

Transforming the Environment,  
**Transforming Lives.**



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# About our Company

## About Talin

Talin Modular Office Furniture Systems Pvt Ltd is a reputable and well-established office furniture manufacturing company located in Karnataka, India. We have been providing high-quality office furniture solutions to businesses in India, particularly in the IT industry, since 1997. With over 25 years of experience and expertise, we have emerged as a trusted partner for companies looking to create functional and inspiring workspaces.

Our company boasts a team of over 300 professionals who are dedicated to delivering innovative and top-notch furniture solutions to our clients. Our team comprises talented designers and skilled craftsmen who work together to create furniture that not only meets the functional needs of our clients but also enhances the aesthetics of their workspace.

We place great importance on the quality of our products. We have a state-of-the-art facility equipped with cutting-edge machinery

and equipment that enable us to produce high-quality furniture that can seat 10,000 office goers each month. Our facility is designed to ensure that every piece of furniture produced is of the highest standard and meets the diverse needs of our clients.

With our skilled team, extensive experience, and state-of-the-art facility, we have established ourselves as a reliable partner for businesses looking to create inspiring workspaces that promote productivity and collaboration. Our commitment to quality, innovation, and customer satisfaction is evident in every aspect of our operations, making us a top choice for office furniture solutions in India and across the globe.

# Message from our Managing Director

Dear valued stakeholders,

As the Managing Director of Talin Modular Office Furniture Systems, it gives me immense pleasure to present our latest sustainability report. Our company is dedicated to producing high-quality products while prioritizing sustainability. We carefully select sustainable materials, employ skilled artisans, and implement innovative manufacturing processes to create durable furniture that meets customer requirements on schedule. We truly believe that sustainability is not only the responsible thing to do, but it is also the right thing to do for our planet and for future generations. The tireless efforts of our sustainability team drive continuous improvement in our operations, ensuring sustainability remains at the forefront.

As a furniture manufacturing company, we understand that our operations can have a significant impact on the environment. We strictly adhere to local laws and regulations of statutory authorities. That is why we have implemented a number of sustainability initiatives over the years to reduce our carbon footprint and minimize waste.

One of our primary goals has been to source our materials responsibly. We work with suppliers who share our commitment to sustainability, and we make a conscious effort to use materials that are renewable, recyclable, and biodegradable. We also prioritize local sourcing whenever possible to reduce our transportation emissions.

In addition, we have invested in energy-efficient equipment and technologies to reduce our energy consumption and greenhouse gas emissions. We have implemented a number of recycling and waste reduction programs at our facilities to minimize our waste and landfill usage. And we have also established partnerships with local communities to support sustainable practices and initiatives.

As a result of these efforts, we are proud to report that we have achieved a significant reduction in our carbon emissions, waste generation, and energy consumption. But we also recognize that sustainability is an ongoing journey, and we remain committed to continuously improving our practices and reducing our impact on the environment.

Thank you for your continued support of Talin Modular Office Furniture Systems and our sustainability efforts. Together, we can build a more sustainable future for all.

Sincerely,

**Mr. Anand Joseph,**  
Managing Director, Talin.





# Our ESG Commitment

We prioritize  
People, Planet and  
Purpose - Our  
unwavering  
commitment to  
ESG principles

At Talin, we recognize the importance of environmental, social, and governance (ESG) factors in conducting business sustainably and responsibly. We are committed to minimizing our impact on the environment, promoting social welfare, and upholding ethical and transparent governance practices in all our operations.



# Environmental Commitment

As a manufacturing company, we recognize that our operations have a significant impact on the environment. Therefore, we are committed to minimizing our environmental footprint by implementing sustainable practices throughout our operations. We have implemented several initiatives to reduce our energy consumption, such as installing energy-efficient lighting and heating systems and optimizing our production processes.

We are committed to sourcing our materials and products in a sustainable and ethical manner. Our sourcing practices prioritize environmentally-friendly materials, minimize our carbon footprint, avoid harmful chemicals, and support fair labor practices. We continuously monitor and improve our practices to contribute to a more sustainable future. We also have a robust waste management program that includes recycling and proper disposal of hazardous waste. Additionally, we have set targets to reduce our greenhouse gas emissions and are continuously exploring ways to use renewable energy sources in our operations.

**The following are our objectives for our environmental commitments.**



Source materials responsibly by procuring renewable, recycled and ethically-produced materials from local suppliers while minimizing waste and supporting fair labor practices.



Divert our manufacturing and operational wastes from landfill by implementing various recycling and waste reduction programmes.



Reduce our energy consumption by implementing energy-efficient technologies, optimizing our building designs, and promoting energy conservation practices throughout our operations.



Conserve water by implementing efficient water use practices, investing in water-saving technologies, and promoting awareness and education among employees on responsible water use.



Reduce our GHG emissions, offsetting our emissions through our sustainable initiatives by using renewable energy sources and become carbon neutral by 2040.



# Social Commitment

At the heart of our organization is a deep commitment to promoting social welfare and creating a positive impact on the communities in which we operate. We understand that we have a responsibility towards society and recognize that our success is intertwined with the well-being of the communities we serve. As such, we take great care to ensure that our business operations align with our values of social responsibility and community engagement.

Our commitment to the safety and well-being of our employees is a top priority. We believe that our employees are our greatest asset, and we are committed to providing them with a safe and healthy working environment by following all relevant safety regulations and protocols, providing necessary training and equipment, and promoting a culture of safety throughout the organization. We believe that when our employees feel safe and secure in their workplace, they are better able to focus on their work and contribute to the success of the organization.

