



# SEAMEC LIMITED

A member of **MMG**  
MM AGRAWAL GROUP

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**SEAMEC/NSE/BRSR/SMO/1207/2024**

July 12, 2024

**National Stock Exchange of India Limited**  
**Exchange Plaza**  
**Plot No. C/1, G Block,**  
**Bandra-Kurla Complex,**  
**Bandra (East)**  
**Mumbai - 400 051**

**Trading Symbol: "SEAMECLTD"**

**Sub: Business Responsibility and Sustainability Reporting**

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Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year 2023-24, the link of which also forms part of the Integrated Annual Report for FY 2023-24, submitted to the Exchanges vide letter no. SEAMEC/NSE/ANNUALREPORT/SMO/1207/2024 dated July 12, 2024.

The Business Responsibility and Sustainability Report and the Integrated Annual Report for FY 2023-24 are available on the website at <https://www.seamec.in/investors.aspx>

Kindly take the same on record.

Thanking you,

Yours Faithfully,  
For **SEAMEC LIMITED**

**S.N. Mohanty**  
**President – Corporate Affairs, Legal and Company Secretary**

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**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT**  
**FOR THE FY 2023-24**

**SECTION A: GENERAL DISCLOSURES**

**I. Details of the listed entity**

1.	Corporate Identity Number (CIN) of the Listed Entity	L63032MH1986PLC154910
2.	Name of the Listed Entity	SEAMEC LIMITED
3.	Year of incorporation	29-12-1986
4.	Registered office address	A-901-905, 9th Floor, 215 Atrium, Andheri – Kurla Road, Andheri (East), Mumbai - 400093, Maharashtra, India.
5.	Corporate address	A-901-905, 9th Floor, 215 Atrium, Andheri – Kurla Road, Andheri (East), Mumbai - 400093, Maharashtra, India.
6.	E-mail	<a href="mailto:contact@seamec.in">contact@seamec.in</a>
7.	Telephone	022-66941800
8.	Website	<a href="http://www.seamec.in">www.seamec.in</a>
9.	Financial year for which reporting is being done	FY 2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (formerly Bombay Stock Exchange) and National Stock Exchange of India Limited
11.	Paid-up Capital	Rs. 25,42,50,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Name: Mr. S.N Mohanty Phone: 022-66941800 e-mail id: <a href="mailto:contact@seamec.in">contact@seamec.in</a>
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).	Standalone
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

## II. Products/services:

### 16. 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.	The Company provides offshore oilfield support services through its 5 Multi Support Vessels (MSVs), 1 number of Barge, 1 number of Bulk Carrier and 1 number of Offshore Support Vessel (OSV)	SEAMEC Limited (SEAMEC) a reputed name in the Offshore Shipping Industry for operation in Oilfield services and Diving Support Vessels (DSVs) in India and abroad. SEAMEC has created presence in main fleet operations and ventured into diversified Tunnel Construction Project.	100%

### 17. 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.	Services incidental to offshore oil extraction	09101	99.9
2.	Sea and coastal freight water transport	50120	0.1

## III. Operations:

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

Location	Number of plants	Number of offices	Total
National	0	1	1
International	0	0	0

We have 5 ships operating in international waters but there are no offices aside from the one in Mumbai.

### 19. Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States)	1
International (No. of Countries)	3

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

10.88%

**c. A brief on types of customers**

We are working with key firms in the Oil and Gas sector. Out of the 4 customers, 2 are domestic and 2 are overseas.

**IV. Employees**

**20. 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						
1.	Permanent (D)	59	44	74.58	15	25.42
2.	Other than Permanent (E)	9	7	77.78	2	22.22
3.	Total employees (D + E)	68	51	75.00	17	25.00
WORKERS						
4.	Permanent (F)	550	550	100	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	550	550	100	0	0

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total differently abled employees (D + E)</b>	-	-	-	-	-
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	<b>Total differently abled workers (F + G)</b>	-	-	-	-	-

**21. Participation/Inclusion/Representation of women**

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67
Key Management Personnel	2	0	0

**22. Turnover rate for permanent employees and workers**

Particulars	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.69%	1.69%	3.38%	6.89%	1.72%	8.61%	8.16%	2.0%	10.16%
Permanent Workers	4.1%	-	4.1%	6%	0%	6%	8%	0	8%

Note: Turnover rate is calculated as Total separations (resigned/ retired/ expired) / Total number of employees.

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****23. (a) 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	Seamec International FZE	Wholly Owned Subsidiary	100	Yes
2	Seamec Nirman Infra Limited	Joint Venture	65	Yes
3	Seamate Shipping FZC	Step Down Subsidiary	60	Yes
4	Aarey Organic Industries Private Limited	Wholly Owned Subsidiary	100	Yes
5	Seamec UK Investments Limited	Wholly Owned Subsidiary	100	Yes
6	Fountain House 74 Limited	Step Down Subsidiary	100	Yes
7	Fountain House 84 Limited	Step Down Subsidiary	100	Yes

## VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes  
(ii) Turnover (in Rs.) - Rs. 414,48,99,987  
(iii) Net worth (in Rs.) - Rs. 676,66,03,158

The figures reported here are for FY23 for showcasing the applicability of CSR for FY24.

