



TELEMA ELECTRICALS PVT. LTD.

SUSTAINABILITY REPORT 2025

Responsible Operations | Measured Performance | Structured Governance

58,917 Kg Raw Materials	104,274 kWh Electrical Energy	1,839 KL Water Consumed
0 Injuries Safety Record	3,605 L Total Diesel	0 Fire Cases Fire Safety

Reporting Period: January 2025 – December 2025
Facility: Baddi, District Solan, Himachal Pradesh, India

1. Introduction

Telema Electricals Pvt. Ltd. is the Indian manufacturing. The company is engaged in the design, engineering, and manufacture of specialist power resistor systems for railway and industrial applications. This Sustainability Report presents a comprehensive overview of the company's operational performance, governance framework, certifications, workplace monitoring practices, and environmental indicators for the reporting period January to December 2025.

The report has been prepared using internally monitored operational performance indicators, management system documentation, policy frameworks, and manufacturing governance practices. The data reflects the company's commitment to responsible industrial operations, transparent governance, and measured environmental accountability.

2. About Telema Electricals Pvt. Ltd.

2.1 Company Profile

Telema Electricals Pvt. Ltd. operates its manufacturing facility at Baddi, District Solan, Himachal Pradesh, India, serving railway and industrial sectors with specialist resistor systems designed for demanding application environments.

Attribute	Details
Legal Name	Telema Electricals Pvt. Ltd.
Facility Address	HB No. 214, Hill Top Bhatolikalan, near EPIP Phase-1, P.O. Barotiwala, Baddi, District Solan, Himachal Pradesh
Reporting Period	January 2025 to December 2025
Industry Sector	Railway & Industrial Resistor Systems

2.2 Manufacturing Scope & Capabilities

Products manufactured include dynamic braking resistors, starting and braking resistors, harmonic filter resistors, neutral grounding resistors, damping resistors, HVDC filter resistors, load bank resistors, liquid resistance starters, and custom engineered resistor assemblies.

Core manufacturing capabilities encompass thermal engineering, mechanical design, fabrication, welding, electrical assembly, inspection, testing, and product validation — enabling end-to-end quality control within a single facility.

3. Certifications and Management Systems

Structured management systems form an essential part of operational governance. The company maintains internationally recognized certifications relevant to the railway and industrial sectors it serves.

Certification	Purpose and Relevance
ISO 9001:2015	Quality Management System certification supporting structured, auditable quality management processes across all manufacturing operations.
ISO 22163:2023 Certification	International Railway Industry Standard — relevant to railway manufacturing discipline and railway sector supplier quality requirements.
EN 15085	European welding standard certification for welding activities associated with railway manufacturing, ensuring weld quality, welder qualification, and full process traceability.

4. Sustainability Governance Framework

Sustainability at Telema Electricals Pvt. Ltd. is approached through operational governance, measurable internal monitoring, documented policy frameworks, and management oversight. Environmental, workplace, and compliance considerations are integrated into the company's operational management framework.

Governance Element	Description
KPI Monitoring	Documented monthly monitoring of operational and workplace performance indicators, enabling trend identification and management review.
Management Systems	ISO 9001, IRIS, and EN 15085 certified systems supporting disciplined process control and periodic internal review.
Policy Framework	Comprehensive policies covering ethics, anti-corruption, whistleblowing, information security, procurement, conflict minerals, and workplace responsibility.
Operational Review	Periodic management review of measured indicators driving continuous improvement and accountability.

5. Environmental Performance

Telema Electricals Pvt. Ltd. monitors selected environmental and operational consumption parameters through documented KPI systems. These indicators support measurable review of resource consumption and environmental performance relevant to manufacturing activities.

5.1 Key Environmental Metrics — Annual Summary

Indicator	Unit	2025 Total / Average
Raw Materials Consumed	Kg	58,916.78
Electrical Energy Consumption	kWh	104,273.73
Average Energy Intensity	kWh/Kg	3.79
Total Water Consumption	KL	1,839
Diesel — DG Set	Liters	181.10
Diesel — Forklift	Liters	1,258.40
Diesel — Transport Vehicles	Liters	2,166.00
Total Diesel Consumption	Liters	3,605.50
Used Oil Generated	Liters	0
Waste Electrical & Electronic Equipment (WEEE)	kg	0
Paper Consumption	Reams	240

5.2 Electrical Energy Analysis

Total electrical energy consumption for 2025 was 104,273.73 kWh, with an average monthly consumption of approximately 8,689 kWh. The average energy intensity across all production was 3.79 kWh per kilogram of raw material processed. Energy consumption peaked in June (11,056 kWh) and July (11,848 kWh), driven by elevated production activity and summer cooling requirements. The lowest monthly consumption was February at 5,976 kWh.