We also recognize the importance of promoting diversity and inclusion in our workplace. We believe that a diverse workforce brings a variety of perspectives, experiences, and skills that contribute to the success of the organization. We provide equal opportunities for all employees, regardless of their gender, ethnicity, race, religion, sexual orientation, or any other characteristic. We are committed to creating an inclusive work culture where everyone feels valued and respected, and where their unique contributions are recognized and celebrated.

In addition, we are actively engaged with our local communities and support initiatives that promote education, health, and environmental sustainability. We believe that by investing in these areas, we can make a meaningful and lasting impact on the communities we serve. Through our community engagement initiatives, we strive to promote positive change and create a better future for all.

## The following are our objectives for our social commitments.



Improve the health and wellbeing of our employees by offering wellness programs, providing access to healthcare resources, promoting work-life balance, and a safe workplace.



Promote a diverse and inclusive workplace culture through fostering creativity, innovation, and collaboration while promoting a sense of belonging among all employees.



Develop a skilled and empowered workforce by investing in employee training and development, and empowering our employees through involvement in decision making.



Focus on local community development by supporting local businesses, investing in health and education of the local community and promoting wellness activities.



# Governance Commitment

As a responsible manufacturing company, we recognize the importance of adhering to ethical and transparent governance practices in all our operations. We firmly believe that upholding the principles of accountability, responsibility, and integrity in our decision-making processes is crucial to our success and sustainability.

To ensure that we meet our commitment to ethical and transparent governance practices, we have established a strong governance framework that encompasses policies, procedures, and internal controls designed to ensure compliance with all relevant laws and regulations. Our governance framework also includes regular assessments to identify areas for improvement and corrective actions to be taken where necessary.

We understand that maintaining open and honest communication with all our stakeholders, including shareholders, employees, customers, suppliers, and the wider community is vital to building and maintaining trust. As such, we are committed to fostering a culture of transparency, where stakeholders are kept informed of our operations, policies, and decision-making processes.

Our organization is fully committed to promoting ethical and transparent governance practices at all levels of the organization. We recognize that this is an ongoing process that requires continuous improvement, and we remain committed to working towards achieving the highest standards of corporate governance.

**The following are the objectives of our governance commitments.**



Being a transparent and ethical business operation by communicating our policies and progress to all our internal and external stakeholders



Comply to all relevant local laws and international regulations which helps to mitigate legal and financial risks, build credibility and trust with stakeholders.



Empower authority for management and develop capability to make decisions and take actions towards our business sustainability goals while being accountable for their actions.



Strategize and implement responsible procurement practices by involving key suppliers to take up our sustainability initiatives into their businesses.



# ESG Materiality

Materiality is a key concept in sustainability reporting, as it helps companies identify and prioritize the most significant sustainability issues for their business and stakeholders. At Talin, we have conducted a thorough materiality assessment to identify the sustainability issues that are most material to our business and stakeholders.

Our materiality assessment included a stakeholder engagement process, where we gathered feedback from customers, suppliers, employees, investors, and other key stakeholders on our sustainability performance and priorities. We also conducted a comprehensive sustainability assessment to identify sustainability issues across our operations, supply chain, and products.

Based on this assessment, we have identified the following sustainability issues as most material to our business and stakeholders:



## Environmental topics

- Raw material sourcing
- Waste management and reduction
- Energy efficiency
- Renewable energy mix
- Water conservation
- GHG emissions
- Product lifecycle assessment
- Compliance to hazardous chemical regulations



## Social topics

- Human rights
- Labour practices
- Diversity and inclusion
- Non-discrimination and anti-harassment
- Workplace safety
- Employee health and wellbeing
- Fair employee compensation
- Employee skill development
- Local community development



## Governance topics

- Board oversight
- Board diversity and independence
- Business ethics
- Transparency and accountability
- Value chain management
- Stakeholder engagement
- Risk management



# Our Environment

Furniture that's  
good for you  
and the environment  
- our commitment  
to eco-friendly  
practices.



# Energy Management

Energy management is a critical aspect of our sustainability strategy at Talin. As a furniture manufacturing company, we recognize that our operations have a significant energy footprint, and we are committed to reducing our energy consumption and improve our overall energy efficiency of our operations to minimize our environmental impact.

To achieve this goal, we have implemented several initiatives to improve our energy efficiency and increase our use of renewable energy sources. These initiatives include:

**Energy-efficient lighting:** We have replaced traditional lighting with LED lights throughout our facilities, reducing our energy consumption and lowering our carbon footprint.

**HVAC optimization:** We have optimized our heating, ventilation, and air conditioning (HVAC) systems to reduce energy waste and improve indoor air quality.

**Renewable energy:** We are planning to invest in renewable energy sources such as onsite solar panels for our soon to be constructed manufacturing facility and off site wind turbines to reduce our reliance on fossil fuels and lower our carbon emissions.

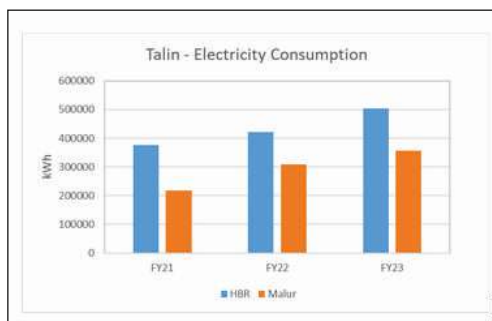
**Employee engagement:** We have engaged our employees in our energy conservation efforts, promoting energy-saving practices such as turning off lights and equipment when not in use.

**Energy audits:** We conduct regular energy audits to identify areas where we can improve our energy efficiency and reduce our energy consumption.

