

# TIRUPATI CARBON PRODUCTS PVT LTD



**Vision**

**To be the best Indian Powder Metallurgy  
Solutions Company**

**Mission**

**To Improve The Economic Well-Being And  
Quality Of Life Of All Our Stakeholders**

**Values**

**Safety - Service - Integrity – Efficiency - Caring**



## Message from our Chairman

### To our stakeholders

Tirupati Carbon's commitment to sustainability underwrites our values and provides the platform of stability and purpose upon which we may drive continuous improvement in service, standards, performance, growth and value.

We are committed to Operating safely, Growing efficiently, Planning green and Delivering locally.

People, Planet and Profits are not mutually exclusive at Tirupati Carbon, we know that they can, and must be, mutually beneficial, complementary and inter-dependent.

### Chairman



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## Our values and principles of conduct

Our value-based performance culture help us to strive for excellence in accountability, integrity and ethical behaviour. All Tirupati Carbon employees are bound by a set of common beliefs and values that they adhere to as part of their commitment to working with Tirupati Carbon..



We encourage our employees to embed our corporate values in their own unique ways. To help embed our values, employees in TCP “The TCP Way!” defined by the taglines below:

**See it – you own it!**

**If you have the capability – you have the duty!**

**Status quo – is regress**

**Accept no loss or accident should hit us, which could have been prevented by applying constant care!**

**We win together!**

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## Our sustainability strategy

As an entity in the manufacturing sector, Tirupati Carbon continues to create value for stakeholders while operating responsibly. Sustainability is a key element of our corporate culture and over the years we continue to progress on our four sustainability ethos that form the basis of our sustainability plans and initiatives.

	What does this mean to us?	Strategic significance to Tirupati Carbon
 SAFE	<p><b>No harm to our people and customers</b> We pride ourselves in following international best practices on health and safety within our operations.</p>	<ul style="list-style-type: none"> <li>• High standards of safety within our operations ensures employee morale and effectiveness</li> <li>• Meet client expectations and enhance customer satisfaction</li> </ul>
 EFFICIENT	<p><b>Growing and working efficiently</b> Our strategic priority is to grow our market presence, basing our decisions on principles of transparency and good governance, while focusing on cost efficiency and operational excellence.</p>	<ul style="list-style-type: none"> <li>• Ensuring continuous improvement in the quality and effectiveness of our offering</li> <li>• Priority of the Company is to create value through the diversification of our offering</li> <li>• Investing in our employees to enhance their direct and indirect impacts</li> </ul>
 GREEN	<p><b>Reducing our environmental impact</b> We see environmental stewardship as an opportunity rather than an act of compliance and strive to reduce our environmental impacts.</p>	<ul style="list-style-type: none"> <li>• Our proactive initiatives help us to ensure compliance, create avenues for cost reduction and enhance our contribution towards environmental stewardship</li> </ul>
 LOCAL	<p><b>Enhancing our In-Country Value(ICV)</b> We are serious about creating lasting value in the place of our operations by creating meaningful positive impacts in the communities we serve.</p>	<ul style="list-style-type: none"> <li>• Contribute to people development by developing entrepreneurs, promoting skills and employment opportunities in the communities we operate in</li> </ul>

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## Ensuring customer satisfaction

Tirupati Carbon has a strong market presence due to strong ties and relationships with our customers. Positive customer experiences rest on our delivery of high quality products and solution which is embedded within our corporate culture. This helps us maintain a strong customer base.

To ensure that we continue to meet our customers' expectations, we seek regular feedback on the quality of our services. For example, in Tirupati Carbon we encourage our customers to share their feedback on our products and services through feedback forms. Their suggestions for improvement are closely monitored by our operational team where we seek to implement corrective measures to meet their expectations.

The results of the customer feedback surveys are compiled and reported to our management.



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## Our employees, an asset to sustaining our business

In addition to standardising our operational systems and processes, our highly skilled and efficient workforce determine our success towards growing and working efficiently. Our employees are recognized by our clients as our competitive strength. We continue to attract and develop highly skilled employees capable of sustaining our business.

Tirupati Carbon is an equal opportunity employer and does not discriminate against gender, age or other aspects of diversity. We screen applicants based on their technical merits and ethical behaviour.

Tirupati Carbon aspires to comply with national/ regional mandates on local recruitment at all our operating locations.

## Engaging with our employees to meet their expectations

As part of our corporate culture, we believe in caring for our employees and ensuring that they are satisfied with the organization. Employees are encouraged to provide regular feedback through formal and informal channels whereby the Tirupati Carbon aims to satisfy the expectations of the workforce.

### Grievances regarding labour practices

Our employees are encouraged to report on acts of unfair treatment, bias and discrimination by any individual or group to the management.



## **The incentives and benefits we provide to our employees**

Investing in our people includes providing appropriate employment benefits and maintaining a pleasant work environment that encourages their well-being as well as their families'. Although the benefits provided to our employees may vary depending on their eligibility, we ensure equal remuneration for men and women sharing the same job position.

At Tirupati Carbon, we recognise high performers and reward them through incentives, progression programs and other opportunities to grow within the organization.

## **Training and developing our employees**

We believe that continuous employee training and development helps us provide our products and services effectively and ensures high standards in customer satisfaction and operational efficiency. As a result, we continued to prioritise and invest in employee training and development.

## Ensuring highest standards of health and safety: Operating safely

Health and safety is inseparable from our core corporate values and we place relentless efforts in providing a safe and healthy environment for our employees, customers and nearby communities.

“ Our stringent QHSE procedures, policy and awareness campaigns ensure safety remains a top priority in everything we do. Our ultimate objective is to ensure all our employees and customers get back to their families safely and healthy. ”



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## **Promoting a safe and healthy working culture in our operations**

Tirupati Carbon encourages all employees to conduct safety observation reporting as an essential risk management tool for a strong and continuously improving safety culture. Tirupati Carbon have their own safety culture reporting mechanisms and comply with best practices related to hazard awareness, root cause analysis and accident investigation and training.

## Reducing our impact on the environment: Planning green

At Tirupati Carbon, we see our obligation to environmental stewardship as an opportunity to improve our efficiency and provide better products and services to our clients, governments and communities. Tirupati Carbon adopts the latest international standards and guidelines to manage its environmental impacts effectively.

“ Environmental stewardship to us is not just a matter of compliance, but also a position of leadership in the way we reduce our environmental impacts. We focus on two key areas as within our operations; reducing our energy consumed and waste generated.”

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## Energy consumption

For the Tirupati Carbon, monitoring and managing our energy consumption is closely aligned with our strategic priorities of reducing impact on the environment and improving operational efficiency. Tirupati Carbon closely monitors energy usage, both in terms of electricity consumption as well as fuel usage, with regular reporting to senior management.

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