular members, when choosing and assigning members to our highest governance body.
2-11	Chair of the highest governance body	The Managing Director is the chair of the board members of Talin. The MD oversees the company's day-to-day operations and ensures that it achieves its strategic objectives.
2-12	Role of the highest governance body in overseeing the management of impacts	Talin's Board of Directors and a committee team are responsible for leading the company's governance. The Managing Director oversees the whole operation of the business and provides the necessary insights into running the business sustainably. The MD's roles and responsibilities include but do not limit to, setting the company's strategic direction, managing the company's finances, building and maintaining relationships with stakeholders, ensuring compliance with regulations, leading the company's culture and values, developing and managing partnerships, managing risks and communications and public relations.
2-13	Delegation of responsibility for managing impacts	The committee members are accountable for achieving the sustainability targets

GRI	SRI Standard Requirement	Details
2-14	Role of the highest governance body in sustainability reporting	The Sustainability Report is reviewed and approved by the Managing Director, Marketing Director and Head of Operations.
2-15	Conflict of Interests	Conflict of interest in business refers to a situation where an individual or an organization's personal interests or relationships conflict with their professional obligations which can have negative implications for the affected parties. When faced with situations that may present a conflict of interest, Talin has established a clear process for decision-making that involves input from its board of members. This process begins with a thorough assessment of the situation to identify any potential conflicts of interest. Once the situation has been evaluated, the board of members discusses the matter and deliberates on a course of action. During these deliberations, the board considers all relevant information and perspectives before arriving at a decision. Talin places great importance on ensuring that these decisions are informed, transparent, and made with the best interests of the company and its stakeholders in mind. In order for a decision to be made, a majority of the board of members must accept the proposed agenda. This ensures that the decision is not made by a single individual or a small group of individuals, but rather by a broader representation of the company's leadership.
2-16	Communication of critical concerns	Talin has established clear channels of communication to ensure that employees, customers, and other stakeholders can report any concerns or issues that may arise. One of the primary ways in which Talin communicates critical concerns is by allowing employees to report any suspected or actual misconduct, unethical behavior, or other concerns without fear of retaliation. This ensures that all reports are thoroughly investigated and that appropriate action is taken to address any issues that are identified. Talin also maintains open lines of communication with its customers, suppliers, and other stakeholders to ensure that any critical concerns are identified and addressed in a timely manner. Open and honest communication between our employees and the management helps to foster a culture of transparency and accountability, which supports the identification and resolution of critical concerns.
2-17	Collective knowledge of the highest governance body	The board comprises well-educated, qualified, and experienced professionals who bring a wealth of knowledge and expertise to their roles. The members of Talin's board have diverse backgrounds and experiences, which enables them to provide valuable perspectives on a wide range of issues. Many of the members have extensive experience in business, finance, and management, which helps them to understand the complex challenges that the company may face and develop effective solutions. In addition to their professional experience, the members of Talin's board also bring a deep understanding of the industry in which the company operates. They are well informed about market trends, competitive forces, and emerging technologies that could impact the company's future success. The company also encourages its board members to continue their education and professional development to stay up-to-date on the latest trends and best practices in their fields.
2-18	Evaluation of the performance of the highest governance body	Regular performance evaluations help to ensure that the board is functioning effectively, making well-informed decisions, and aligning with the company's strategic objectives. Talin's performance evaluation process is formalized through its performance review system, which is conducted annually. Both the Board of Directors and the Executive Leadership Team are involved in the evaluation process, with each member completing a self-evaluation as well as receiving peer and leadership evaluations.
2-19	Remuneration policies	We seek to provide fair and competitive compensation packages to our employees that reward performance, encourage innovation and growth, and promote accountability and responsibility, in accordance with applicable labor laws and regulations. Our remuneration policies include a mix of fixed and variable compensation components, such as base salary, bonuses, benefits, and other long-term incentives.

