



Creating
**Sustainable
Workspaces**
for Today and Beyond

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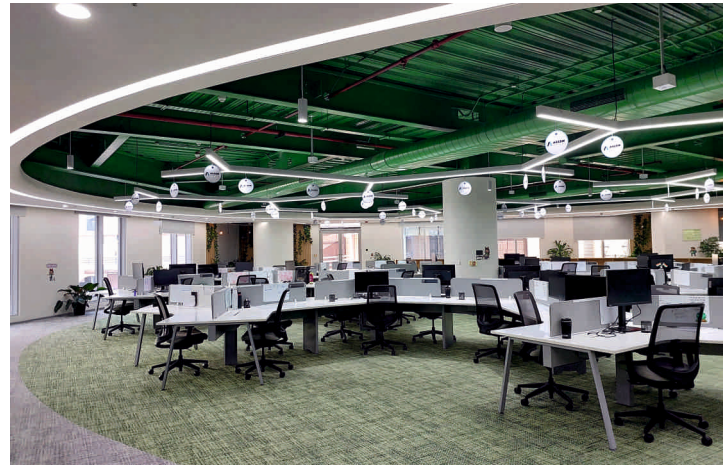
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Let's build an office together

- Desking System • Height Adjustable Desks & Workstations • Panel System
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1. About Talin

Company Overview



Founded in 1997, Talin Modular Office Furniture Systems Pvt. Ltd. has established itself as a leading manufacturer in the Office Furniture, Home Furniture, and Interiors sector in India. Recognized for quality, innovation, and customer satisfaction, Talin specializes in modular office furniture tailored to enhance workplace productivity and reflect clients' unique identities. With a focus on functional, aesthetic, and durable designs, Talin serves both domestic and international markets, providing solutions that resonate with diverse workplace needs.

Product Portfolio

Talin offers a comprehensive range of products, including modular workstations, storage solutions, desks, and office accessories. Leveraging high-quality materials and advanced manufacturing techniques, the company ensures its offerings are not only durable and functional but also visually appealing. Customization is a hallmark of Talin's product line, enabling tailored solutions that cater to specific client requirements.

Innovation and Design

Innovation drives Talin's operations. The company's design and engineering teams focus on creating ergonomic, flexible, and contemporary furniture solutions that align with modern work environments. Sustainability plays a pivotal role in Talin's design philosophy, with efforts to incorporate eco-friendly materials and processes in product development and manufacturing.

Global Reach

Talin's reputation extends beyond India. While supplying office furniture domestically, the company also exports metal lockers to the United States. This global footprint is supported by a commitment to exceptional customer service and long-term client relationships, ensuring comprehensive support for all clientele.

Value Chain

Talin's supply chain comprises 65 suppliers, predominantly from India (85%), with additional sourcing from Thailand, Malaysia, Austria, Denmark, Germany and China. The company maintains contractual relationships to uphold quality and sustainability standards. Raw materials are transformed into components and integrated into finished products at Talin's manufacturing facilities. Ongoing initiatives, including the development of a Supplier Code of Conduct, underline the company's dedication to ethical and sustainable sourcing.

Sustainability Initiatives

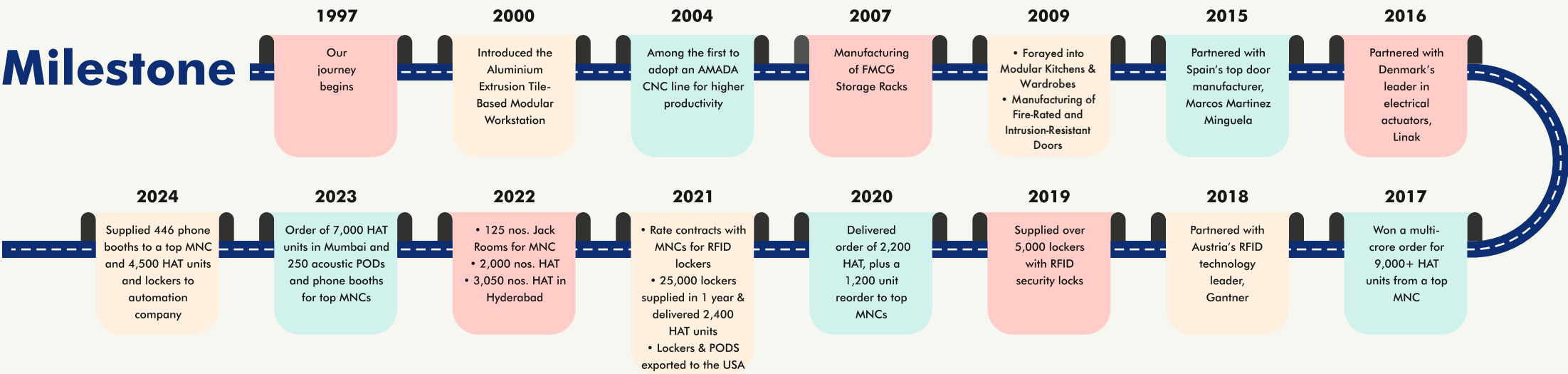
As a responsible manufacturer, Talin is committed to minimizing its environmental impact. Its Environmental, Social, and Governance (ESG) initiatives focus on energy efficiency, the use of recyclable materials, and community well-being. These efforts align with Talin's broader vision of promoting sustainability across its operations.

The Team

Talin is led by a first-generation technocrat-entrepreneur with extensive expertise in design, engineering, and fabrication. A team of professional managers supports the leadership, ensuring a proactive and customer-focused approach. From skilled R&D engineers and designers to an experienced sales team and a dedicated manufacturing workforce, Talin's team embodies a shared commitment to innovation, quality, and customer satisfaction.



I. Journey



Factory Infrastructure at Talin



Our Manufacturing Units

UNIT 1
100,000 Square feet
in the HBR Layout

UNIT 2
Covering **55,000** square feet
in MALUR, this manufacturing unit is
equipped to meet various
production needs

UPCOMING UNIT
Anticipate our upcoming
manufacturing facility in Hoskote,
spanning **125,000** square feet.

Talin's factory infrastructure exemplifies our commitment to excellence in furniture craftsmanship. Equipped with state-of-the-art machinery and technology, we ensure precision, efficiency, and superior quality in every product we manufacture. Our advanced equipment includes tube benders, band saws, metal presses, plasma tables, sheet metal brakes, and metal drills, all of which contribute to exceptional craftsmanship and durability.

We prioritize investment in cutting-edge technology as a cornerstone of delivering furniture that meets and exceeds customer expectations. By seamlessly integrating skilled craftsmanship with modern machinery, we produce stylish and contemporary furniture that achieves a perfect balance of form, function, and durability.

Staying ahead of industry advancements is central to our philosophy. We continuously adopt innovative machinery and processes to enhance our manufacturing capabilities, ensuring our furniture is crafted with unmatched precision and a passion for excellence.



II. Sustainability at a Glance

Products and Operations

84
Green Certified
Products

~85%
Purchased from
Local Suppliers

2
Facilities

Energy and Emissions

46.27%
Reduction in Specific
Energy Consumption
(Over baseline year FY22)

100%
Green Electricity
Purchased in FY24

38.30%
Reduction in Emission
Intensity
(Over baseline year FY22)

Water and Waste

10.18%
Reduction in Specific
Water Consumption
(Over previous year FY23)

100%
Process Water
Treated in FY24

113.97 tonnes
of metal scrap recycled in FY24,
diverting from landfill

People and Safety

60%
Workforce actively engages
in training activities

10%
Reduction in work-related
injuries
(Over previous year FY23)

220+
Employees



III. Driving Purpose and Innovation

Vision

India has become the preferred destination for major international organizations to establish offices, driving a growing demand for office furniture. With 25+ years of experience, Talin is well-equipped to meet this demand. Our vision is to lead the industry by offering exceptional office furniture solutions and setting benchmarks in manufacturing and installation.

Mission

Talin is dedicated to exploring new materials, adopting advanced manufacturing technologies, and enhancing efficiency to reduce turnaround times and costs. By delivering innovative solutions, we aim to improve every aspect of office furniture. Our mission is to expand our product portfolio, achieve an annual growth rate of 20%, and secure a position among the top five furniture manufacturers in the domestic industry.

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.

A Unified Sustainable Strategy

Talin’s sustainable development strategy is built on three core principles: environmental responsibility, social responsibility, and economic responsibility. These principles guide the company’s leadership in formulating and executing impactful initiatives:

Environmental Responsibility

Talin focuses on reducing its carbon footprint, minimizing energy and water usage, managing waste, and controlling pollution. These efforts align with the company’s goal of mitigating its environmental impact and fostering resource efficiency.

Social Responsibility

Leadership emphasizes the creation of a diverse and inclusive workplace, prioritizing employee well-being and professional development. Talin also actively engages with local communities, aiming to create meaningful societal impact.

Economic Responsibility

Talin invests in sustainable and innovative solutions, promotes responsible sourcing and procurement practices, and focuses on generating long-term value for stakeholders.



2. Sustainability Commitment

1. Global Disclosures



Carbon Disclosure Project (CDP)

Our carbon emissions are transparently disclosed through the CDP platform, providing stakeholders with insight into our environmental impact.

<https://www.cdp.net/en/india>



Science Based Targets initiatives (SBTi)

Talin has committed to the Science-Based Targets initiative (SBTi) to achieve a 42% reduction in Scope 1 and Scope 2 GHG emissions by 2030, using 2022 as the base year.

Our targets were validated by SBTi in December 2023.

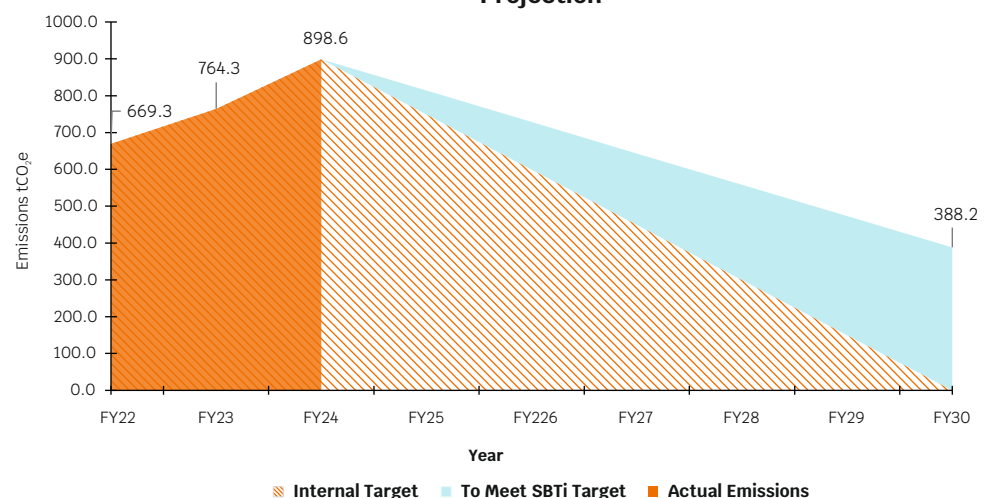
<https://sciencebasedtargets.org/companies-taking-action>



United Nations Global Compact

Talin is committed to integrating the principles of the UN Global Compact into its strategy, culture, and daily operations. We plan to engage in collaborative projects that support the broader development goals of the United Nations.

Talin GHG Emissions (Scope 1+2) Reduction Target
- Projection



II. Global Reporting

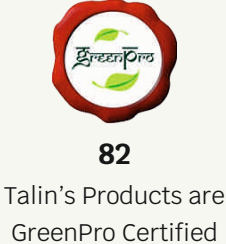


Global Reporting Initiative
Talin follows the Global Reporting Initiative (GRI) standards to prepare its sustainability report, ensuring comprehensive and transparent disclosure. Environmental, social, and economic performance are disclosed in the sustainability reports.



Greenhouse Gas Protocol
GHG emissions are monitored in accordance with the GHG Protocol standards. Annual GHG emissions data is published on our website. Starting FY24, we are accounting for Scope 3 emissions, in addition to Scopes 1 and 2.

