

Design is our
**climate
strategy.**



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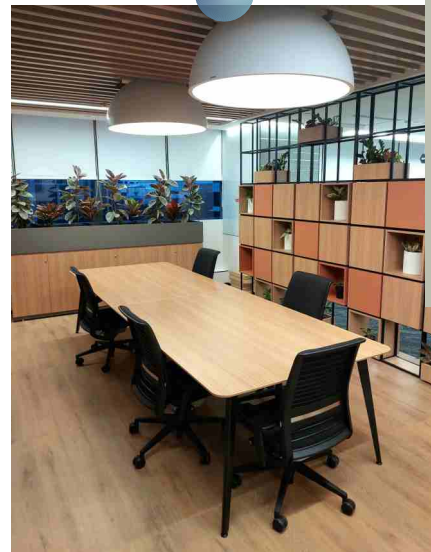
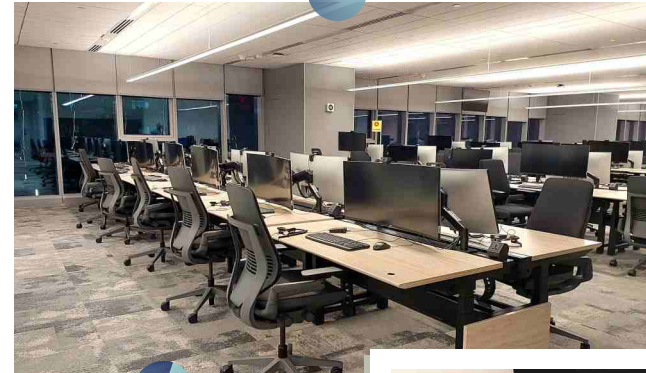
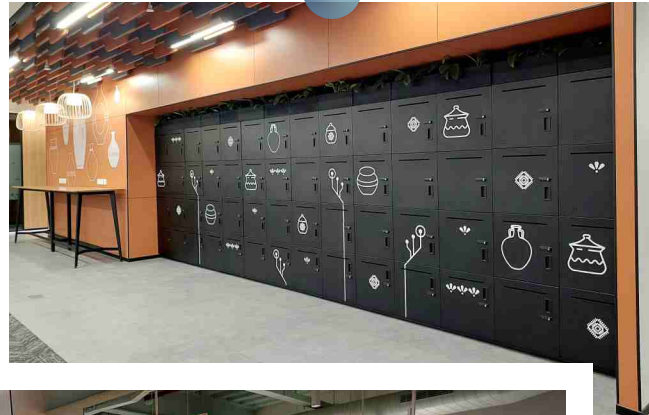
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Let's build an office together

- Desking System • Height Adjustable Desks & Workstations • Panel System
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A hand holding a pencil, drawing a forest scene on a curved surface. The drawing depicts a dense forest of tall evergreen trees and a body of water in the foreground. The background is a light blue sky with soft, white clouds. The entire scene is framed by a large, curved, light blue shape that resembles a stylized leaf or a drop.

Design is Our Climate Strategy

Creativity meets carbon clarity in every product we make.

At Talin, we believe that how we design is just as important as what we design. In a world where climate-conscious choices are no longer optional but expected, our creative process has evolved into something more purposeful. A strategy for low-carbon progress.

This philosophy is not built around compliance. It is grounded in creative responsibility, where modular design is aligned with climate intelligence without compromising on performance, aesthetics or adaptability. This approach enables us to serve not just our home market in India but also global clients who are seeking sustainable, future-ready workspace solutions.

Across the value chain, from energy sourcing and material selection to product longevity, Talin is embedding sustainability as a design principle, not as a separate function. Our operations are powered by renewable electricity. Our products increasingly incorporate recycled content and circular design thinking. And our systems are built to adapt, evolve and endure, reducing waste while maximising long-term value.

We are aligned with India's Net Zero vision and global frameworks such as the UN Sustainable Development Goals, the GHG Protocol, GRI and LEED green building certifications. But beyond alignment, we are creating products that support our clients' values and long-term environmental goals.

In markets where green public procurement, carbon reporting and low-embodied carbon requirements are becoming the norm, Talin is ready with design-led solutions that meet the expectations creatively, credibly and consistently.

This report is a reflection of that commitment. It marks our progress and signals our intent. As we design for workplaces across India and beyond, we are equally designing for the future of the planet we all share.

- Director

Our Sustainable Journey

1. Purpose & Promise

Workplaces shape the way people live, think, and thrive. Our purpose is to design environments that are functional, adaptable, and ready for the future. In a decade when India is accelerating its climate commitments, responsibility cannot stop at manufacturing furniture. It must extend to reimagining how workspaces impact people, resources, and the planet.

Our promise is clear: design rooted in responsibility.



Responsible materials



Low-carbon operations



Longevity and circularity



People and communities at the center

For us, sustainability is not compliance. It is conviction. It is about setting a benchmark from India to the world, proving that modular furniture designed and manufactured here can stand

shoulder to shoulder with the most sustainable products anywhere.

A Unified Sustainability Strategy

Our sustainability journey is anchored in three guiding principles that shape decisions across the business: environmental stewardship, social progress, and economic resilience. This strategy is a framework for action, designed to create balance between performance, people, and the planet.

Environmental Stewardship

We are committed to lowering our carbon footprint, conserving water and energy, reducing waste, and curbing emissions, building a foundation of resource efficiency across our operations.

Social Progress

We invest in people. From cultivating a diverse and inclusive workplace to prioritizing employee well-being and community engagement, our focus is on creating positive, lasting impact beyond our factory floors.

Economic Resilience

We innovate with intent. By embedding sustainable design, advancing responsible sourcing, and creating enduring value for stakeholders, we ensure that growth and responsibility move forward together.

Brand Promise

Talin promises world-class, tailor-made products designed to meet your specific needs. Our offerings combine advanced technology with robust build quality. Each project is approached with creativity and innovation, ensuring complete customer satisfaction. Our commitment is to inspire lives by delivering excellence in every product and service.



2. Sustainability Snapshot

Progress at Talin is measured not only in units manufactured or markets served, but in the environmental and social value created along the way. As a manufacturer of modular office furniture, our responsibility spans the entire lifecycle of a product, from how raw materials are sourced and factories are powered, to how long our products endure and what happens when they reach the end of use.

FY25 Highlights

Energy & Emissions

- 100% green electricity purchased in FY24 and FY25
- 47.46% reduction in emission intensity vs. baseline year FY22
- 55.80% reduction in energy intensity vs. baseline year FY22

Water & Resources

- 27.53% reduction in specific water consumption vs. baseline year FY23
- FSC® CoC-certified wood integrated across product lines
- Up to 40% recycled content in engineered wood

Circularity & Innovation

- Strong implementation of take-back programs to extend product lifecycles
- Design focus on modularity, repairability, and reuse

Transparency & Commitments

- CDP Score: B (2024), up from D in just 2 years
- Net Zero Target: 2040



3. Global Goals

Talin formally aligned with the United Nations Sustainable Development Goals (SDGs) in 2023, identifying 10 priority goals most relevant to our business. These guide how we design products, run operations, engage employees, and collaborate with partners.

Our approach is practical and measurable: targets are set, KPIs are tracked, and progress is transparently reported. A dedicated SDG Report will be released in FY26, capturing outcomes against these global benchmarks.

At our Bengaluru head office, SDG displays serve as daily reminders that these are not distant ambitions but immediate priorities. They inspire teams to translate ambition into action, reinforcing Talin’s belief that business success and global progress must advance together.

By embedding the SDGs into strategy and culture, Talin demonstrates that a furniture manufacturer in India can contribute meaningfully to the world’s most urgent challenges, and do so with accountability and pride.



I. Products and Operations

Sl. No	Key Performance Indicators	Base Year	Baseline Data	Progress (FY25)	2030 Target	Status
1	Number of Sustainability Certifications and Ratings	FY23	4	12	15	On Track
2	Purchased from Local Suppliers (%)	FY24	85%	85%	90%	On Track
3	Suppliers Communicated About Green Supply Chain Initiatives (%)	FY24	100%	100%	100%	Achieved
4	Suppliers Assessed for Environmental Practices (%)	FY24	25%	25%	100%	On Track
5	FSC Certified Wood Purchased (%)	FY24	100%	100%	100%	Achieved



II. Energy and Emissions

Sl. No	Key Performance Indicators	Base Year	Baseline Data	Progress (FY25)	2030 Target	Status
1	Specific Energy Consumption (GJ/revenue)	FY22	0.877	0.387	0.226	On Track
2	Source 100% Renewable Electricity (%)	FY24	100%	100%	100%	Achieved
3	Scope 1+2 (market-based) Emissions (tCO ₂ e)	FY22	669.32	214.11	388.21	Achieved
4	Scope 3 Emissions (tCO ₂ e)	FY25	6056.19	6056.19	5329.44	On Track
5	Scope 1+2 Emission Intensity (tCO ₂ e/revenue)	FY22	0.115	0.06	0.046	On Track
6	Employees Embracing Sustainable Commute to the Workplace (%)	FY24	55.93%	57%	75%	On Track



III. Water and Waste

Sl. No	Key Performance Indicators	Base Year	Baseline Data	Progress (FY25)	2030 Target	Status
1	Specific Water Consumption (kL/revenue)	FY23	768.93	557.26	461.36	On Track
2	Wastewater Treatment to Regulatory Standards (%)	FY23	100%	100%	100%	Achieved
3	Divert Metal Scraps to Recycling (%)*	FY24	100%	100%	100%	Achieved



IV. People and Safety

Sl. No	Key Performance Indicators	Base Year	Baseline Data	Progress (FY25)	2030 Target	Status
1	Employees Participating in Safety Training (%)	FY24	60%	60%	100%	On Track
2	Employees Receiving Sustainability Training (%)	FY24	100%	100%	100%	Achieved
3	Employees Participating in the Benefit Plan (%)	FY24	100%	100%	100%	Achieved
4	Health Insurance Coverage for Employees (%)	FY24	100%	100%	100%	Achieved
5	Women in the Workforce (%)	FY24	2%	2%	15%	On Track
6	Number of Annual CSR Initiatives / Year	FY23	5	7	10	On Track



4. Global Reporting

Transparency is the foundation of Talin's sustainability journey. Engaging with internationally recognized frameworks allows us to measure progress credibly, disclose results consistently, and hold ourselves accountable to the highest standards. This is the third consecutive year of publishing our Sustainability Report, and each year we continue to strengthen the depth, accuracy, and comparability of our disclosures.

Global Reporting Initiative (GRI)



This is Talin's third dedicated Sustainability Report, prepared in line with the Global Reporting Initiative (GRI) Standards. GRI provides a trusted framework that ensures our reporting is transparent, comprehensive, and benchmarked globally.