GRI	SRI Standard Requirement	Details
2-20	Process to determine remuneration	Talin takes into account a variety of factors when determining employee remuneration, including adherence to minimum wage requirements as mandated by relevant laws and regulations, as well as factors such as overtime pay and benefits. In addition, the company considers its overall payscale to determine suitable salary packages for employees. To ensure equitable compensation based on an employee's role and contribution to the company, Talin's process for determining remuneration may also factor in the employee's hierarchical level within the organization, job responsibilities, skills and experience, and performance. The company may implement distinct salary ranges and benefit packages for each level of employee, promoting fair and reasonable compensation.
2-21	Annual total compensation ratio	See GRI 2-19 and GRI 2-20
2-22	Statement on sustainable development strategy	At Talin, we are committed to conducting our business in a sustainable, responsible, and ethical way. Our sustainable development strategy is grounded in three principles: environmental responsibility, social responsibility, and economic responsibility. To achieve these principles, we have identified specific initiatives, including: Environmental: Reducing our carbon footprint, energy consumption, water usage, waste generation, and pollution. Social: Creating a diverse and inclusive workplace, supporting our employees' well-being and development, and engaging with our local communities. Economic: Investing in sustainable and innovative solutions, promoting responsible sourcing and procurement, and creating long-term value for all stakeholders.
2-23	Policy commitments	Talin is committed to upholding clearly defined values and standards of conduct that meet or exceed legal and regulatory requirements and align with internationally recognized principles. This includes complying with regulations set by state and central pollution control boards as well as global guidelines like the United Nations Sustainable Development Goals (UNSDGs). The company has established policies such as the Integrated Management System (IMS) policy, Human Resources (HR) policy, and others to guide its operations and ensure adherence to its values and standards.
2-25	Processes to remediate negative impacts	See GRI 301, GRI 302, GRI 303, GRI 304, GRI 305, GRI 306, and GRI 308
2-27	Compliance with laws and regulations	We are committed to upholding the highest standards of compliance with laws and regulations at all levels of our operations. We recognize the importance of operating ethically and responsibly, and we are dedicated to ensuring that we comply with all applicable laws and regulations in the jurisdictions where we operate. We also provide training to our employees on compliance matters, including the importance of adhering to all applicable laws and regulations. We regularly review our policies and procedures to ensure that they are up to date with changes in laws and regulations. We also work with external legal counsel to stay informed about new or changing laws and regulations that may affect our business.
2-28	Membership associations	Talin is currently fulfilling its obligation to report to CDP due to a client request. However, the company aims to become a voluntary member of CDP in the near future. Additionally, Talin aspires to become a member of SBTi and UNGC to further its commitment to sustainability and responsible business practices.
2-29	Approach to stakeholder engagement	Talin's stakeholder engagement approach is guided by the following principles: Transparency: Talin strives to be transparent in its operations and decision-making processes to build trust with stakeholders. Accountability: The company takes responsibility for its actions and is accountable to its stakeholders, ensuring that their concerns are addressed and feedback is acted upon. Participation: Talin encourages stakeholder participation and provides opportunities for feedback and input into decision-making processes. Collaboration: The company recognizes the importance of collaboration and partnership with stakeholders to achieve shared goals and objectives. Continuous improvement: Talin continuously reviews its stakeholder engagement approach to identify areas for improvement and enhance its relationship with stakeholders.

GRI 3: Material topics

GRI	SRI Standard Requirement	Details
3-1	Process to determine material topics	The process to determine material topics for Talin involves several steps:
		Stakeholder mapping: Identify the company's stakeholders and understand their concerns, interests, and expectations regarding Talin's sustainability performance.
		Materiality assessment: Evaluate the importance and relevance of sustainability topics based on their potential impact on the company's business and stakeholders, as well as their alignment with Talin's values and goals.
		Prioritization: Prioritize the most significant sustainability topics based on their materiality and urgency, and consider their interdependencies and trade-offs.
		Validation: Validate the materiality assessment and prioritization with internal and external stakeholders, including employees, customers, investors, NGOs, and industry peers.
		Reporting: Communicate Talin's material sustainability topics, performance, and progress to stakeholders through various channels, such as annual reports, sustainability reports, websites, and stakeholder engagement."
3-2	List of material topics	The following are the material topics that affect Talin's business.
		1. Energy and GHG emissions management
		2. Water management and conservation
		3. Waste reduction and management
		4. Sustainable product design
		5. Labor practices and human rights
		6. Health and safety of employees and stakeholders
		7. Community engagement and development
		8. Supply chain management and responsible sourcing
		9. Corporate governance and ethics
		10. Compliance with applicable laws and regulations.
3-3	Management of material topics	See GRI 3-1 and GRI 2-23