III. Certifications

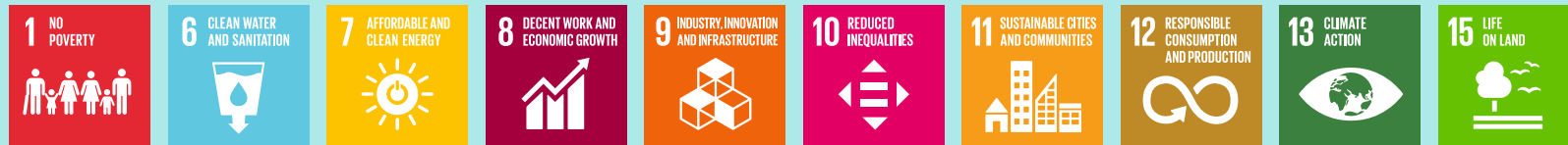


3. Sustainable Development Goals



Our commitment to sustainability aligns with ten United Nations Sustainable Development Goals (UNSDGs). These goals guide our efforts to create a positive global impact and reinforce our pledge to sustainable development.

Talin Prioritized Goals



We have identified 10 Sustainable Development Goals (SDGs) that are most relevant to our operations at Talin. By doing so, we can focus our sustainability efforts and maximize our impact in areas such as responsible production and consumption, and climate action. This targeted approach helps us contribute towards achieving the SDGs in a meaningful way.



Talin employees celebrating World Environment Day on June 5, 2023, with SDG-themed boxes.



Sustainable Development Goal	Description	Pg. No.	GRI
 Goal 3: Good Health and Well-Being	Designing safe and ergonomic furniture to support good posture while using non-toxic materials to ensure indoor air quality. Prioritizing employee safety through robust workplace safety protocols, regular training, and compliance with industry standards.	Pg. 19 Pg. 27	GRI 403
 Goal 6: Clean Water and Sanitation	Reducing water usage in manufacturing through efficient water management practices. Ensuring proper treatment and disposal of wastewater to prevent water body pollution.	Pg. 14 Pg. 14	GRI 303
 Goal 7: Affordable and Clean Energy	Utilizing renewable energy sources like solar and wind to reduce dependence on fossil fuels. Adopting energy-efficient practices in manufacturing to lower energy consumption.	Pg. 12,13 Pg. 12,13	GRI 302
 Goal 8: Decent Work and Economic Growth	Ensuring fair wages, safe working conditions, and skill development opportunities for employees. Strengthening local economies by sourcing materials and labor from nearby communities.	Pg. 29 Pg. 25,26 Pg. 18	GRI 202-1 GRI 403-1 GRI 404-2 GRI 203-1
 Goal 9: Industry, Innovation and Infrastructure	Driving innovation through R&D to enhance manufacturing processes and create sustainable furniture designs. Promoting sustainable transportation by supporting the development of eco-friendly logistics infrastructure.	Pg. 19 Pg. 18	GRI 306-2 GRI 301-2 GRI 305-5
 Goal 10: Reduced Inequalities	Fostering diversity and equal opportunities through inclusive hiring practices and gender equality initiatives. Promoting equality of opportunity with training, professional development, and leadership programs.	Pg. 23 Pg. 23	GRI 405-1 GRI 404-3
 Goal 11: Sustainable Cities and Communities	Designing furniture that optimizes space and promotes sustainable living in urban environments. Supporting local community development through CSR initiatives focused on education, health, and environmental sustainability.	Pg. 19 Pg. 24	GRI 416-1 GRI 413-1
 Goal 12: Responsible Consumption and Production	Reducing environmental impact by using sustainably sourced materials like certified wood and recycled content. Minimizing waste through robust reduction and recycling programs in manufacturing.	Pg. 20 Pg. 14,33	GRI 301 GRI 306-2
 Goal 13: Climate Action	Cutting greenhouse gas emissions with energy-efficient manufacturing and transportation processes. Minimizing carbon footprint by sourcing materials locally and using sustainable packaging.	Pg. 16 Pg. 11	GRI 305
 Goal 15: Life on Land	Sourcing wood and materials responsibly to prevent deforestation and habitat destruction. Promoting sustainable forest management practices to ensure long-term availability of resources.	Pg. 20 Pg. 20	GRI 301-1 GRI 304-2

4. About Report

I. Materiality Matrix

At Talin, we recognize that materiality is a critical factor in guiding our sustainability strategy. It enables us to identify and prioritize the key environmental, social, and governance (ESG) issues that have the greatest impact on our business and stakeholders. For FY24, we have further refined our materiality assessment process, building upon the insights gained from our FY23 report.

To ensure a comprehensive understanding of the most pressing sustainability topics, we engaged with a wide range of stakeholders, including customers, suppliers, employees, investors, and community partners. Through this feedback, we were able to capture diverse perspectives on our sustainability performance and the issues that matter most.

As a result of this thorough process, we have identified the following sustainability topics as most material to Talin and its stakeholders:

Environmental Topics

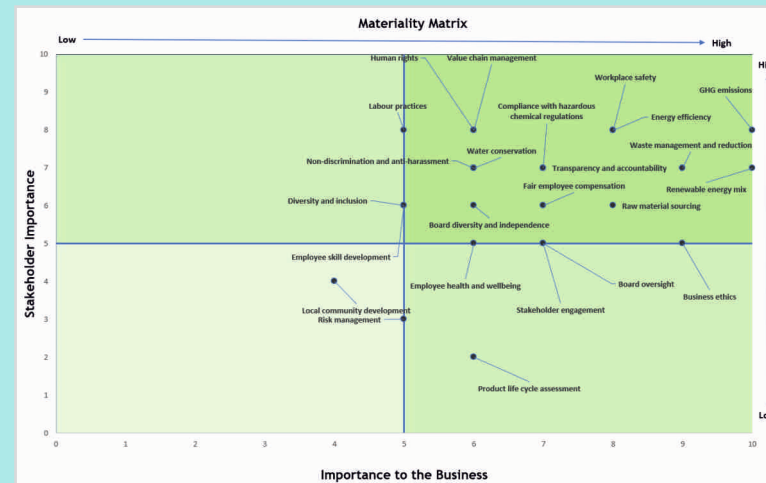
- Raw material sourcing
- Waste management and reduction
 - Energy efficiency
 - Renewable energy mix
 - Water conservation
 - GHG emissions
- Product life cycle assessment
- Compliance with hazardous chemical regulations

Social Topics

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

Governance Topics

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



By identifying these material topics, we are better equipped to align our sustainability efforts with our business objectives and stakeholder expectations, creating long-term value and fostering positive societal impact.

5. Environment

I. Environmental Sustainability

At Talin Modular Office Furniture Systems Pvt. Ltd., we recognize the critical importance of environmental sustainability in shaping a better future for our business, our community, and the planet. As a prominent office furniture manufacturer based in Bengaluru, India, we understand that our operations have an inherent impact on the environment.

To achieve this, we have implemented science-based strategies that address key environmental aspects across our value chain. We adhere to global standards, such as the GHG Protocol, and have set targets aligned with the Science Based Targets initiative (SBTi). Additionally, we disclose our climate data through the Carbon Disclosure Project (CDP), ensuring that our efforts are measurable, accountable, and in line with global sustainability goals.

We integrate sustainability into all aspects of our operations. We have taken deliberate steps to divert waste away from landfills, optimize energy efficiency in our manufacturing processes, and increase the use of renewable energy within our energy mix. These initiatives, including the construction of a rainwater harvesting system, reflect our commitment to reducing resource consumption, conserving water, and integrating sustainable practices into our daily operations.

We believe that sustainability extends beyond our walls and into our supply chain. We actively collaborate with critical suppliers to spread awareness and encourage environmentally responsible practices across our value chain, ensuring that sustainability is a shared priority at every level. Our dedication to the UN Sustainable Development Goals (SDGs) further demonstrates our commitment to fostering a positive environmental impact, aligning our business objectives with global climate action and resource conservation efforts.

While we have made meaningful progress so far, we remain aware of how much further we need to go on our journey toward a more sustainable future. Through these concrete actions and decisions, we aim to not only contribute to safeguarding the planet but also to ensure the long-term resilience and success of our business. We are committed to continually improving our practices and paving the way for a greener, more sustainable future for all.

Environment Policy

We have established a comprehensive Environmental Policy that guides our sustainability initiatives and ensures our commitment to minimizing our environmental impact.



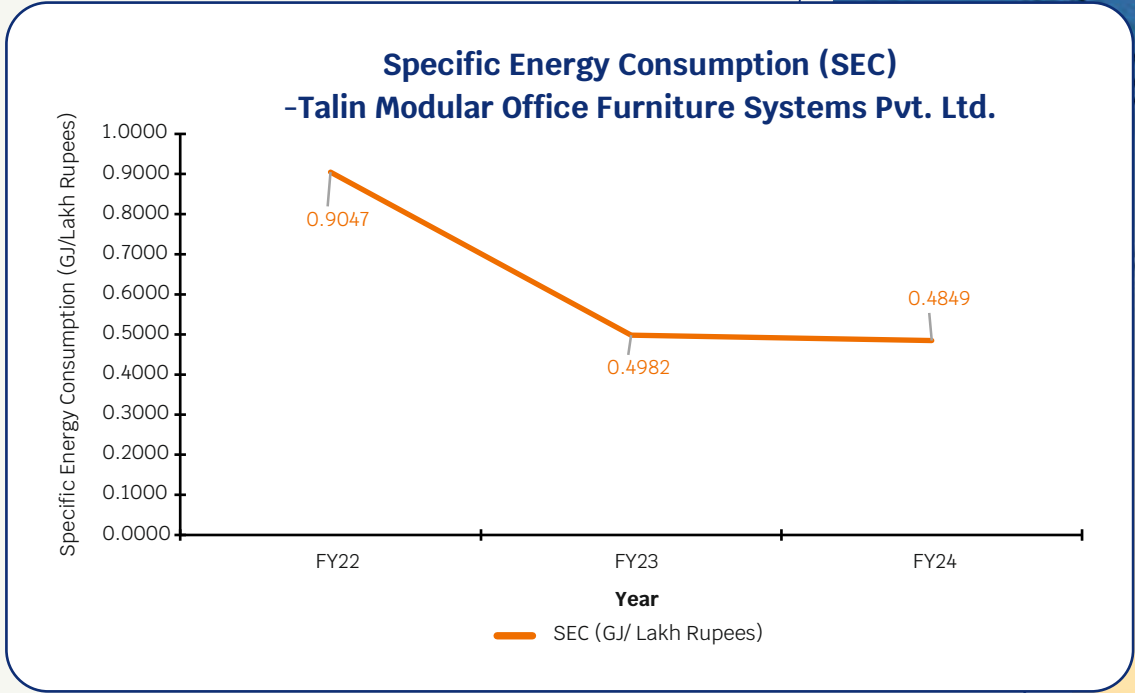
II. Energy

Talin is deeply committed to addressing the pressing challenge of climate change by prioritizing energy efficiency and transitioning to renewable energy. As a responsible business, we understand the critical role we play in reducing greenhouse gas emissions and contributing to a sustainable future. Our approach focuses on minimizing energy consumption across our operations while actively integrating green energy solutions to drive meaningful change.

Energy Management

Energy efficiency remains a cornerstone of Talin’s sustainability strategy. Through focused initiatives, we have achieved a 46.27% reduction in specific energy consumption compared to our baseline year FY22. This milestone reflects our commitment to operational excellence and environmental responsibility. These achievements are driven by continuous process optimization and the implementation of a robust machinery maintenance program that ensures optimal performance.

To further enhance efficiency, we have invested in advanced energy-efficient machinery and upgraded to a more efficient diesel generator. Conscious of the need to align production growth with sustainability, we opted for an electric powder coating oven for our second installation instead of another diesel-fired oven, increasing production capacity while reducing energy consumption. We have implemented synchronized departmental shutdowns at the end of each day to minimize energy usage during non-operational hours. Facility-wide upgrades, including LED lighting installations and employee education on conservation practices, contribute to our energy-saving efforts. Additionally, passive strategies like optimizing natural light utilization and enhancing fresh air ventilation reduce reliance on energy-intensive systems, reflecting our holistic approach to sustainability.



46.27%
Reduction in Specific Energy
Consumption over baseline year FY22



Renewable Energy

Recognizing the transformative impact of renewable energy, Talin has ensured that 100% of its electricity consumption in FY24 is powered by green energy through the purchase of International Renewable Energy Certificates (I-RECs). This commitment highlights our proactive approach to reducing carbon emissions and aligns with our broader decarbonization strategy.