Carbon Disclosure Project (CDP)



Talin reports emissions annually to the Carbon Disclosure Project (CDP). In 2024, we achieved a score of B, a sharp improvement from D in 2022. This progress reflects the company's focused efforts on climate performance and disclosure quality.

Science Based Targets initiative (SBTi)



Our decarbonization pathway is guided by the Science Based Targets initiative (SBTi). In December 2023, our near-term target, to reduce combined Scope 1 and 2 emissions by 42% by 2030 (from an FY22 baseline), was formally validated. We are now advancing work to set a net-zero target through SBTi, aligned with limiting global warming to 1.5°C.

UN Global Compact



Talin is a committed participant in the United Nations Global Compact (UNGC). In 2025, we submitted our Communication on Progress (CoP), reaffirming our commitment to its Ten Principles and embedding them in business practices across our value chain.

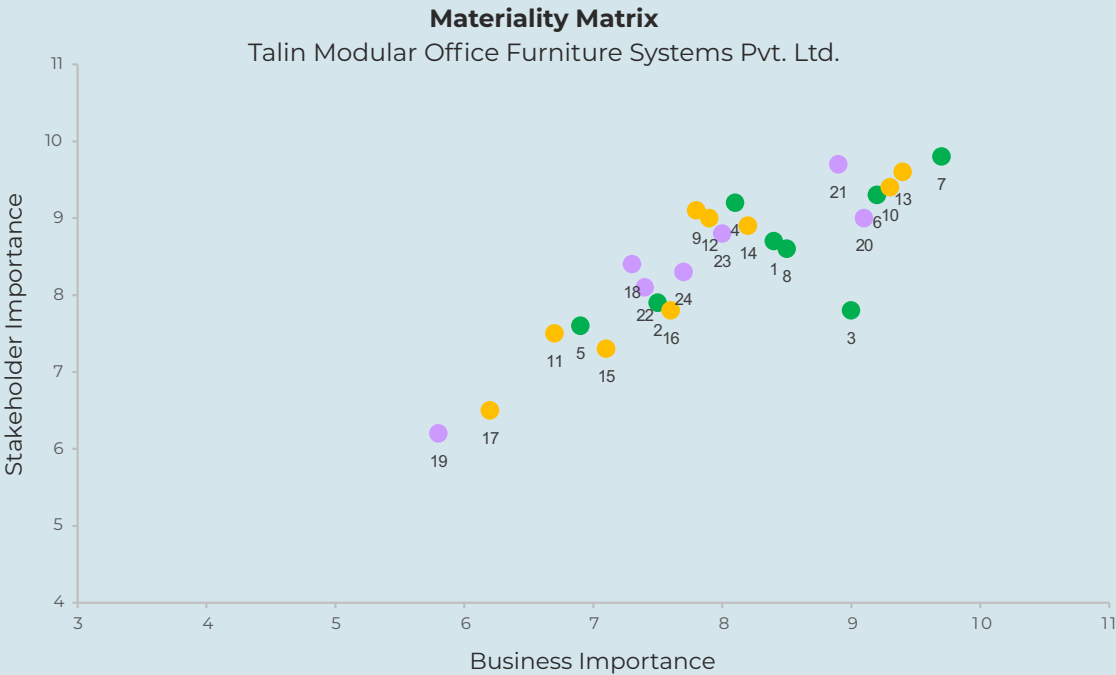
5. Material Priorities

Materiality plays a central role in shaping Talin's sustainability strategy. By identifying and prioritizing the environmental, social, and governance (ESG) issues most relevant to our business and stakeholders, we ensure that our actions are both impactful and aligned with long-term value creation.

In FY25, we further strengthened our materiality assessment, building on the insights gained from FY23 and FY24. The process included structured engagement with customers, suppliers, employees, investors, and community partners. Their feedback provided a 360° view of our performance and highlighted the issues that matter most to those we serve and work alongside.

This exercise has helped us define the most material sustainability topics for Talin and its stakeholders, ensuring our priorities are guided by both internal business objectives and external expectations. These topics now inform decision-making across strategy, operations, and reporting, highlighting our commitment to create enduring business value while contributing positively to society.

Environmental
1 Raw material sourcing
2 Waste management and reduction
3 Energy efficiency
4 Renewable energy mix
5 Water conservation
6 GHG emissions
7 Product life cycle assessment
8 Compliance with hazardous chemical regulations
Social
9 Human rights
10 Labour practices
11 Diversity and inclusion
12 Non-discrimination and anti-harassment
13 Workplace safety
14 Employee health and wellbeing
15 Fair employee compensation
16 Employee skill development
17 Local community development
Governance
18 Board oversight
19 Board diversity and independence
20 Business ethics
21 Transparency and accountability
22 Value chain management
23 Stakeholder engagement
24 Risk management



Caring for the Planet

1. Smart Resources

Talin's journey toward sustainability is powered by the belief that responsible use of resources is inseparable from operational excellence. Every decision, from the design of a workstation to the way our factories run, reflects our commitment to reduce consumption, minimize waste, and create healthier workplaces.

Our facilities are being continuously upgraded to meet the highest sustainability standards. The upcoming Hoskote factory, slated for FY26, will be equipped with onsite solar power, advancing our renewable energy adoption. In parallel, our existing Malur facility is preparing for LEED certification and the installation of onsite solar, complementing rainwater harvesting, natural lighting and ventilation, indoor air quality systems, and dust-free production environments.

- Upcoming Hoskote facility designed with onsite solar from day one
- Malur facility on path to LEED certification

Energy

Over the last three years, we have embedded efficiency into every stage of production, from equipment upgrades to process redesign. This disciplined approach has translated into remarkable gains in performance, with specific

energy consumption reduced by 55.80% against FY22 levels and by 18.41% over the past year alone.

Key enablers of this progress include the streamlining of operations, deployment of advanced machinery, and the replacement of a diesel-fired oven with a far more efficient electric powder coating oven. An ASHRAE-standard energy audit guided targeted interventions, while synchronized departmental shutdowns and facility-wide LED lighting upgrades ensured day-to-day discipline in energy use. Importantly, these measures were supported by employee training programs, reinforcing a culture where conservation is practiced across the workforce.

Looking ahead, Talin is preparing to expand onsite renewable energy across its facilities. The upcoming Hoskote factory will be designed with solar integration from the start, while the Malur facility is set to install its own solar capacity in the near term. Together, these initiatives strengthen Talin's alignment with India's Net Zero vision while ensuring sustainable growth in manufacturing capacity.

Renewable Energy Commitment

Even before installing onsite solar, Talin ensured that its operations were powered by green

electricity. Beginning in FY24 and continuing through FY25, the company purchased International Renewable Energy Certificates (I-RECs) equivalent to 100% of its purchased electricity. This proactive step demonstrates Talin's commitment to accelerating decarbonization ahead of infrastructure rollouts, making its operations fully green and setting the stage for future solar integration.

- 55.80% reduction in specific energy consumption since FY22
- 100% Green Electricity through I-RECs (FY24 & FY25)
- Transition to electric powder coating oven, replacing diesel use
- Onsite solar adoption planned for both Hoskote and Malur facilities



Water

Water stewardship is a core pillar of Talin's sustainability agenda, anchored in efficiency, compliance, and innovation. In FY25, we achieved a 27.53% reduction in specific water consumption against FY23 levels, and a 19.31% reduction over FY24, reflecting consistent progress across our facilities.

At the HBR facility, water is used only for domestic needs and managed through efficient fixtures and employee awareness programs. At the Malur facility, water plays a larger role in manufacturing, supported by a rainwater harvesting system with 4,635.45 kL capacity currently applied to gardening, with plans to extend to domestic usage. Across sites, all wastewater is treated by PCB-certified vendors before safe reuse, ensuring strict compliance and contributing to circular water use.

Future Innovation: Nano Powder Coating

Looking forward, Talin is preparing to adopt nano powder coating technology that requires no water in the coating process. This innovation has the potential to eliminate water usage in one of the most resource-intensive steps of production, further advancing Talin's vision of sustainable manufacturing.

- 27.53% reduction in specific water consumption since FY23
- Rainwater harvesting capacity of 4,635.45 kL at Malur
- Preparing for nano powder coating technology that eliminates process water use

Waste

Talin's approach to waste is rooted in the belief that a circular model is the future of manufacturing. By minimizing landfill dependency, maximizing reuse, and embedding responsible disposal practices, we ensure that waste is not a burden but an opportunity to conserve resources and create value.

Over the years, we have built a structured waste pathway that covers the entire production cycle, from inbound packaging to factory-floor scraps and outbound installation waste. Employees receive regular training in waste segregation at source, ensuring that recyclables, reusables, and regulated waste streams are separated and managed effectively. This discipline has enabled Talin to strengthen pre-consumer recycling, ensuring that materials generated during production are responsibly reintegrated into the value chain.

Cardboard packaging is collected and sold to certified recyclers, while wooden cut-offs are creatively reused, donated to orphanages for craft purposes or repurposed internally in production. Outbound packaging waste from installation sites is systematically retrieved by our teams, extending accountability beyond the factory gate.

Effluent waste is managed with equal diligence: all process effluents are treated by PCB-certified vendors, with treated water safely reused and sludge disposed of responsibly. To further improve, Talin has initiated a comprehensive waste assessment that will map volumes,

categories, and opportunities for reduction, paving the way toward our long-term ambition of zero waste to landfill.

- Employee training ensures waste segregation at source
- Pre-consumer recycling embedded across manufacturing operations
- Outbound packaging waste retrieved and responsibly managed
- Zero waste to landfill set as a long-term goal

2. Designing a Low-Carbon Future

Climate Responsibility

Every product, every process, and every facility is increasingly shaped by climate intelligence. With India accelerating its Net Zero transition, Talin is committed to advancing as a manufacturer whose operations and solutions are measurably lower in carbon impact

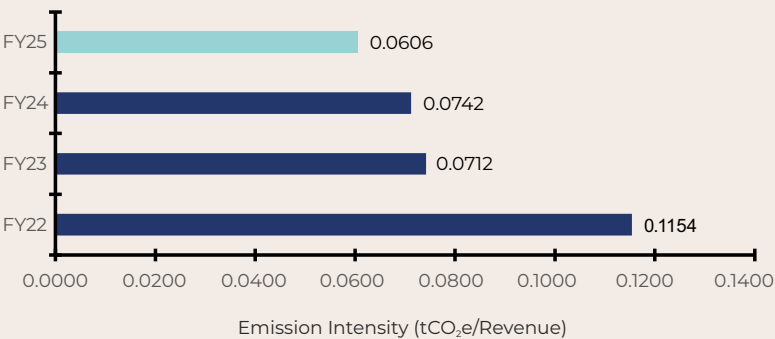
In FY25, we deepened this commitment with transparent disclosure through our third consecutive GHG Emissions Inventory Report, aligned with the GHG Protocol Corporate Accounting and Reporting Standard. The report covers Scope 1, Scope 2, and Scope 3 emissions, offering a clear picture of our footprint and progress.

