

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2021-22

[Pursuant to regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015]

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1. Corporate Identity Number (CIN) of the Listed Entity
L35110MH1948PLC006472
2. Name of the Listed Entity
The Great Eastern Shipping Company Limited
3. Year of incorporation
1948
4. Registered office address
Ocean House, 134/A, Dr. Annie Besant Road, Worli, Mumbai 400018
5. Corporate address
Ocean House, 134/A, Dr. Annie Besant Road, Worli, Mumbai 400018
6. E-mail
shares@greatship.com
7. Telephone
022 – 66613000
8. Website
www.greatship.com
9. Financial year for which reporting is being done
2021-22
10. Name of the Stock Exchange(s) where shares are listed
BSE Ltd.
National Stock Exchange of India Ltd.
11. Paid-up Capital
₹ 142.77 crores.
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report
Mr. Jayesh Trivedi
President (Sec. & Legal) and Company Secretary
Tel : 022 – 66613000
Email : jayesh_trivedi@greatship.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).
The disclosures under this report are made on a standalone basis.

II. PRODUCTS/SERVICES

14. Details of business activities (accounting for 90% of the turnover):

S. NO.	DESCRIPTION OF MAIN ACTIVITY	DESCRIPTION OF BUSINESS ACTIVITY	% OF TURNOVER OF THE ENTITY
1	Transport and storage	Water transport	95.47%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. NO.	PRODUCT/SERVICE	NIC CODE	% OF TOTAL TURNOVER CONTRIBUTED
1	Shipping	50120	95.47%

III. OPERATIONS

16. Number of locations where plants and/or operations/offices of the entity are situated:

LOCATION	NUMBER OF PLANTS	NUMBER OF OFFICES	TOTAL
National	N.A.	1	1
International	N.A.	-	-

The registered office of the Company is situated in Mumbai, India. The Company has no plants. Ships of the Company trade in Indian as well as international waters.

17. Markets served by the entity:

a. Number of locations

LOCATIONS	NUMBER
National (No. of States)	
International (No. of Countries)	

The Company serves Indian as well as international markets. Substantial assets of the Company are ships, which are operating across the world, in view of which they can not be identified by any particular geographical area.

b. What is the contribution of exports as a percentage of the total turnover of the entity?

65.21%

c. A brief on types of customers

Customers of the Company are mostly oil majors, refineries, manufacturers, miners, producers, etc.

IV. EMPLOYEES

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. NO.	PARTICULARS	TOTAL (A)	MALE		FEMALE	
			NO. (B)	% (B / A)	NO. (C)	% (C / A)
EMPLOYEES (SHORE STAFF)						
1	Permanent (D)	224	175	78.13%	49	21.88%
2	Other than Permanent (E)	25	24	96.00%	1	4.00%
3	Total employees (D + E)	249	199	79.92%	50	20.08%
EMPLOYEES (FLOATING STAFF)						
4	Permanent (D)	-	-	-	-	-
5	Other than Permanent (E)	1812	1808	99.77%	4	0.23%
6	Total employees (D + E)	1812	1808	99.77%	4	0.23%
WORKERS (NOT APPLICABLE)						
7	Permanent (F)					
8	Other than Permanent (G)					
9	Total workers (F + G)					

b. Differently abled Employees and workers: **Nil**

S. NO.	PARTICULARS	TOTAL (A)	MALE		FEMALE	
			NO. (B)	% (B / A)	NO. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)					
2	Other than Permanent (E)					
3	Total differently abled employees (D + E)					
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)					
5	Other than permanent (G)					
6	Total differently abled workers (F + G)					

19. Participation/Inclusion/Representation of women

	TOTAL (A)	NO. AND PERCENTAGE OF FEMALES	
		NO. (B)	% (B / A)
Board of Directors	12	1	8.33%
Key Management Personnel	1	-	-

20. Turnover rate for permanent employees and workers

	FY 2021-22 TURNOVER RATE IN CURRENT FY			FY 2020-21 TURNOVER RATE IN PREVIOUS FY			FY 2019-20 (TURNOVER RATE IN THE YEAR PRIOR TO THE PREVIOUS FY)		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Permanent Employees (Shore Staff)	10.00%	0.00%	10.00%	9.00%	7.00%	16.00%	7.00%	5.00%	12.00%
Permanent Employees (Floating Staff) (Not applicable)									
Permanent Workers (Not applicable)									

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

21. Names of holding / subsidiary / associate companies / joint ventures

S. NO.	NAME OF THE HOLDING / SUBSIDIARY / ASSOCIATE COMPANIES / JOINT VENTURES (A)	INDICATE WHETHER HOLDING/ SUBSIDIARY/ ASSOCIATE/ JOINT VENTURE	% OF SHARES HELD BY LISTED ENTITY	DOES THE ENTITY INDICATED AT COLUMN A, PARTICIPATE IN THE BUSINESS RESPONSIBILITY INITIATIVES OF THE LISTED ENTITY? (YES/NO)
1	The Greatship (Singapore) Pte. Ltd.	Subsidiary	100.00%	No
2	The Great Eastern Chartering LLC (FZC)	Subsidiary	100.00%	No
3	The Great Eastern Chartering (Singapore) Pte. Ltd.	Subsidiary	100.00%	No
4	Great Eastern CSR Foundation	Subsidiary	100.00%	Yes
5	Great Eastern Services Limited	Subsidiary	100.00%	No
6	Greatship (India) Limited	Subsidiary	100.00%	Yes
7	Greatship Global Offshore Services Pte. Ltd.	Subsidiary*	100.00%	No
8	Greatship Global Energy Services Pte. Ltd.	Subsidiary*	100.00%	No
9	Greatship (UK) Limited	Subsidiary*	100.00%	No
10	Greatship Oilfield Services Ltd.	Subsidiary*	100.00%	No

* Wholly owned subsidiaries of Greatship (India) Limited

CSR activities of the Company and Greatship (India) Limited are guided by the Corporate Social Responsibility Policy of the Great Eastern Group. All the CSR activities are handled by Great Eastern CSR Foundation.

VI. CSR DETAILS

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
(ii) Turnover (in ₹): ₹ **29,66,39,25,464**
(iii) Net worth (in ₹): ₹ **65,71,43,05,102**

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

STAKEHOLDER GROUP FROM WHOM COMPLAINT IS RECEIVED	GRIEVANCE REDRESSAL MECHANISM IN PLACE (YES/NO) (IF YES, THEN PROVIDE WEB-LINK FOR GRIEVANCE REDRESS POLICY)	FY 2021-22 CURRENT FINANCIAL YEAR			FY 2020-21 PREVIOUS FINANCIAL YEAR		
		NUMBER OF COMPLAINTS FILED DURING THE YEAR	NUMBER OF COMPLAINTS PENDING RESOLUTION AT CLOSE OF THE YEAR	REMARKS	NUMBER OF COMPLAINTS FILED DURING THE YEAR	NUMBER OF COMPLAINTS PENDING RESOLUTION AT CLOSE OF THE YEAR	REMARKS
Communities	N.A.	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	-	-	-	-	-	-
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	-	-	-	-	-	-
Value Chain Partners	N.A.	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

Whistle Blower Policy is available on the Company's website – www.greatship.com

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. NO.	MATERIAL ISSUE IDENTIFIED	INDICATE WHETHER RISK OR OPPORTUNITY (R/O)	RATIONALE FOR IDENTIFYING THE RISK / OPPORTUNITY	IN CASE OF RISK, APPROACH TO ADAPT OR MITIGATE	FINANCIAL IMPLICATIONS OF THE RISK OR OPPORTUNITY (INDICATE POSITIVE OR NEGATIVE IMPLICATIONS)
1	Oil spills represent serious environmental risk in the shipping sector.	R	Oil spills may have adverse financial as well as reputational implications for the shipping companies. It may also have significant impact on marine ecosystems.	Our fleet is managed in accordance with international and local regulations. Preventing spills is one of the focus areas in the Environmental Management System. This risk is also covered and monitored regularly in the Risk Management System. The Company also has insurances in place to cover this risk.	Shipping companies may be held responsible for clean-up costs and economic damages, which may run into millions of US dollars. This risk is largely covered by insurance.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

DISCLOSURE QUESTIONS	P1	P2	P3	P4	P5	P6	P7	P8	P9
POLICY AND MANAGEMENT PROCESSES									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link of the Policies, if available	www.grestship.com								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N.A.								
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001: 2015	ISO 45001: 2018	OHSAS			ISO 14001: 2015			
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.								Contributing approx. ₹ 6.03 crores for CSR activities during FY 2021-22	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.								Contributed ₹ 6.61 crores for CSR activities	

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:

OUR VISION

- To lead our industry in Safety Standards, Environmental Protection, Energy Optimization and Quality of Operations.
- To be the provider of choice for our customers.