Looking ahead, our new facility in Hoskote will feature an on-site rooftop solar energy system, further demonstrating our dedication to integrating renewable energy into our operations. Harnessing solar energy will reduce our dependency on non-renewable sources, lower our overall emissions, and play a crucial role in advancing our decarbonization goals. By leveraging on-site renewable energy, we aim to build a more resilient and sustainable energy infrastructure that aligns with our vision for a greener future.

100% Electricity equivalent
I-RECs purchased - FY24



Efficient Product Solutions

Our products also maintain consistent energy efficiency standards by utilizing 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. These collective efforts highlight our decisive actions toward sustainability, enhancing both operational efficiency and environmental responsibility.

These efforts collectively represent Talin’s determination to lead by example, fostering innovation and environmental stewardship across all aspects of our operations.



Advanced
Energy-Efficient
Equipment



Operations
Optimization



100% Renewable
Energy Usage

III. Water

At Talin Modular Office Furniture Systems Pvt. Ltd., water stewardship is an essential part of our sustainability strategy. We are committed to managing water resources responsibly and reducing our overall consumption through targeted initiatives and infrastructure improvements. Our operations at both the HBR and Malur facilities reflect this dedication.

HBR Facility

Our HBR facility uses water solely for domestic purposes. To minimize consumption, we have installed water-efficient fixtures and regularly conduct employee training sessions to promote conservation awareness. All wastewater is responsibly discharged into the municipal sewage system in compliance with local regulations. While process water is not used at this facility, we remain committed to optimizing domestic water usage and reducing our environmental footprint.

Malur Facility

The Malur facility adopts a comprehensive approach to water management, complemented by rainwater harvesting. Serving both domestic and manufacturing needs, the facility features a rainwater harvesting system with a capacity of 4,635.45 kL, currently utilized for gardening. Looking ahead, we aim to expand its application to domestic use, further enhancing water efficiency across the site.

All process effluent is collected, stored, and transported by vendors certified by the Pollution Control Board (PCB) for treatment at an Effluent Treatment Plant (ETP). Post-treatment, the water meets regulatory standards and is reused for gardening, supporting our commitment to resource conservation. Any sludge generated during the process is disposed of at PCB-certified sites, ensuring strict adherence to environmental regulations.

Achievements and Future Goals

In FY24, we achieved a 10.18% reduction in specific water consumption compared to FY23. This progress reflects our ongoing efforts to optimize water use across all operations. As part of our future plans, we aim to reuse treated water for domestic purposes, further enhancing our sustainability impact and reducing dependence on external water sources.

Commitment to Sustainability

Our water management initiatives extend beyond operational efficiency, combining infrastructure enhancements like rainwater harvesting with employee engagement and effective effluent management. These efforts reflect Talin’s dedication to sustainable water practices, fostering a culture of responsibility and continuous improvement while contributing positively to the environment and the communities we serve.

These efforts
reflect Talin’s
dedication to
sustainable water
practices.





Sustainable Wastewater Management through 100% Process Water Treatment

Process Water Usage:

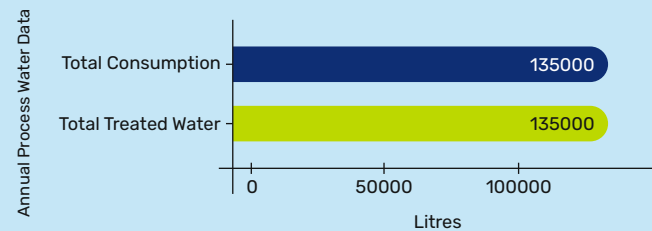
1,35,000 L

Annual Consumption of Process Water - FY24

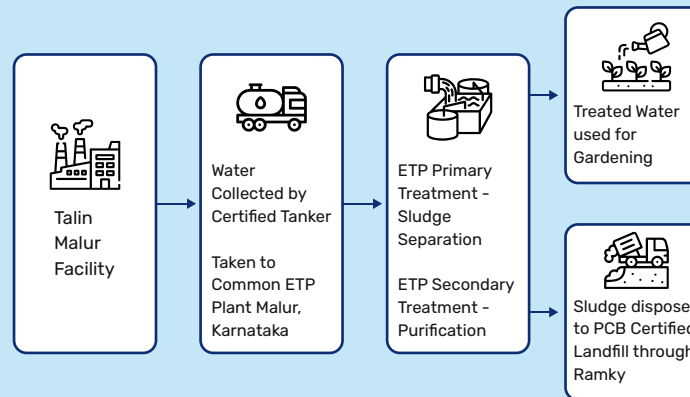
Talin uses a 9 Tank Process method for cleaning and galvanizing its semi-processed components before powder coating.



Annual % of Process Water Treatment - FY24



100%
Of Process Water is treated



March 2024



10.18%

Reduction in Specific Water Consumption over FY23



4,635 kL

Rainwater Harvesting Potential at Malur Facility

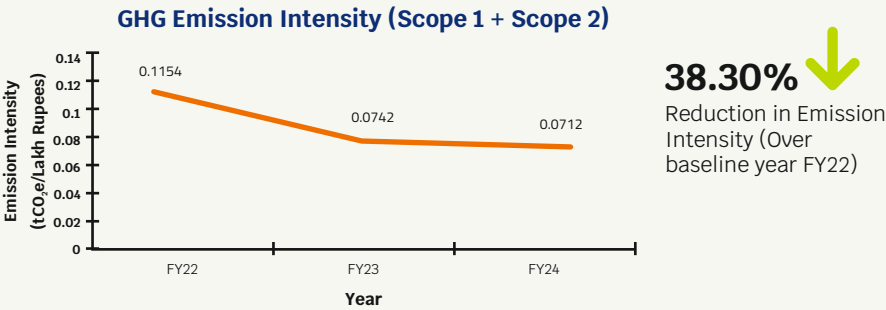
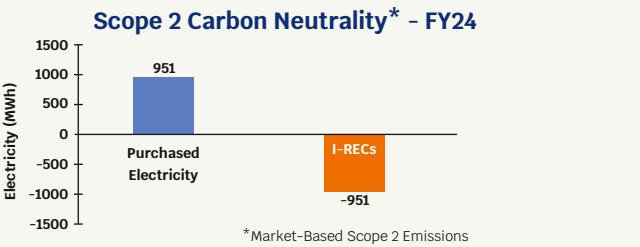
IV. GHG Emissions

Commitment to GHG Emissions Reduction

Talin is dedicated to reducing greenhouse gas (GHG) emissions as part of our commitment to sustainability. Our targets, validated by the Science Based Targets initiative (SBTi), aim for a 42% reduction in GHG emissions by 2030 compared to our baseline year of FY22. This commitment reflects our dedication to addressing climate change and contributing to global decarbonization efforts. We have already achieved a significant reduction in emission intensity: 4.04% over FY23 and 38.30% compared to FY22, highlighting our continuous progress toward our environmental goals.

Scope 2 Carbon Neutrality

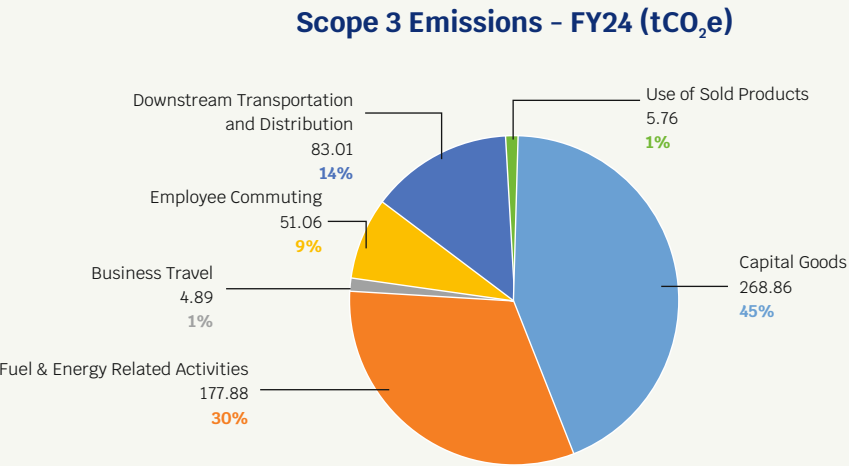
To support our GHG reduction targets, Talin has taken significant steps in sourcing renewable energy. By purchasing International Renewable Energy Certificates (I-RECs) for 100% of our electricity consumption in FY24, we have achieved Scope 2 (market-based) carbon neutrality. This transition to renewable energy is a critical part of our strategy to reduce our carbon footprint and contribute to a cleaner, more sustainable energy landscape.



55.93% Employees embrace sustainable commutes to the workplace (Walking or Public Transit)

Scope 3 Emissions and Their Importance

For the first year, we have calculated our Scope 3 emissions, acknowledging their critical role in our carbon reduction efforts. While Scope 1 and Scope 2 emissions stem from direct operations and energy use, Scope 3 emissions encompass our supply chain, product life cycles, and other indirect activities. We are committed to reducing Scope 3 emissions by engaging with suppliers and fostering sustainable practices across our value chain.



Green Skilling and Employee Engagement

Talin also recognizes the importance of internal awareness and engagement in achieving our sustainability goals. We have provided Green Skilling Training to 100% of our employees, focusing on sustainable manufacturing practices, SDGs, and strategies to minimize energy waste. This training empowers our team to contribute to emission reduction efforts both at the individual and operational levels, reinforcing our commitment to a sustainable future.

100% of Talin's workforce has undergone Green Skilling Training.

- Topics Covered:**
- Concept of Sustainability
 - Sustainable Development Goals (SDG)
 - Sustainability in Manufacturing

Transparency and Reporting: CDP and GHG Protocol

Talin follows the GHG Protocol to report our emissions, ensuring consistency and transparency in our climate-related disclosures. We disclose our emissions annually through the Carbon Disclosure Project (CDP), a key platform for driving accountability in environmental performance. Next year, we plan to undergo third-party verification of our emissions data to further enhance the credibility of our reports and advance transparency in our sustainability practices.



V. Waste

Commitment to Waste Reduction

At Talin, we recognize the environmental impact of waste and are dedicated to minimizing it across our operations. Our efforts center on reducing waste from manufacturing processes, particularly wood and metal, and diverting it from landfills. By prioritizing sustainable raw material utilization and promoting responsible waste disposal, we aim to advance our commitment to circularity while significantly reducing our environmental footprint.

Waste Management at Operations

Effective waste management begins with robust operational procedures. We have established dedicated, demarcated waste handling and storage areas within our facilities to ensure the systematic segregation and proper handling of waste. Employees and workers undergo regular training on waste segregation practices, empowering them to manage waste responsibly. Additionally, we strictly adhere to local Pollution Control Board norms, ensuring compliance with all regulatory requirements and maintaining environmentally sound practices across our operations.

Recycling and Reuse Initiatives

Aligned with our sustainability objectives, we actively promote recycling and reuse throughout our operations. Inbound packaging materials, such as cardboard boxes, are collected in designated areas and sold to authorized agencies for recycling. CRCA steel scraps are sent to Pollution Control Board-authorized melting agencies, while wooden materials are donated to orphanages for creative use, fostering a sense of community engagement. Large wooden cut pieces generated during production are reused within the facility, reflecting our commitment to resource efficiency and minimizing waste. These initiatives reflect our commitment to resource conservation and responsible consumption.

Effluent Waste Management

Effluent waste is managed with the highest level of responsibility. We collaborate with authorized third-party vendors specializing in effluent treatment and recycling to ensure all process waste complies with regulatory standards. These practices not only minimize environmental impact but also support sustainable water management within our operations.

Waste Diversion and Responsible Disposal

We continually strive to divert waste from landfills through innovative and responsible disposal practices. In FY24, we successfully diverted 113.97 tonnes of metal scrap for recycling or repurposing, reducing landfill dependency. Outbound packaging waste generated during installations is systematically collected by installation teams for responsible disposal or recycling, enhancing our circular waste management approach.

Waste Management

Assessment and Continuous Improvement

To strengthen our waste management practices, we are conducting a comprehensive waste assessment to analyze the types and volumes of waste generated in our operations. This ongoing study will identify new opportunities to reduce waste, improve recycling rates, and refine our strategies. Insights gained from this assessment will guide us in achieving our ultimate goal of zero waste to landfill, reinforcing our commitment to sustainability and continuous improvement.