Emissions Performance at a Glance

- **Scope 1 (Direct emissions):** 214.11 tCO₂e in FY25, down 1.64% from FY24. Reductions came from streamlined production, new energy-efficient machinery, and a transition from diesel to electric powder coating ovens.
- **Scope 2 (Purchased electricity, market-based):** 0 tCO₂e in FY24 and FY25 thanks to proactive purchase of 100% I-RECs, maintaining Scope 2 carbon neutrality
- **Scope 3 (Value chain emissions):** 6,056.19 tCO₂e in FY25, now reported comprehensively across 8 categories, making FY25 the base year for Scope 3 disclosures.
- **Emission intensity:** Reduced 47.5% from FY22 baseline and 15% over FY24, proof that growth and decarbonization are advancing together

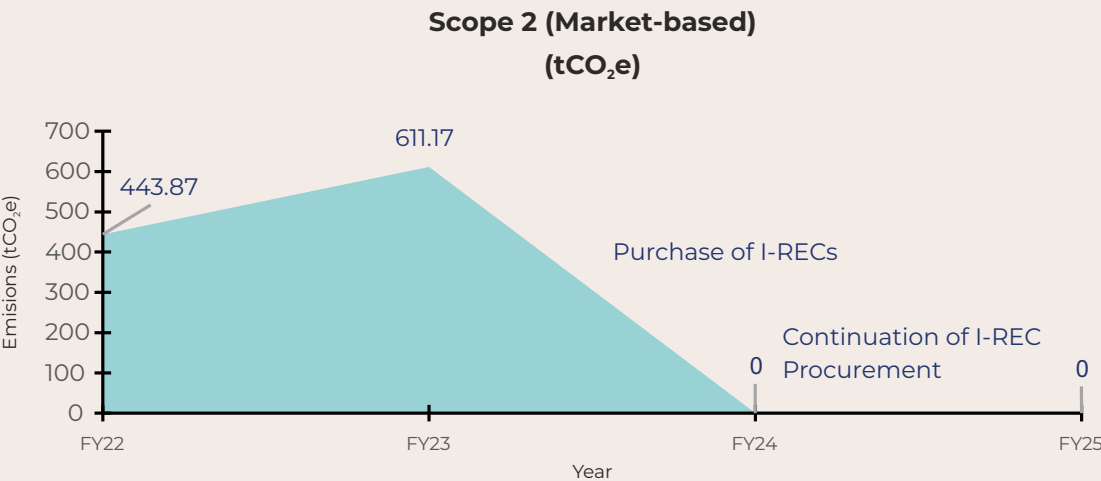
Emission Intensity

Scope 1+2 (location-based)



Scope 2: Carbon Neutral

Electricity is traditionally the largest emissions source for manufacturers. Talin acted decisively, purchasing International Renewable Energy Certificates (I-RECs) equivalent to 100% of its purchased electricity since FY24, resulting in zero market-based Scope 2 emissions.



Scope 3: Value Chain Footprint

Scope 3 now represents over 95% of Talin's footprint. In FY25, reporting expanded to include Purchased Goods & Services, Capital Goods, Employee Commuting, Business Travel, Use of Sold Products, and End-of-Life Treatment. Purchased goods alone accounted for ~90% of Scope 3, highlighting the importance of supplier engagement and material innovation.

Talin has introduced improved supplier data collection templates and is working toward automated Scope 3 data management, enabling more accurate reporting and targeted reductions in the coming years.

Climate Strategy and SBTi Targets

- Our decarbonization pathway is guided by the Science Based Targets initiative (SBTi):
- Near-term target (validated Dec 2023): Reduce absolute Scope 1+2 emissions by 42% by 2030 (FY22 baseline).
- Net Zero ambition: Achieve Net Zero by 2040, currently being set with SBTi

This pathway integrates efficiency upgrades, renewable energy adoption, value chain collaboration, and circular product design.

Pathway to Net Zero

Talin has set its ambition to achieve Net Zero by 2040, guided by our validated near-term SBTi target of reducing Scope 1 and 2 emissions by 42% by 2030 (baseline FY22). While these milestones anchor our vision, the detailed decarbonisation strategy and roadmap are currently under development, with a comprehensive plan to be published in FY26.

Key areas already shaping this roadmap include:

- **Renewable energy integration:** expanding onsite solar capacity at both Malur and Hoskote, with the goal of meeting up to 50% of total electricity demand through renewables.
- **Value chain transformation:** addressing Scope 3 emissions by conducting Life Cycle Assessments (LCAs) across key product lines to reduce embodied carbon and influence supplier practices.
- **Sustainable operations:** progressing toward green building certifications and embedding low-carbon design principles into both products and processes.
- **Digital capability:** exploring advanced tools to improve emissions tracking, traceability, and data-driven decision-making.

This roadmap is designed to be dynamic, evolving with technology, stakeholder expectations, and climate science, but with a clear intent: to transition Talin into a Net Zero manufacturer by 2040, while enabling our customers and partners to accelerate their own climate goals.

3. Green Partnerships

Commitment to a Sustainable Supply Chain
Talin's responsibility does not end at its factory gates. We believe that true sustainability extends across the entire value chain, from the materials we source to the practices of the vendors we partner with. Our Supplier Environmental Policy sets this direction, ensuring that every partner contributes to our shared goal of reducing environmental impact and advancing responsible business practices.

Supplier Code of Conduct

To formalize expectations, Talin has developed a Supplier Code of Conduct that sets minimum environmental, social, and ethical standards. All suppliers are required to align with these principles, which cover responsible sourcing, waste reduction, energy efficiency, labor practices, and regulatory compliance.

Highlights from Talin's Supplier

Environmental Policy:

- Maintain a formal environmental policy owned at director level or equivalent.
- Assess and reduce the environmental impacts of products and services.
- Comply with local and international environmental regulations, including central and state Pollution Control Board laws.
- Embed sustainable development principles

- into design, manufacturing, and end-of-life disposal.
- Prioritize ethical sourcing, including FSC-certified wood, recycled materials, and efficient resource use (energy, water, raw materials).
 - Track and disclose GHG emissions, with clear reduction strategies and timelines.
 - Conduct regular performance assessments, provide employee training, and report annually on environmental sustainability.

Through this framework, suppliers are not just vetted, they are engaged and empowered to raise their sustainability performance alongside Talin.

Integration of REACH Compliance

In FY25, Talin strengthened its Supplier Code of Conduct by integrating REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) compliance. This ensures that hazardous substances are carefully managed and restricted throughout the supply chain, protecting both end-users and the environment. By adopting REACH principles, Talin aligns with stringent international standards, reinforcing our commitment to safe materials, healthy workplaces, and sustainable products.

Supplier Engagement and Performance

- 100% of suppliers have been formally communicated Talin's green supply chain initiatives.
- 25% of suppliers underwent assessment in FY25, with more scheduled in the coming year.
- 70% of assessed suppliers already maintain formal environmental or sustainability policies.
- 50% have implemented Environmental Management Systems (EMS), showing robust integration of sustainability practices.

This progress highlights both alignment and opportunity. While many suppliers are already on the journey, Talin continues to work collaboratively with its partners to close gaps, build capabilities, and share best practices.

Collaborating for a Greener Future

Sustainability in manufacturing can only be achieved when partnerships are green at every level. Talin's approach is collaborative: setting expectations clearly, supporting supplier progress, and building shared accountability for outcomes. As our business grows, so too will our capacity to influence suppliers, ensuring that every workstation, desk, and storage unit carries the strength of a responsible supply chain.



Products with Purpose

1. Circular Design

Circular design at Talin is more than a process, it is a philosophy of responsibility.

Talin's office furniture is built to last, adapt, and be reborn. Every product is designed with circularity in mind, where modular construction allows components to be replaced, repaired, or refurbished instead of discarded. Materials and design choices are guided by life cycle thinking, ensuring that durability, adaptability, and responsible end-of-life treatment are integral from the outset.

Our approach begins with life cycle thinking. Every design decision considers the environmental impact from raw material extraction, through manufacturing, transportation, and use, all the way to disposal or reuse. Modularity is a key principle, products are built in a way that allows individual components to be replaced or reconfigured, extending their useful life and reducing the need for new materials. This is complemented by pre-consumer recycling initiatives, ensuring that waste generated during production is minimized and reintegrated into the manufacturing cycle whenever possible.

Recycled content is incorporated thoughtfully. Wood, metals, and other materials are selected not only for durability and aesthetics but also to facilitate take-

back, refurbishment, and recycling at the end of life. This ensures that Talin's furniture is not just sustainable in theory but designed for practical circularity in practice.

All of these principles align with the UNEP 9R framework, from Refuse and Rethink to Reduce, Reuse, Repair, Refurbish, Remanufacture, Recycle, and Recover. By embedding these principles into every product, Talin minimizes environmental impact while maximizing the functional and economic value of materials.

Circular design at Talin is more than a process, it is a philosophy of responsibility. It's a commitment to producing furniture that is durable, adaptable, and recoverable, where sustainability is a defining feature of the product itself. Every item that leaves our factory is created with the future in mind, ensuring that it can continue to serve multiple lifetimes while reducing the burden on the planet.

Highlights:

- Modular & repairable
- Life cycle thinking
- End-of-life focus



2. Responsible Materials

Talin is committed to using materials that are both high-quality and environmentally responsible. Every choice, from wood to metal to coatings, is guided by the principle of minimizing environmental impact while supporting sustainable practices.

Responsible Sourcing



All wood used in Talin products is FSC-certified with Chain of Custody (CoC), ensuring that it comes from responsibly managed forests and can be traced through every stage of production. By prioritizing certified materials, we reduce deforestation risks, support forest conservation, and guarantee that our furniture meets internationally recognized sustainability standards.

Local Sourcing

Supporting local communities is central to Talin's approach. Approximately 85% of our material purchases are sourced within India, reducing transportation-

related emissions and fostering domestic economic growth. Of these, nearly 30% of materials come from within 50 km of our Bengaluru operations, allowing for extremely low carbon footprints while strengthening regional supply chains. This approach not only ensures material quality and reliability but also reinforces Talin's commitment to responsible, localized production.

Recycled Content & Circular Integration

Talin integrates recycled materials thoughtfully as part of its circular design philosophy.

- Up to 40% recycled content is incorporated in our wood products.
- Height Adjustable Columns contain approximately 19% recycled material, maintaining structural performance while reducing virgin resource use.
- Our powder coating powders contain up to 20% recycled content, reflecting a commitment to sustainable finishing processes.

By combining responsible sourcing, local procurement, and recycled materials, Talin ensures that every product is built on a foundation of environmental integrity, community support, and circularity.