MISSION STATEMENT

Consistent with the Company's policy and philosophy of maintaining professional excellence in all spheres of activity involving Marine Bulk Transportation Services, including Quality, Health, Safety, Security, Environment and Social Responsibility, our mission shall be:

- To own, operate and manage efficient ships with zero spills to sea, zero incidents, zero tolerance to drugs and alcohol, while protecting the lives of shipboard personnel, cargo and Company's own assets and reducing environmental emissions by employing best management practices;
- To provide a highly efficient and competitive Marine Bulk Transportation Service of Quality, Cost, Reliability, Delivery and Security;
- To achieve excellence in our management systems and standards through continual improvement, by employing best practices through an efficient, responsive management and an empowered and highly motivated work force;
- To create enhanced value for our shareholders and other stakeholders.

Some of the key focus areas of the Company for FY 2021-22 were as follows:

a) To focus on the safety of seafarers given the issues posed by Covid-19 pandemic

A detailed protocol was set up for joining the vessels by the seafarers. A pan India vaccination campaign was embarked upon by the Company. 85.6% of the Company's seafarers are fully vaccinated. Since March 01, 2022 the Company permits only double vaccinated seafarers to join its vessels. The Company did not have a single case of COVID-19 onboard since May 2021.

b) To implement various initiatives towards improving the company's environmental impact

Details of such initiatives have been described in detail in this Report and ESG Report.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

1. Mr. Bharat K. Sheth
Deputy Chairman & Managing Director
2. Mr. Tapas Icot
Executive Director
3. Mr. G. Shivakumar
Executive Director & CFO
4. Mr. Jayesh Trivedi
President (Secl. & Legal) & Company Secretary

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

No. The Company does not have a specified committee for decision making on sustainability related issues. However, such issues, if any, are placed before the Board of Directors and various Committees of Directors / Senior Management personnel as per their terms of reference from time to time.

10. Details of Review of NGRBCs by the Company:

SUBJECT FOR REVIEW	INDICATE WHETHER REVIEW WAS UNDERTAKEN BY DIRECTOR / COMMITTEE OF THE BOARD/ ANY OTHER COMMITTEE									FREQUENCY (ANNUALLY/ HALF YEARLY/ QUARTERLY/ ANY OTHER – PLEASE SPECIFY)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board of Directorss									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board of Directors									Annually								

11. HAS THE ENTITY CARRIED OUT INDEPENDENT ASSESSMENT/ EVALUATION OF THE WORKING OF ITS POLICIES BY AN EXTERNAL AGENCY? (YES/NO). IF YES, PROVIDE NAME OF THE AGENCY.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes. Certain policies are subject to independent audit / review by external agencies, such as DNV. Certain processes and compliances are also subject to scrutiny by statutory auditors, regulators, port authorities, etc. as applicable.								

12. If answer to question (11) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

QUESTIONS	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

SEGMENT	TOTAL NUMBER OF TRAINING AND AWARENESS PROGRAMMES HELD	TOPICS /PRINCIPLES COVERED UNDER THE TRAINING AND ITS IMPACT	%AGE OF PERSONS IN RESPECTIVE CATEGORY COVERED BY THE AWARENESS PROGRAMMES
Board of Directors	-		
Key Managerial Personnel	1	Business Ethics	100.00%
Employees other than BoD and KMPs (Shore Staff)	21	Business Ethics, Health and Safety and Skill Upgradation	100.00%
Employees other than BoD and KMPs (Floating Staff)	52	Health and Safety and Skill Upgradation	100.00%
Workers	-		

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website): **Nil**

Monetary

	NGRBC PRINCIPLE	NAME OF THE REGULATORY/ ENFORCEMENT AGENCIES/ JUDICIAL INSTITUTIONS	AMOUNT (IN INR)	BRIEF OF THE CASE	HAS AN APPEAL BEEN PREFERRED? (YES/NO)
Penalty/ Fine					
Settlement					
Compounding fee					

Non-Monetary

	NGRBC PRINCIPLE	NAME OF THE REGULATORY/ ENFORCEMENT AGENCIES/ JUDICIAL INSTITUTIONS	BRIEF OF THE CASE	HAS AN APPEAL BEEN PREFERRED? (YES/NO)
Imprisonment				
Punishment				

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed

CASE DETAILS	NAME OF THE REGULATORY/ ENFORCEMENT AGENCIES/ JUDICIAL INSTITUTIONS

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.
The Code of Business Conduct and Ethics for the Board of Directors and Members of Senior Management as well as the Code of Business Conduct and Ethics for all other employees prohibit inducements and require compliance with the anti-corruption and anti-bribery laws. Copy of the Code of Business Conduct and Ethics for the Board of Directors and Members of Senior Management is available on the website of the Company, www.greatship.com
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption: **None**

	FY 2021-22 CURRENT FINANCIAL YEAR	FY 2020-21 PREVIOUS FINANCIAL YEAR
Directors		
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest: **Nil**

	FY 2021-22 CURRENT FINANCIAL YEAR		FY 2020-21 PREVIOUS FINANCIAL YEAR	
	NUMBER	REMARKS	NUMBER	REMARKS
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions on cases of corruption and conflicts of interest: **Not applicable**

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year: **Not applicable**

TOTAL NUMBER OF AWARENESS PROGRAMMES HELD	TOPICS / PRINCIPLES COVERED UNDER THE TRAINING	%AGE OF VALUE CHAIN PARTNERS COVERED (BY VALUE OF BUSINESS DONE WITH SUCH PARTNERS) UNDER THE AWARENESS PROGRAMMES

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?
The Code of Business Conduct and Ethics for the Board of Directors and Members of Senior Management provides for the process to avoid/ manage conflict of interest situations. Further, all contracts or arrangements, where any director is interested or transactions with related parties are handled in accordance with the process prescribed as per Section 184, 188 and other applicable provisions of the Companies Act, 2013 and Regulation 23 and other applicable regulations of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2021-22 CURRENT FINANCIAL YEAR	FY 2020-21 PREVIOUS FINANCIAL YEAR	DETAILS OF IMPROVEMENTS IN ENVIRONMENTAL AND SOCIAL IMPACTS
R&D	USD 1,37,198	-	See notes below
Capex	USD 10,751,000	USD 50,000	

Financial Year 2020-21

During the year, saving of fuel from energy saving retrofits and use of superior anti-fouling hull coatings resulted in reduction of CO2 emission by 18,800 MT.

During the year, the Company started a process of replacing traditional lighting such as fluorescent, halogen and incandescent lights onboard its vessels with energy efficient LED lights. The use of LED lights will reduce the electrical power requirement and consequently the GHG emissions from each ship and also provide savings in consumables since the lifetime of LED lights are far longer than traditional lights. These replacements have been done completely on 1 vessel and in suitable areas of 2 vessels.

For a typical Bulk Carrier or Tanker loss of energy through hull resistance is around 30% and this increases with growth of hull roughness due to bio-fouling. To minimize growth of bio-fouling, the Company has applied superior anti-fouling coatings on 8 vessels during their respective dry dockings.

Financial Year 2021-22

During the year, saving of fuel from energy saving retrofits and use of superior anti-fouling hull coatings resulted in reduction of CO2 emission by 18,537 MT.