GRI 201: Economic performance

GRI	SRI Standard Requirement	Details
201-1	Direct economic value generated and distributed	The annual turnover for the reporting period is Rs. 108,00,00,000
201-2	Financial implications and other risks and opportunities due to climate change	For Talin, financial risks due to climate change may include the cost of transitioning to a low-carbon economy, such as investing in new technologies and infrastructure, and the potential loss of revenue from investments in high-carbon assets or operations that become obsolete in a low-carbon future. As the world shifts towards renewable energy and carbon-neutral products, companies that are slow to adapt may face increased regulation and penalties, and may struggle to attract investment and retain customers.
		Talin may also face financial risks from physical impacts of climate change, such as extreme weather events, droughts, and sea-level rise. These events can cause damage to infrastructure, disrupt supply chains, and lead to higher insurance costs and losses. In addition, Talin's suppliers and customers may also be impacted by climate change, which could affect the availability and cost of raw materials, transportation, and demand for products.
		To mitigate these risks, Talin may need to invest in climate resilience measures, such as upgrading infrastructure to withstand extreme weather events, diversifying supply chains, and developing new products and services that are less carbon-intensive. Talin may also need to work with suppliers and customers to understand and address climate risks throughout the value chain.

GRI 203: Indirect economic impacts

GRI	SRI Standard Requirement	Details
203-2	Significant indirect economic impacts	Talin is committed to supporting the communities in which it operates by engaging in various corporate social responsibility (CSR) activities, including donations of usable wood to make furnitures to local communities, churches, and schools.

GRI 204: Procurement practices

GRI	SRI Standard Requirement	Details
204-1	Proportion of spending on local suppliers	Talin is committed to promoting responsible sourcing and procurement practices, including local procurement, as part of its sustainable development strategy. The company recognizes that local procurement can have several benefits, including supporting local businesses and economies, reducing transportation-related emissions, and fostering long-term partnerships with suppliers.

GRI 205: Anti-corruption

GRI	SRI Standard Requirement	Details
205-1	Operations assessed for risks related to corruption	Talin has a zero-tolerance towards corruption and has implemented various measures to prevent and address corruption risks. These measures include: Code of conduct: Talin has a comprehensive code of conduct that outlines the company's ethical and legal standards. The code prohibits any form of bribery, corruption, or unethical behavior. Anti-bribery: Talin has an HR policy that provides guidelines for employees and business partners to prevent bribery and corruption. The policy includes provisions on gifts and entertainment, facilitation payments, and political contributions. Due diligence: Talin conducts due diligence on its business partners, suppliers, and contractors to ensure they comply with anti-corruption laws and the company's ethical standards. Training and awareness: Talin provides regular training to its employees and business partners on anti-corruption laws, the company's policies, and ethical standards. The company also raises awareness of the importance of reporting any suspected corruption or unethical behavior. Reporting and investigation: Talin has established a whistleblowing mechanism for employees and stakeholders to report any suspected corruption or unethical behavior. The company investigates all reported incidents and takes appropriate disciplinary or corrective actions.
205-2	Communication and training about anti-corruption policies and procedures	Talin promotes an anti-corruption culture through effective communication and training measures. Its Code of Conduct includes guidelines on anti-corruption and bribery, which are communicated to all stakeholders. Talin provides regular training on anti-corruption policies to high-risk employees and has an open and honest communication system for anonymous reporting of corruption incidents. Periodic reviews and audits of its policies are conducted, and appropriate corrective actions are taken.