Highlights

- FSC-certified wood with CoC
- 85% sourced in India, 30% <50 km Bengaluru
- Up to 40% recycled wood

3. Sustainable Products

Showcasing Talin's Eco-Conscious Products

Talin's commitment to sustainability is built into every product. From design to materials, certain offerings highlight our most advanced circular, responsible, and innovative practices.

Height Adjustable Tables

Adaptable, Durable, Circular

The Height Adjustable Table (HAT) combines cutting-edge technology, elegant design, and sustainable engineering to create a truly future-ready workspace solution. Certified with EPD, BIFMA, GreenPro, and Declare Labels, it meets the highest global standards for environmental and health performance.

1. Technology at the Cutting Edge

- User prompts: Encourages standing periodically for healthier work habits.
- Safety: Anti-Collision Technology ensures a secure workspace.

2. Elegant & User-Friendly Design

- Customizable: Multiple shapes, finishes, and colors.
- Intuitive: Ergonomic, low-noise, easy-to-use.
- Comfort: Designed to enhance focus and satisfaction.

3. Sustainability & Responsibility

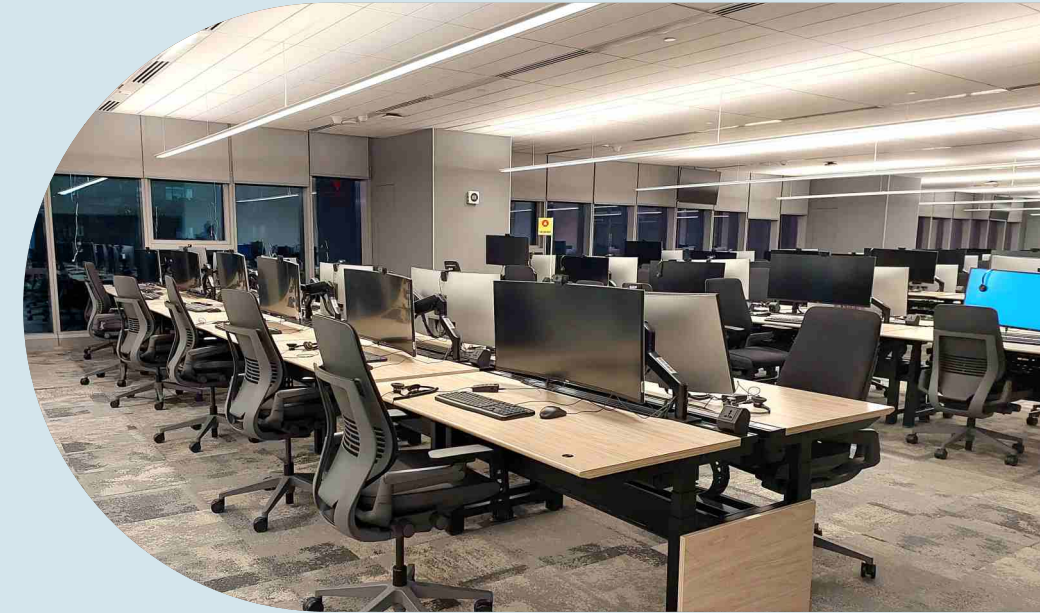
- Upgradeable: Components can be updated, reducing full replacements.
- Recyclable: >90% of parts recoverable at end-of-life.
- Recycled content: >20% integrated thoughtfully.
- Safe materials: 0% heavy metals

4. Lean Manufacturing & Quality

- Efficient: Stable production ensures consistent quality.
- Reliable: Fewer defects, higher customer satisfaction.

5. Benefits for Employers & Employees

- Wellness: Supports sit-stand habits, improving circulation.
- Productivity: Comfort and ergonomics boost focus and collaboration.
- Stress reduction: Smooth, intuitive operation creates a pleasant workspace.



PODs

Private, Sustainable, Smart

Talin's PODs create quiet, private spaces for employees while embodying circularity, sustainability, and health-conscious design.

1. Sustainable Materials & Recycled Content

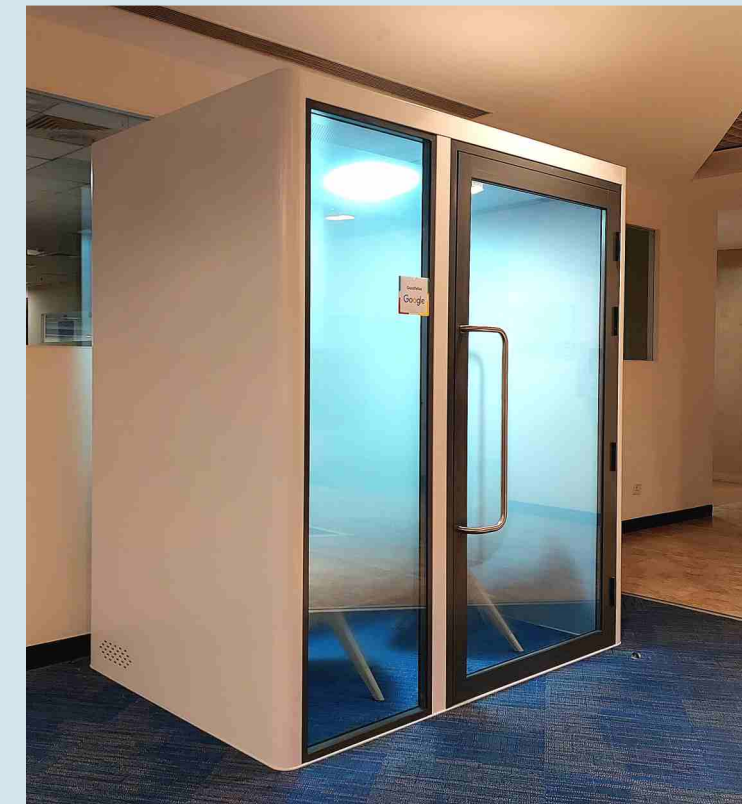
- Eco-friendly materials: Plant-based, wood-based, and renewable alternatives replace virgin resources.
- Recycled content: Increased use of pre- and post-consumer recycled metals and materials.
- Enhanced recyclability: Modular design enables easy disassembly and material recovery.
- Low environmental impact: VOCs and hazardous substances minimized per REACH & RoHS standards.

2. Packaging & Future Certifications

- Sustainable packaging: Recyclable and biodegradable materials following EPR principles.
- Certifications in progress: Targeting GreenGuard & EPD for verified low emissions and lifecycle transparency.

3. Circular Economy & Durability

- Designed to last: Durable materials extend product lifespan and reduce lifecycle emissions.
- Circularity: Products can be reused, refurbished, or repurposed in line with UNEP's 9R framework.



4. Certifications

I. ISO Standards



II. Certificates and Rating



Currently Pursuing



5. Take-Back Program (Closing the loop)



Talin's Take-Back Initiative
Closing the Loop

Globally, millions of tonnes of furniture are discarded every year, and in India, the rapid growth of the corporate sector has amplified office furniture waste. Limited recycling infrastructure further compounds the problem, highlighting the urgent need for sustainable, circular approaches.

Circularity offers a clear solution. By extending product lifecycles, reclaiming materials, and designing for reuse, companies can drastically reduce environmental footprints. Circular business models not only conserve resources and reduce landfill burden but also align with global climate and sustainability goals.

This transition directly supports the United Nations Sustainable Development Goal 12: Responsible Consumption and Production, which emphasizes reducing waste generation through prevention, reduction, recycling, and reuse. Recognizing these challenges, Talin has embraced circular economy principles to minimize waste, promote resource efficiency, and reimagine product responsibility through its structured Take-Back Program.

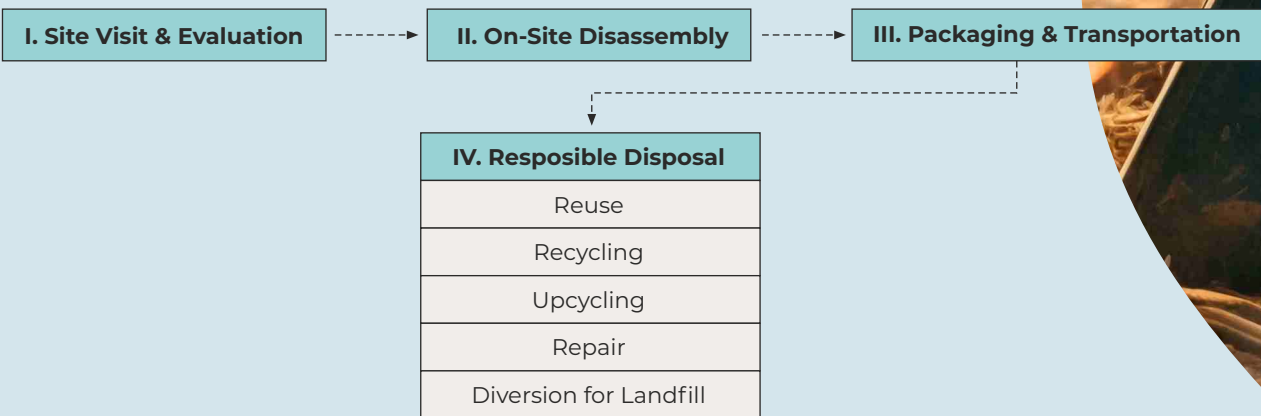
About Talin's Take-Back Initiative

Talin's Take-Back Initiative is a comprehensive, sustainability-focused program designed to manage end-of-life office furniture through reuse, refurbishment, and responsible recycling. It reflects Talin's commitment to environmental responsibility, resource efficiency, and customer-centric service.

Purpose & Scope

The initiative provides a full-service solution for the return and recovery of Talin furniture, including workstations, pedestals, and lockers. Its goal is to extend product life, divert waste from landfills, and recover valuable materials for reuse or recycling, closing the loop on the product lifecycle.

How It Works



Circular Benefits

Talin’s Take-Back Initiative generates measurable environmental and operational advantages. The data below reflects the results from one of our major projects accomplished last year:

616 tonnes	155 tonnes
Material diverted from landfills	Reused by certified partners
455 tonnes	5.46 tonnes
Recycled internally and externally	Residual wood waste upcycled into bricks

4,350 tCO₂e

Emissions avoided through circular recovery

Recovered materials are reimaged into high-quality products, maintaining the same durability, performance, and aesthetics as new furniture. By carefully refurbishing, repairing, and responsibly recycling, Talin ensures that extended-life products deliver long-term service without compromising quality.

Looking Ahead: Scaling Circularity

Talin’s Take-Back Program is expanding its reach to more customers across India, making sustainable workspace transitions more accessible. Key future priorities include:

- Expanding circular services: Growing the program to handle more furniture across diverse industries.

- Reducing value chain emissions: Full lifecycle management reduces environmental impact across customer operations.
- Responsible waste management: Providing hassle-free, compliant disposal solutions for clients.
- Demonstrating circular economy in action: Showcasing measurable impact through reuse, refurbishment, and recycling.
- Driving industry-wide change: Setting benchmarks for sustainability, inspiring broader adoption of circular practices.