6 of the Company's vessels were retrofitted with Mewis Duct, a device which improves the flow of water on to propeller and thus its efficiency. It also helps in reduction of underwater noise.

During the year, the Company replaced traditional lighting such as fluorescent, halogen and incandescent lights onboard its vessels with energy efficient LED lights on 5 vessels.

For a typical Bulk Carrier or Tanker loss of energy through hull resistance is around 30% and this increases with growth of hull roughness due to bio-fouling. To minimize growth of bio-fouling, the Company has applied superior anti-fouling coatings on 10 vessels during their respective dry dockings. Hull cleaning/propeller polishing was carried out in 23 ships.

Research & Development – In our pursuit of suitable options for decarbonization we have conducted sea trials with sustainable biofuel blended VLSFO on one of our MR tankers to evaluate the impact on machineries and challenges in its storage and handling.

2. a. Does the entity have procedures in place for sustainable sourcing?

The Company is into a business of marine transportation of bulk commodities which does not involve sourcing of raw materials as an input for manufacturing any end product. Most of the Company's supplies to vessels are finished products, for example engine spares which are procured from maker or licensee, consumables from reputed oil majors, paint and chemical from manufacturers, general stores from ship chandlers who procure multiple line items from the market, consolidate and deliver them on board. So, in essence, the Company does not procure any raw material as input to our business activities. However, the Company looks for following criteria while selecting its vendor for a prospective business -

1. Sourcing from reputable suppliers known in the industry.
2. Vendors are maintaining registration under local/ regional laws.
3. Vendors are complying to National and International applicable legislations.
4. Vendors are maintaining management systems under ISO 9001 and 14001 or any other equivalent systems wherever applicable.
5. Suppliers are requested to meet following Company requirements additionally.
 - a. In accordance with SOLAS Chapter 11-1/ Reg 3-5 supplies of materials which contain asbestos are prohibited on all ships and "asbestos free declaration" must be provided with every supply made to the vessel.
 - b. The seller shall guarantee that no hazardous material identified under MEPC269(68) and EUSRR have been used in the supplies.
 - c. The seller shall complete and provide Appendix A1: Supplier's Declaration of conformity and Appendix A2: Material Declaration form along with the items and other technical documentation as per the standard format provided under business associates on www.greatship.com
 - d. Avoid use of plastic for the purpose of packing material. In lieu of which environment friendly packing material to be used. Whenever possible assist vessel in collecting back the packing material if the vessel so requests.

- b. If yes, what percentage of inputs were sourced sustainably? **Not applicable.**

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The Company is into a business of marine transportation of bulk commodities and do not manufacture any product for sale. However waste generated on board during normal operation of ship are handled as per vessel specific garbage management plan and landed ashore to approved reception facilities for further processing. For the e-waste generated at shore offices, the Company has tied up with an approved local recycler. The Company tries to re-use the old laptops as far as possible before opting for disposal to recycler.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same: **Not applicable**

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format: **Not Applicable**

NIC CODE	NAME OF PRODUCT/ SERVICE	% OF TOTAL TURNOVER CONTRIBUTED	BOUNDARY FOR WHICH THE LIFE CYCLE PERSPECTIVE / ASSESSMENT WAS CONDUCTED	WHETHER CONDUCTED BY INDEPENDENT EXTERNAL AGENCY (YES/NO)	RESULTS COMMUNICATED IN PUBLIC DOMAIN (YES/NO) IF YES, PROVIDE THE WEB-LINK.
----------	--------------------------	---------------------------------	--	---	--

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

The Company is into marine transportation of bulk commodities where the shipping service has impact on Emissions, Ballast water and Domestic discharges. Below table describes the action taken by the organization to minimize the impact on each of these.

NAME OF PRODUCT/ SERVICE	DESCRIPTION OF RISK/ CONCERN	ACTION TAKEN
Shipping	Emissions	<p>The Company abides by the existing regulations and guidelines set by the IMO regarding climate change mitigation and air pollution. It supports their climate strategy towards 2050, which aims to reduce CO2 emissions per transport work, as an average across international shipping, by at least 40% by 2030, pursuing efforts towards 70% by 2050, compared to 2008 levels; and to reduce the total annual GHG emissions by at least 50% by 2050 compared to 2008 levels.</p> <p>The Company complies with the International Maritime Organization (IMO) - MARPOL Convention Annex VI which specifically addresses the prevention of air pollution from ocean-going ships. This MARPOL Convention seeks to control airborne emissions from ships including sulphur oxides (SOX), nitrogen oxides (NOX), ozone depleting substances (ODS), volatile organic compounds (VOC) and shipboard incineration. To reduce emissions, the Company has implemented following:</p> <ul style="list-style-type: none"> • In order to improve air quality and protect the environment, from 1 January 2020, the IMO limit for sulphur in fuel oil used by ships operating outside of emission control areas ("ECAs") was reduced from 3.50% to 0.50%. This dramatic reduction in SOX emitted from ships will provide significant health and environmental benefits around the world, particularly for coastal populations and those living near ports. The Company has reduced the Sulphur oxide (SOX) emissions by following a mixed strategy of using low Sulphur fuel and installation of exhaust gas cleaning systems (EGCS) to comply with the above IMO regulation. • The Company's applicable vessels are in compliance with NOx emission requirements as per MAPROL Annex VI and maintains NOx technical file. • Since 2014, the Company has a dedicated department responsible for vessel performance management. They helped in enhancing fuel efficiency of vessels through advising on retro-fitment of energy saving devices and operational measures. The Company's list of emission reduction measures includes installation of Mewis duct, Propeller Boss Cap fins (PBCF), high efficiency Kappel Propeller, LED lighting, use of low friction hull coatings and onboard sensors driven data collection systems in order to enable fuel consumption optimization in real time on selected vessels. • Over the years, the Company has been consistently following fleet renewal program, selling some of our oldest and least efficient vessels and by acquiring modern and efficient ships. This has been an important contributor towards enhancing the energy efficiency of the Company's fleet and reducing its GHG emissions.

NAME OF PRODUCT/ SERVICE	DESCRIPTION OF RISK/ CONCERN	ACTION TAKEN
		<ul style="list-style-type: none"> • The Company is preparing to comply with the IMO's Energy Efficiency Existing Ship Index (EEXI) coming into force from 1st Jan 2023, which requires a 20-30% improvement in vessel design efficiency for its vessels depending upon their type, from the baseline introduced in 2013. The Company has done the sample EEXI calculations for its fleet with the support of Classification Societies and plan to fully comply with the regulation through a combination of engine power limitation (EPL) and other energy savings devices well before the target date. The Company is also conducting feasibility studies on other fuel optimization technologies in order to support compliance with the EEXI requirements. All vessels built after 2014 have Energy Efficiency Design Index (EEDI) certificates. • The Company has developed an inhouse program for tracking Carbon Intensity Indicator (CII) ratings for its fleet, which will help in monitoring the vessel's CII rating and appropriate action plan can be formulated accordingly. • To support the IMO 2030 strategy, the Company is exploring investments into alternative technologies and fuels. In preparation for tighter emission regulations, the Company includes analysis on suitable available options to achieve lower emission levels when considering new investments. • All the Company vessels are complying with regulation 12 of IMO MARPOL Annex VI on Ozone Depleting Substance (ODS). • Applicable Company vessels are complying with regulation 15 of IMO MARPOL Annex VI on Volatile Organic Compound (VOC) and have implemented Class approved VOC management plan.
Ballast water		<p>Ballast water is essential for safe and efficient shipping operations. It reduces stress on the vessel's hull, substituting weight lost due to consumption of potable water and fuel and changes to cargo load. However, loading and unloading untreated ballast water poses serious ecological, economic and health risks as ships become a vector for the transfer of organisms between ecosystems.</p> <p>A ballast water exchange system involves the substitution of water in a ship's ballast tanks using either a sequential, flow-through, dilution or other exchange method which is recommended or made obligatory by the IMO. A variety of technologies are used for ballast water treatment, these include i.e.: Filtration (physical); Chemical Disinfection (oxidizing and non-oxidizing biocides); Ultra-violet treatment; Deoxygenation treatment; Heat (thermal treatment) or Magnetic Field Treatment. A typical ballast water treatment system on board ships, use two or more technologies to ensure that the treated ballast water is compliant with the IMO standards.</p> <p>As of 31st March 2022, 76 percent of the Company's vessels are fitted with exchange systems and 47 percent have installed treatment technology. The Company intends to complete all installations of treatment systems by respective vessel's IMO mandated due date.</p>
Domestic Discharges		<p>Sewage: The discharge of sewage from ships into the sea, can create a health hazard and contribute to marine pollution. Sewage can also lead to oxygen depletion and can be an obvious visual pollution in coastal areas – a major problem for countries with tourism industry.</p> <p>It is generally considered that on the high seas, the oceans are capable of assimilating and dealing with raw sewage through natural bacterial action. Therefore, the regulations in Annex IV of MARPOL prohibit the discharge of sewage into the sea within a specified distance from the nearest land, unless otherwise provided.</p> <p>All the Company vessels are fitted with Flag approved Sewage Treatment System in compliance with IMO's MAPROL Annex IV requirements. Additionally, some ships have holding arrangements to meet the local restriction with respect to discharge of treated sewage.</p>