GRI 301: Materials

GRI	SRI Standard Requirement	Details
301-1	Materials used by weight or volume	The list of key materials includes steel, wood, plywood, and particleboard, plastics, foam, glass, fabrics. The quantity of material consumed is given below. The details present below may subject to change.

Materials	Quantity (MT)
Wood	1100
Laminates	70
PVC Edge band	100
Adhesive	3
Metal sheets and tubes	240
Total Material Consumption	1513

GRI	SRI Standard Requirement	Details
301-2	Recycled input materials used	Our plan is to integrate recycled materials into both our raw materials and packaging. To achieve this, we intend to procure steel from a reputable manufacturer that values sustainability and utilizes recycled content in their production process. This decision is a significant step towards making progress in the right direction.

GRI	SRI Standard Requirement	Details
301-3	Reclaimed products and packaging materials	As a company, we are committed to reducing waste and promoting sustainability throughout our operations. We are developing a comprehensive plan to reclaim packing materials and end-of-life products from our end users.

This plan involves establishing a takeback program for our clients, which would allow them to return any packaging materials and end-of-life products to us for proper disposal or recycling. By implementing this program, we hope to minimize the amount of waste generated by our products and reduce our environmental impact.

In addition to reducing waste, our takeback program also provides several other benefits. For example, it allows us to reclaim valuable materials that can be reused or recycled, thereby reducing the need for new raw materials. It also helps to foster a sense of environmental responsibility among our clients. |

GRI 302: Energy

GRI	SRI Standard Requirement	Details
302-1	Energy consumption within the organization	Energy consumption in Mwh

2021-22		
Fuels	-	562.10 MWh
Electricity	-	730.37 MWh
2022-23		
Fuels	-	609.07 MWh
Electricity	-	859.58 MWh

GRI	SRI Standard Requirement	Details
302-4	Reduction of energy consumption	Talin recognizes the importance of mitigating the impact of climate change and the critical role that businesses can play in achieving this goal. As such, we are dedicated to reducing our carbon emissions by minimizing energy consumption and procuring green energy for our operations.

To achieve this goal, we have planned several initiatives aimed at reducing our energy consumption. These initiatives include investing in energy-efficient equipment, implementing energy management systems, and educating our employees on the importance of energy conservation. By reducing our energy consumption, we can not only lower our carbon emissions but also save costs on our energy bills.

In addition to minimizing energy consumption, we are also committed to procuring green energy for our operations. We are exploring various options, including installing on-site renewable energy sources such as solar panels and wind turbines. We are also considering purchasing renewable energy certificates from reputable suppliers to offset our carbon emissions.

Through these initiatives, we hope to not only reduce our carbon footprint but also contribute to the wider effort to combat climate change. We believe that sustainability is not just a business imperative but a moral responsibility, and we are committed to doing our part to build a more sustainable future." |

GRI 303: Water and effluents

GRI	SRI Standard Requirement	Details
303-1	Interactions with water as a shared resource	As a socially responsible company, Talin recognizes the importance of managing its environmental impact, particularly on water resources. Our environmental management system is designed to identify potential areas of impact and develop strategies to mitigate and manage those impacts. Water is one of the key areas that we monitor closely, as it is an essential resource that is critical to our operations and to the communities in which we operate. Through our analysis of water impact, we evaluate how our operations may affect local water resources and develop strategies to minimize any negative effects. This includes monitoring our water usage, evaluating the quality of wastewater discharge, and identifying opportunities to improve our water management practices.