Through structured take-back, Talin not only diverts significant waste from landfills but also creates a closed-loop system where materials are continuously reused, recycled, and repurposed. By integrating circular economy principles into its business model, Talin demonstrates practical, scalable, and measurable sustainability impact within India’s corporate office sector.

People & Communities

1. Inclusive Culture

At Talin, inclusion, equity, and ethical practice are core principles that shape our workplace culture. We believe that every employee deserves equal opportunities, fair treatment, and a safe working environment, regardless of gender, race, age, religion, or any other personal characteristic.

Gender Equity and Fair Compensation

Talin maintains gender pay equity, ensuring that women and men receive equal basic salaries and overall remuneration, reflected in a 1:1 ratio. This commitment is aligned with the Minimum Wages Act and reinforced through structured performance reviews that guide salary revisions. Incentives are awarded solely based on performance outputs, ensuring that recognition and rewards are fair, transparent, and merit-based.

Non-Discrimination and Harassment-Free Workplace

Our HR policies guarantee that all prospective employees are hired based on qualifications and merit, without bias or discrimination. Talin's Workplace Non-Discrimination and Anti-Harassment Policy ensures that the office is free from harassment of any kind, and we take all reports seriously. Through these policies, we strive to create a workplace where employees feel respected, supported, and valued for their contributions.

Commitment to Ethical Practices and Human Rights

Ethical values guide every aspect of Talin's operations. We are committed to complying with local and national labor laws, including strict measures to prevent child labor. Our supply chain is continuously monitored to ensure adherence to these same high standards.

Talin has also implemented a Modern Slavery and Human Trafficking Policy, reinforcing our commitment to ethical practices across all operations. By promoting human rights and ethical conduct, we aim to create a workplace and supply chain that upholds dignity, safety, and fairness for all.

Building a Culture of Inclusion

Through consistent policies, active monitoring, and continuous engagement, Talin welcomes a workplace that is safe and empowering for everyone. Diversity and inclusion are embedded in all aspects of the organization, ensuring that each employee can thrive, contribute meaningfully, and grow professionally in a respectful and equitable environment.

At Talin, inclusion is a commitment to every individual, guiding how we operate, collaborate, and innovate, making our workplace truly reflective of the values we uphold.





2. Community Connections

Talin believes that businesses thrive when communities thrive. Our commitment extends beyond the workplace to strengthen bonds, foster growth, and create lasting positive change in the communities where we operate and where our employees reside. By aligning our operations with the well-being of these communities, we aim to enhance mutual prosperity while addressing local needs and challenges.

Supporting Local Economies

Empowering communities begins with economic opportunity. Talin prioritizes hiring talent from surrounding regions, providing stable employment, and contributing to local economic upliftment. In addition, we source materials from local suppliers, supporting regional businesses and reducing transportation-related emissions.

Volunteering and Employee Engagement

Community development is most impactful when it becomes a shared mission. Talin encourages employees to participate in volunteering initiatives, contributing their time and skills to local projects. Targeted training equips our workforce to engage effectively, whether supporting schools, environmental clean-ups, or public welfare initiatives, developing a culture of care, collaboration, and collective responsibility.

Green Skilling and Climate Awareness

Talin partners with a NGO to ensure 100% of its workforce undergoes green skilling, educating

employees about climate change and sustainable practices. This initiative strengthens environmental awareness across the organization, empowering the team to take personal and collective climate action.

Contributions to Education and Sustainability

Talin has a long-standing commitment to education and environmental stewardship. We have donated furniture and wooden boards to schools, churches, and other organizations, including tribal schools in Southern India, ensuring essential resources reach those who need them most.

We also support organizations that empower vulnerable groups:

- Balajothi Centre for the Disabled – Supporting children with Autism and Cerebral Palsy to develop independence and confidence.
- Catholic Club Orphans' Trust – Providing education and welfare for underprivileged children.
- Veer Ratna Foundation (VRF) – Empowering the next of kin of battle casualties through training and resources.

Health and Inclusion Initiatives

Talin collaborates with NGOs and local hospitals to organize programs like spectacle donation drives, providing corrective eyewear to economically disadvantaged individuals. These initiatives demonstrate our commitment to inclusive,

equitable access to essential services and community well-being.

A Commitment to Collaboration

Talin's impact is rooted in partnership and shared purpose. By listening to local voices and collaborating with non-profits and grassroots organizations, we design sustainable solutions that reflect community priorities. Every initiative reaffirms our dedication to leaving a meaningful legacy that benefits both present and future generations.

- **Local economic support:** Hiring locally and sourcing regionally to strengthen community resilience.
- **Educational & resource donations:** Providing furniture and materials to schools, churches, and NGOs.
- **Empowering vulnerable groups:** Supporting Balajothi Centre, Catholic Club Orphans' Trust, and VRF.
- **Green skilling:** Educating all employees on climate awareness and sustainable practices.
- **Health & welfare initiatives:** Offering essential services like spectacle donation drives to underserved communities.

3. Employee Growth

At Talin, we recognize that our employees are our most valuable asset, and their growth and well-being are central to our organizational success. We provide comprehensive benefits to full-time employees across all facilities, including healthcare, disability, and invalidity coverage, as well as general welfare programs. These benefits are designed to support employees in maintaining a healthy work-life balance and ensure that their personal and professional needs are met.

Employee Benefits & Retirement Plans

Talin provides comprehensive defined benefit plan obligations and retirement plans for all employees, ensuring long-term financial security and welfare. These plans are fully supported by the organization’s general resources, with approximately 11% of employee salaries contributing to benefit plan liabilities. The calculation of these liabilities follows guidelines outlined in labor laws, and Talin implements a reserve fund strategy to maintain full coverage of all obligations, reviewed annually.

All employees participate fully in these plans, reflecting 100% participation, and the scope is designed to ensure the well-being and financial stability of Talin’s workforce. In addition to retirement benefits, Talin offers a range of supplementary benefits, including gratuity,

bonuses, insurance, transportation, and travel allowances, reinforcing its commitment to employee welfare and support.

Benefits:


Defined Benefits


Retirement Plans


Gratuity


Bonus


Insurance


Allowances

Leave and Work-Life Balance

Our HR policy provides leaves for personal and professional reasons, enabling employees to manage family responsibilities, personal development, and rest without compromising their work. We view this as essential to fostering a positive, supportive work environment.

Training and Development

Professional growth is a priority at Talin. Employees receive vocational training, paid educational leave, external training support, and topic-specific learning opportunities. Specialized programs, including sexual harassment training for female employees (1 hour per quarter), ensure a safe and inclusive workplace. Key metrics include:

- Total training hours: 2 hours per month per employee (ISO guidelines)

- Employees participating in training: 60% of workforce
- Average training per employee: 4 hours per month, including female employees

Performance and Career Development
Annual performance and career development reviews are conducted for all employees, providing constructive feedback, identifying growth opportunities, and setting future goals. These evaluations, completed by 60% of the workforce, including technicians and office staff, foster personal and professional advancement, aligning individual aspirations with organizational growth.

Security Personnel Training
All security personnel, employed through third-party organizations, receive 100% training on human rights topics, including the right to speech and application of human rights in security contexts. This ensures that all staff interacting with our employees and visitors uphold Talin’s values of respect, safety, and ethical conduct.

Through robust benefits, structured training programs, and continuous performance development, Talin cultivates a workforce that is skilled, empowered, and motivated, driving both employee satisfaction and the company’s long-term growth.

- Comprehensive benefits supporting full-time employee well-being
- Structured leaves for personal and professional balance
- 60% workforce engaged in regular training programs
- Career development reviews promoting growth and feedback
- 100% security personnel trained on human rights principles

4. Safe Workplaces

The health, safety, and well-being of employees are top priorities at Talin. To maintain the highest standards of occupational health and safety, we have adopted the ISO 45001:2018 standard, providing a robust framework for safety management across all operational sites. This globally recognized certification ensures that our processes align with industry best practices and comply with regulatory requirements.

Comprehensive Safety Policies

Talin has established a Workplace Health and Safety Policy that outlines our commitment to creating a secure environment for all employees. This policy undergoes regular reviews and updates to stay in line with evolving industry standards and best practices. It serves as the backbone of our safety initiatives, guiding all operational decisions and employee practices.

Proactive Risk Management

A dedicated Quality and Occupational Health and Safety (OHS) team conducts routine inspections at all facilities to identify potential hazards, ranging from physical risks like slips and falls to chemical hazards. Identified risks are promptly reported to management, with corrective actions implemented immediately

to protect employees, customers, and the environment.

Training and Education

Safety awareness is embedded through ongoing training programs. New hires undergo mandatory safety training during onboarding, while existing employees participate in regular refresher sessions and workshops. Training covers hazard identification, proper use of personal protective equipment (PPE), and adherence to updated safety protocols, promoting a culture of shared responsibility for safety.

Health and Medical Support

Beyond workplace precautions, Talin invests in employee health through regular medical checkups and medical allowances, ensuring staff can perform their duties safely and maintain overall well-being.

Monitoring and Progress

Safety initiatives have resulted in measurable outcomes, including a 10% reduction in work-related injuries compared to the previous year. Engagement and feedback from employees are actively encouraged, reinforcing a collaborative approach to workplace safety and continuous improvement.

Culture of Safety

By integrating rigorous standards, proactive risk management, ongoing training, and health support, Talin enables a safety-first culture where employees feel secure and empowered. Workplace safety is a core organizational value, reflected in every operational decision and employee interaction.

Benefits

- ISO 45001:2018 Compliance
- Comprehensive Safety Policy
- Proactive Risk Management
- Ongoing Safety Training
- Provision of PPE
- Health & Medical Support
- Injury Reduction Initiatives



Strong Governance

1. Leadership Commitment

Talin's leadership is guided by a dedicated executive team that drives strategic direction, operational excellence, and sustainable growth. The team includes the Managing Director, who oversees the organization and chairs the board; the Marketing Director, responsible for promoting Talin's products and services; the Head of Operations, ensuring efficient day-to-day processes; and the President of Operations, overseeing overall operational effectiveness. These leaders are supported by plant managers and section heads who manage specific operational areas.

Governance Structure and Diversity



male and one female member, with selection guided by principles of diversity, equity, and inclusion. Committee members are accountable for achieving sustainability targets, and the Sustainability Report is reviewed and approved by the Managing Director, Marketing Director, and Head of Operations.

Ethical Oversight and Conflict Management

Talin maintains clear processes to manage conflicts of interest, ensuring decisions are transparent and in the best interests of the company and its stakeholders. The board assesses potential conflicts, deliberates collectively, and requires a majority vote to approve decisions. Open communication channels allow employees, customers, and other stakeholders to report concerns without fear of retaliation, fostering a culture of transparency and accountability.