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry): **Not applicable**

INDICATE INPUT MATERIAL	RECYCLED OR RE-USED INPUT MATERIAL TO TOTAL MATERIAL	
	FY 2021-22 CURRENT FINANCIAL YEAR	FY 2020-21 PREVIOUS FINANCIAL YEAR

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format: **Not applicable**

	FY 2021-22 CURRENT FINANCIAL YEAR			FY 2020-21 PREVIOUS FINANCIAL YEAR		
	RE-USED	RECYCLED	SAFELY DISPOSED	RE-USED	RECYCLED	SAFELY DISPOSED
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category : **Not applicable**

INDICATE PRODUCT CATEGORY	RECLAIMED PRODUCTS AND THEIR PACKAGING MATERIALS AS % OF TOTAL PRODUCTS SOLD IN RESPECTIVE CATEGORY

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1. a. Details of measures for the well-being of employees:

CATEGORY	% OF EMPLOYEES COVERED BY										
	TOTAL (A)	HEALTH INSURANCE		ACCIDENT INSURANCE		MATERNITY BENEFITS		PATERNITY BENEFITS		DAY CARE FACILITIES	
		NUMBER (B)	% (B/A)	NUMBER (C)	% (C/A)	NUMBER (D)	% (D/A)	NUMBER (E)	% (E/A)	NUMBER (F)	% (F/A)
PERMANENT EMPLOYEES (SHORE STAFF)											
Male	175	175	100.00%	175	100.00%	175	100.00%	NA	-	NA	-
Female	49	49	100.00%	49	100.00%	49	100.00%	NA	-	49	100.00%
Total	224	224	100.00%	224	100.00%	224	100.00%	NA	-	49	100.00%
OTHER THAN PERMANENT EMPLOYEES (SHORE STAFF)											
Male	24	24	100.00%	NA	-	24	100.00%	NA	-	NA	-
Female	1	1	100.00%	NA	-	1	100.00%	NA	-	NA	-
Total	25	25	100.00%	NA	-	25	100.00%	NA	-	NA	-
PERMANENT EMPLOYEES (FLOATING STAFF)											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
OTHER THAN PERMANENT EMPLOYEES (FLOATING STAFF)											
Male	1808	1808	100.00%	1808	100.00%	NA	-	NA	-	NA	-
Female	4	4	100.00%	4	100.00%	4	100.00%	NA	-	NA	-
Total	1812	1812	100.00%	1812	100.00%	4	100.00%	-	-	-	-

b. Details of measures for the well-being of workers: **Not applicable**

CATEGORY	% OF EMPLOYEES COVERED BY										
	TOTAL (A)	HEALTH INSURANCE		ACCIDENT INSURANCE		MATERNITY BENEFITS		PATERNITY BENEFITS		DAY CARE FACILITIES	
		NUMBER (B)	% (B/A)	NUMBER (C)	% (C/A)	NUMBER (D)	% (D/A)	NUMBER (E)	% (E/A)	NUMBER (F)	% (F/A)
PERMANENT WORKERS											
Male											
Female											
Total											
OTHER THAN PERMANENT WORKERS											
Male											
Female											
Total											

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.

BENEFITS	FY 2021-22 CURRENT FINANCIAL YEAR			FY 2020-21 PREVIOUS FINANCIAL YEAR		
	NO. OF EMPLOYEES COVERED AS A % OF TOTAL EMPLOYEES	NO. OF WORKERS COVERED AS A % OF TOTAL WORKERS	DEDUCTED AND DEPOSITED WITH THE AUTHORITY (Y/N/N.A.)	NO. OF EMPLOYEES COVERED AS A % OF TOTAL EMPLOYEES	NO. OF WORKERS COVERED AS A % OF TOTAL WORKERS	DEDUCTED AND DEPOSITED WITH THE AUTHORITY (Y/N/N.A.)
SHORE STAFF						
PF	100.00%	N.A.	Y	100.00%	N.A.	Y
Gratuity	100.00%	N.A.	Y	100.00%	N.A.	Y
ESI	-	N.A.	-	0.40%	N.A.	Y
Others – Superannuation	28.06%	N.A.	Y	34.68%	N.A.	Y
Others – NPS	35.97%	N.A.	Y	31.85%	N.A.	Y
FLOATING STAFF						
PF	100.00%	N.A.	Y	100.00%	N.A.	Y
Gratuity	100.00%	N.A.	Y	100.00%	N.A.	Y
ESI	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Others – Superannuation/ Pension/Annuity	100.00%	N.A.	Y	100.00%	N.A.	Y

All the eligible employees are covered for PF and Gratuity benefits.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard:

Currently, the Company does not have any differently abled employees. However, the Registered office of the Company is equipped with elevators, wheelchairs etc.

Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy:

Currently, the Company does not have any differently abled employees. However, the Company's human resources policies and Code of Conduct do not tolerate any discrimination on the basis of race, colour, religion, disability, gender, national origin, age etc. The Company believes in creating an equal opportunity workplace for its employees.

4. Return to work and Retention rates of permanent employees and workers that took parental leave.

GENDER	PERMANENT EMPLOYEES		PERMANENT WORKERS	
	RETURN TO WORK RATE	RETENTION RATE	RETURN TO WORK RATE	RETENTION RATE
Male	NA	NA	NA	NA
Female	100.00%	100.00%	NA	NA
Total	100.00%	100.00%	NA	NA

5. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Yes. Grievance box in office for shore staff and grievance redressal mechanism as per Maritime Labour Convention for floating staff.
Other than Permanent Employees	

6. Membership of employees and worker in association(s) or unions recognised by the listed entity:

CATEGORY	FY 2021-22 CURRENT FINANCIAL YEAR			FY 2020-21 PREVIOUS FINANCIAL YEAR		
	TOTAL EMPLOYEES / WORKERS IN RESPECTIVE CATEGORY (A)	NO. OF EMPLOYEES / WORKERS IN RESPECTIVE CATEGORY, WHO ARE PART OF ASSOCIATION(S) OR UNION (B)	% (B/A)	TOTAL EMPLOYEES / WORKERS IN RESPECTIVE CATEGORY (C)	NO. OF EMPLOYEES / WORKERS IN RESPECTIVE CATEGORY, WHO ARE PART OF ASSOCIATION(S) OR UNION (D)	% (D/C)
TOTAL	224	34	15.17%	218	31	14.22%
PERMANENT EMPLOYEES (SHORE STAFF)						
- Male	175	22	12.57%	174	22	12.64%
- Female	49	12	24.48%	44	9	20.45%
TOTAL	1812	1812	100.00%	1734	1734	100.00%
EMPLOYEES (FLOATING STAFF)						
- Male	1808	1808	100.00%	1732	1732	100.00%
- Female	4	4	100.00%	2	2	100.00%
TOTAL PERMANENT WORKERS (NOT APPLICABLE)						
- Male						
- Female						