Highlights

Inbound Packaging

- Cardboard boxes are collected and sold to authorized recycling agencies

Manufacturing Production

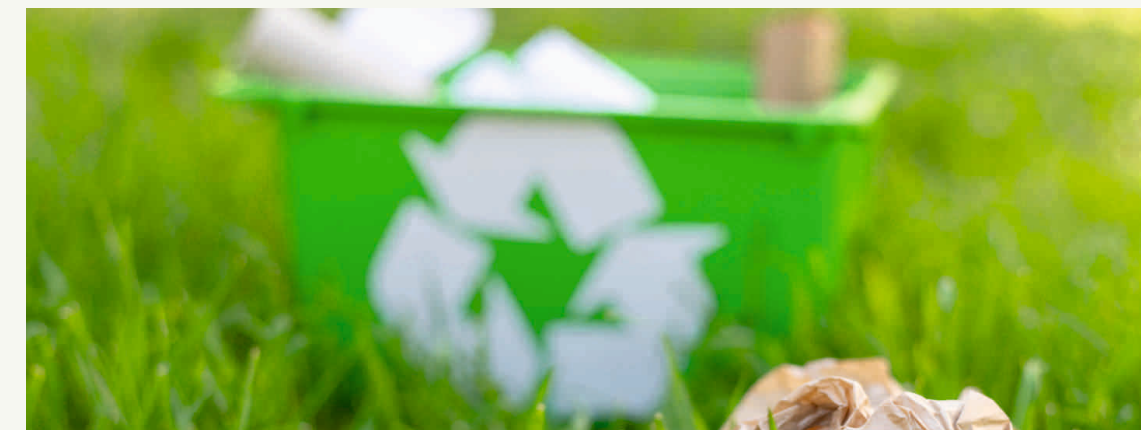
- CRCA steel is sent to PCB-authorized melting agencies
- Wooden items are donated to orphanages for reuse
- Large wooden cut pieces are repurposed within the facility

Operations

- Effluents are treated by authorized agencies to meet environmental standards

Outbound Packaging

- Packaging waste from installation sites is responsibly managed by installation teams



VI. Green Supply Chain

Commitment to Sustainable Supply Chain

At Talin, we are deeply committed to ensuring that our suppliers share our environmental values. This commitment is reflected in our Supplier Environmental Policy, which guides our efforts to promote sustainability throughout our supply chain. We believe that our environmental responsibility extends beyond our own operations and includes the practices of the vendors we partner with.

Supplier Screening and Code of Conduct

To align with our sustainability goals, we conduct a thorough screening process for all our suppliers. This process evaluates their environmental impact, practices, and policies. Following this, we provide our suppliers with our Supplier Code of Conduct, which outlines expectations for ethical, environmental, and social standards. The Code covers key areas such as responsible sourcing, waste reduction, energy efficiency, and labor practices, ensuring that our suppliers meet the same high standards we set for ourselves.

Collaborating for a Greener Future

As of now, we have communicated our green supply chain initiatives to 100% of our suppliers, emphasizing the importance of environmental stewardship. We have also completed an assessment covering 25% of our suppliers. This process helps us understand how well our suppliers align with our sustainability goals and identify areas for improvement.

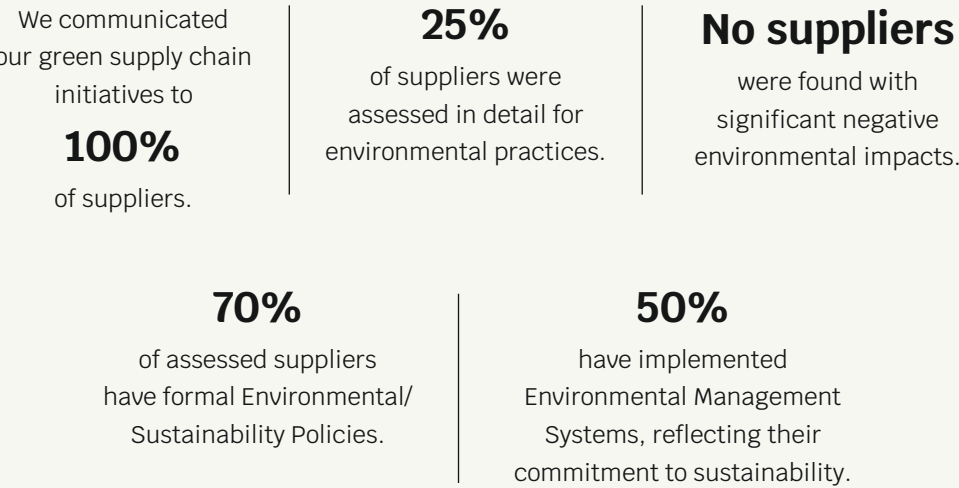
Supplier Environmental Performance

Our findings show that 70% of the assessed suppliers already have Environmental/Sustainability Policies in place, demonstrating a strong commitment to sustainability. Additionally, 50% of these suppliers have implemented Environmental Management Systems (EMS), further reinforcing their dedication to sustainable practices and environmental responsibility.

Driving Positive Change

At Talin, we are proud to partner with suppliers who are dedicated to reducing their environmental impact. No suppliers in our assessment were found to have significant negative environmental impacts, which is a testament to the strength of our supplier base. By maintaining these high standards and continuing to work closely with our suppliers, we are fostering a more sustainable supply chain and contributing to a greener, more responsible future.

Supplier Sustainability Assessment Highlights



www.talin.co.in



Sustainability makes good business sense.

Talin is embracing a **Green Supply Chain** approach, driving the brand's transition towards **sustainability**.



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6. Product Stewardship

I. Sustainable Design Philosophy

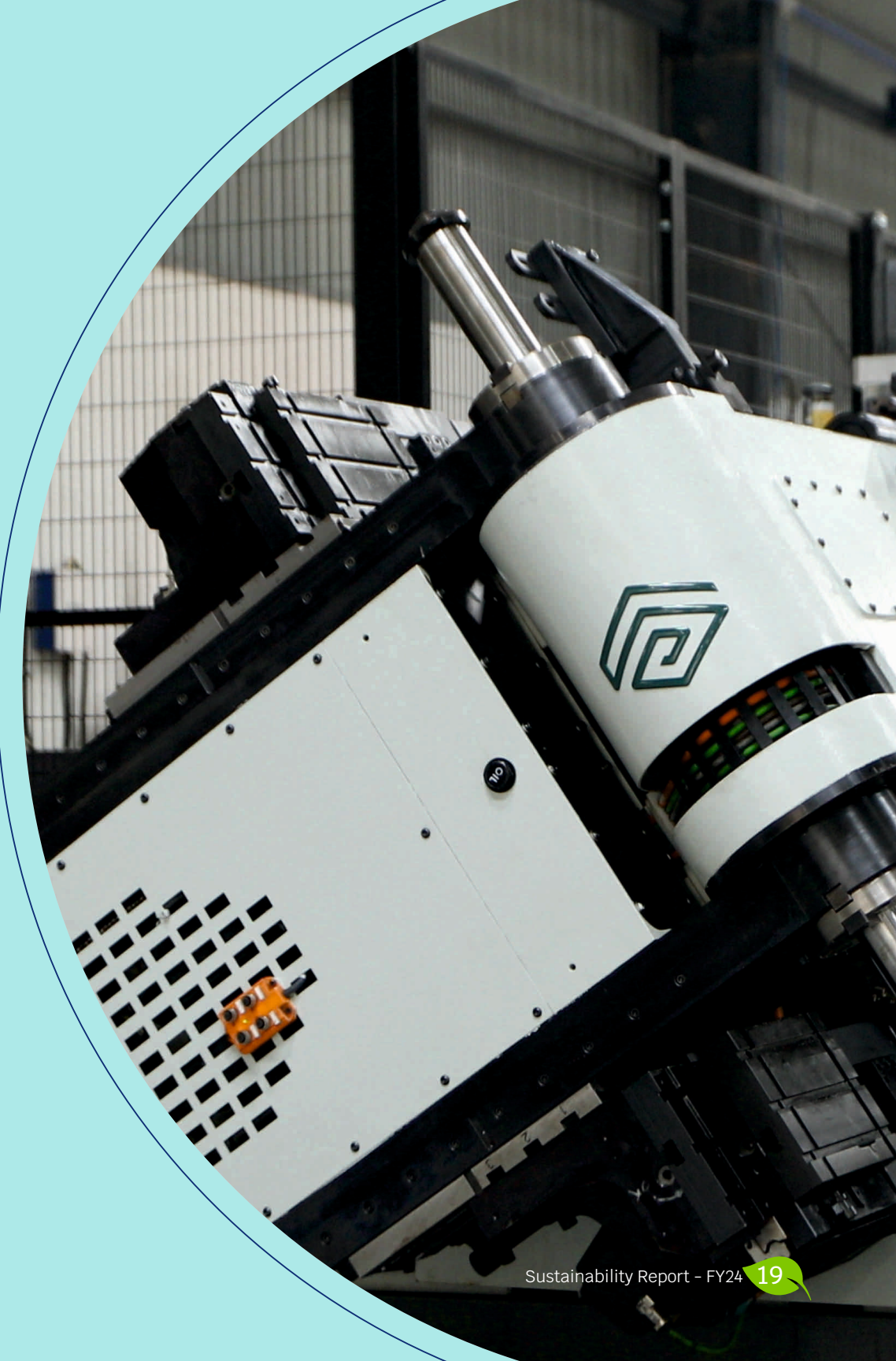
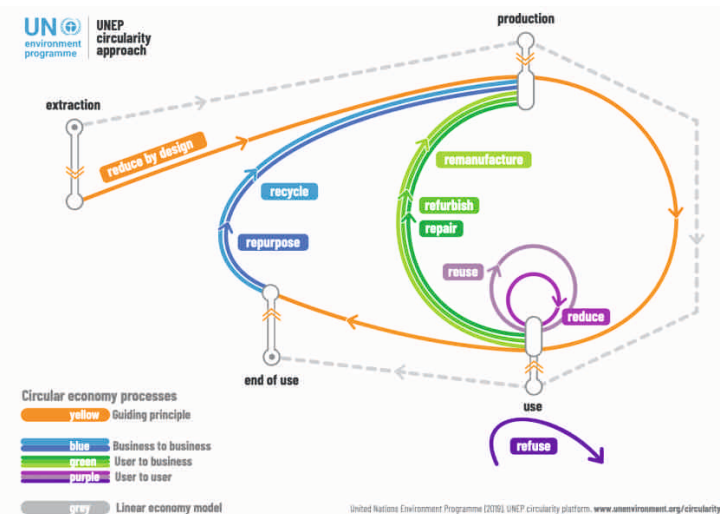
At Talin Modular Office Furniture Systems Pvt. Ltd., as a responsible modular office furniture manufacturer, we understand that our responsibility extends beyond functionality and aesthetics. We are committed to integrating sustainable practices at every stage of our product lifecycle, ensuring our customers benefit from solutions that are both innovative and environmentally responsible.

Our approach to product stewardship is holistic, reflecting the principles of the 9R Framework. These guiding principles drive our decision-making, from the design board to the production floor and, ultimately, to our products' end-of-life management. By refusing wasteful practices and rethinking traditional manufacturing processes, we reduce resource consumption and ensure that materials are efficiently utilized. Our products are designed for longevity, emphasizing repairability and refurbishment, which minimizes waste and extends their lifecycle.

Material selection is a key pillar of our sustainability efforts. We prioritize the use of recycled content and responsibly sourced raw materials, reducing our dependence on virgin resources. Our design practices are focused on modularity and disassembly, enhancing recyclability and making it easier for our customers to contribute to circularity. Each component is engineered with future reuse and recycling in mind, reinforcing our commitment to a circular economy where resources are continuously cycled back into productive use.

Raw material efficiency is another critical aspect of our strategy. Through advanced manufacturing techniques and lean processes, we minimize material waste and optimize resource utilization. This not only reduces environmental impact but also ensures sustainable, high-quality products for our customers. Our sustainable design philosophy emphasizes creating furniture that meets modern office needs while aligning with environmental values.

By integrating these sustainable elements, we ensure that our customers are part of a larger movement towards responsible consumption. Talin's products go beyond furniture, reflecting our commitment to sustainability. Each workstation, POD, and piece of furniture is designed to reduce environmental impact and support sustainable workspaces.