Through these initiatives, we have made significant progress in reducing our energy consumption and greenhouse gas emissions. We have significantly reduced our specific energy consumption (Energy consumption/Total revenue) compared to our baseline year FY22.

**34%**

Reduction in specific energy consumption



# Fuel Management

In addition to our efforts to reduce electricity consumption, we are also focused on reducing our fuel energy consumption from manufacturing equipment and transportation. We recognize that fuel consumption has a significant impact on our carbon emissions, and we are committed to minimizing our use of fossil fuels.

To achieve this goal, we have implemented several initiatives to improve our fuel efficiency, including:

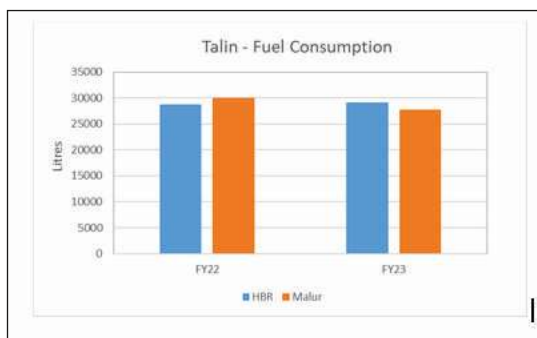
**Fleet optimization:** We have optimized our fleet of vehicles to reduce fuel consumption, such as using more fuel-efficient vehicles and reducing unnecessary idling.

**Driver training:** We provide training to our drivers on fuel-efficient driving techniques, such as avoiding sudden accelerations and maintaining steady speeds.

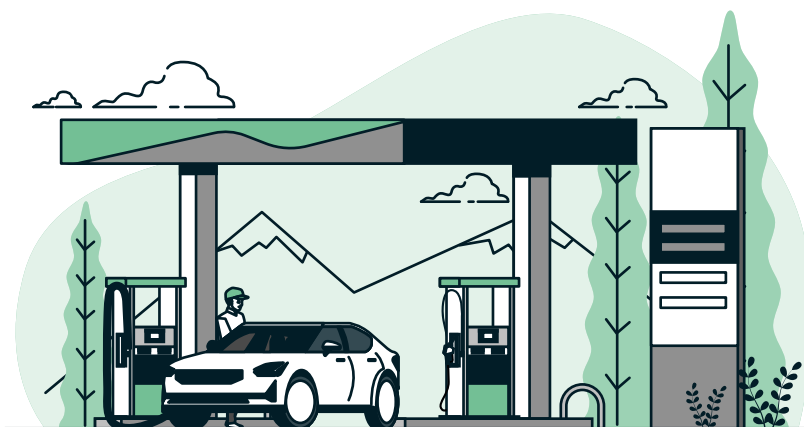
**Alternative fuels:** We are exploring alternative fuel options, such as electric and hybrid vehicles, to further reduce our reliance on fossil fuels.

**Logistics optimization:** We are optimizing our logistics operations to reduce the distance traveled and maximize the efficiency of our transportation network.

Through these initiatives, we have made significant progress in reducing our fuel consumption and associated carbon emissions. We have significantly reduced our specific fuel consumption (Fuel consumption/ Total revenue) compared to our baseline year FY22.



We recognize that reducing our electricity and fuel consumption is critical to achieving our carbon neutrality goal, and we will continue to invest in energy-efficient equipment, renewable energy sources, fuel-efficient technologies and alternative fuels to achieve this goal. We believe that our efforts to reduce energy consumption not only benefit the environment but also create long-term value for our business and stakeholders.





# Water Conservation

Water is a critical resource, and we recognize the significant impact that our operations can have on local water resources. At Talin, we are committed to minimizing our water consumption and reducing our impact on local water resources through responsible water management practices.

To achieve this goal, we have planned to implement several initiatives to improve our water efficiency and reduce our water consumption. These initiatives include:

**Rainwater Harvesting:** We are in the design and procurement stage of implementing a RWH system that captures rainwater from the Malur facility's rooftops and stores it in tanks for later use in non-potable applications.

**Efficient equipment:** We have planned to install water-efficient equipment, such as low-flow faucets and toilets, to reduce our water consumption.

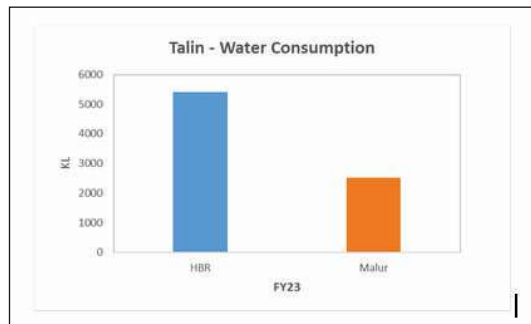
**Water recycling:** We have planned to setup a Sewage Treatment Plant (STP) system that captures and treats water from domestic usage and using it for non-potable applications like landscaping, reducing our reliance on freshwater sources.

**Employee engagement:** We are engaging with our employees in our water conservation efforts, awareness training programmes, promoting practices such as turning off taps when not in use and reporting water leaks promptly.

**Water audits:** We conduct regular water audits to identify areas where we can improve our water efficiency and reduce our water consumption.

**7920 KL**

Total water consumption in FY23 (all facilities)



Moving forward, our focus remains on investing in water-efficient technologies and responsible water management practices. Our ultimate objective is to minimize the impact on the local water resources. We firmly believe that by implementing these effective water conservation methods and strategies, we not only contribute to the protection of the environment but also create sustainable value for our business and stakeholders.



# Waste Management

At Talin, we recognize the importance of responsible waste management and are committed to minimizing our environmental impact through effective waste management practices. To achieve this goal, we have implemented several initiatives to reduce our waste generation, increase recycling rates, and divert waste from landfills. These initiatives include:

**Waste reduction:** We have implemented waste reduction measures, such as reducing packaging material, reusing waste materials to make alternate products, and using sustainable materials, to minimize our waste generation.