Expertise and Continuous Learning

The board comprises well-qualified and experienced professionals with diverse expertise in business, finance,

management, and industry knowledge. Members are encouraged to pursue ongoing professional development to stay informed about market trends, emerging technologies, and best practices, ensuring informed and forward-looking decision-making.

Commitment to Sustainability

Talin integrates sustainability into governance through initiatives like the Green Skilling program, with 100% of the workforce, including board members, trained on the Concept of Sustainability, Sustainable Development Goals (SDGs), and sustainable manufacturing practices. The board undergoes annual performance evaluations, including self-assessments, peer, and leadership feedback, to ensure effective governance and alignment with strategic objectives.

Sustainable Development Strategy

Talin's approach to sustainability is grounded in three pillars: (ICONS)

 **Environmental Responsibility:** Reducing carbon footprint, energy consumption, water usage, waste generation, and pollution.

 **Social Responsibility:** Creating an inclusive workplace, supporting employee well-being and development, and engaging with local communities.

 **Economic Responsibility:** Investing in sustainable solutions, promoting responsible sourcing, and generating long-term stakeholder value.

Compliance and Ethical Practices

Talin upholds high standards of legal and regulatory compliance, ensuring operations are conducted ethically and responsibly. Employees receive training on compliance matters, and policies are regularly reviewed to reflect evolving laws and regulations, supported by external legal counsel when necessary.

Through a combination of strong leadership, ethical governance, and sustainability-focused strategies, Talin ensures that the organization grows responsibly while delivering long-term value to employees, communities, and stakeholders.



2. Ethical Practices

Talin is committed to upholding the highest standards of ethics, compliance, and responsible business conduct across all levels of operations. The organization ensures strict adherence to applicable laws and regulations, reinforced through regular policy reviews, employee training, and guidance from external legal counsel.

Stakeholder Engagement

Talin's approach to stakeholder engagement is guided by five principles:

1. **Transparency:** Open operations and decision-making to build trust.
2. **Accountability:** Taking responsibility for actions and addressing stakeholder concerns.
3. **Participation:** Encouraging feedback and involvement in decision-making.
4. **Collaboration:** Partnering with stakeholders to achieve shared objectives.
5. **Continuous Improvement:** Reviewing and enhancing engagement practices regularly.

Anti-Corruption Measures

Talin maintains zero tolerance for corruption, implementing robust measures to prevent and address risks:



Code of Conduct: Clearly outlines ethical standards, prohibiting bribery and unethical behavior.



Anti-Bribery Policy: Provides guidelines on gifts, facilitation payments, and political contributions.



Due Diligence: Ensures suppliers, contractors, and partners comply with anti-corruption laws.



Training & Awareness: Regular programs for employees and business partners on ethical practices.



Reporting & Investigation: Anonymous whistleblowing channels and thorough investigations of incidents.

All policies are communicated to governance body members, employees, and business partners, ensuring 100% awareness and coverage. Talin has no confirmed incidents of corruption, highlighting the effectiveness of its preventive measures.

Human Rights and Labor Practices

Talin is committed to preventing forced labor, modern slavery, and child labor across its operations and supply chain. The company's Modern Slavery and Human Trafficking Policy ensures that all individuals work freely and without coercion. Supply chain partners are actively monitored to uphold the same ethical standards.

Freedom of Association

Talin confirms that all employees and suppliers operate in an environment where freedom of association and collective bargaining rights are fully respected, ensuring a fair and dignified workplace.

By embedding ethical values, transparency, and accountability into every aspect of its operations, Talin creates a responsible business environment that protects human rights, fosters trust, and promotes long-term sustainability.

3. Policy Framework

Talin is committed to upholding clearly defined values and standards of conduct that meet or exceed legal and regulatory requirements while aligning with internationally recognized principles, including the United Nations Sustainable Development Goals (UNSDGs). These commitments extend across environmental stewardship, human rights, ethical business practices, and occupational health and safety, ensuring that all operations reflect Talin’s core values.

Comprehensive Policy Suite

To guide its operations, Talin has established a robust set of policies, including: (ICONS)

- Environment Policy
- Human Rights Policy
- Modern Slavery and Human Trafficking Policy
- Occupational Health and Safety Policy
- Supplier Environmental Sustainability Policy
- Sustainable Procurement Policy
- Talin Supplier Code of Conduct Policy
- Workplace Non-discrimination and Anti-harassment Policy
- HR Policy
- Integrated Management System (IMS) Policy
- Corporate Social Responsibility Policy
- Take-Back Policy

Talin implements its policies by embedding them into daily operational procedures, ensuring consistent adherence across all levels of the organization. The company actively engages with employees, suppliers, and stakeholders to promote awareness, understanding, and compliance with these policies. Regular monitoring, audits, and continuous improvement processes ensure that Talin’s standards are effectively translated into practice, reinforcing ethical, sustainable, and responsible business operations.

Supply Chain Integration

Talin extends its commitments through its Supplier Code of Conduct and Sustainable Procurement Policy, requiring suppliers to uphold environmental, human rights, and ethical standards. By collaborating closely with suppliers and stakeholders, Talin ensures mutual understanding, compliance, and the promotion of responsible business practices across its supply chain.

Grievance Mechanism and Continuous Improvement

A robust grievance mechanism allows stakeholders to raise concerns, whether formally or informally, with assurance of timely remediation. Talin monitors the effectiveness of these procedures, continuously improving processes to enhance stakeholder satisfaction, operational transparency, and accountability.

By combining a comprehensive policy framework, proactive supply chain engagement, and effective grievance management, Talin ensures that its operations are not only legally compliant but also ethically responsible and sustainable, reflecting the company’s commitment to long-term environmental, social, and economic impact.

- Defined Policy Framework
- Regulatory Compliance
- Sustainable Supply Chain
- Stakeholder Engagement
- Continuous Improvement



Accountability

GRI Index

GRI 2: General Disclosures 2021

GRI Standard	Disclosure	Response	Related SDGs
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 2024 to March 2025 Frequency: Annual Contact point: hr@talin.in green@talin.in	-
2-4	Restatements of information	At present, there have been no restatements of information.	-
2-5	External assurance	Currently, this report from Talin has not been externally verified.	-
2-6	Activities, value chains and business activities	Company Overview: Founded in 1997, Talin is a reputable manufacturer in the Office Furniture, Home Furniture & Interiors sector in India. Renowned for quality, innovation, and customer satisfaction, we serve a global clientele with a focus on modular office furniture. Our products are tailored to enhance workplace productivity and reflect the unique identity of our clients. Product Portfolio: Our diverse range includes modular workstations, desks, ergonomic chairs, storage solutions, and office accessories. We prioritize using high-quality materials and advanced manufacturing techniques to produce durable, functional, and aesthetically pleasing products. We also specialize in custom-made furniture to meet specific client needs. Innovation and Design: Our team of designers and engineers is dedicated to creating innovative, ergonomic, and flexible furniture solutions that cater to modern work environments. Sustainability is integral to our design philosophy, with a focus on incorporating eco-friendly materials and processes.Global Reach and Customer Focus:Talin supplies office furniture domestically and exports metal lockers to the USA. Our commitment to exceptional customer service and long-term relationships ensures we provide comprehensive support to our clients. Value Chain and Supplier Relationships: Our supply chain includes 65 suppliers from India (90%), Thailand, Malaysia (8%), Austria, and China (2%). We maintain contractual relationships with our suppliers to ensure quality and sustainability. Raw materials are processed into components and integrated into our final products. We are developing a Supplier Code of Conduct to reinforce our commitment to ethical and sustainable sourcing. Sustainability and ESG Initiatives: We are dedicated to minimizing our environmental impact through responsible sourcing and efficient manufacturing processes. Our ESG initiatives focus on energy efficiency, recyclable materials, and community well-being.	8,9,10 & 12

GRI Standard	Disclosure	Response	Related SDGs
2-7	Employees	Total No. of Employees:	8, 10
		220	
		% of Male Employees:	
		98%	
		% of Female Employees:	
		2%	
2-8	Workers who are not employees	Number of permanent employees:	8, 10
		130	
		Number of Termorary employees:	
		90	
		Methodology used by Organization to compile employee data - Competency Metrics	
2-9	Governance structure and composition	Talin hires contract workers to meet varying production demands.	5, 16
		No. of contract workers:	
		90	
		Talin's executive team is led by three key roles:	
		Managing Director:	
		Oversees the entire organization and drives strategic decisions for growth and success.	
		Marketing Director:	
		Develops and implements marketing strategies to promote Talin's products and services.	
		Head of Operations:	
		Ensures efficient day-to-day operations and smooth manufacturing processes.	
		President Operations:	
		Look after the entire operations	
2-10	Nomination and selection of the highest governance body	These leaders work together to achieve Talin's goals. They are supported by plant managers and section heads, who oversee specific operational areas.	5, 16
		Governance Body - Breakup	
		Number of male members -	
		6	
2-11	Chair of the highest governance body	Number of female members -	5, 16
		1	
2-12	Role of the highest governance body in overseeing the management of impacts	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.	16
		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.	16
		Highest governance body play a role in sustainable development of the organization by developing -	
		1. Organization's purpose	
		2. Value	
		3. Strategies	
		4. Policies	
		5. Goals	

GRI Standard	Disclosure	Response	Related SDGs
2-13	Delegation of responsibility for managing impacts	The committee members are accountable for achieving the sustainability targets	-
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	Conflicts of interest	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	16
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.	16
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. Talin is committed to sustainability through its comprehensive Green Skilling program. We ensure that 100% of our workforce, including the highest governance body, participates in these training sessions. The training covers essential topics such as the Concept of Sustainability, the Sustainable Development Goals (SDGs), and sustainability practices in manufacturing.	16
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	16

GRI Standard	Disclosure	Response	Related SDGs
2-19	Remuneration policies	At Talin, we prioritize fair and competitive compensation packages that adhere to applicable labor laws. Our policy combines fixed and variable pay components, including base salary, bonuses, and long-term incentives. We also provide comprehensive benefits such as retirement and termination payments, ensuring financial security and supporting employee well-being. This approach encourages performance, innovation, and accountability, contributing to our sustained organizational success.	16
2-20	Process to determine remuneration	Talin ensures fair and comprehensive employee remuneration by considering various factors, including adherence to minimum wage laws, overtime pay, and benefits stipulated by regulations. The company also evaluates its overall payscale to establish appropriate salary packages. Additionally, Talin's remuneration determination process incorporates the hierarchical level, job responsibilities, skills, experience, and performance of each employee to ensure equitable compensation. The Board of Directors oversees this process, ensuring transparency and alignment with company goals. Moreover, Talin values stakeholder input, which informs its remuneration policies to reflect broader perspectives and maintain fairness across all levels of employment.	16
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 to guide its operations and ensure adherence to its values and standards such as: 1. Environment Policy 2. Human Rights Policy 3. Modern Slavery and Human Trafficking Policy 4. Occupational Health and Safety Policy 5. Supplier Environmental Sustainability Policy 6. SUSTAINABLE PROCUREMENT POLICY 7. Talin Supplier Code of Conduct Policy	5,8,10,12,16