7. Details of training given to employees and workers:

CATEGORY	FY 2021-22 CURRENT FINANCIAL YEAR					FY 2020-21 PREVIOUS FINANCIAL YEAR				
	TOTAL (A)	ON HEALTH AND SAFETY MEASURES		ON SKILL UPGRADATION		TOTAL (D)	ON HEALTH AND SAFETY MEASURES		ON SKILL UPGRADATION	
		NO. (B)	% (B/A)	NO. (C)	% (C/A)		NO. (E)	% (E/D)	NO. (F)	% (F/D)
EMPLOYEES (SHORE STAFF)										
Male	175	49	28.00%	131	74.85%	174	157	90.22%	115	66.09%
Female	49	0	-	37	75.51%	44	40	90.90%	29	65.90%
Total	224	49	21.87%	168	75.00%	218	197	90.36%	144	66.05%
EMPLOYEES (FLOATING STAFF)										
Male	2039	1799	88.22%	1826	89.55%	2211	1448	65.49%	1192	53.91%
Female	3	2	66.66%	2	66.66%	2	0	-	2	100.00%
Total	2042	1801	88.19%	1828	89.52%	2213	1448	65.43%	1194	53.95%
WORKERS (NOT APPLICABLE)										
Male										
Female										
Total										

8. Details of performance and career development reviews of employees and workers:

CATEGORY	FY 2021-22 CURRENT FINANCIAL YEAR			FY 2020-21 PREVIOUS FINANCIAL YEAR		
	TOTAL (A)	NO. (B)	% (B/A)	TOTAL (C)	NO. (D)	% (D/C)
EMPLOYEES (SHORE STAFF)						
Male	175	175	100.00%	174	174	100.00%
Female	49	49	100.00%	44	44	100.00%
Total	224	224	100.00%	218	218	100.00%
EMPLOYEES (FLOATING STAFF)						
Male	1808	1808	100.00%	1732	1732	100.00%
Female	4	4	100.00%	2	2	100.00%
Total	1812	1812	100.00%	1734	1734	100.00%
WORKERS (NOT APPLICABLE)						
Male						
Female						
Total						

9. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (**Yes**). If yes, the coverage of such system?
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (**Not applicable**)
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (**Yes**)

Office: Our workplace is certified by DNV for adherence to OSHAS norms. The building is manned by security on a 24x7 basis and is supported by surveillance cameras. Water and food quality is tested periodically at accredited labs. We have tied up with prominent hospitals and diagnostic centres for annual health check ups for employees. A doctor visits the premises for everyday consultation for employees. Fire safety drills are conducted twice a year to familiarize staff on evacuation protocols. Fire detectors and alarms are placed at all floors of the building and tested regularly.

Ships: Besides meeting the requirements under ISM code and MLC, all ships are certified for ISO 45001:2018 standard which takes care of Occupational, Health and Safety aspect on board. All seafarers are provided with good quality food, safe drinking water, hygienic living quarters, safe working environment, control on work hours, onboard recreational facilities, insurance covers and adequate internet access to stay connected with family and friends. Additionally, seafarers can avail 24x7 remote medical support for illnesses and injuries, shore doctor consultancy in foreign ports wherever necessary and i-Call remote counselling service to maintain mental wellbeing. Ships are fitted with adequate life-saving and fire-fighting appliances which are maintained at all times, periodically inspected and tested. Seafarers are trained to use them in case of emergencies.

During the difficult times of COVID 19 pandemic, extraordinary measures were taken to give priority to the health and safety of the employees. Arrangements like work from home option for all shore employees, shared chartered flights & vessel diversion for crew sign on /sign off and telephone/email based counselling service from the experts were some of measures.

10. Details of safety related incidents, in the following format:

SAFETY INCIDENT/NUMBER	CATEGORY	FY 2021-22 CURRENT FINANCIAL YEAR	FY 2020-21 PREVIOUS FINANCIAL YEAR
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.66	1.01
	Workers	NA	NA
Total recordable work-related injuries	Employees	-	-
	Workers	NA	NA
No. of fatalities	Employees	-	-
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	NA	NA

11. Describe the measures taken by the entity to ensure a safe and healthy work place.

Refer Sr. No. 10 above

12. Number of complaints on the following made by employees and workers:

	FY 2021-22 CURRENT FINANCIAL YEAR			FY 2020-21 PREVIOUS FINANCIAL YEAR		
	FILED DURING THE YEAR	PENDING RESOLUTION AT THE END OF YEAR	REMARKS	FILED DURING THE YEAR	PENDING RESOLUTION AT THE END OF YEAR	REMARKS
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

13. Assessments for the year:

	% OF YOUR PLANTS AND OFFICES THAT WERE ASSESSED (BY ENTITY OR STATUTORY AUTHORITIES OR THIRD PARTIES)
Health and safety practices	DNV conducts OHSAS audit annually and the office is certified
Working conditions	100% of the Company's ships are assessed

14. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

There were no corrective actions required to be taken pursuant to health & safety audit / review of the Company's establishment.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (**Yes**) (B) Workers (**Not applicable**).
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners:

Not applicable

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	TOTAL NO. OF AFFECTED EMPLOYEES/ WORKERS		NO. OF EMPLOYEES/WORKERS THAT ARE REHABILITATED AND PLACED IN SUITABLE EMPLOYMENT OR WHOSE FAMILY MEMBERS HAVE BEEN PLACED IN SUITABLE EMPLOYMENT	
	FY2021-22 CURRENT FINANCIAL YEAR	FY 2020-21 PREVIOUS FINANCIAL YEAR	FY2021-22 CURRENT FINANCIAL YEAR	FY 2020-21 PREVIOUS FINANCIAL YEAR
Employees	-	-	-	-
Workers	NA	NA	NA	NA

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (**No**)

5. Details on assessment of value chain partners: **Not applicable**

	% OF VALUE CHAIN PARTNERS (BY VALUE OF BUSINESS DONE WITH SUCH PARTNERS) THAT WERE ASSESSED
Health and safety practices	
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners: **Not applicable**

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.
- Any category of individual, body corporate or organisation that adds value to the business of the Company, has significant interest in or impact on the business or operations of the Company is identified as a key stakeholder. Such identification is done by the Company based on internal deliberations.**

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

STAKEHOLDER GROUP	WHETHER IDENTIFIED AS VULNERABLE & MARGINALIZED GROUP (YES/ NO)	CHANNELS OF COMMUNICATION (EMAIL, SMS, NEWSPAPER, PAMPHLETS, ADVERTISEMENT, COMMUNITY MEETINGS, NOTICE BOARD, WEBSITE, OTHER)	FREQUENCY OF ENGAGEMENT (ANNUALLY/ HALF YEARLY/ QUARTERLY/ OTHERS – PLEASE SPECIFY)	PURPOSE AND SCOPE OF ENGAGEMENT INCLUDING KEY TOPICS AND CONCERNS RAISED DURING SUCH ENGAGEMENT
Shareholders	No	Letters, reports, emails, website of the Company and stock exchanges, newspaper advertisements, meetings	Quarterly	<ul style="list-style-type: none"> Communicating material business developments Sharing financial and operational results Seeking consent of the shareholders on certain business related matters
Debenture holders and Lenders	No	Letters, emails, website of the Company and stock exchanges, newspaper advertisements, meetings	As and when required	<ul style="list-style-type: none"> Communicating material business developments Sharing financial and operational results
Employees	No	Letters, emails, website of the Company, pamphlets, intranet, notice board	Ongoing basis	<ul style="list-style-type: none"> Human resource policies and rules Career management and growth prospects Work culture, health and safety matters
Customers, suppliers and intermediaries engaged by the Company, such as agents, contractors, etc.	No	Letters, emails, website of the Company and stock exchanges, newspaper advertisements, meetings	Ongoing basis	<ul style="list-style-type: none"> Business related matters

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

There is no formal direct consultation process between various stakeholders and the Board. The senior management of the Company maintains a constant and proactive engagement with the stakeholders on various matters including economic, environmental and social matters. Key outcomes of such engagement, if any, are placed before the Board and its Committees from time to time.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Following feedbacks from various stakeholders were used for improvements in the Company's procedures & practices:

- For the new upcoming SIRE 2.0, Familiarization of floating staff is being conducted through senior officer's seminar and induction process.**
- During vetting inspection, it was observed by vetting inspectors that connectors of Oxygen Acetylene hoses of shipboard welding and burning equipment were not as per VIQ standards. Approved connectors are now being supplied to all vessels fleetwide.**
- Basis the feedback from P&I circulars, media reports and agent's feedback, the document List of ports banning Open Loop Scrubbers was updated in procedures for the new countries who have imposed the restrictions.**
- Procedure for testing of Major and Minor Lube Oil post any adverse initial analysis was revised.**
- Basis the feedback from agents, the Company procedures were updated for the discharge of treated or untreated sewage prohibition requirements in Jebel Ali & PCFC ports of UAE.**

3. Provide details of instances of engagement with and actions taken to address the concerns of vulnerable/ marginalized stakeholder groups.:
Not applicable.