II. Material Conservation

Non-Renewable Materials:	Renewable Materials:	Presence of Heavy Metal:
~5%	~95%	0%
Presence of High VOC Content:	Recyclability of Our Products:	FSC Certified Wood Purchased:
0%	>80%	100%

Integrating Recycled Materials

At Talin, material conservation is a pillar of our sustainability initiatives. As part of our commitment, we are incorporating recycled materials into both our raw materials and packaging processes. By partnering with a reputable steel manufacturer that prioritizes sustainability and uses recycled content, we are taking a proactive approach to reducing our environmental footprint.

Optimizing Packaging Practices

Recognizing the importance of minimizing packaging waste, we provide targeted training to our packaging and installation teams. This training focuses on reducing material wastage while maintaining the integrity and safety of our products. Through these efforts, we are building a culture of mindful consumption and resource efficiency across our operations.

Sustainable Sourcing

Collaboration with suppliers plays a critical role in our material conservation strategy. To ensure the sustainability of our raw materials, we procure 100% FSC-certified wood, which guarantees that the wood used in our products is responsibly sourced. Approximately 95% of our

materials are renewable, with the remaining sourced from non-renewable materials, reflecting our strong commitment to sustainability. In addition, our products are free from heavy metals and high VOC content, further demonstrating our focus on environmentally responsible practices.

Maximizing Material Yield

The modular nature of our furniture design, combined with the use of modern machinery and advanced manufacturing techniques, enables us to achieve high raw material yield efficiency. Additionally, we actively reuse large cut pieces of metal and wood generated during manufacturing, repurposing these materials wherever possible. By optimizing processes and prioritizing reuse, we minimize waste, extend the life cycle of materials, and reduce the need for additional raw inputs. Over 80% of our products are recyclable, contributing significantly to a circular economy and aligning our practices with global sustainability standards.

Looking Ahead

Material conservation is not just a goal but a continuous journey at Talin. We are committed to exploring innovative ways to enhance resource efficiency and reduce environmental impact. From integrating recycled materials to fostering supplier partnerships, every action we take is aligned with our vision for a sustainable future.



7. Social

I. Our Culture

The success of Talin is powered by the dedication and passion of our employees. Recognizing their contributions as the foundation of our achievements, we are committed to fostering a workplace that values safety, inclusivity, and mutual respect. Our culture emphasizes collaboration, innovation, and the continuous pursuit of excellence.

Through regular engagement and meaningful initiatives, we create an environment where employees feel supported, heard, and empowered. By aligning our values with our practices, we are building a united and resilient "Team Talin" dedicated to driving progress and shaping a sustainable future.

Supporting Well-Being

Recognizing the critical role employees play in our success, we prioritize their well-being through a comprehensive range of benefits. These offerings are tailored to create a supportive environment where employees feel valued and secure. Our leave policy further supports a balanced and fulfilling work-life dynamic. By providing structured time off for personal and professional needs, we enable employees to focus on their well-being and responsibilities outside of work.

We are committed to creating a workplace where employees feel empowered, supported, and motivated. Through robust benefits and policies, we aim to build a thriving team that drives our collective success.



Health Care Coverage



Disability Support



Invalidity Insurance



Employee Welfare Programs



Paid Leave Policy



Work-Life Balance Support



Professional Development Opportunities



Ethics at the Core

I. Commitment to Ethical Standards

Upholding the highest ethical standards is fundamental to Talin's operations. We are committed to conducting our business with integrity and adhering to values that reflect our dedication to responsible practices. One of our core principles is compliance with local and national laws, particularly those related to child labor.

As a responsible organization, we are deeply invested in creating a work environment that upholds the dignity and well-being of all individuals. Our efforts extend to our supply chain, where we emphasize the importance of shared accountability in promoting ethical practices. By championing these principles, we are taking meaningful steps to protect human rights and eliminate exploitation in our industry.

II. Child Labour

Child labor is a significant global concern, and we recognize the role businesses play in addressing this issue. Talin has implemented robust measures to ensure our supply chain is free from any involvement in child labor. We actively encourage and monitor our suppliers to uphold the same ethical principles that define our organization.

III. Modern Slavery and Human Trafficking Policy

As part of our broader commitment to ethical practices, Talin has introduced a Modern Slavery and Human Trafficking Policy. This policy demonstrates our proactive approach to combating child labor and advancing human rights. We believe that businesses have a vital responsibility to contribute to the abolition of exploitative practices and promote respect for human rights across all operations.

IV. Training and Commitment to Human Rights

Upholding human rights is a core principle at Talin, reflected in our comprehensive Human Rights Policy. We are committed to fostering a workplace that respects and safeguards the rights and dignity of every individual associated with our organization.

As part of this commitment, all employees undergo dedicated training on human rights during their onboarding process. This training encompasses essential topics, such as the right to freedom of speech and the application of human rights principles in everyday operations. We also prioritize providing access to remedies for grievances, ensuring timely and appropriate resolution of any concerns.

To continuously enhance our human rights performance, we focus on sharing good practices and learnings across teams and departments. This includes setting and reviewing targets, as well as monitoring, reporting, and transparently disclosing our progress. These initiatives reflect our unwavering dedication to ethical practices and the creation of an inclusive, respectful workplace for all.

Empowering Security Personnel

100%

of our security personnel have received training on human rights.

A Workplace That Cares

At Talin, our approach to ethics, human rights, and employee engagement demonstrates our unwavering commitment to building a workplace that genuinely cares for its people. By empowering a culture of inclusion, integrity, and responsibility, we aim to inspire our employees and partners to contribute positively to the world around them.

Through steadfast adherence to ethical practices and a focus on continuous improvement, Talin is creating an environment where every individual is valued, respected, and empowered to thrive.

II. Diversity and Equal Opportunity

Commitment to Equal Pay

At Talin, we are committed to building a Diverse, Equitable, and Inclusive (DEI) workplace where every individual is valued and respected. Our approach to DEI is rooted in fairness, ensuring that all employees have equal access to opportunities for growth, recognition, and advancement based on their merit and capabilities.

We uphold gender pay equity across our organization, ensuring that both women and men receive equal compensation for equal work. This commitment extends beyond base salary, encompassing overall remuneration, performance reviews, and merit-based salary revisions. Incentives are awarded based on performance outputs, further reinforcing our commitment to fair and transparent compensation practices. This alignment with the Minimum Wages Act reflects our adherence to legal standards while striving to exceed expectations in creating a supportive and inclusive environment for all employees.

Merit-Based Recruitment and Hiring

Our recruitment and hiring processes are guided by a firm commitment to merit-based decisions. We ensure that all prospective employees are evaluated based on their qualifications, skills, and experience, without any discrimination on the grounds of race, gender, age, religion, or other personal characteristics. Talin’s HR policies clearly reflect our belief in providing equal opportunities for all, regardless of background. We are committed to maintaining a work environment that promotes equal opportunity, ensuring that decisions related to recruitment, placement, promotion, and compensation are made in line with the principles of fairness and merit.

Promoting Equality of Opportunity

Talin recognizes the importance of fostering an environment where individuals from diverse backgrounds feel empowered to contribute to their fullest potential. We actively promote equality of opportunity for growth and development, supporting employees through training,

professional development programs, and leadership initiatives. This focus on inclusive growth helps create a more dynamic and productive workplace, where employees are motivated to excel.

Basic salary and overall remuneration
for women and men ratio – 1:1



Creating an Inclusive Work Environment

We also actively work to ensure that all employees, regardless of their gender, race, or background, feel included in all aspects of our business operations. Our commitment to DEI is integrated into our organizational culture, and we ensure that every employee has access to the tools and resources they need to succeed and thrive. Through ongoing awareness initiatives, training programs, and mentorship opportunities, we build a work environment where diversity is celebrated, and everyone has the opportunity to contribute meaningfully.

Building a Stronger Company Culture

By embracing diversity, equity, and inclusion, we are laying the foundation for a work environment that reflects our core values. Talin’s commitment to DEI is not just about meeting legal requirements but about creating a workplace where everyone, regardless of their background, can excel, feel supported, and contribute to the company’s ongoing success.

Non-Discrimination and Anti-Harassment Policy

Our Workplace Non-discrimination and Anti-harassment Policy further solidifies our stand against any form of discrimination, harassment, or unfair treatment in the workplace. Discrimination and harassment based on gender, race, religion, age, or any other personal characteristic are unequivocally prohibited, and we take any reports of such behavior seriously. We strive to create a culture where every employee feels valued, respected, and supported, regardless of their background or identity.

Continuous Monitoring and Improvement

In line with our DEI goals, Talin continuously monitors and assesses its practices to ensure that we are not only complying with legal and regulatory standards but also leading by example in promoting inclusivity and fairness across all levels of the organization. We believe that a diverse and inclusive workplace enhances innovation, drives better decision-making, and helps us create a stronger company culture.

III. Community Impact

I. Strengthening Bonds and Building Futures

Talin firmly believes in contributing meaningfully to the communities where we operate and where our employees reside. We view this as both a responsibility and an opportunity to create lasting, positive change. By aligning our business practices with the well-being of the community, we aim to enhance mutual growth and prosperity while addressing local needs and challenges.

II. Supporting Local Economies

Empowering local communities begins with creating economic opportunities. Talin prioritizes hiring talent from surrounding regions, providing stable employment, and contributing to the economic upliftment of these areas. By investing in the growth and development of local employees, we help build a robust community foundation that promotes both social and economic resilience.

In addition, we actively encourage sourcing materials from local suppliers, strengthening regional businesses and minimizing transportation-related emissions. This approach not only supports local enterprises but also aligns with our commitment to sustainable practices.

III. Volunteering and Employee Engagement

We believe that community development is most impactful when it becomes a shared mission. Talin inspires and helps employees to actively participate in volunteering initiatives, contributing their time and skills to community betterment projects. This not only strengthens employee engagement but also nurtures a culture of care and collective responsibility.

Through targeted training, we equip our workforce to engage effectively in community development efforts, whether by supporting local educational institutions, participating in environmental clean-ups, or driving initiatives to enhance public welfare.

IV. Contributions to Education and Sustainability

Talin has a long-standing commitment to education and environmental stewardship within local communities. As part of our community development initiatives, we have donated furniture and wooden boards to schools, churches, and other organizations, ensuring essential resources reach those who need them most. This includes our contribution to a tribal school in Southern India, where we supplied double desk-cum-benches and hexagonal tables.



V. Supporting Inclusive Communities

Talin has extended its support to the Balajothi Centre for the Disabled, a Bangalore-based nonprofit organization established in 2004. The center focuses on empowering children with Autism and Cerebral Palsy by providing care, counseling, and training to help them become self-reliant and confident members of society.

[\(Website: Balajothi Centre for the Disabled\)](#)

Talin has also contributed to the Catholic Club Orphans’ Trust, founded over 30 years ago to uplift underprivileged children by channeling charitable efforts towards their welfare and growth.

[\(Website: Catholic Club Orphans’ Trust\)](#)

Through these contributions, Talin reaffirms its commitment to creating a positive societal impact through meaningful and thoughtful support.

VI. Support for VRF Empowerment Program

Talin is proud to support the Veer Ratna Foundation (VRF), an organization dedicated to empowering the next of kin of battle casualties.

By collaborating with VRF, we are helping provide training and resources to the families of armed forces personnel who have made the ultimate sacrifice. This partnership highlights our commitment to social responsibility and supporting the resilience of families who serve our nation. [\(Website: Veer Ratna Foundation\)](#)

VII. Enhancing Vision Through Collaboration

On November 24, 2023, Talin partnered with NGO Deepwoods Initiatives on



Environment Trust and Sir C.V. Raman General Hospital, Bengaluru, to organize a spectacle donation drive. This initiative aimed to provide free corrective eyewear to economically disadvantaged individuals who lack access to essential vision care. By supporting this impactful program, Talin reinforced its commitment to fostering a healthier, more inclusive society and strengthening its connection with the local community. Such initiatives reflect our ongoing dedication to improving lives and creating equitable opportunities for all.

A Commitment to Collaboration

Talin’s impact on the community is rooted in collaboration and shared purpose. By listening to local voices and understanding their challenges, we aim to design sustainable solutions that reflect community priorities. Our partnerships with non-profits and grassroots organizations further amplify our efforts, allowing us to extend our reach and maximize our impact.

Creating a positive community impact is more than just an initiative for Talin; it reflects who we are as a socially responsible organization. With every step we take, we reaffirm our dedication to leaving a meaningful legacy that benefits both present and future generations.