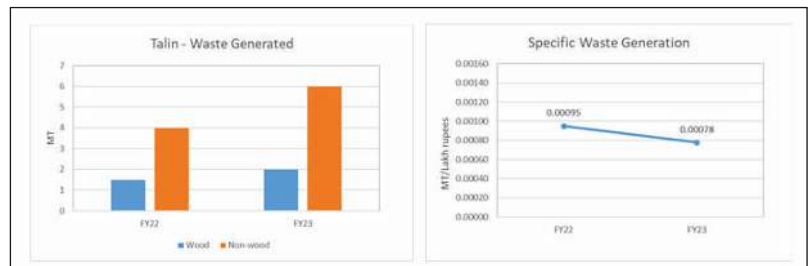
**Waste recycling:** We recycle our wastes through localized vendors who use our waste as raw material for their industry.

**Donations:** We donate excess furniture and materials to local schools and churches to make benches and desks, reducing our waste generation and supporting community organizations.

Through these initiatives, we have made significant progress in reducing our waste generation and increasing our recycling rates. We are working continuously to reduce our absolute waste generation and the specific waste generation (Waste generated/Total revenue) compared to our baseline year FY22.

**18%**

Reduction in specific waste generation



We commit to explore innovative solutions to reduce our waste generation and promote responsible waste management practices. Our waste management efforts have a significant impact on the environment and our overall quality of life. By reducing, reusing, and recycling, we can minimize the amount of waste that ends up in landfills and contribute to a more sustainable future.



# Circular Economy

Our strategy for circular economy is inspired by the United Nations Environment Programme (UNEP), and we are guided by the principles of reduce, reuse, and recycle. We recognize the importance of a collaborative approach and are working closely with our partners to achieve our sustainability goals.

The United Nations Environment Programme (UNEP) Circular Economy approach is a model that aims to promote sustainability by reducing waste and reusing resources. The circular economy concept is based on the idea of designing products, services, and systems in a way that minimizes waste and maximizes the use of resources.

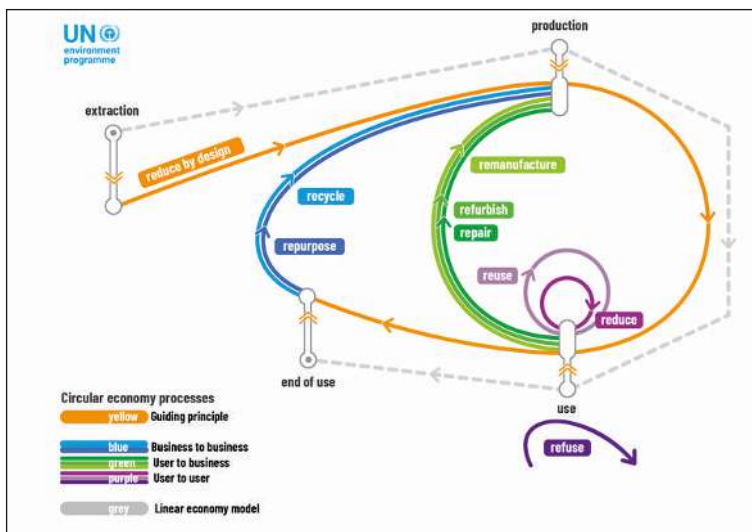
The approach encourages the reuse, repair, refurbishment, and recycling of materials and products, with the aim of creating a closed-loop system where waste is reduced, and resources are conserved. The UNEP Circular Economy framework promotes the idea of an economy that is restorative and regenerative, where waste is seen as a resource and not a problem.

The UNEP Circular Economy approach also recognizes the importance of collaboration and partnerships between governments, businesses, and communities to achieve a sustainable future. The goal is to create a circular economy that benefits everyone, including the environment, society, and the economy.

The UNEP Circular Economy approach is based on the principles of the 3Rs: Reduce, Reuse, and Recycle. The aim is to create a closed-loop system that minimizes waste and maximizes the use of resources by designing products, services, and systems that are restorative and regenerative. This means that materials and products are reused, repaired, and refurbished as much as possible, and when they reach the end of their useful life, they are recycled.

The circular economy model is in contrast to the traditional linear economy model, which is based on a 'take-make-dispose' approach, where resources are extracted, transformed into products, used, and then disposed of as waste. This linear model is unsustainable and leads to the depletion of natural resources, pollution, and waste.

The UNEP Circular Economy approach promotes the idea of designing out waste and pollution by taking a holistic view of the system, considering the entire lifecycle of products, and implementing strategies that minimize waste and maximize resource efficiency. The approach also recognizes the importance of collaboration and partnerships between different stakeholders, such as governments, businesses, and communities, to achieve a sustainable future.



# Talin's Circular Approach

At Talin, we believe in the principles of a circular economy and are committed to promoting a more sustainable and regenerative economic model. As a furniture manufacturing company, we recognize the significant impact that our operations can have on the environment and are committed to promoting a circular approach to our business.

To achieve this goal, we have implemented several initiatives to promote circularity in our operations, including:

**Sustainable material sourcing:** We prioritize the use of sustainable materials in our manufacturing processes, such as FSC-certified wood and recycled materials, to reduce our reliance on virgin materials and promote circularity.

**Design for circularity:** We design our products with circularity in mind, ensuring that they can be easily disassembled, repaired, and recycled at the end of their life cycle.

**Product take-back programs:** We are planning to offer product take-back programs to our customers, allowing them to return their used furniture to us for refurbishment, repair, or recycling as well as packaging materials.