PRINCIPLE 5 Businesses should respect and promote human rights

ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

CATEGORY	FY 2021-22 CURRENT FINANCIAL YEAR			FY 2020-21 PREVIOUS FINANCIAL YEAR		
	TOTAL (A)	NO. OF EMPLOYEES /WORKERS COVERED (B)	% (B / A)	TOTAL (C)	NO. OF EMPLOYEES /WORKERS COVERED (D)	% (D / C)
EMPLOYEES (SHORE STAFF)						
Permanent	224	201	89.73%	-	-	-
Other than permanent	25	7	28.00%	-	-	-
Total Employees	249	208	83.53%	-	-	-
EMPLOYEES (FLOATING STAFF)						
Permanent	-	-	-	-	-	-
Other than permanent	2042	1041	50.98%	-	-	-
Total Employees	2042	1041	50.98%	-	-	-
WORKERS (NOT APPLICABLE)						
Permanent						
Other than permanent						
Total Workers						

2. Details of minimum wages paid to employees and workers, in the following format:

CATEGORY	FY 2021-22 CURRENT FINANCIAL YEAR					FY 2020-21 PREVIOUS FINANCIAL YEAR				
	TOTAL (A)	EQUAL TO MINIMUM WAGE		MORE THAN MINIMUM WAGE		TOTAL (D)	EQUAL TO MINIMUM WAGE		MORE THAN MINIMUM WAGE	
		NO. (B)	% (B/A)	NO. (C)	% (C/A)		NO. (E)	% (E/D)	NO. (F)	% (F/D)
EMPLOYEES (SHORE STAFF)										
Permanent	224	-	-	224	100.00%	218	-	-	218	100.00%
Male	175	-	-	175	100.00%	174	-	-	174	100.00%
Female	49	-	-	49	100.00%	44	-	-	44	100.00%
Other than Permanent	25	-	-	25	100.00%	30	-	-	30	100.00%
Male	24	-	-	24	100.00%	28	-	-	28	100.00%
Female	1	-	-	1	100.00%	2	-	-	2	100.00%
EMPLOYEES (FLOATING STAFF)										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	1812	-	-	1812	100.00%	1734	-	-	1734	100.00%
Male	1808	-	-	1808	100.00%	1732	-	-	1732	100.00%
Female	4	-	-	4	100.00%	2	-	-	2	100.00%
WORKERS (NOT APPLICABLE)										
Permanent										
Male										
Female										
Other than Permanent										
Male										
Female										

3. Details of remuneration/salary/wages in the following format:

	MALE		FEMALE	
	NUMBER	MEDIAN REMUNERATION/ SALARY/ WAGES OF RESPECTIVE CATEGORY	NUMBER	MEDIAN REMUNERATION/ SALARY/ WAGES OF RESPECTIVE CATEGORY
Board of Directors (Other than KMP)	9	₹ 18,60,000	1	₹ 28,60,000
Key Managerial Personnel	4	₹ 2,11,21,002	0	N.A.
Employees other than BoD and KMP	2051	₹ 7,10,196	57	₹ 22,74,050
Workers (Not applicable)				

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? **(No)**

The nature of business of the Company does not have human rights impacts. The business of the Company does not cause or contribute to human rights issues.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Company has grievance box in office for shore staff and Company Procedures Manual – 16 (CPM 16) based on Maritime Labour Convention for floating staff for redressal of all grievances of the employees including human rights issues, if any.

6. Number of complaints on the following made by employees and workers:

	FY 2021-22 CURRENT FINANCIAL YEAR			FY 2020-21 PREVIOUS FINANCIAL YEAR		
	FILED DURING THE YEAR	PENDING RESOLUTION AT THE END OF YEAR	REMARKS	FILED DURING THE YEAR	PENDING RESOLUTION AT THE END OF YEAR	REMARKS
Sexual Harassment	-	-	-	1	0	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Sexual Harassment (Prevention, Prohibition and Redressal) Policy of the Company prevents engaging in retaliatory acts against any employee who reports incident of alleged sexual harassment or participates in proceedings relating thereto. It is the policy of the Company to ensure that aggrieved employees or witnesses are not victimized or discriminated against. Such persons also have access to the Internal Complaints Committee which is authorized to take appropriate disciplinary action.

The Whistle Blower Policies of the Company offer protection to the whistle blowers against any unfair treatment such as retaliation, demotion, suspension/termination of service etc. Similar protection is given to any employee assisting in the said investigation. The whistle blowers may raise their concern to the Deputy Chairman & Managing Director, Chairman of the Audit Committee, Compliance Officer or Designated Person Ashore.

8. Do human rights requirements form part of your business agreements and contracts? (Yes)

The human rights requirements pertaining to employees are covered under the employment rules, Maritime Labour Convention and local collective bargaining agreement (CBA of INSA-MUI & INSA-NUSI) requirements.

9. Assessments for the year:

	% OF YOUR PLANTS AND OFFICES THAT WERE ASSESSED (BY ENTITY OR STATUTORY AUTHORITIES OR THIRD PARTIES)
Child labour	Office and all the ships are assessed.
Forced/involuntary labour	DNV conducts OHSAS audit annually & the office is certified
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. **(Nil)**

The Company is compliant of the relevant laws.

LEADERSHIP INDICATORS

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

There were no human rights grievances / complaints against the Company.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

The nature of business of the Company does not have human rights impacts. The human rights of the employees are protected under the Human Resource policies of the Company, which are generally reviewed from time to time.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

The Registered office of the Company is equipped with elevators, wheelchairs etc.

4. Details on assessment of value chain partners: **Not Applicable**

	% OF VALUE CHAIN PARTNERS (BY VALUE OF BUSINESS DONE WITH SUCH PARTNERS) THAT WERE ASSESSED
Sexual Harassment	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above: **Not Applicable**

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

PARAMETER	FY 2021-22 CURRENT FINANCIAL YEAR	FY 2020-21 PREVIOUS FINANCIAL YEAR
Total electricity consumption (A)	2974.53 GJ	2,227.85 GJ
Total fuel consumption (B)	11244191.97 GJ	10523668.3 GJ
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C) (GJ)	11,246,786.66 GJ	10,525,335.17 GJ
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (GJ/Cr.)	3,205.29 GJ/Cr	3,154.68 GJ/Cr
Energy intensity (optional) – the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No. The above data is not assessed by independent agency. Though Company's GHG assertion report which is as per ISO 14064-1 (2006) Greenhouse gases – Part 1 guidelines is verified by class DNV.**

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.: **Not applicable**

3. Provide details of the following disclosures related to water in the following format:

PARAMETER	FY 2021-22 CURRENT FINANCIAL YEAR	FY 2020-21 PREVIOUS FINANCIAL YEAR
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	166734.1 MT	163324.1 MT
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	166734.1 MT	163324.1 MT
Total volume of water consumption (in kilolitres) (MT/Cr.)	47.52	48.95
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.: **Not applicable**