- Mid-year months (June-August) account for the highest energy draw, driven by production demand and ambient temperature.
- Energy intensity (kWh/kg) ranged from 0.74 to 8.74, reflecting variable raw material throughput volumes.
- Q1 average: ~6,813 kWh/month; Q2-Q3 peak average: ~11,112 kWh/month.

5.3 Water Consumption Analysis

Total water consumption for 2025 was 1,839 KL (average 153 KL/month). August and September recorded the highest water use at 212 KL and 203 KL respectively, consistent with summer operational demands. Consumption was lowest in January (118 KL) and February (121 KL). No wastewater-related incidents were reported during the reporting period.

5.4 Diesel and Fuel Consumption

Total diesel consumption for 2025 was 3,605.50 liters across three operational categories:

Fuel Category	Litres Consumed	Share of Total
Transport Vehicles	2,166.00	60.1%
Forklift Operations	1,258.40	34.9%
DG Set (Generator)	181.10	5.0%
Total	3,605.50	100%

Transport vehicles represent the largest fuel category. Minimal DG set consumption (5%) indicates reliable primary electrical supply with limited backup generator dependency.

5.5 Raw Materials Consumption

Total raw materials consumed during 2025 were 58,916.78 kg. July recorded the highest single-month consumption at 15,635.57 kg (26.5% of the annual total). February recorded the lowest at 684 kg. This variability is characteristic of project-based specialist resistor manufacturing aligned with customer order patterns.

6. Workplace Health and Safety Performance

Telema Electricals Pvt. Ltd. maintains a documented workplace health and safety monitoring framework as part of its KPI system. Safety indicators are reviewed internally to support continuous improvement and responsible manufacturing conduct.

6.1 Safety Performance Summary — 2025

Safety Indicator	Unit	2025 Result
Near Miss Cases Reported	Number	2
Injury Cases	Number	0
Lost Time Injury (LTI) Cases	Number	0
Fire Cases	Number	0

The 2025 safety record is excellent. Zero injuries, zero lost time incidents, and zero fire cases were recorded across the entire year. Two near miss cases were reported (June and July), demonstrating an active reporting culture that enables proactive hazard identification before incidents escalate.

6.2 Safety Governance Practices

- Documented KPI-based safety monitoring with monthly reporting cadence
- Near miss reporting mechanism embedded in workplace safety culture
- Manufacturing process controls, inspection, and validation protocols minimizing operational hazard exposure
- Welding governance aligned with EN 15085 certification requirements
- ISO 9001 quality management system supporting disciplined, safe process execution

7. Ethics, Governance and Business Integrity

Responsible governance requires clearly defined systems, documented controls, and business conduct expectations. Telema Electricals Pvt. Ltd. maintains a comprehensive governance policy framework covering all major dimensions of ethical and responsible business conduct.

Policy / Framework	Purpose and Scope
Code of Ethics	Defines business conduct expectations for all employees and representatives, establishing standards for professional integrity, fairness, and accountability.
Anti-Corruption Policy	Supports lawful, integrity-based business conduct; prohibits bribery, facilitation payments, and corrupt practices.
Whistleblower Policy	Provides a structured, confidential mechanism for reporting concerns about governance or compliance violations without retaliation.
Information Security Policy	Governs responsible handling, protection, and management of organizational information assets and sensitive data.
Supplier / Procurement Policy	Establishes supplier governance expectations and responsible procurement practices across the supply chain.
Conflict Minerals Policy	Addresses responsible sourcing considerations for minerals from conflict-affected or high-risk regions.
Human Rights & Workplace Policy	Defines workplace dignity commitments and the organization's obligations to uphold human rights within its operations.

8. Information Security Governance

Information governance is a fundamental component of responsible business management. Telema Electricals Pvt. Ltd. maintains an Information Security Policy establishing expectations for responsible handling, protection, and governance of organizational information assets.

- Responsible handling and storage of sensitive business and customer information
- Access controls and data protection protocols within the manufacturing environment
- Governance of digital and physical information assets
- Alignment with parent group information security standards and expectations

9. Responsible Procurement and Supply Chain

Supply chain governance is a key dimension of responsible industrial operations. Telema Electricals Pvt. Ltd. maintains Supplier/Procurement Policy and Conflict Minerals Policy frameworks supporting responsible sourcing and supply chain accountability.