**Circular partnerships:** We are planning to collaborate with other companies and organizations to promote circularity in the furniture industry, such as partnering with recycling facilities and participating in circular economy initiatives.

Through these initiatives, we have made significant progress in promoting circularity in our operations and reducing our environmental impact. We use raw materials which contain recycled content and rapidly renewable materials in our products which are sourced from sustainable sources.

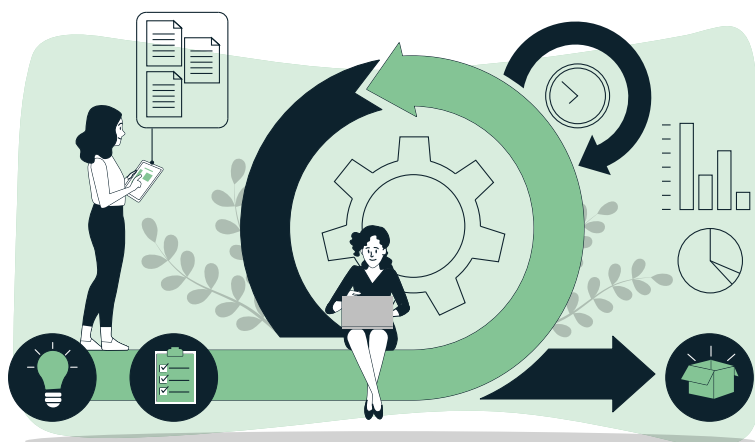
**83%**

Recycled content in  
wood raw materials

**37%**

Recycled content in  
metal raw materials

We are planning to explore innovative solutions to promote circularity in our operations and collaborate with other companies and organizations to drive systemic change in the furniture industry. We believe that a circular economy is essential to building a more sustainable and resilient future for all.





# Climate Change

We recognize that climate change is one of the most significant challenges facing our planet, and we are committed to taking action to address it. As a furniture manufacturing company, we understand the critical role that our operations play in contributing to climate change, and we are committed to promoting climate action through our business practices.

To achieve this goal, we have implemented several initiatives to promote climate action, including:

**GHG emissions reduction:** We are implementing energy efficiency measures, investing in renewable energy, promoting sustainable transportation, and tracking our GHG emissions to reduce our carbon footprint.

**Sustainable sourcing:** We prioritize sustainable materials sourcing, such as FSC-certified wood, to reduce our reliance on materials that contribute to deforestation and climate change.

**Circular economy:** We promote a circular economy, which reduces waste and promotes the reuse and recycling of materials, thus reducing GHG emissions associated with waste disposal and virgin material extraction.

**Climate advocacy:** We advocate for strong climate policies and engage with stakeholders to promote climate action, such as participating in industry associations and collaborating with NGOs.

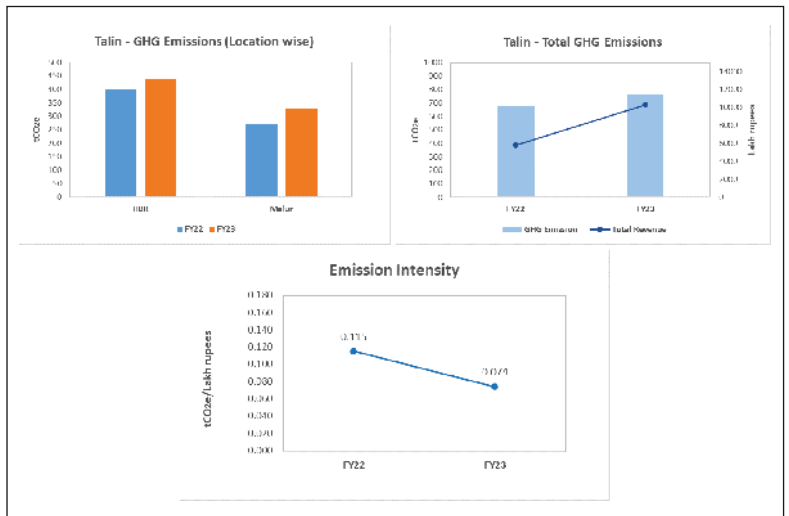
Through these initiatives, we have made significant progress in promoting climate action in our operations. We have significantly reduced our GHG emissions compared to our baseline year FY22.

## 764.31 tCO<sub>2</sub>e

GHG emissions released in FY23

## 36%

Reduction in GHG emissions intensity



As a manufacturing company, we have a moral obligation to take urgent and decisive action to address the climate crisis. We believe that our commitment to reducing carbon emissions, transitioning to renewable energy, and protecting our planet's ecosystems is essential to securing a sustainable future for generations to come.



# Carbon Disclosure Project

The Carbon Disclosure Project (CDP) is a nonprofit organization based in London that operates a global environmental disclosure system. It encourages businesses, cities, states, and regions to measure and report their environmental impact, with a particular focus on climate change. The CDP provides a platform for companies to report their greenhouse gas (GHG) emissions, water and forest management practices to stakeholders and investors.

The CDP operates on a voluntary basis supported by its members and has worked with over 9,600 companies globally. The CDP's annual questionnaire covers topics such as greenhouse gas emissions, water use, and deforestation. The questionnaire is sent to companies that are part of the CDP's network, and the responses are used to create a publicly accessible database of environmental information. The database created by the CDP is a valuable resource for investors, customers, and other stakeholders.

It provides them with reliable, comparable, and transparent information about the environmental performance of companies.

This information enables stakeholders to evaluate companies' environmental risks and opportunities, and make informed decisions about where to invest their money or which companies to work with. The CDP also provides resources and guidance to companies to help them improve their sustainability performance.