GRI Standard	Disclosure	Response	Related SDGs
		8. Workplace Non-discrimination and Anti-harassment Policy 9. HR Policy 10. IMS Policy 11. Corporate Social Responsibility Policy 12. Take-Back Policy	
2-24	Embedding policy commitments	Refer to GRI 2-23 ; These policies are embedded into operational policies and procedures to ensure consistent adherence across all levels of the organization. Talin implements its commitments through business relationships by incorporating them into its Supplier Code of Conduct Policy and Sustainable Procurement Policy. These frameworks require suppliers to uphold similar environmental, human rights, and ethical standards, thereby extending Talin's commitment throughout its supply chain. The company collaborates closely with suppliers and stakeholders to ensure mutual understanding and compliance with these policies, fostering a culture of responsible business practices and sustainability.	5
2-25	Processes to remediate negative impacts	See GRI 301, GRI 302, GRI 303, GRI 304, GRI 305, GRI 306, and GRI 308 Talin has established a robust grievance mechanism that addresses concerns effectively, whether formal complaints are filed or not. This mechanism ensures timely remediation for any impacts caused. Furthermore, the organization diligently tracks the effectiveness of its grievance procedures, continuously improving processes to enhance stakeholder satisfaction and operational transparency.	-
2-26	Mechanisms for seeking advice and raising concerns	The organization provides accessible mechanisms for individuals to seek guidance on implementing its policies and practices for responsible business conduct.	16
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	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 2021

GRI Standard	Disclosure	Response	Related SDGs
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	For more details, refer to pg 11.	-
3-3	Management of material topics	See GRI 3-1 and GRI 2-23	-

GRI 201: Economic Performance 2016

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.	8,9
201-3	Defined benefit plan obligations and other retirement plans	Talin provides defined benefit plan obligations and retirement plans for its employees. The organization ensures that liabilities of these benefit plans are supported by its general resources. Approximately 11% of employee salaries contribute to estimating benefit plan liabilities. The calculation of benefit plan liabilities follows guidelines outlined in labor laws. To maintain full coverage, Talin implements a strategy based on reserve funds. The goal of achieving full coverage of benefit plan liabilities is pursued on an annual basis. All employees participate fully in the benefit plan, reflecting 100% participation. The scope of these benefit plans is designed for the welfare and support of Talin's employees.	13

GRI 202: Market Presence 2016

GRI Standard	Disclosure	Response	Related SDGs
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Minimum Wage: Talin adheres to the Karnataka Government's Minimum Wage Act for its significant locations of operation. Entry Level Wage Men and Women - 15,701 (as per government norms) Ratio of Entry Level Wage to Minimum Wage: The ratio of standard entry level wage to minimum wage at significant locations of operation is within a +/- 10% range. Significant Locations of Operation: Significant locations include HBR, Bengaluru, and Malur Industrial Area.	1,5, 8
202-2	Proportion of senior management hired from the local community	Proportion of Senior Management from Local Communities: HBR facility: 51% Malur facility: 51% Definition of Senior Management: Senior management at Talin includes General Managers, responsible for overseeing operations and strategic direction. Definition of "Local": "Local" is defined geographically as within the state of Karnataka. Definition of Significant Locations of Operation: Significant locations of operation for Talin are defined as industrial areas primarily focused on manufacturing activities.	8

GRI 203: Indirect Economic Impacts 2016

203-1	Infrastructure investments and services supported	Talin has invested in infrastructure development projects. Significant Infrastructure Development Projects: 1. Building at Malur Under Construction 2. New Factory Hoskote (two factory buildings) 3. Office Building in Hoskote Nature of Investments: These investments are categorized as capital investments. Negative Impacts of Investments: The investments have resulted in turnover as a negative impact. Positive Impacts of Investments: Positive impacts include fulfilling statutory requirements. Timescale of Impacts: The impacts of these investments are observed over a timescale of 6 months.	5,9,11
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GRI 204: Procurement Practices 2016

204-1	Proportion of spending on local suppliers	Proportion of Spending on Local Suppliers: Talin allocates 30% of its procurement budget to local suppliers located within Bengaluru, where significant operations are based. Basis for Calculation: The metric is calculated based on immediate procurement expenditures. Budget Management Responsibility for Procurement: Procurement management is structured based on operational requirements. Definition of "Local" for this Metric: "Local" suppliers are defined geographically as those located within Bengaluru, Karnataka.Definition of Significant Locations of Operation: Significant locations of operation for Talin are defined as industrial areas primarily focused on manufacturing activities.	8, 12
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GRI 205: Anti-corruption 2016

GRI Standard	Disclosure	Response	Related SDGs
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 robust measures. Its Code of Conduct includes comprehensive guidelines on anti-corruption and bribery, disseminated to all stakeholders, including governance body members, employees, and business partners. The company conducts regular training on anti-corruption policies for high-risk employees and maintains an anonymous reporting system for corruption incidents. Periodic reviews and audits of policies ensure effectiveness, with corrective actions promptly implemented. Anti-corruption policies and procedures have been communicated to governance body members, employees, and business partners, with 100% coverage for each group. Anti-corruption training has not been provided to governance body members or employees.	16
205-3	Confirmed incidents of corruption and actions taken	Talin has not confirmed any incidents of corruption, and thus no actions have been taken.	16

GRI 206: Anti-competitive Behavior 2016

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Talin does not have legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	16
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GRI 207: Tax 2019

207-1	Approach to tax	Talin has a defined approach to tax, with tax strategies approved at the top management level. The company ensures compliance with local tax laws and aligns its tax strategies with organizational commitments to sustainable development, emphasizing responsible fiscal practices that support long-term environmental and social goals.	17
207-2	Tax governance, control, and risk management	Talin has established tax governance, control, and risk management practices, with oversight from the highest governance body over the design, implementation, and effectiveness of its tax governance and control framework, ensuring full coverage. The organization's approach to identifying, managing, and monitoring tax risks involves the finance team, with the tax risk management process communicated to internal stakeholders through effective communication channels.	17
207-3	Stakeholder engagement and management of concerns related to tax	Talin actively engages with stakeholders on tax-related matters and considers concerns from both internal and external parties. The organization's stance on significant tax-related issues involves advocating for immediate resolution through public policy channels. As a member of an industrial association, Talin participates in public policy advocacy related to tax. The most recent audited consolidated financial statements cover the financial year from April 2024 to March 2025.	17

GRI 301: Materials 2016

GRI Standard	Disclosure	Response	Related SDGs
301-1	Materials used by weight or volume	Materials are sourced entirely from external suppliers and vary in weight and volume depending on the product. They include raw materials such as wood and metal sheets, process-related materials like coatings, semi-manufactured components, and various packaging materials. The majority of materials used are renewable, with a smaller portion coming from non-renewable sources.	8,12
301-2	Recycled input materials used	Recycled materials are incorporated where possible, with a portion of wood, HAT components, and powders sourced from recycled inputs, reflecting a thoughtful approach to sustainability.	8,12
301-3	Reclaimed products and packaging materials	At Talin, our commitment to sustainability is reflected in our robust efforts to reduce waste and promote environmental responsibility throughout our operations. We have developed and launched a comprehensive Take-Back program designed to reclaim packaging materials and end-of-life products from our clients. This initiative encompasses several key components aimed at minimizing waste and enhancing our environmental impact. Current Take-Back Program: 1. Site Visits & Evaluations: We conduct thorough site visits to assess the feasibility and logistics of reclaiming materials from our clients. 2. On-Site Disassembly: Leveraging the modular nature of our products, we perform on-site disassembly to facilitate efficient reclamation. 3. Strategic Partnerships: We have established partnerships with responsible disposal and recycling entities to ensure that reclaimed materials are processed in an environmentally friendly manner. Future Plans and Benefits: 1. Data Collection: Although we have not yet maintained detailed data on the reclaimed materials, we are committed to implementing comprehensive data tracking going forward. This will provide valuable insights into the volume of materials we reclaim and help us continuously improve our program. 2. Waste Reduction: By reclaiming valuable materials that can be reused or recycled, we reduce the need for new raw materials and divert waste from landfills. 3. Client Engagement: Our Take-Back program fosters a sense of environmental responsibility among our clients by offering them a sustainable option for disposing of packaging and end-of-life products.	8,12

GRI 302: Energy 2016

302-1	Energy consumption within the organisation	Energy consumption within the organization has shown a gradual upward trend over recent years, reflecting growing operational demands and increased activity levels.		7,8,12, 13
302-3	Energy Intensity	Year	Energy Intensity (GJ/Revenue)	7,8,12, 13
		FY23	0.489	
		FY24	0.475	
		FY25	0.388	
		% Change over previous year (Fy24): -18.41%		
		% Change over baseline year (Fy22): -55.80%		

GRI Standard	Disclosure	Response	Related SDGs
302-4	Reduction of energy consumption	At Talin, we are actively implementing strategies to reduce energy consumption and enhance sustainability across our operations. Departmental shutdowns have been synchronized to minimize unnecessary electricity use, and we are transitioning from a diesel-fired to an electric powder coating oven, significantly lowering energy demand. Our initiatives also include investing in energy-efficient equipment, implementing energy management systems, and educating staff on energy conservation practices. Looking ahead, we plan to install solar panels and ensure all new buildings are fitted with LED lighting, further embedding energy-efficient solutions. These efforts reflect our strong commitment to operational efficiency, responsible resource use, and long-term environmental stewardship.	7,8,12, 13
302-5	Reductions in energy requirements of products and services	Our products maintain consistent energy efficiency standards as they utilize components sourced from a market leader in electrical actuators. This strategic sourcing ensures that our offerings meet high performance benchmarks while minimizing energy consumption across our product line.	7,8,12, 13

GRI 303: Water and Effluents 2018

303-1	Interactions with water as a shared resource	HBR Facility - Water Source: Water is sourced from water tankers. Usage: Used for domestic purposes.Discharge: Discharged into the municipal sewage system. Water Conservation Efforts: We aim to reduce water consumption through employee training and installation of water-efficient fixtures. Malur Facility - Water Sources: Water is sourced from water tankers and supplemented by rainwater harvesting for gardening and domestic use. Usage: Water is used for domestic purposes and in manufacturing processes. Effluent Management: All process effluent is treated by Pollution Control Board authorized vendors. Discharge: Domestic water waste is discharged into the municipal sewage system. Future Plans: We plan to reuse treated water for domestic purposes in the medium term, enhancing our water efficiency and sustainability efforts.	6, 12
303-2	Management of water discharge-related impacts	HBR Facility uses water exclusively for domestic purposes, with no use for process water. Discharge: Discharged into the municipal sewage system. Malur Facility, water serves both domestic needs and industrial processes. Effluent Management: All process effluent is treated by Pollution Control Board authorized vendor. Discharge: Domestic water waste is discharged into the municipal sewage system.	6, 12
303-3	Water withdrawal by source	At Talin, we procure water tankers to meet our domestic and gardening water needs, ensuring a reliable and consistent water supply. Our commitment to sustainability includes exploring new ways to reduce our environmental impact. Additionally, at our Malur facility, we have constructed a rainwater harvesting system currently utilized for gardening. Moving forward, we plan to meter and measure this rainwater for better management and aim to expand its use to meet domestic water needs as well.	6
303-4	Water discharge	Domestic Water : (HBR & Malur) Domestic water at both HBR and Malur facilities is discharged into municipal sewage systems.	6, 12