GRI	SRI Standard Requirement	Details
		Talin uses water for a variety of purposes, including drinking, domestic use, and various process activities. As part of our commitment to sustainability, we are tracking our water usage across all areas of our operations, including manufacturing, offices, and other facilities. By monitoring our water consumption, we are able to identify areas where we can reduce our usage, optimize our processes, and improve our overall efficiency.
303-2	Management of water discharge-related impacts	As part of our commitment to sustainable practices, we have implemented an effluent management system that includes disposal through third-party effluent recyclers. Our effluent management system is designed to ensure that our wastewater is treated and disposed of in a safe and responsible manner. By working with third-party effluent recyclers, we can ensure that our wastewater is treated to the highest standards before being discharged into the environment.
303-3	Water withdrawal by source	At Talin, we procure water tankers to meet our domestic and gardening water needs. By using water tankers, we can ensure that we have a reliable and consistent supply of water for these purposes. We are committed to finding new and innovative ways to reduce our environmental footprint and contribute to a more sustainable future. Water source percentage - Water tankers - 100%
303-4	Water discharge	Talin has a commitment to sustainable manufacturing practices, which include minimizing its impact on the environment. As a part of this commitment, the company has put in place measures to reduce its water consumption and ensure responsible water management practices. One of the ways in which Talin ensures responsible water management is by recycling its process wastewater. Talin's manufacturing processes generate wastewater, which may contain contaminants and pollutants that can have harmful effects on the environment if released without treatment. To avoid such negative impacts, Talin collaborates with third-party recyclers who specialize in wastewater treatment and recycling. These third-party recyclers use advanced treatment technologies to treat the wastewater, removing any harmful contaminants and pollutants before sending it into the environment.
303-5	Water consumption	Total water consumption in the reporting period is 7920 KL

GRI 304: Biodiversity

GRI	SRI Standard Requirement	Details
304-2	Significant impacts of activities, products, and services on biodiversity	At Talin, we are committed to making a positive impact on the environment and promoting biodiversity. To support this goal, we procure 100% of our wood raw materials only from vendors that have received Forest Stewardship Council (FSC) certification. In addition to supporting our sustainability goals, our use of FSC-certified wood raw materials also helps us to meet the expectations of our customers who are increasingly demanding environmentally responsible products. By using FSC-certified wood, we can provide our customers with products that are not only of high quality but also environmentally friendly.

GRI 305: Emissions

GRI	SRI Standard Requirement	Details
305-1	Direct (Scope 1) GHG emissions	FY22 - 225.46 tonnes of CO_2 FY23 - 153.14 tonnes of CO_2
305-2	Energy indirect (Scope 2) GHG Emissions	FY22 - 443.87 tonnes of CO_2e FY23 - 611.17 tonnes of CO_2e
305-3	Other indirect (Scope 3) GHG emissions	Talin has plans to incorporate scope 3 emissions reporting into its operations by the upcoming fiscal year. By including scope 3 emissions, we can identify areas where we can reduce our greenhouse gas emissions, promote sustainability throughout our supply chain, and ultimately minimize our carbon footprint.
305-4	GHG Emissions Intensity	0.074 tCO_2e/Lakh rupees

GRI	SRI Standard Requirement	Details
305-5	Reduction of GHG emissions	Talin is committed to reducing its greenhouse gas (GHG) emissions and is planning to incorporate GHG reduction strategies into its operations by the fiscal year 2024. The strategies we plan to implement will focus on reducing our carbon footprint and mitigating the environmental impact of our operations. We are exploring a range of potential strategies, including investing in renewable energy sources, improving our energy efficiency, and utilizing low-carbon transportation options.
305-6	Emissions of ozone-depleting substances (ODS)	We prioritize environmentally responsible practices in our production processes. We have implemented measures to ensure that none of the substances we use in our production processes are harmful to the ozone layer. We recognize the importance of preserving the ozone layer for the health of our planet and the well-being of future generations. Therefore, we have taken steps to ensure that our production practices align with this goal.

GRI 306: Effluents and Waste

GRI	SRI Standard Requirement	Details
306-1	Waste generation and significant waste-related impacts	We are planning to minimize the waste generated by manufacturing unique products made from wood and metal waste. By this way, we are taking measures to minimize waste going to the landfill and utilize the raw materials sustainably. At Talin, we are committed to minimizing our environmental impact, including the impact of our effluent waste. To ensure responsible and sustainable disposal of our effluent waste, we work with authorized third-party vendors who specialize in effluent recycling. Rather than disposing of our effluent waste in traditional landfills or other conventional methods, we divert our waste to these authorized vendors who use specialized recycling techniques to minimize the environmental impact of our waste.
306-2	Management of significant waste-related impacts	See GRI 306-1
306-3	Waste generated	As part of our commitment to sustainability and environmental responsibility, Talin recognizes the importance of waste reduction and recycling. To gain a better understanding of our waste management practices, we are currently conducting an assessment to estimate the amount of waste generated by our operations, as well as the amount of waste that is diverted from landfills and recycled. This assessment will provide us with valuable insights into the environmental impact of our operations and help us identify areas where we can improve our waste management practices. By understanding the types and amounts of waste that we generate, we can develop effective strategies to minimize waste, increase recycling rates, and reduce our carbon footprint.
306-4	Waste diverted from disposal	See GRI 306-3
306-5	Waste directed to disposal	See GRI 306-3