Talin's participation in the CDP program is a significant step towards its sustainability journey. By reporting its GHG emissions for FY22 through the Climate Change 2022 questionnaire, we are demonstrating our commitment to transparency and accountability regarding its environmental impact. The 'D' score received by Talin indicates that there is still room for improvement, and we are determined to improve our CDP score further.



# Climate Action - Risks and Opportunities

Climate change poses significant risks and opportunities for the furniture manufacturing industry. On the one hand, the furniture manufacturing industry is dependent on natural resources such as timber and other raw materials, which may become scarce or expensive due to the effects of climate change, such as deforestation, desertification, and other environmental degradation. Additionally, the furniture industry may face increased energy and transportation costs due to rising temperatures and unpredictable weather patterns, which can disrupt supply chains and increase production costs.

On the other hand, the shift towards sustainable and eco-friendly products and practices provides significant opportunities for the furniture manufacturing industry to innovate and create more sustainable business models. There is increasing demand for products that are made from sustainable materials, are energy-efficient, and have a low carbon footprint. By embracing sustainable practices such as using renewable energy sources and adopting circular economy principles, furniture manufacturers can not only reduce their environmental impact but also create more value for their customers and stakeholders.

## Risks

- Supply Chain Disruptions
- Raw Material Scarcity
- Regulatory Changes
- Reputation Damage

## Opportunities

- Innovation
- Cost Savings
- Brand Enhancement
- New Markets

As a manufacturing company committed to sustainability, it is important for us to identify and manage the risks associated with climate change while also leveraging opportunities to create a more sustainable business. This requires a proactive approach that involves assessing the impact of climate change on the company's operations, supply chain, and customer base, and developing strategies to mitigate risks and capitalize on opportunities. By embracing sustainability as a core value and integrating it into all aspects of our business, we can not only meet the growing demand for sustainable products but also contribute to a more sustainable future for all.



# Our People

Creating a better future not just for our business, but for the people and communities we serve

- Our commitment to our people and our community





# Health and Wellbeing

At our furniture manufacturing company, we understand the importance of maintaining a safe workplace culture. We believe that creating a culture of safety not only protects our employees, but it also promotes long-term sustainability by reducing the risk of accidents and injuries that can disrupt production and harm the environment.

Our commitment to safety begins with our leadership team, who sets the tone for the entire organization. We prioritize safety in all of our decisions and actions, from hiring practices to equipment maintenance and emergency preparedness.

We provide regular training and education to our employees to ensure that they have the skills and knowledge necessary to work safely. This includes training on proper lifting techniques, handling hazardous materials, and responding to emergencies. We also provide personal protective equipment (PPE) to all employees as needed, including hard hats, safety glasses, and gloves.etc

We encourage our employees to report any safety concerns or hazards they encounter so that we can address them quickly and effectively. We also conduct regular safety audits and inspections to identify potential hazards and take action to mitigate them.

We recognize that a safe workplace is not just about physical safety but also includes psychological safety. We promote open communication and a culture of respect and inclusion to ensure that all employees feel valued and supported.



# Diverse and Inclusive Culture

At Talin, we believe that diversity, equity, and inclusion are essential for creating a sustainable and equitable workplace culture. We are committed to fostering an environment that is inclusive and values diversity, and we recognize the importance of creating a workforce that is representative of the communities in which we operate.

## Diversity

We are committed to creating a diverse workforce that reflects the communities we serve. We believe that diversity brings a wide range of perspectives, experiences, and ideas to our workplace and enables us to better serve our customers. We have taken steps to promote diversity, including implementing a diversity and inclusion training program for all employees and establishing a diversity recruitment program to attract candidates from underrepresented communities.

## Equity

We are committed to creating a workplace where all employees have an equal opportunity to succeed. We believe that equity means providing fair and equal treatment to all employees, regardless of their background or identity. We have implemented policies and procedures to ensure that all employees are treated fairly and equitably, including pay equity, flexible work arrangements, and a zero-tolerance policy for discrimination and harassment.

## Inclusion

We are committed to creating an inclusive workplace where all employees feel valued, respected, and supported. We believe that inclusion means creating a workplace culture that celebrates diversity and encourages collaboration and open communication. We have implemented programs and initiatives to promote inclusion, including employee resource groups, mentorship programs, and a feedback and suggestion system to encourage all employees to share their ideas and opinions.



# Our Community Activities

As a furniture manufacturing company committed to sustainability, we recognize the importance of being an active member of our community. We believe that a responsible business has a responsibility to give back and to create positive change.

We have donated furniture and wooden boards to various local organizations such as schools, and churches. This initiative aims to provide high-quality furniture to those who need it the most, while also reducing waste and promoting sustainable practices. We have organized community clean-up events to promote a clean and healthy environment. We have partnered with local organizations to clean up parks, streets, and other public areas, promoting sustainability and community involvement.

We prioritize hiring local employees and supporting our local community. By doing so, we help to build a stronger community and reduce our transportation footprint. We are involved in environmental advocacy efforts in our community and beyond. We support organizations that work to protect natural resources and promote sustainable practices.

We are committed to social responsibility and support organizations that promote social justice, equity, and inclusion. We also partner with local organizations to provide support and resources to those in need.

We believe that sustainability and social responsibility are essential to our success.

We are committed to working with our community to promote sustainable practices, reduce our environmental impact, and contribute to the well-being of our community. We will continue to seek out new ways to give back and to make a positive impact on the world around us.



# Our Governance

Governance for a better tomorrow:  
Our commitment to transparency, accountability, and sustainability.