IV. Commitment to Employee Development

Recognizing that employee growth directly influences organizational success, Talin invests significantly in training and development initiatives. These programs equip employees with the skills and knowledge they need to excel in their roles, promoting a culture of continuous learning and improvement. Through structured training sessions, feedback mechanisms, and targeted learning opportunities, Talin aims to enhance individual competencies while aligning them with business objectives.

I. Comprehensive Training Programs

Talin’s training framework covers a diverse range of programs to address the unique needs of its workforce:

- 

Vocational Training:
Hands-on learning experiences that enhance technical and operational expertise.
- 

Paid Educational Leave:
Opportunities for employees to pursue further education with full organizational support.
- 

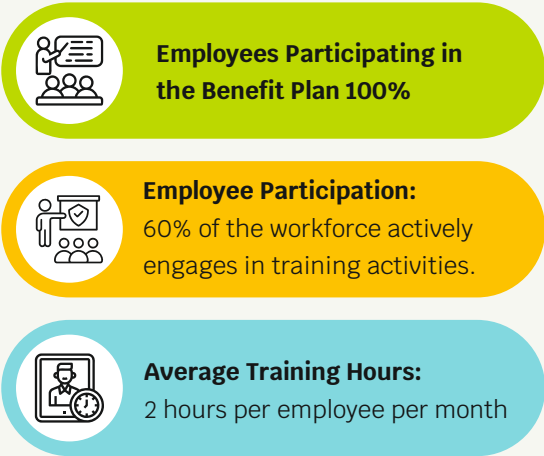
External Training:
Fully or partially funded training sessions conducted by experts outside the organization.
- 

Topic-Specific Sessions:
Focused workshops on areas like process improvement, leadership, and industry trends.
- 

Awareness and Compliance Training:
Includes sessions on sexual harassment prevention, workplace safety, and regulatory compliance, tailored for specific employee groups, including security personnel.

II. Measurable Training Impact

Talin emphasizes measurable outcomes in its training programs, ensuring effectiveness and alignment with global standards like ISO guidelines. Training metrics reflect a strong commitment to structured learning:



These metrics demonstrate Talin’s dedication to embedding training as a core element of its operational strategy.

III. Tailored Training for All Employees

Training initiatives are designed to address the needs of diverse employee groups, from technicians to office staff. Security personnel receive specialized training to handle their responsibilities professionally and respectfully, with a focus on human rights awareness and workplace safety. Female employees benefit from tailored programs, including sexual harassment prevention training, which ensures a safe and equitable working environment.

IV. Performance and Career Development

- Annual performance and career development reviews are an integral part of Talin’s HR strategy. These reviews:
- Provide employees with structured feedback on their work performance.
 - Help identify areas for improvement and set clear, actionable goals.
 - Align individual aspirations with organizational growth objectives.

By conducting these reviews regularly for over 60% of the workforce, Talin ensures employees have access to guidance and support for achieving their professional potential.

V. Encouraging a Culture of Continuous Learning

Learning is positioned as a continuous journey rather than a one-time event. Talin encourages employees to actively engage in self-improvement, leveraging the tools and resources provided by the organization. Programs are regularly updated to reflect advancements in technology, industry standards, and employee feedback.

VI. Inclusive Training Practices

Equal access to training is a priority at Talin. Female employees, technicians, and office staff alike benefit from a balanced approach to training that respects their unique needs and contributions. By promoting inclusivity in its training practices, Talin ensures every employee is equipped to thrive in their role.



Key Highlights of Talin’s Training Initiatives

Diverse Learning Opportunities:
Programs range from technical skills enhancement to leadership development.

Focus on Compliance:
Training on workplace safety, human rights, and harassment prevention fosters a respectful workplace culture.

Global Standards Alignment:
Metrics and programs are designed to meet ISO guidelines and industry benchmarks.

Building Future Leaders

Through its robust training and development programs, Talin is not only enhancing the skills of its workforce but also cultivating future leaders. Employees are encouraged to take ownership of their professional growth, leveraging opportunities to gain expertise and excel in their roles.

Commitment to Excellence

The emphasis on training and development reflects Talin’s belief in its employees as the foundation of its success. By providing them with the tools to succeed, the company builds a resilient, skilled, and motivated workforce ready to meet present and future challenges.



V. Safety First

Commitment to ISO 45001:2018 Standards

Ensuring the well-being and safety of employees is a top priority. Adopting the ISO 45001:2018 standard has been instrumental in creating a robust framework for occupational health and safety management. This globally recognized certification helps maintain the highest safety standards, ensuring that operational processes are aligned with industry best practices.

Comprehensive Workplace Health and Safety Policy

A Workplace Health and Safety Policy forms the backbone of safety efforts, outlining commitments to maintaining a secure environment for employees across all levels. This policy undergoes periodic reviews and updates to remain in step with the latest safety guidelines and regulatory requirements.

Rigorous Safety Audits

Regular audits of Integrated Management Systems are conducted to verify adherence to established safety protocols. Independent third-party experts perform these audits, ensuring impartial evaluations of workplace safety standards. These assessments help identify areas for improvement, driving a culture of continuous enhancement in safety practices.

Proactive Risk Identification and Mitigation

A dedicated Quality and Occupational Health and Safety (OHS) team conducts routine inspections across operational sites to identify and address potential risks. This team is equipped to evaluate physical risks, such as slips and falls, and chemical hazards, ensuring comprehensive oversight. Once risks are identified, they are promptly reported to management, and corrective actions are implemented to safeguard employees, customers, and the environment.

Ongoing Training and Education

Safety training is a cornerstone of occupational health initiatives. From onboarding sessions for new hires to regular workshops for existing employees, the goal is to ensure awareness of safety protocols and hazard identification. Employees are encouraged to report unsafe conditions, promoting a culture of shared responsibility for safety.

Provision of Personal Protective Equipment (PPE)

Appropriate PPE is provided at all operational sites to minimize exposure to workplace hazards. This equipment is supplemented by training on its correct usage, ensuring employees are both protected and confident in their ability to manage risks.

Health and Medical Support

The well-being of employees extends beyond the workplace. Regular health checkups are organized to monitor physical fitness, and medical allowances are provided to support healthcare needs. This investment in employee health underscores the company’s commitment to long-term wellness.

Injury Reduction and Progress Tracking

A 10% reduction in work-related injuries compared to the previous year highlights the effectiveness of safety initiatives. This achievement reflects the combined impact of proactive risk management, comprehensive training, and employee engagement in safety practices.

Promoting a Safety-First Culture

Instilling a safety-first mindset is central to operations. Awareness programs and training sessions reinforce the importance of health and safety practices, ensuring that employees remain informed about evolving

safety standards. By promoting a culture of safety, the organization Empowers a sense of security and trust within the workforce.

Mandatory Safety Training for New Hires

All new employees undergo rigorous safety training during the hiring process. This ensures they are well-acquainted with safety protocols from the outset, enabling them to contribute to a secure work environment from day one.

Regular Updates on Safety Protocols

As part of ongoing efforts to enhance workplace safety, training programs are regularly updated to incorporate new safety protocols and equipment. Employees are encouraged to actively participate in these sessions, ensuring they stay informed about best practices.

Recognizing Employee Contributions to Safety

Engagement and feedback from employees are integral to the success of safety initiatives. Encouraging employees to identify potential hazards and contribute to developing solutions reinforces a collaborative approach to maintaining workplace safety.

Conclusion

Safety is not just a policy but a value embedded in the organizational culture. By prioritizing health, safety, and well-being, the organization demonstrates its unwavering commitment to creating a secure and supportive environment for all employees. These efforts contribute to a workplace where safety is a shared responsibility, driving continuous improvement and building trust at every level.

8. Governance

I. Leadership Commitment

Talin's commitment to sustainability starts at the highest level, with its Board of Directors and dedicated committee teams. These bodies are responsible for shaping the company's governance practices and driving sustainable development across all operations. The Managing Director plays a pivotal role in overseeing the business and ensuring that sustainability is integrated into core strategies. By aligning the organization's purpose, values, policies, and goals with sustainable principles, Talin's leadership demonstrates a clear and steadfast commitment to responsible business practices.

The Sustainability Committee is directly accountable for achieving the company's sustainability targets. Its members, comprising senior leaders from key functions, work collaboratively to track progress, address challenges, and refine strategies. Talin's Sustainability Report undergoes thorough review and approval by the Managing Director, Marketing Director, and Head of Operations, ensuring top-tier oversight and alignment with organizational goals.

Expertise and Diversity

Talin's Board of Directors consists of highly qualified professionals with diverse backgrounds, extensive experience, and a shared commitment to sustainable growth. The collective expertise of the board spans key areas such as business, finance, and management, equipping them to navigate complex challenges and identify innovative solutions.

The board members' deep understanding of industry dynamics—including market trends, competitive forces, and emerging technologies—positions them to drive forward-thinking strategies. Talin actively supports continuous learning for its leadership, encouraging board members to participate in professional development programs.

This ensures they remain informed about evolving best practices and sustainability advancements, further strengthening their ability to guide the company effectively.



The Board convenes monthly to review progress and address key sustainability matters at Talin.

Driving Sustainable Success

Through its governance framework, Talin ensures that sustainability remains a central philosophy driving all aspects of the business. The alignment of strategic goals with sustainability principles enables the company to address emerging challenges while creating enduring value for stakeholders. By fostering accountability, leveraging diverse expertise, and promoting continuous learning, Talin's leadership sets a strong foundation for sustainable growth.



II. Ethical Governance

Talin is unwavering in its commitment to the highest standards of ethical governance. The company operates with integrity and ensures compliance with all applicable laws and regulations. Talin’s proactive approach includes robust policies, transparent communication channels, and a culture of accountability to foster responsible business practices.

Compliance with Legal and Regulatory Standards

Adhering to the Karnataka Government’s Minimum Wage Act, Talin ensures fair compensation for all employees at significant locations of operation. Beyond this, the company upholds rigorous compliance with laws and regulations across its business functions. A dedicated focus on monitoring legal changes ensures that policies and procedures remain current and effective.

Talin collaborates with external legal counsel to stay informed about evolving legal landscapes. Regular training programs further empower employees to understand and adhere to compliance requirements, reinforcing ethical behavior across the organization.

Anti-Corruption Measures

Talin’s zero-tolerance approach to corruption is supported by robust policies and practices aimed at preventing, detecting, and addressing corruption risks:

I. Code of Conduct

Defines strict ethical and legal standards, prohibiting bribery, corruption, and unethical behavior. This code is shared with employees, governance members, and business partners.

II. Anti-Bribery Policy

Provides detailed guidelines on managing gifts, facilitation payments, and political contributions to minimize risks and uphold ethical practices.

III. Due Diligence

Comprehensive assessments of business partners, suppliers, and contractors ensure alignment with Talin’s ethical standards and compliance with anti-corruption laws.

IV. Training and Awareness

Regular training enhances understanding of anti-corruption policies and ethical behavior, encouraging vigilance in identifying and reporting misconduct.

V. Reporting and Investigation

A whistleblowing mechanism allows stakeholders to report suspected corruption anonymously, ensuring thorough investigation and appropriate actions.

Transparent Communication and Reporting

Talin has established clear and accessible channels for reporting concerns, enabling employees, customers, and stakeholders to voice issues without fear of retaliation. These mechanisms include:

Whistleblowing Mechanisms

Employees can report misconduct, unethical behavior, or regulatory breaches anonymously. All reports are thoroughly investigated, and appropriate actions are taken.

Engaging Stakeholders:

Open lines of communication with customers, suppliers, and stakeholders facilitate timely identification and resolution of critical concerns.

Internal Transparency

Regular interactions between employees and management foster a culture of openness and accountability, promoting ethical decision-making and problem resolution.

By prioritizing transparency, Talin reinforces trust and ensures that ethical concerns are addressed promptly and effectively.

Remuneration Policy

Talin ensures fair and competitive employee compensation by adhering to labor laws and offering a mix of fixed and variable pay, including base salary, bonuses, and benefits like retirement plans. Remuneration is determined based on job responsibilities, skills, and performance, with oversight by the Board of Directors to ensure transparency and alignment with company goals.

Promoting a Culture of Accountability

Talin’s leadership promotes an anti-corruption culture through clear communication and comprehensive training on ethical policies. Anti-corruption measures have been communicated to all governance body members, employees, and business partners, with plans to extend training to governance members and employees in the near future.