GRI Standard	Disclosure	Response	Related SDGs
		Process Water : (Malur) Storage: Process water is initially stored in tanks onsite. Collection and Transport: It is then collected and transported by a vendor certified by the Pollution Control Board (PCB).Treatment: The water undergoes treatment at an Effluent Treatment Plant (ETP) to meet regulatory standards. Reuse: After treatment, the water is reused for gardening to promote sustainability. Disposal: Any sludge generated during the treatment process is disposed of at a site certified by the PCB, ensuring compliance with environmental regulations.	
303-5	Water Consumption	Total water consumption in the reporting period is: 9645 kL	6

GRI 304: Biodiversity 2016

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.	12, 15
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GRI 305: Emissions 2016

305-1	Direct (Scope 1) GHG emissions	Year	Scope 1 (tCO ₂ e)	3,12,13
		FY22	225.45	
		FY23	153.19	
		FY24	217.66	
		FY25	214.11	
305-2	Indirect (Scope 2) GHG emissions	Year	Scope 2 (tCO ₂ e)	3,12,13
		FY22	443.87	
		FY23	611.16	
		FY24	680.91	
		Fy25	835.32	
305-3	Other indirect (Scope 3) GHG emissions	Category	Emissions (tCO ₂ e) - FY25	3,12,13
		Purchased Goods and Services	5384.15	
		Capital Goods	185.98	
		Fuel & Energy Related Activities	207.87	
		Upstream Transportation and Distribution	65.67	
		Business Travel	18.46	
		Employee Commuting	144.46	
		Use of Sold Products	40.65	
		End-of-Life Treatment of Sold Products	9.27	

GRI Standard	Disclosure	Response		Related SDGs
305-4	GHG Emissions Intensity			3,12,13
		Year	Emission Intensity (tCO2e/lakh rupees)	
		FY22	0.1154	
		FY23	0.0742	
		FY24	0.0712	
		FY25	0.0606	
		% Change over previous year (FY24): -14.95%		
% Change over baseline year (FY22): -47.52%				
305-5	Reduction of GHG emission	Talin is dedicated to reducing greenhouse gas (GHG) emissions in line with our commitment through the Science Based Targets initiative (SBTi). Our targets, validated by SBTi, aim for a 42% reduction in GHG emissions by 2030 compared to our baseline year of FY22. We have already achieved a significant reduction in emission intensity: by 15% over previous year and by 48% compared to FY22. To support these goals, we have provided Green Skilling Training to 100% of its employees, focusing on SDGs and sustainable manufacturing practices to minimize energy waste and reduce emissions effectively.		3,12,13
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.		3,12

GRI 306: Waste 2020

306-1	Waste generation and significant waste-related impacts	At Talin, we have identified waste-related impacts and are actively addressing them. We are focused on minimizing waste generated from manufacturing processes involving wood and metal waste, aiming to reduce landfill contributions and promote sustainable raw material utilization. Additionally, we are committed to minimizing our environmental impact, including effluent waste management. To ensure responsible disposal, we collaborate with authorized third-party vendors specializing in effluent recycling. This approach diverts our waste away from traditional landfills, employing specialized techniques that lessen our environmental footprint effectively.		6,11,12,13
306-2	Management of significant waste-related impacts	Inbound Packaging: Cardboard boxes are stored in a designated area and sold to authorized agencies for recycling. Manufacturing Production: • CRCA steel materials are sold to melting agencies authorized by the Pollution Control Board (PCB). • Wooden items are donated to orphanages for crafting stools, chairs, and cots, promoting reuse. Operations: Effluent generated is sent to treatment agencies to ensure compliance with environmental standards. Outbound Packaging: At installation sites, our packaging is removed and left for further action by installation teams, contributing to responsible waste management practices.		3,6,11,12,13
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 ourwaste management practices. By understanding the types and amounts of waste that we generate, we can develop effective strategies to minimizewaste, increase recycling rates, and reduce our carbon footprint.		3,6,11,12,13

GRI 308: Supplier Environmental Assessment 2016

GRI Standard	Disclosure	Response	Related SDGs
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 vendor 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 By requiring our vendors to adhere to our supplier code of conduct, we aim to ensure that all 65 of our suppliers share our commitment to sustainable practices and ethical standards. This approach is crucial to achieving our goals of reducing environmental impact and promoting social responsibility across our supply chain. At Talin, we have established comprehensive policies, including our Supplier Code of Conduct, Sustainable Procurement Policy, and Supplier Environmental Sustainability Policy, to guide and uphold these principles.	8,9,12
308-2	Negative environmental impacts in the supply chain and actions taken	We communicated our green supply chain initiatives to all our suppliers via email communications. We conducted a supplier assessment covering 25% of our suppliers No suppliers were identified with significant actual negative environmental impacts, nor were such impacts found elsewhere in our supply chain. 70% of the assessed suppliers have Environmental/Sustainability Policies in place. 50% of the assessed suppliers have implemented Environmental Management Systems, demonstrating their commitment to environmental responsibility and sustainable practices.	8,9,12

GRI 401: Employment 2016

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.	3, 8
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GRI Standard	Disclosure	Response	Related SDGs
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. 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.	3, 8
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.	3, 8
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 to ensure that employees are up to date on the latest safety protocols and best practices. We ensure full participation in these sessions, promoting a culture of safety and investing in ongoing training to maintain a safe and healthy workplace. In FY25, we recorded 0 work-related injuries, fatalities, or accidents, while 100% of employees were covered with healthcare and 100% underwent health and safety risk assessments. Additionally, 88.6% of employees received health and safety training, reinforcing our commitment to workplace well-being.	3, 8, 16
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.	3, 8
403-6	Promotion of worker health	See GRI 403-1 to GRI 403-5	3
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	3, 8
403-8	Workers covered by an occupational health and safety management system	See GRI 403-1 to GRI 403-5	3, 8

GRI 404: Training and Education 2016

404-1	Average hours of training per year per employee	Training Metrics: Total Training Hours: 2 hours per month per employee (as per ISO guidelines) Employees Participating in Training: 60% of all employees Average Training Hours per Employee: 4 hours per month Average Training Hours for Female Employees: 4 hours per month	4,5,8,10
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GRI Standard	Disclosure	Response	Related SDGs
404-2	Programs for upgrading employee skills and transition assistance programs	Types of Training Provided: Vocational training Paid educational leave External training funded fully or partially by the organization Training on specific topics Sexual Harrasment Training - For Female Employees (1Hr/quarter)	4, 8
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 its employees, recognizing that their success drives business performance. In FY25, all employees participated in annual performance and career development reviews. A total of 220 employees were covered by the satisfaction survey, achieving a 95% satisfaction rate, with the workforce contributing 638,000 total hours worked. To enhance skills and career development, Talin delivered 25 targeted training sessions during the reporting period. 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. At Talin, 60% of our workforce, including technicians and office staff, undergo regular performance development reviews. These evaluations are integral to our continuous improvement strategy, ensuring that employees receive constructive feedback and guidance tailored to their roles, thereby fostering personal and professional growth.	5, 8, 10
GRI 405: Diversity and Equal Opportunity 2016			
405-2	Ratio of basic salary and remuneration of women to men	At Talin, we maintain gender pay equity, ensuring that the basic salary and overall remuneration for women and men are equal, reflecting a ratio of 1:1. This alignment is consistent with the Minimum Wages Act and is further supported by performance reviews that guide salary revisions. Additionally, incentives are awarded based on performance outputs, reinforcing our commitment to fair and merit-based compensation for all employees.	5, 8, 10
GRI 406: Non-discrimination 2016			
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.	5, 8
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	At Talin, there are no operations or suppliers where the right to freedom of association and collective bargaining is at risk.	8

GRI 408: Child Labor 2016

GRI Standard	Disclosure	Response	Related SDGs
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. In 2024, we reported 0 cases of child or forced labor and conducted 6 dedicated child/forced labor audits across our operations and supply chain to reinforce this commitment. Talin has implemented a Modern Slavery and Human Trafficking Policy as a measure to contribute effectively to the abolition of child labor. We believe that businesses have a responsibility to promote ethical practices and respect human rights in all aspects of their operations.	8, 16

GRI 409: Forced or Compulsory Labor 2016

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. During the reporting year, we recorded 0 discrimination or harassment grievances, while 200 employees received training on the prevention of discrimination and harassment, strengthening our culture of respect and fairness.	8
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GRI 410: Security Practices 2016

410-1	Security personnel trained in human rights policies or procedures	Total number of security personnel: 26 (third party) + Hoskote: 4 + Malur: 2 added Percentage of security personnel receiving training on human rights topics: 100%. All security personnel are employees of third-party organizations. Training covers topics including the right of speech and application of human rights to security.	16
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GRI 413: Local Communities 2016

413-1	Operations with local community engagement, impact assessments, and development programmes	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.	1, 2, 5, 8
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 2016

GRI Standard	Disclosure	Response	Related SDGs
414-1	New suppliers that were screened using social criteria	At Talin, we take our supplier's environmental commitment seriously, and we have expressed this commitment in our Supplier Code of Conduct 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 and social values. To achieve this, we conduct a screening process to evaluate our vendor based on their social 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. By requiring our vendors to adhere to our supplier code of conduct, we aim to ensure that all 65 of our suppliers share our commitment to sustainable practices and ethical standards. This approach is crucial to achieving our goals of reducing environmental impact and promoting social responsibility across our supply chain. At Talin, we have established comprehensive policies, including our Supplier Code of Conduct, Sustainable Procurement Policy, and Supplier Environmental Sustainability Policy, to guide and uphold these principles.	8, 16

GRI 416: Customer Health and Safety 2016

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.	12
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Talin has not incurred any significant administrative or judicial sanctions due to non-compliance.	16

GRI 417: Marketing and Labeling 2016

GRI Standard	Disclosure	Response	Related SDGs
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.	8, 12
417-2	Incidents of non-compliance concerning product and service information and labelling	There have been no incidents of non-compliance concerning product and service information and labeling at Talin in the reporting year.	16



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