At our furniture company, we recognize that good governance is essential to achieving our sustainability goals. We are committed to maintaining high standards of transparency, accountability, and ethical behavior, and we have implemented the following governance practices:

**Board Oversight:** Our board of directors oversees our sustainability initiatives, including reviewing and approving our sustainability policies, programs, and performance metrics.

**Executive Leadership:** Our executive team is responsible for implementing our sustainability initiatives, and they report regularly to the board on our progress.

**Employee Engagement:** We engage our employees in our sustainability efforts by providing training, incentives, and opportunities for feedback. We also encourage employee involvement in our sustainability programs, such as waste reduction and energy efficiency.

**Stakeholder Engagement:** We engage with our customers, suppliers, and other stakeholders to understand their sustainability concerns and to seek their input on our sustainability initiatives.

**Transparency:** We are committed to transparency in our sustainability reporting, and we disclose our sustainability performance data annually. We also provide regular updates to our stakeholders on our progress toward our sustainability goals.

**Ethical Behavior:** We have established a code of ethics that outlines our commitment to ethical behavior and social responsibility. We also provide training and support to our employees to ensure that they understand our ethical expectations.

**Compliance:** We comply with all applicable laws, regulations, and industry standards related to sustainability. We also monitor our suppliers to ensure that they meet our sustainability standards.

We believe that good governance is essential to our long-term success, and we are committed to maintaining high standards of transparency, accountability, and ethical behavior. We are constantly evaluating our governance practices to ensure that they align with best practices and meet the evolving needs of our stakeholders.





# Our Policies

Policies are important for the governance of companies because they provide a framework for decision-making, set expectations for behavior, and help ensure that the company operates in an ethical and responsible manner.

**Risk Management:** Policies help the company identify, assess, and mitigate risks. By establishing policies that address potential risks, the company can better protect itself from financial and reputational harm.

**Consistency:** Policies ensure that the company operates consistently and fairly. By setting clear expectations for behaviour, policies help prevent discrimination, favouritism, and other unfair practices.

**Accountability:** Policies establish clear lines of responsibility and accountability. By setting expectations for behaviour and outlining consequences for non-compliance, policies help ensure that employees understand their roles and responsibilities.

**Reputation:** Policies help protect the company's reputation. By establishing policies that promote ethical behaviour and social responsibility, the company can build trust with customers, employees, and other stakeholders.

We at Talin, have drafted and implemented various environmental and social policies. Our policies include Human Rights Policy, Environment Policy, Occupational Health and Safety Policy, Workplace Non-discrimination and Anti-harassment Policy, Modern Slavery and Human Trafficking Policy and Supplier Environmental Sustainability Policy.



### **Human Rights Policy**

A human rights policy guides a company's commitment to upholding human rights principles in all aspects of its operations and supply chain, including measures to prevent and address any violations.

### **Environment Policy**

An environmental policy guides a company's sustainable practices to minimize its impact on the environment. It includes measures to reduce waste, conserve resources, and minimize emissions, and serves as a guide for operations and relationships.

### **Occupational Health and Safety Policy**

An occupational health and safety policy guides a company's commitment to a safe and healthy workplace, including measures to prevent accidents, promote well-being, and ensure compliance with regulations for business operations.

### **Workplace Non-discrimination and Anti-harassment Policy**

A Non-discrimination and Anti-harassment Policy ensures a discrimination-free workplace. It prohibits such behavior and provides reporting and addressing mechanisms for business operations.

### **Modern Slavery and Human Trafficking Policy**

A Modern Slavery and Human Trafficking Policy commits a company to prevent and address modern slavery and human trafficking in its operations and supply chain, including assessing risks, training employees and suppliers, and taking corrective actions as needed.

### **Supplier Environmental Sustainability Policy**

A Supplier Environmental Sustainability Policy outlines a company's expectations for supplier sustainability practices, including evaluation, sustainable sourcing, and collaboration. The policy guides company-supplier relationships and sustainability goals.



# Our Board and Team Members

Our commitment to sustainability is shared throughout our organization, from our board of directors to our teams on the factory floor. We believe that sustainability is a team effort, and we have established several teams to oversee our sustainability initiatives and drive progress toward our goals.

## **Sustainability Steering Committee**

Our Sustainability Steering Committee is responsible for overseeing our sustainability strategy and initiatives. The committee is composed of senior executives from various departments, including operations, procurement, and marketing, and is chaired by our Managing Director.

## **Sustainability Teams**

We have established sustainability teams at each of our manufacturing facilities to implement our sustainability initiatives and drive progress toward our goals. The teams are composed of employees from various departments, including production, maintenance, and quality control, and are led by our Head of Operations.

## **Cross-Functional Teams**

We also establish cross-functional teams to address specific sustainability issues or initiatives, such as waste reduction or energy efficiency. These teams are composed of employees from different departments and are tasked with developing and implementing solutions to address the targeted issue.

Our board of directors also plays a critical role in overseeing our sustainability initiatives and driving progress toward our goals. The board is composed of independent directors with diverse backgrounds and expertise, including sustainability, finance, and operations. The board is responsible for reviewing and approving our sustainability strategy and initiatives, monitoring our performance, and providing guidance and oversight to our executive team.

We believe that engaging our employees and board members in our sustainability efforts is essential to achieving our goals and driving continuous improvement. We will continue to invest in sustainability teams, cross-functional teams, and board oversight to ensure that sustainability remains a core value and guiding principle of our business.

# Responsible Procurement

At Talin, we recognize that our procurement practices have a significant impact on our sustainability performance. We are committed to sustainable procurement practices that promote responsible sourcing, ethical labor practices, and environmental stewardship through our company's Sustainable Procurement Policy.