GRI 308: Supplier Environmental Compliance

GRI	SRI Standard Requirement	Details
308-1	New suppliers that were screened using environmental criteria	At Talin, we take our supplier's environmental commitment seriously, and we have expressed this commitment in our Supplier Environmental Policy. As part of our commitment to sustainable practices, we are in the process of profiling our vendors to ensure that they align with our environmental values. To achieve this, we conduct a screening process to evaluate our vendors based on their environmental impact, practices, and policies. Once this screening process is complete, we provide our vendors with our supplier code of conduct and mandate that they adhere to its guidelines. Our supplier code of conduct outlines our expectations for our vendors in terms of environmental, social, and ethical standards. It covers a range of topics, including responsible sourcing, waste reduction, energy efficiency, and labor standards, among others.

GRI	SRI Standard Requirement	Details
		By requiring our vendors to adhere to our supplier code of conduct, we aim to ensure that our suppliers share our commitment to sustainable practices and ethical standards. We believe that this is essential to achieving our goals of reducing our environmental impact and promoting social responsibility throughout our supply chain.
308-2	Negative environmental impacts in the supply chain and actions taken	See GRI 308-1

GRI 401: Employment

GRI	SRI Standard Requirement	Details
401-1	New employee hires and employee turnover by age group, gender, and region	See GRI 2-7
401-3	Parental leave	As part of Talin's HR policy, we provide leaves to our employees. The policy allows our employees to take time off from work when they need to for personal or professional reasons. The purpose of providing leaves is to ensure that our employees maintain a healthy work-life balance and are able to take care of their personal and family needs while fulfilling their professional responsibilities.

At Talin, we believe that providing leaves is essential for promoting the well-being of our employees and fostering a positive work environment. We understand that our employees are our most valuable asset, and we are committed to supporting them in every way we can. |

GRI 403: Occupational Health and Safety

GRI	SRI Standard Requirement	Details
403-1	Occupational health and safety management system	The well-being and safety of our employees are of utmost importance to us at our organization. To ensure that we maintain the highest standards of occupational health and safety, we have integrated the ISO 45001:2018 standard into our operations.

Additionally, we have developed a comprehensive Workplace Health and Safety Policy that outlines our commitment to creating a safe and healthy work environment for all our employees. This policy is regularly reviewed and updated to ensure that it remains in line with the latest industry standards and best practices.

To ensure that we are adhering to these standards and policies, we conduct regular audits of our Integrated Management Systems. These audits are carried out by independent third-party auditors who are experts in the field of occupational health and safety.

Our commitment to the health and safety of our employees extends beyond our policies and standards. We provide our employees with regular training and education on health and safety best practices to ensure that they are equipped with the knowledge and skills necessary to work safely. |
| 403-2 | Hazard identification, risk assessment, and incident investigation | At our organization, we have a dedicated quality and Occupational Health and Safety (OHS) team that regularly conducts inspections at our operation sites. The purpose of these inspections is to identify any potential risks or hazards that could impact the safety and well-being of our employees, customers, or the environment.

Our quality and OHS team is well-trained and equipped to identify a wide range of risks and hazards, from physical hazards like slips, trips, and falls to chemical hazards like exposure to toxic substances. They conduct thorough inspections of our operation sites and use their expertise to identify potential issues before they become a problem.