Periodic reviews and audits ensure that anti-corruption policies remain effective, with corrective actions implemented promptly to address any gaps. This approach reflects Talin’s dedication to continuous improvement and upholding its integrity.

Ethical Governance as a Foundation for Success

Ethical governance is integral to Talin’s operations, ensuring long-term value creation for all stakeholders. By embedding integrity, transparency, and accountability into every aspect of its business, Talin builds a resilient foundation for sustainable growth. The company’s steadfast commitment to ethical practices reinforces its position as a responsible corporate citizen and trusted industry partner.

III. Stakeholder Engagement

Talin’s approach to stakeholder engagement is rooted in transparency, accountability, participation, collaboration, and continuous improvement. By engaging with key stakeholders, Talin ensures that its operations align with the expectations of those who influence and are influenced by its activities. This commitment underscores Talin’s vision of sustainable growth driven by strong relationships and mutual trust.

Stakeholder Groups

Talin’s primary stakeholder groups include the Board of Directors, Employees, Suppliers, Customers, and the local community. Each group plays a critical role in shaping the company’s strategies and initiatives, and Talin ensures that their voices are heard through structured and meaningful engagement.

Key Initiatives and Engagement Efforts



Supplier Communication

Talin recently emailed all suppliers to outline its shift toward a greener supply chain, promoting sustainable practices across its value chain.



Community Collaboration

Partnering with Deepwoods Initiatives on Environment Trust, Talin addresses environmental concerns and strengthens community ties.



Customer Feedback

A robust feedback system helps Talin understand customer needs, improve offerings, and enhance satisfaction.

Principles Guiding Engagement

The following principles guide Talin’s stakeholder engagement approach:



Transparency

Sharing information openly and ensuring clear communication to build trust.



Accountability

Taking responsibility for decisions and actions, with mechanisms to address stakeholder feedback.



Participation

Providing stakeholders with meaningful opportunities to share input and influence decision-making.



Collaboration

Building partnerships to achieve shared objectives and strengthen relationships.



Continuous Improvement

Regularly reviewing engagement processes to enhance effectiveness and responsiveness.





Engagement Mechanisms

Talin employs a variety of methods to connect with and engage its stakeholders, ensuring that dialogue is two-way and impactful. These mechanisms include:

I. Surveys and Feedback Tools

Gathering insights through internal and third-party surveys to understand stakeholder needs and expectations.

II. Focus Group Discussions:

Engaging specific stakeholder groups in targeted discussions to explore critical issues in detail.

III. Regular Meetings

Organizing periodic meetings with employees, customers, and suppliers to address key concerns and foster alignment.

IV. Partnership Platforms

Collaborating with industry associations, NGOs, and community organizations to co-create solutions for shared goals.

V. Digital Engagement

Leveraging online platforms and tools to maintain consistent communication with geographically dispersed stakeholders.

Building Trust and Managing Risks

By fostering open communication, Talin aims to build trust and long-term relationships with its stakeholders. This engagement also helps the company anticipate and manage risks, address stakeholder concerns proactively, and adapt strategies to evolving needs. Talin believes that understanding stakeholder expectations enables the company to make more informed decisions, ensuring both business resilience and stakeholder satisfaction.

Continuous Improvement and Future Focus

Talin is committed to refining its stakeholder engagement practices through regular evaluations and by embracing innovative tools and techniques. Feedback loops are an essential part of this process, helping the company track progress and identify areas for improvement. Stakeholder engagement will continue to remain central to Talin's strategies, supporting its mission to create sustainable value for all.

By embedding stakeholder perspectives into its operations, Talin is not only addressing immediate needs but also creating a robust framework for future growth and collaboration. This inclusive approach reinforces the company's dedication to sustainable development and ensures alignment with its stakeholders' expectations.

IV. Policies

Talin is dedicated to maintaining the highest standards of governance by aligning its operations with clearly defined values and internationally recognized principles. The company ensures compliance with all legal and regulatory requirements, including those set by state and central pollution control boards, while adhering to global frameworks such as the United Nations Sustainable Development Goals (UNSDGs).

To embed its commitment to responsible and sustainable business practices, Talin has established a comprehensive suite of policies that govern its operations:

- 1. Environment Policy**
Emphasizes the company’s dedication to minimizing environmental impact through responsible practices.
- 2. Human Rights Policy**
Upholds the dignity and rights of individuals, ensuring fairness and equity across all operations.
- 3. Modern Slavery and Human Trafficking Policy**
Reflects Talin’s zero-tolerance approach to forced labor and exploitation in its operations and supply chain.
- 4. Occupational Health and Safety Policy**
Focuses on creating a safe and healthy work environment for employees.
- 5. Supplier Environmental Sustainability Policy**
Ensures suppliers meet environmental standards, promoting sustainability throughout the value chain.
- 6. Sustainable Procurement Policy**
Guides the selection of materials and services that align with Talin’s sustainability objectives.

- 7. Talin Supplier Code of Conduct**
Sets expectations for ethical, environmental, and social practices among suppliers.
- 8. Workplace Non-discrimination and Anti-harassment Policy**
Reinforces Talin’s commitment to diversity, equity, and a respectful workplace.
- 9. HR Policy**
Establishes clear guidelines for employee management, fostering a supportive and inclusive workplace.
- 10. Integrated Management System (IMS) Policy**
Integrates quality, environmental, and safety management into Talin’s operations.
- 11. Corporate Social Responsibility (CSR) Policy**
Outlines Talin’s approach to creating positive social and environmental impact.

These policies are not standalone documents but are integrated into Talin’s operations and relationships, particularly within its supply chain. The Supplier Code of Conduct and Sustainable Procurement Policy ensure that Talin’s suppliers adhere to similar ethical, environmental, and human rights standards. Through regular engagement and collaboration, Talin fosters mutual understanding and compliance, extending its commitment to responsible practices beyond its immediate operations.

Talin’s governance framework reflects its focus on accountability, transparency, and sustainability. By embedding these policies into its daily operations and partnerships, Talin reinforces its position as a responsible corporate citizen and drives continuous improvement across all facets of its business.



9. Circular Economy Initiatives

I. Circular Economy at Talin

At Talin, we are committed to integrating circular economy principles into our operations, focusing on waste reduction, recycling, and optimizing material usage throughout our production processes. As a manufacturer of office furniture, we generate waste materials such as wood, metal, and powder coating during our operations. Rather than allowing these materials to end up in landfills, we prioritize their diversion into recycling channels, helping reduce environmental impact and increase material yield efficiency.

Waste Reduction Commitment

Circularity in product design and manufacturing is central to our approach in minimizing environmental impact. At Talin, we prioritize waste reduction and energy efficiency in our production process. We invest in energy-efficient technologies and continuously optimize material usage to minimize waste. By embracing circular practices, we aim to recover valuable materials, contribute to sustainability, and meet the growing demand for eco-friendly products, all while reducing our contribution to landfills.

Aligning with SDG 12



The use of pre-consumer recycled products plays a significant role in supporting SDG 12 (Responsible Consumption and Production). Our efforts to divert waste materials from landfills and incorporate recycled content help to reduce environmental impact and contribute to a more sustainable future. Through these initiatives, we aim to demonstrate our commitment to responsible manufacturing and resource management, while also meeting the increasing demand for environmentally conscious products.

Talin's Commitment to Sustainable Design

At Talin, we are dedicated to minimizing the environmental impact of our operations through a design-led approach. Our design teams prioritize sustainability by considering the environmental, social, and economic implications of every material choice and engineering process. We actively seek alternatives to harmful chemicals and compounds, aiming to eliminate those that are deemed hazardous or environmentally damaging. As part of our commitment to sustainability, we align with industry-leading certifications to ensure our products meet the highest standards.

We continuously evaluate and adopt safer, more sustainable materials as new alternatives become commercially available. Our products are designed to be free from problematic substances such as antimicrobials, flame retardants, and heavy metals. This commitment to healthier, more sustainable solutions not only reduces our environmental footprint but also supports our clients in achieving their own sustainability objectives.



Integrating Circularity into our Design

Here's how we integrate circular economy principles into our furniture design

Modularity

Our furniture is designed with modularity at its core, allowing individual components to be easily assembled, disassembled, and reconfigured. This flexibility supports changing office layouts and facilitates component replacement or upgrades, thereby extending the lifespan of our products.

Durability

Durability is a key consideration in our design process. We prioritize high-quality, long-lasting materials and construction techniques to ensure our furniture stands the test of time. This approach reduces the need for frequent replacements and minimizes overall resource consumption.

Reusability

Talin's furniture is inherently reusable. The modular design and robust construction enable our products to be repurposed within the same office or adapted to entirely new settings, ensuring their continued value long after initial installation.

II. Pilot Projects

To test the viability of using recycled materials, we have initiated several pilot projects within our operations. These projects involve repurposing pre-consumer waste into home furnishings, such as wine bottle holders, yoga chairs, and laundry baskets. These initiatives allow us to experiment with new materials while ensuring that the quality and functionality of our products remain at the highest standards. These pilot projects are key to understanding the potential of recycled content in our products and refining our processes for broader application.

Laundry Basket [100% Recycled Content]

The "Laundry Basket" is made from MS steel scrap reclaimed from laser cutting byproducts, repurposing industrial waste to minimize environmental impact and enhance sustainability in the manufacturing process.

Wine Bottle Holder [>98% Recycled Content]

The "Wine Bottle Holder" is created from steel sourced from production waste and wood remnants from our cutting processes, reusing materials that would otherwise be discarded.

Yoga Chair [>98% Recycled Content]

The "Yoga Chair" is constructed from repurposed wood, metal, and cushion components from our furniture manufacturing process, reducing waste through the reuse of materials.

Finding innovative ways to promote a circular business model is integral to our strategy. We are committed to providing customers with more sustainable disposal options for their used workplace products, exploring environmentally preferable solutions that support environmental stewardship, foster economic growth, and contribute to community well-being.

The circular economy implications of pre-consumer recycled products are significant. By repurposing unused manufacturing materials, these products reduce resource demand, minimize waste, and lower environmental impact. Embracing circularity not only promotes sustainable practices but also provides economic benefits, aligning businesses with the increasing consumer demand for environmentally conscious choices.

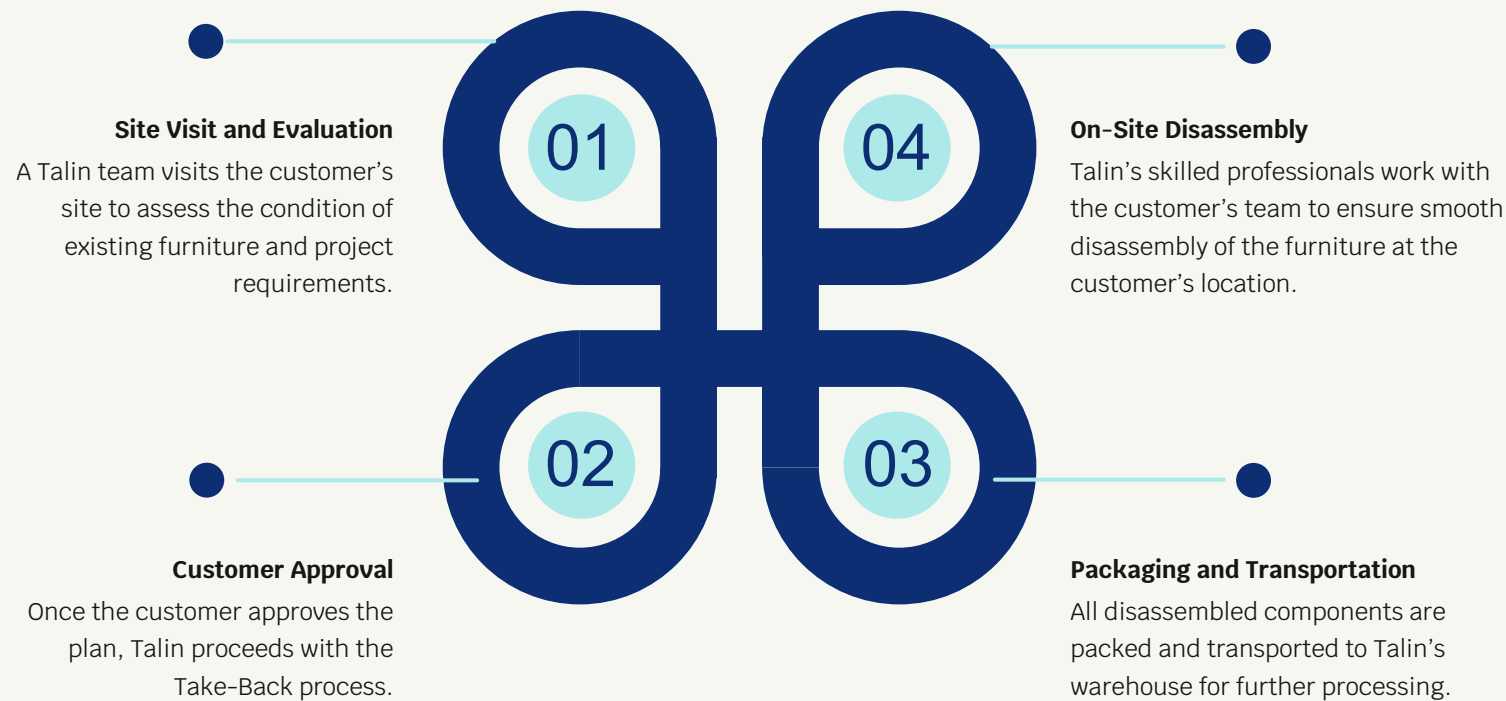
The circularity of our pre-consumer recycled products is a critical component of sustainable and responsible manufacturing. By closing the loop in production cycles, we contribute to resource conservation, reduce waste, and support a healthier planet. As consumer awareness grows, we anticipate increasing demand for these products, driving innovation and advancing our progress toward a circular economy.