5. Please provide details of air emissions (other than GHG emissions) by the entity in the following format:

PARAMETER	PLEASE SPECIFY UNIT	FY 2021-22 CURRENT FINANCIAL YEAR	FY 2020-21 PREVIOUS FINANCIAL YEAR
NOx	MT	15891.5	16222.4
SOx	MT	2095.9	2167.9
Particulate matter (PM) PM ₁₀	MT	873.5	963.8
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity in the following format:

PARAMETER	UNIT	FY 2021-22 CURRENT FINANCIAL YEAR	FY 2020-21 PREVIOUS FINANCIAL YEAR
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	997655.78 MT Breakup:- CO2 from fuel = 979106.496 MT CO2e of CH4 =435.16 MT CO2e of N2O= 14826.29 MT CO2e of R22= 128.48 MT CO2e of R404A= 3049.36 MT CO2e of R407C= 109.99 MT	1000662.46 MT Breakup:- CO2 from fuel = 982804 MT CO2e of CH4 =523.9 MT CO2e of N2O=13,166.39 MT CO2e of R22= 646.8 MT CO2e of R404A= 3292.52MT CO2e of R407C= 228.85MT
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	569.39 MT	365.784 MT
Total Scope 1 and Scope 2 emissions per rupee of turnover	MT of CO2 / Crore of rupees	284.48 MT/Cr	300.02 MT/Cr
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **Yes, DNV Class**

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Yes. The Company abides by the existing regulations and guidelines set by the IMO regarding climate change mitigation and air pollution. We support their climate strategy towards 2050, which aims to reduce CO2 emissions per transport work, as an average across international shipping, by at least 40% by 2030, pursuing efforts towards 70% by 2050, compared to 2008 levels; and to reduce the total annual GHG emissions by at least 50% by 2050 compared to 2008 levels. Since 2014, the Company has a dedicated department responsible for vessel Performance Management. They helped in enhancing fuel efficiency of vessels through advising on retro-fitment of energy saving devices and operational measures which in turn reduced GHG emissions.

Following projects are being planned in future on our ships for reduction in GHG emissions:-

- MEWIS Duct
- High Performance Paints
- Periodical hull & propeller cleaning.

Additionally organization has formulated a working group which will do the research on the new decarbonization ideas and advise management as per their suitability.

8. Provide details related to waste management by the entity, in the following format: **These details are not monitored considering the nature of the business of the Company.**

PARAMETER	FY 2021-22 CURRENT FINANCIAL YEAR	FY 2020-21 PREVIOUS FINANCIAL YEAR
Total Waste generated (in metric tonnes)		
Plastic waste (A)		
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Total (A+ B + C + D + E + F + G + H)		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
Total		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **Not Applicable**

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.: **Not Applicable**
The Company is into a business of marine transportation of bulk commodities and do not manufacture any product for sale, however wastes generated on board during normal operation of ship are handled as per vessel specific garbage management plan and landed ashore to approved reception facilities for further processing.
10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: **Not applicable**

S. NO.	LOCATION OF OPERATIONS/ OFFICES	TYPE OF OPERATIONS	WHETHER THE CONDITIONS OF ENVIRONMENTAL APPROVAL / CLEARANCE ARE BEING COMPLIED WITH? (Y/N) IF NO, THE REASONS THEREOF AND CORRECTIVE ACTION TAKEN, IF ANY.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: **Not applicable**

NAME AND BRIEF DETAILS OF PROJECT	EIA NOTIFICATION NO.	DATE	WHETHER CONDUCTED BY INDEPENDENT EXTERNAL AGENCY (YES / NO)	RESULTS COMMUNICATED IN PUBLIC DOMAIN (YES / NO)	RELEVANT WEB LINK

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (**Yes**). If not, provide details of all such non-compliances, in the following format:

S. NO.	SPECIFY THE LAW/ REGULATION / GUIDELINES WHICH WAS NOT COMPLIED WITH	PROVIDE DETAILS OF THE NON-COMPLIANCE	ANY FINES / PENALTIES / ACTION TAKEN BY REGULATORY AGENCIES SUCH AS POLLUTION CONTROL BOARDS OR BY COURTS	CORRECTIVE ACTION TAKEN, IF ANY

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources in the following format:

PARAMETER	FY 2021-22 CURRENT FINANCIAL YEAR	FY 2020-21 PREVIOUS FINANCIAL YEAR
From renewable sources		
Total electricity consumption(From solar panels installed in Institute) (A)	379.84 GJ	560.98 GJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	379.84 GJ	560.98 GJ
From non-renewable sources		
Total electricity consumption (D)	2594.69 GJ	1666.87 GJ
Total fuel consumption (E)	11244191.97 GJ	10523668.3 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	11246786.66 GJ	10525335.17 GJ

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency. **No**

2. Provide the following details related to water discharged: **Not applicable**

PARAMETER	FY 2021-22 CURRENT FINANCIAL YEAR	FY 2020-21 PREVIOUS FINANCIAL YEAR
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): **Not applicable**

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

PARAMETER	FY 2021-22 CURRENT FINANCIAL YEAR	FY 2020-21 PREVIOUS FINANCIAL YEAR
Water withdrawal by source (in kilolitres)		
i) Surface water		
ii) Groundwater		
iii) Third party water		
iv) Seawater / desalinated water		
v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

These details are not monitored considering the nature of the business of the Company.

PARAMETER	UNIT	FY 2021-22 CURRENT FINANCIAL YEAR	FY 2020-21 PREVIOUS FINANCIAL YEAR
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.: **Not applicable**

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

SR. NO	INITIATIVE UNDERTAKEN	DETAILS OF THE INITIATIVE (WEB-LINK, IF ANY, MAY BE PROVIDED ALONG-WITH SUMMARY)	OUTCOME OF THE INITIATIVE
1	In our efforts to reduce emissions, improve energy efficiency and conserve the environment, the Company has implemented 46 energy saving & emission reduction initiatives in this financial year on various vessels which includes –	<ol style="list-style-type: none"> 1. Fitment of Mewis duct – 06 2. Led lighting – 05 3. High performance hull coatings – 10 4. EGCS (Scrubbers) installation – 01 5. Trials on biofuel done on one of the Company vessel 6. Hull Cleaning /Propeller polishing on vessels – 23 	Reduction in emissions and improvement in energy efficiency
2	Use of Sewage treatment plant and collection in holding tank within port limits based on local requirements.		Reduction in sea water pollution
3	<ol style="list-style-type: none"> 1. Use of Ballast Water Treatment and Exchange Systems. 2. Use of low friction hull coatings 3. Hull cleaning & propeller polishing basis the continuous monitoring of ships performance. 		Protection of bio-diversity
4	Use of Incinerators, Compactors, Communiter, Food waste freezer.		Waste management

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The BCMS (Business Continuity Management System) was put in place to outline the intent of the Company and its responsibilities and arrangements to ensure continuity of its vital services and critical functions in the event of an emergency or crisis.

The objectives of business continuity management are the following:

- **Protect Human Resources (people), Information (physical & electronic) and Assets during a disruptive incident**
- **Ensure availability of resources needed for the establishment, implementation, maintenance and continual improvement of the BCMS**
- **Establish a holistic risk management strategy taking into account the internal and external issues along with the requirements of the interested parties; applicable legal, regulatory and statutory obligations**
- **Identify and prioritize activities which support the provision of the company's services**
- **Contain and minimize the impact of disruptive incidents on the company's revenue, operations and reputation**
- **Establish, implement and maintain a formal documented process for assisting the company to respond, recover and return to normal business state after an incident**
- **Identify and establish communication needs with employees, customers, partner entities, local community and other interested parties, including media**
- **Embed BCM culture among the company's business processes across all levels**
- **Promote BCM awareness in the organization by means of effective communication, education and training so employees are aware of the organizational objectives and their own roles in the program**
- **Establish methods for monitoring, measurement, analysis and evaluation of the BCMS and take corrective actions to continually improve the company's resilience posture**

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard: **Not Applicable**
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts: **Not Applicable**