- Supplier selection and evaluation aligned with quality and governance expectations
- Responsible sourcing considerations for raw materials and components
- Conflict minerals awareness and policy-based sourcing controls
- Supply chain transparency supporting traceability requirements for railway sector customers

10. Human Rights and Workplace Responsibility

Telema Electricals Pvt. Ltd. maintains policy frameworks supporting workplace responsibility and human rights-related organizational expectations, affirming commitment to workplace dignity, fair treatment, and responsible employment practices.

- Right to safe and dignified working conditions for all employees
- Non-discrimination and equal treatment in the workplace
- Freedom from forced, compulsory, or child labour
- Fair remuneration and reasonable working hours
- Right to raise workplace concerns through structured mechanisms

11. Manufacturing Responsibility and Quality Control

Manufacturing responsibility at Telema Electricals Pvt. Ltd. depends on disciplined execution, technical consistency, and documented control systems — supported by multiple interlocking certifications and governance mechanisms.

Control Area	Governance Mechanism
Engineering Design	Structured design controls and technical review aligned with railway and industrial application specifications
Fabrication & Welding	EN 15085 certified welding governance — process discipline, welder qualification, and full traceability
Electrical Assembly	Controlled assembly processes with documented inspection at key stages
Inspection & Testing	Defined inspection protocols, test procedures, and product validation activities
Quality Management	ISO 9001:2015 certified QMS supporting process control, customer focus, and continual improvement
Railway Discipline	IRIS certification aligning manufacturing with international railway industry quality standards

12. Sustainability Performance Data Appendix

12.1 Monthly KPI Data — Full Year 2025

The following table presents the complete monthly performance data monitored during the 2025 reporting period, covering raw materials, energy, water, diesel, and safety indicators.

Month	Raw Mat. (kg)	Energy (kWh)	Intensity	Water (KL)	DG (L)	Fork (L)	Transport (L)	Near Miss
Jan	11,059.72	8,204.00	0.74	118	1.60	105.60	175.00	0
Feb	684.00	5,976.00	8.74	121	1.60	80.38	176.00	0
Mar	7,312.60	6,260.00	0.86	142	17.30	90.37	135.00	0
Apr	1,098.40	7,848.00	7.14	145	16.20	89.47	165.00	0
May	3,579.00	8,204.00	2.29	145	10.30	100.86	213.00	0
Jun	5,349.14	11,056.00	2.07	179	42.00	170.94	287.00	0
Jul	15,635.57	11,848.00	0.76	136	21.10	106.11	185.00	0
Aug	1,888.00	10,432.00	5.53	212	43.40	126.98	141.00	1
Sep	1,665.91	7,558.51	4.54	203	7.20	97.92	208.00	0
Oct	1,024.37	8,748.00	8.54	161	10.90	79.48	192.00	0
Nov	6,405.81	8,720.54	1.36	139	8.20	105.72	173.00	1
Dec	3,214.26	9,418.68	2.93	138	1.30	104.57	116.00	0
TOTAL	58,916.78	104,273.73	3.79 (Avg)	1,839	181.10	1,258.40	2,166.00	2

12.2 Waste & Residuals Indicators

Indicator	Unit	2025 Value
Used Oil Generated	Litres	0
Waste Electrical & Electronic Equipment (WEEE)	kg	0
Paper Consumption	Reams	240

Zero used oil and zero WEEE generation were recorded during 2025, reflecting effective resource utilization and waste minimization within manufacturing operations.

12.3 Annual Safety Data Summary

Safety Indicator	Unit	2025 Total
Near Miss Cases	Number	2
Injury Cases	Number	0
Lost Time Injury Cases	Number	0
Fire Cases	Number	0

13. Closing Statement

Responsible industrial operations require measurable oversight, disciplined execution, and transparent governance. This Sustainability Report 2025 presents selected environmental, workplace, governance, and operational indicators relevant to Telema Electricals Pvt. Ltd.'s manufacturing activities in Baddi, Himachal Pradesh, India.

Through documented management systems, structured KPI monitoring, comprehensive policy frameworks, internationally recognized certifications, and a disciplined operational governance approach, the organisation maintains a structured and accountable model of responsible manufacturing aligned with the technical expectations of the railway and industrial customers it serves.

Key achievements demonstrated through 2025 performance data:

- Zero injury, zero lost time injury, and zero fire cases throughout the full reporting year
 - Active near miss reporting culture supporting proactive hazard management
 - Systematic monthly monitoring of all major resource consumption indicators
 - Maintenance of ISO 9001, IRIS, and EN 15085 certifications throughout 2025
 - Comprehensive governance policy framework covering ethics, procurement, human rights, and information security.
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Telema Electricals Pvt. Ltd.

Baddi, Himachal Pradesh, India | Reporting Period: January – December 2025