Once the quality and OHS team identifies any risks or hazards, they promptly report them to the management team. From there, appropriate measures are taken to address the issue and ensure that our employees, customers, and the environment are safe and protected. |

GRI	SRI Standard Requirement	Details
		We prioritize the health and safety of our employees by providing them with the necessary training to identify and report potential hazards. In addition, we provide appropriate personal protective equipment (PPE) at all of our work sites. Our occupational health and safety training is ongoing and updated regularly to ensure that our employees are aware of the latest safety protocols and procedures.
403-3	Occupational health services	At our company, we value the well-being of our employees. That's why we offer regular health checkups to ensure that our employees are healthy and can perform their duties without any health concerns. In addition, we provide medical allowances to support our employees in case they require medical attention. We believe that investing in the health of our employees is crucial for their long-term well-being and our company's success.
403-4	Worker participation, consultation, and communication on occupational health and safety	We believe in the importance of ongoing training and education on occupational health and safety for our employees. Our OHS team conducts regular training programs for our employees to ensure that they are aware of the latest safety protocols and best practices. WE ensure that all our employees are taking part in these training sessions regularly. By promoting a culture of safety and investing in ongoing training and education, we strive to maintain a safe and healthy workplace for our employees.
403-5	Worker training on occupational health and safety	Our company's commitment to the occupational health and safety of our employees is reflected in our policies and practices. To ensure that our workplace is safe and secure, we make it mandatory for all new hires to undergo safety training during the hiring process to enable them to understand and follow our safety protocols and procedures from the outset. Furthermore, we provide regular training sessions and awareness programs to our existing employees as part of our occupational health and safety management. These sessions are designed to keep our employees updated on the latest safety practices and equipment, as well as to reinforce our safety policies.
403-6	Promotion of worker health	See GRI 403-1 to GRI 403-5
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See GRI 403-1 to GRI 403-5 and GRI 416-1
403-8	Workers covered by an occupational health and safety management system	See GRI 403-1 to GRI 403-5
403-9	Work-related injuries	No. of injuries last year
403-10	Work-related ill health	See GRI 403-1 to GRI 403-5

GRI 404: Training and Education

GRI	SRI Standard Requirement	Details
404-1	Average hours of training per year per employee	• Training sessions (hours) • No of training sessions • Personnel development • Skill development • Safety training
404-2	Programs for upgrading employee skills and transition assistance programs	See GRI 404-1 to learn about programs for upgrading employee skills.
404-3	Percentage of employees receiving regular performance and career development reviews	Talin places a high value on the professional growth and career development of our employees, recognizing that their success contributes to the growth of our business. In line with our HR policy, we conduct annual performance and career development reviews for all employees. We believe that these reviews provide an opportunity for our employees to reflect on their progress, identify areas for improvement, and set goals for their future development. By providing regular feedback and support, we encourage our employees to reach their full potential and achieve their career aspirations. Our commitment to our employees' growth and development is not only a benefit for them but also strengthens our organization as a whole. We strive to create a culture of continuous learning and improvement, where all employees feel valued and supported in their professional endeavors.

GRI 406: Non-discrimination

GRI	SRI Standard Requirement	Details
406-1	Incidents of discrimination and corrective actions taken	Talin adheres strictly to our HR policy, which ensures that all prospective employees are hired based on their qualifications and merit, without any discrimination. We are committed to fostering a work environment that is free from discrimination and harassment, as reflected in our Workplace Non-discrimination and Anti-harassment Policy.
		We believe that everyone deserves equal opportunities and treatment, regardless of their race, gender, age, religion, or any other personal characteristic. Discrimination and harassment have no place in our workplace, and we take any reports of such behavior seriously.
		Through our policies and practices, we aim to create a workplace where all employees feel respected, supported, and valued for their contributions. Our commitment to diversity and inclusion extends to all aspects of our organization, and we continuously strive to ensure that our workplace is a safe and welcoming environment for everyone.