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

1.
 - a. Number of affiliations with trade and industry chambers/ associations : **5**
 - b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. NO.	NAME OF THE TRADE AND INDUSTRY CHAMBERS/ ASSOCIATIONS	REACH OF TRADE AND INDUSTRY CHAMBERS/ ASSOCIATIONS (STATE/NATIONAL)
1	Indian National Shipowners' Association	National
2	Baltic and International Maritime Council (BIMCO)	International
3	Bombay Chamber of Commerce & Industry	State
4	Federation of Indian Export Organisations	National
5	Services Export Promotion Council	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

NAME OF AUTHORITY	BRIEF OF THE CASE	CORRECTIVE ACTION TAKEN
-	-	-

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity:

S. NO.	PUBLIC POLICY ADVOCATED	METHOD RESORTED FOR SUCH ADVOCACY	WHETHER INFORMATION AVAILABLE IN PUBLIC DOMAIN? (YES/NO)	FREQUENCY OF REVIEW BY BOARD (ANNUALLY/ HALF YEARLY/ QUARTERLY/ OTHERS – PLEASE SPECIFY)	WEBLINK, IF AVAILABLE
-	-	-	-	-	-

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year: **Not applicable**

NAME AND BRIEF DETAILS OF PROJECT	SIA NOTIFICATION NO.	DATE OF NOTIFICATION	WHETHER CONDUCTED BY INDEPENDENT EXTERNAL AGENCY (YES / NO)	RESULTS COMMUNICATED IN PUBLIC DOMAIN (YES / NO)	RELEVANT WEB LINK
-	-	-	-	-	-

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: **Not applicable**

S. NO.	NAME OF PROJECT FOR WHICH R&R IS ONGOING	STATE	DISTRICT	NO. OF PROJECT AFFECTED FAMILIES (PAFS)	% OF PAFS COVERED BY R&R	AMOUNTS PAID TO PAFS IN THE FY (IN INR)
-	-	-	-	-	-	-

3. Describe the mechanisms to receive and redress grievances of the community.: **Not applicable.**
The nature of business of the Company does not have any impact on the community.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2021-22 CURRENT FINANCIAL YEAR	FY 2020-21 PREVIOUS FINANCIAL YEAR
Directly sourced from MSMEs/ small producers	2.33%	1.38%
Sourced directly from within the district and neighbouring districts	N.A.	N.A.

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): **Not applicable**

DETAILS OF NEGATIVE SOCIAL IMPACT IDENTIFIED	CORRECTIVE ACTION TAKEN

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. NO.	STATE	ASPIRATIONAL DISTRICT	AMOUNT SPENT (IN INR)
1	Maharashtra	Nandurbar, Gadchiroli	25,00,000*

*Contribution towards the EdelGive Foundation led 'Collaborators for Transforming Education (CTE)' in Maharashtra, which covered the following districts - Amravati, Parbhani, Nandurbar, Gadchiroli, Solapur, Satara, Hingoli. Of this Nandurbar and Gadchiroli are part of the aspirational districts. Our money went to the common pool, that is across the entire project.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? **(No)**
 (b) From which marginalized /vulnerable groups do you procure?
 (c) What percentage of total procurement (by value) does it constitute?
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge: **Not applicable**

S. NO.	INTELLECTUAL PROPERTY BASED ON TRADITIONAL KNOWLEDGE	OWNED/ ACQUIRED (YES/ NO)	BENEFIT SHARED (YES / NO)	BASIS OF CALCULATING BENEFIT SHARE

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.: **Not applicable**

NAME OF AUTHORITY	BRIEF OF THE CASE	CORRECTIVE ACTION TAKEN

6. Details of beneficiaries of CSR Projects:

S. NO.	CSR PROJECT	NO. OF PERSONS BENEFITTED FROM CSR PROJECT	% OF BENEFICIARIES FROM VULNERABLE AND MARGINALISED GROUPS	NAMES OF VULNERABLE AND MARGINALIZED GROUPS
1	EDUCATION	<ul style="list-style-type: none"> Enhanced capacities of around 9,200 teachers to improve the quality of teaching and learning process More than 1.35 Lakh students educated through school education to graduate scholarships. Around 2,287 students with low vision/blindness/deaf and deafblind accessed trainings and support services Developed language and literacy skills of around 1,600 students from tribal families through Multi-lingual Education program 	Approx. more than 90%	Students from low-income families, tribal families, students with low vision, blindness, deaf and deafblind
2	LIVELIHOODS/ HOLISTIC	<ul style="list-style-type: none"> Around 39,000 women provided with entrepreneurship trainings and business handholding support in agriculture and non-agriculture sectors. Increase in income from avg. INR 2,000 pm to INR 13,500 pm (over 5 years). Current average earning is INR 1.62 Lakh/ year. Around 17,000 students reached out through skill-based programs, internships and job opportunities. Average starting salary between INR 8,000 – 15,000 /month Supported training of 119 athletes and 21 Para athletes who have the potential to win an Olympic medal. Tokyo Olympics 2020 (India results) 4/7 medals won by athletes were supported by OGQ. 10/19 medals won by 9 para-athletes were supported by OGQ 	Approx. more than 90%	Low-income families in rural areas and semi urban areas, women farmers, women, adolescent girls, children, youth, para-athletes.
3	HEALTH	<ul style="list-style-type: none"> More than 60,800 women and 21,400 children provided with health services – including maternal care, nutrition support through clinics and community programs. Around 15,000 men received general health care support. Around 4,890 individuals provided with elderly care services and treatment. A total of 229 free cranio-facial surgeries for 162 boys and 67 girls born with cleft lip and face deformities. 	Approx. more than 90%	Low-income families in rural areas and semi urban areas, women - pregnant women, men, children, community members at large, children with facial and skull deformities, elderly persons.
4	COVID-19 RELIEF WORK	<ul style="list-style-type: none"> Partnered with a total of 10 organisations for relief and rebuilding efforts during the year. Around 50,000 individuals across India were reached out and supported through multiple relief projects—provided Type D oxygen cylinders, oxygen concentrators to Covid facilities, expansion of ICU capacities in hospitals with purchase of 2D Echo machine, ventilators, access to nutritious meals, medical kits, support to women dairy farmers, migrant families, artisans to rebuild their livelihoods and trauma care, education and basic support to orphaned children or at risk due to Covid. 		Covid patients, low-income groups, daily wage-earners, migrants, tribal population, pregnant women, children severely affected by Covid – orphaned, at risk of abuse, women dairy farmers, artisans

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Feedback received from following stakeholders are analysed through RCA methodology and required corrective and preventive actions are implemented across the fleet.

- Oil Majors – vetting inspections.
- Terminal feedbacks
- Port state Inspections
- Flag state inspections

Complaints from charterers are handled as per agreed Charter party clauses for that voyage. Any other complaints are dealt in accordance with available contractual remedies.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: **Not applicable**

AS A PERCENTAGE TO TOTAL TURNOVER	
Environmental and social parameters relevant to the product	
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

	FY 2021-22 CURRENT FINANCIAL YEAR		REMARKS	FY 2020-21 PREVIOUS FINANCIAL YEAR		REMARKS
	RECEIVED DURING THE YEAR	PENDING RESOLUTION AT END OF YEAR		RECEIVED DURING THE YEAR	PENDING RESOLUTION AT END OF YEAR	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber- security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

4. Details of instances of product recalls on account of safety issues: **Not applicable**

	NUMBER	REASONS FOR RECALL
Voluntary recalls		
Forced recalls		

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

The Company has adequate systems and processes in place for protecting information assets, handling business data and to minimize and respond to cyber security incidents. Cyber security is covered as part of the risk management framework of the Company. Confidential information shared by third parties, if any, is handled as per the non-disclosure agreements entered into with them.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.: **Nil**

LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available) : **www.greatship.com**
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.: **Not applicable**
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.: **Not applicable**
4. Does the entity display product information on the product over and above what is mandated as per local laws? (**Not Applicable**) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?
The Company is in constant touch with its customers and obtains feedback on services rendered on an ongoing basis.
5. Provide the following information relating to data breaches: **Nil**
 - a) Number of instances of data breaches along-with impact
 - b) Percentage of data breaches involving personally identifiable information of customers