## **Responsible Sourcing**

We prioritize the use of sustainable materials in our manufacturing process, including FSC certified wood, recycled materials, and low-impact fabrics. We also work with our suppliers to ensure that the materials we use are sourced responsibly and meet our sustainability standards.

## **Ethical Labor Practices**

We hold our suppliers to high standards of ethical behavior, including fair labor practices, safe working conditions, and respect for human rights. We also monitor our suppliers to ensure that they meet our ethical standards and take corrective action if necessary.

## **Environmental Stewardship**

We work with our suppliers to reduce the environmental impact of our supply chain, including reducing waste, minimizing water use, and reducing greenhouse gas emissions. We also encourage our suppliers to adopt sustainable practices, such as using renewable energy and reducing packaging.

## **Supplier Diversity**

We are committed to working with diverse suppliers, including small and minority-owned businesses, to promote economic inclusion and support local communities.

## **Continuous Improvement**

We are constantly evaluating and improving our procurement practices to ensure that they align with best practices and meet our sustainability goals. We also encourage our suppliers to improve their sustainability performance and provide support and resources to help them achieve their goals.

By prioritizing sustainable procurement practices, we are working to reduce the environmental and social impact of our supply chain and promote responsible business practices. We believe that sustainable procurement is essential to achieving our sustainability goals and are committed to continuous improvement in this area.

# Prioritization of UNSDGs



The Sustainable Development Goals (SDGs) were established by the United Nations as a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity. These 17 goals aim to create a sustainable future for all and address some of the most pressing challenges facing our planet, including poverty, inequality, climate change, environmental degradation, and peace and justice.

As a furniture manufacturing company committed to sustainability, we recognize the importance of aligning our efforts with this global framework. We believe that our business can play a meaningful role in contributing to the achievement of the SDGs, and we are committed to doing our part.

We also recognize that the achievement of the SDGs requires collaboration and partnership across all sectors of society. That's why we are committed to working with our stakeholders, including employees, customers, suppliers, and local communities, to create shared value and contribute to the achievement of the SDGs.

By aligning our efforts with the SDGs, we are not only contributing to a sustainable future for all, but also ensuring that our business is sustainable in the long-term. We believe that sustainability is not just a responsibility, but also an opportunity to create value and build a better world for future generations.





At our furniture manufacturing company, we have prioritized SDGs 3, 6, 7, 8, 9, 10, 11, 12, 13, and 15 in our sustainability strategy. While we recognize the importance of all SDGs, we have prioritized these four SDGs in our sustainability strategy to ensure that we are making a meaningful and measurable impact.



**SDG 3: Good Health and Well-being** - We prioritize the health and well-being of our employees and stakeholders. We provide comprehensive healthcare benefits, promote a healthy work-life balance, and create a supportive environment that fosters mental and physical well-being.



**SDG 10: Reduced Inequalities** - We are committed to promoting diversity, equality, and inclusion within our organization and the wider community. We ensure equal opportunities for all employees, regardless of their background, and actively work to eliminate discrimination and biases.



**SDG 6: Clean Water and Sanitation** - We understand the importance of clean water and sanitation for sustainable development. We strive to minimize water usage in our operations and implement efficient water management practices.



**SDG 11: Sustainable Cities and Communities** - We support the development of sustainable cities and communities by integrating principles of sustainability into our operations. We strive to minimize our environmental impact, thereby enhancing the quality of life for residents.



**SDG 7: Affordable and Clean Energy** - We are committed to using clean and renewable energy sources to power our operations and invest in energy-efficient technologies, reduce our reliance on fossil fuels, and promote the adoption of renewable energy within our supply chain.



**SDG 12: Responsible Consumption and Production** - We promote responsible consumption and production by designing and manufacturing our products in a sustainable manner, using environmentally friendly materials, and reducing waste in our operations.



**SDG 8: Decent Work and Economic Growth** - we strive to create a positive impact on the communities in which we operate. We are committed to providing our employees with fair wages, safe working conditions, and opportunities for professional development. We also prioritize working with suppliers who share our commitment to decent work practices.



**SDG 13: Climate Action** - We recognize the urgent need to address climate change and are committed to reducing our carbon footprint through energy-efficient operations, sustainable sourcing, and minimizing waste.



**SDG 9: Industry, Innovation, and Infrastructure** - We believe in the power of innovation and technology to drive sustainable development. We invest in research and development to improve our products and processes, foster entrepreneurship, and support the growth of sustainable industries through the development of infrastructure.



**SDG 15: Life on Land** - We recognize the importance of preserving and restoring biodiversity and ecosystems. We support sustainable land and forest management practices, protect natural habitats, and promote responsible land use within our operations.

We are committed to continuously improving our sustainability performance by contributing to a global effort and we believe that sustainability is not just a responsibility, but also an opportunity to create value and build a better world for future generations.

# 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.

# Conclusion

We are committed to sustainability as a core value and guiding principle of our business. We recognize that our products and operations have an impact on the environment and society, and we strive to minimize that impact while delivering high-quality products to our customers.

Through our sustainability initiatives, we have made significant progress in reducing our environmental footprint, promoting ethical labor practices, and supporting our communities. We have also made strides in improving our governance and procurement practices to ensure that we operate in an ethical and responsible manner.

We understand that sustainability is a journey, and we remain committed to continuous improvement in all areas of our business. We will continue to set ambitious sustainability goals, measure our progress, and report transparently on our performance.

We are grateful to our employees, customers, suppliers, and other stakeholders who have supported our sustainability efforts and look forward to working with them to create a more sustainable future for generations to come.

Together, we can build a world that is more equitable, resilient, and sustainable, and we believe that our company has an important role to play in this transformation.





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