III. Talin's Take-Back Initiative

Talin's Take-Back Initiative redefines office furniture management by aligning it with sustainability and circular economy principles. This program covers all Talin products, with a focus on workstations, pedestals, and lockers, providing customers with an efficient solution for managing their used office furniture.

Designed for customer convenience, the initiative ensures a seamless, hassle-free experience. Here is an overview of the process:



Benefits of the Take-Back Initiative

Talin's Take-Back Initiative offers significant advantages, providing a sustainable solution for office furniture management. By supporting circular economy practices, it reduces waste and promotes responsible disposal and reuse.

Talin's Long-Term Vision

Our long-term vision is for all customers to engage with and benefit from the Take-Back Initiative, reinforcing our commitment to environmental stewardship and sustainable practices. By encouraging participation, we aim to foster a responsible approach to office furniture management, creating lasting positive impact and setting higher standards for corporate responsibility.



10. GRI Report Index

GRI 2: General Disclosures

GRI Standard	Disclosure	Response and Location	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 2023 to March 2024 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.	8,9,10 & 12

GRI Standard	Disclosure	Response and Location	Related SDGs
		Value Chain and Supplier Relationships: Our supply chain includes 65 suppliers from India, Thailand, Malaysia, Austria, and China. 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.	
2-7	Employees	Total No. of Employees: 220 % of Male Employees: 98% % of Female Employees: 2% Number of permanent employees: 130 Number of Termorary employees: 90 Methodology used by Organization to compile employee data - Competency Metrics	8, 10
2-8	Workers who are not employees	Talin hires contract workers to meet varying production demands. No. of contract workers: 90	8, 10
2-9	Governance structure and composition	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. These leaders work together to achieve Talin's goals. They are supported by plant managers and section heads, who oversee specific operational areas. Governance Body - Breakup Number of male members - 5 Number of female members - 1	5, 16

GRI Standard	Disclosure	Response and Location	Related SDGs
2-10	Nomination and selection of the highest governance body	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.	5, 16
2-11	Chair of the highest governance body	The Managing Director is the chair of the board members of Talin. The MD oversees the company's day-to-day operations and ensures that it achieves its strategic objectives.	5, 16
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. 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	16
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

GRI Standard	Disclosure	Response and Location	Related SDGs
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
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

GRI Standard	Disclosure	Response and Location	Related SDGs
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	5,8,10,12,16

GRI Standard	Disclosure	Response and Location	Related SDGs
		6. Sustainable Procurement Policy 7. Talin Supplier Code of Conduct Policy 8. Workplace Non-discrimination and Anti-harassment Policy 9. HR Policy 10. IMS Policy 11. CSR 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.	

GRI Standard	Disclosure	Response and Location	Related SDGs
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 2: Material Topics

GRI Standard	Disclosure	Response and Location	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	The following are the material topics that affect Talin's business. Refer Materiality Matrix (Pg.No. 10) 1. Energy and GHG emissions management 2. Water management and conservation 3. Waste reduction and management 4. Sustainable product design 5. Labor practices and human rights 6. Health and safety of employees and stakeholders 7. Community engagement and development 8. Supply chain management and responsible sourcing 9. Corporate governance and ethics 10. Compliance with applicable laws and regulations.	-
3-3	Management of material topics	See GRI 3-1 and GRI 2-23	

GRI 2: Economic Disclosures

GRI Standard	Disclosure	Response and Location	Related SDGs
201-1	Direct economic value generated and distributed	The annual turnover for the reporting period is ₹ 126,19,00,000	8, 9
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.	13
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.	
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 - ₹14,500 Entry Level Wage Women - ₹14,500 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. Total number of Workers (not employees) = 90 No actions have been taken to ensure workers' (not employees) wages are above the minimum wage. Significant Locations of Operation: Significant locations include HBR, Bengaluru, and Malur Industrial Area.	1,5, 8

GRI Standard	Disclosure	Response and Location	Related SDGs
202-2	Proportion of senior management hired from the local community	Proportion of Senior Management from Local Communities: HBR facility: 30% Malur facility: 30% 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
203-1	Infrastructure investments and services supported	Talin has invested in infrastructure development projects. Significant Infrastructure Development Projects: Rainwater Harvesting Office Building Monetary Value of Investments: ₹ 10,00,000 for Rainwater Harvesting ₹ 45,00,000 for Office Building 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
203-2	Significant indirect economic impacts	Talin does not have significant indirect economic impacts to report.	
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.	8, 12

GRI Standard	Disclosure	Response and Location	Related SDGs
		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.	16
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 Standard	Disclosure	Response and Location	Related SDGs
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
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 2023 to March 2024.	17

GRI 2: Environmental Disclosures

GRI Standard	Disclosure	Response and Location	Related SDGs
301-1	Materials used by weight or volume	Material weight and volume vary based on product type. All materials are purchased from external suppliers.	8,12
		Types of Materials Included -	
		Raw Materials (Wood & Metal Sheets)	
		Associated Process Materials (Powder Coat)	
		Semi-Manufactured Goods (Purchased Components)	
		Packaging Materials (Paper, Cardboard, Stretch Film)	
		Material Usage Proportions -	
		Non-Renewable Materials: ~5%	
		Renewable Materials: ~95%	
301-2	Recycled input materials used	Currently, Talin does not have an exact estimate of the total amount of recycled materials used as input within the reporting period, primarily due to the complexities of our supply chain. However, we are committed to enhancing our sustainability efforts by gathering the necessary data and increasing the recycled content in both our raw materials and packaging. At present, recycled materials constitute less than 5% of our total input. We are actively working to improve this percentage as part of our ongoing sustainability initiatives.	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.	8,12

GRI Standard	Disclosure	Response and Location	Related SDGs
		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.	
302-1	Energy consumption within the organization	Energy Consumption in MJ FY23 – 5252122.85 FY24 – 6287872.48	7,8,12, 13
302-3	Energy Intensity	Specific Energy Consumption in MJ/Revenue FY23 – 498.23 FY24 – 485.90 Reduction in Specific Energy Consumption YoY 3%	7,8,12, 13
302-4	Reduction of energy consumption	At Talin, we are implementing strategies to reduce energy consumption across our operations. We've synchronized departmental shutdowns to minimize unnecessary electricity usage at the end of each day. Additionally, we are transitioning from a diesel-fired to an electric powder coating oven, which will significantly lower our energy consumption. Our efforts also include investing in energy-efficient equipment, implementing energy management systems, and educating our staff on energy conservation practices. These initiatives underscore our commitment to sustainability and improving operational efficiency.	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
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.	6,12

GRI Standard	Disclosure	Response and Location	Related SDGs
		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.	
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. 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.	6, 12

GRI Standard	Disclosure	Response and Location	Related SDGs
303-5	Water Consumption	Total water consumption in the reporting period is 8715 KL	6
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
305-1	Direct (Scope 1) GHG emissions	FY22 – 225.45 tCO2e FY23 – 153.14 tCO2e FY24 – 227.27 tCO2e	3,12,13
305-2	Indirect (Scope 2) GHG emissions	FY22 – 443.87 tCO2e FY23 – 611.17 tCO2e FY24 – 680.91 tCO2e	
305-3	Other indirect (Scope 3) GHG emissions	Total Scope 3 Emissions – FY24: 602.393 tCO2e	3,12,13
305-4	GHG Emissions Intensity	FY22 – 0.115 tCO2e/Lakh rupees FY23 – 0.074 tCO2e/Lakh rupees FY24 – 0.072 tCO2e/Lakh rupees	3,12,13
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 4.04% over FY23 and by 38.30% 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 Standard	Disclosure	Response and Location	Related SDGs
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 our waste management practices. By understanding the types and amounts of waste that we generate, we can develop effective strategies to minimize waste, increase recycling rates, and reduce our carbon footprint.	3,6,11,12,13
306-4	Waste diverted from disposal	See GRI 306-3	3,6,11,12,13
306-5	Waste directed to disposal	See GRI 306-3	

GRI Standard	Disclosure	Response and Location	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 2: Social Disclosures

GRI Standard	Disclosure	Response and Location	Related SDGs
401-1	New employee hires and employee turnover by age group, gender, and region	See GRI 2-7	5,8,10
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	At Talin, we provide comprehensive benefits to our full-time employees that are not extended to our temporary or part-time employees. These benefits include health care, disability, and invalidity coverage, as well as general employee welfare programs. These provisions are consistent across both our HBR and Malur facilities, ensuring that our full-time workforce receives robust support for their well-being.	3,5,8
401-3	Parental leave	As part of Talin's HR policy, we provide leaves to our employees. The policy allows our employees to take time off from work when they need to for personal or professional reasons. The purpose of providing leaves is to ensure that our employees maintain a healthy work-life balance and are able to take care of their personal and family needs while fulfilling their professional responsibilities. At Talin, we believe that providing leaves is essential for promoting the well- being of our employees and fostering a positive work environment. We understand that our employees are our most valuable asset, and we are committed to supporting them in every way we can.	5,8
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
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.	3, 8

GRI Standard	Disclosure	Response and Location	Related SDGs
		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.	
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 occupational health and safety for our employees. Our OHS team conducts regular training programs for our employees to ensure that they are aware of the latest safety protocols and best practices. We ensure that all our employees are taking part in these training sessions regularly. By promoting a culture of safety and investing in ongoing training and education, we strive to maintain a safe and healthy workplace for our employees.	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

GRI Standard	Disclosure	Response and Location	Related SDGs
403-8	Workers covered by an occupational health and safety management system	See GRI 403-1 to GRI 403-5	3,8
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: 2 hours per month Average Training Hours for Female Employees: 2 hours per month	4,5,8,10
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	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 our employees, recognizing that their success contributes to the growth of our business. In line with our HR policy, we conduct annual performance and career development reviews for all employees. We believe that these reviews provide an opportunity for our employees to reflect on their progress, identify areas for improvement, and set goals for their future development. By providing regular feedback and support, we encourage our employees to reach their full potential and achieve their career aspirations. 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
405-1	Diversity of governance bodies and employees	-	5,8
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 Standard	Disclosure	Response and Location	Related SDGs
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
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
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. 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
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.	8

GRI Standard	Disclosure	Response and Location	Related SDGs
410-1	Security personnel trained in human rights policies or procedures	Total number of security personnel: 20. 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
413-1	Operations with local community engagement, impact assessments, and development programs	At Talin, we are committed to supporting the local communities where we operate, as well as the communities where our employees live. We believe that businesses have a responsibility to give back to the communities that support them. We recognize that our operations have an impact on the surrounding communities, and we strive to ensure that this impact is positive. We actively seek ways to contribute to the development and well-being of these communities through various initiatives, such as volunteering, donations, and community outreach programs. Our commitment to the local communities and our employees reflects our values and principles as a socially responsible business.	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.	
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.	8, 12, 16

GRI Standard	Disclosure	Response and Location	Related SDGs
		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.	16
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
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 labeling	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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