GRI 407: Freedom of Association and Collective Bargaining

GRI	SRI Standard Requirement	Details
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	See GRI 409-1

GRI 408: Child Labor

GRI	SRI Standard Requirement	Details
408-1	Operations and suppliers at significant risk for incidents of child labor	At our company, ethical values are at the core of everything we do. We are committed to conducting business in a manner that is consistent with our values and principles. One such principle is our commitment to complying with local and national laws related to child labor.
		We recognize that child labor is a serious issue and we are committed to ensuring that our supply chain is free from any such practices. To achieve this, we encourage and monitor our supply chain to ensure that they adhere to the same ethical standards that we hold ourselves to.
		We believe that businesses have a responsibility to promote ethical practices and respect human rights in all aspects of their operations.

GRI 409: Forced or Compulsory Labor

GRI	SRI Standard Requirement	Details
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	At our company, we conduct our business operations in a manner that aligns with our core values. We strongly oppose forced labor and modern slavery in any form, and we are committed to ensuring that our supply chain is free from such practices. Our Modern Slavery and Human Trafficking Policy sets out our stance on these issues.
		We believe that all individuals have the right to work freely and without coercion. To ensure that our suppliers uphold the same values, we actively encourage and monitor our supply chain to prevent the occurrence of forced labor and modern slavery.
		As a responsible and ethical business, we take our responsibility seriously to prevent and address such practices in our operations and supply chain. We strive to create a work environment that is free from exploitation and promotes the dignity and well-being of all individuals.

GRI 413: Local Communities

GRI	SRI Standard Requirement	Details
413-1	Operations with local community engagement, impact assessments, and development programs	At Talin, we are committed to supporting the local communities where we operate, as well as the communities where our employees live. We believe that businesses have a responsibility to give back to the communities that support them.
		We recognize that our operations have an impact on the surrounding communities, and we strive to ensure that this impact is positive. We actively seek ways to contribute to the development and well-being of these communities through various initiatives, such as volunteering, donations, and community outreach programs.
		Our commitment to the local communities and our employees reflects our values and principles as a socially responsible business.
413-2	Operations with significant actual and potential negative impacts on local communities	we take seriously our responsibility to minimize any negative impact on the local communities where we operate. We believe that businesses must operate in a socially and environmentally responsible manner.
		We are committed to conducting our operations in a way that minimizes any adverse effects on the surrounding communities. We actively seek to understand and address any concerns raised by these communities, and we strive to develop sustainable solutions that benefit both our business and the local communities.

GRI 414: Supplier Social Assessment

GRI	SRI Standard Requirement	Details
414-1	New suppliers that were screened using social criteria	See GRI 308-1

GRI 416: Customer Health and Safety

GRI	SRI Standard Requirement	Details
416-1	Assessment of the health and safety impacts of product and service categories	At Talin, we are committed to providing our customers with high-quality products that meet the highest standards for safety and environmental responsibility. As part of this commitment, we strive to ensure that our products have minimal impact on the health and safety of our customers.
		One way we achieve this is by adhering to BIFMA standards for volatile organic compound (VOC) emissions. VOCs are chemicals that are released from certain materials, such as paints, adhesives, and finishes, and can have negative effects on air quality and human health. BIFMA is a leading organization that sets standards for the furniture industry, including guidelines for VOC emissions.
		By adhering to BIFMA standards for VOC emissions, we can ensure that our products are safe and environmentally responsible. Our products undergo rigorous testing to ensure compliance with these standards, and we are continuously working to improve our materials and manufacturing processes to minimize the release of harmful VOCs.
		In addition to our adherence to BIFMA standards, we also take other measures to promote the health and safety of our customers. For example, we carefully select materials that are safe and non-toxic, and we use environmentally responsible manufacturing practices to minimize our impact on the environment.

GRI 417: Marketing and Labelling

GRI	SRI Standard Requirement	Details
417-1	Requirements for products and services information and labelling	At Talin, we provide our clients with comprehensive and detailed information about our products to ensure a smooth and successful project handover. As part of our commitment to customer satisfaction, we include all necessary product information and installation brochures in our project handover documents.
		Our project handover documents serve as a valuable resource for our clients, providing them with all the information they need to effectively use and maintain our products. This includes details about product specifications, installation guidelines, maintenance recommendations, and any other relevant information.

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