## VII. Transparency and Disclosures Compliances

25. 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)	FY 2023-24 Current Financial Year			FY 2022-23 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
Shareholders	-	0	0	-	0	0	-
Employees and workers	-	0	0	-	0	0	-
Customers	-	0	0	-	0	0	-
Value Chain Partners	-	0	0	-	0	0	-

During the Financial Year 2023-24, 0 grievances in total were received from both internal and external stakeholders.

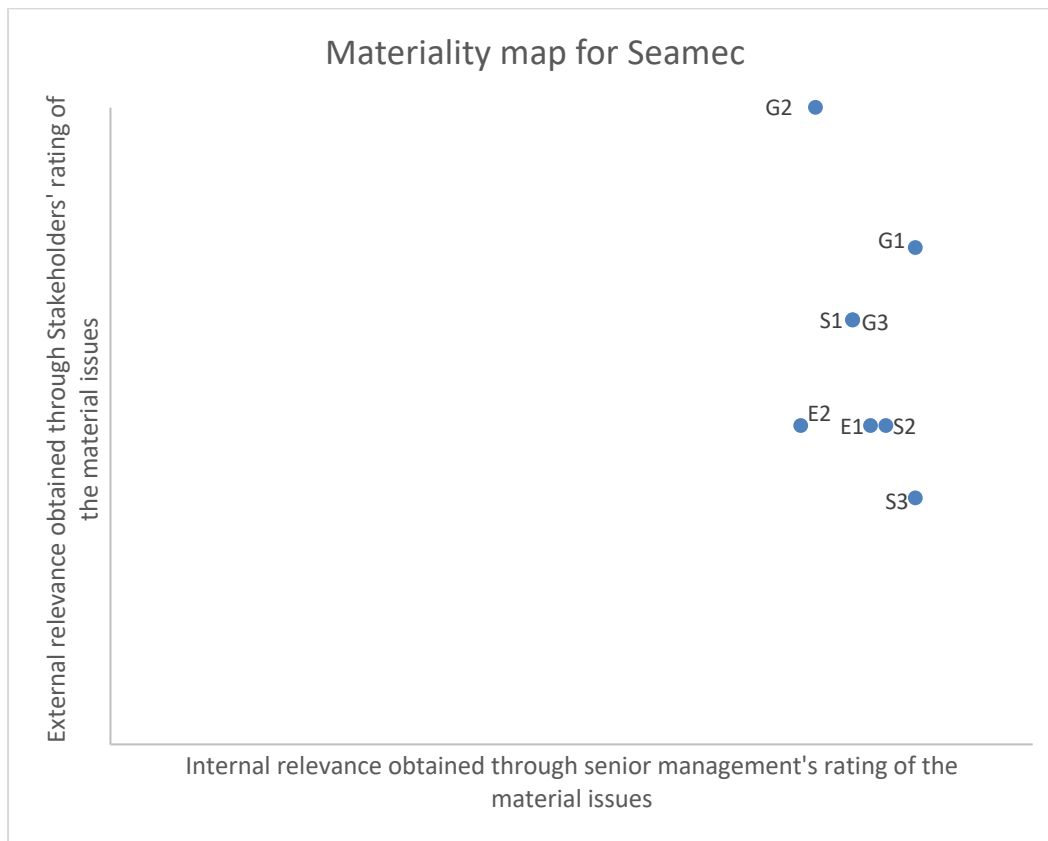
One issue is pending with the Consumer Disputes Redressal Forum- II, District Lucknow, the last hearing was on 26.04.2019 and feedback is awaited from the Advocate/ Legal Counsel.

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

*Seamec's material issues were determined through a comprehensive process that involved stakeholder engagement and an analysis of our business environment. We began by identifying a probable set of issues common to our sector and geographic location.*

*These issues were then prioritized through a collaborative process involving our stakeholders and Seamec's senior management. We focused on those issues that were considered critically important from three perspectives: our stakeholders, our senior management, and the broader business context influenced by macro trends.*

*The result of this rigorous process was the identification of the material issues for our company. These issues, that we believe are most significant for Seamec's sustainability and long-term success, are given below with their relative position in the materiality map.*



The material issues identified for Seamec are given below:

1. Water and effluents (E1)
2. GHG emissions and Air pollution (E2)
3. Human rights across value chain (S1)
4. Healthy and safety of employees (S2)
5. Equal opportunity and non - discrimination(S3)
6. Anti- corruption practices of the Company (G1)
7. Policies for ethical behaviour (G2)
8. Responsible policy advocacy (G3)

Among the identified material issues, 2 are environmental, 3 are social and 3 are governance related. social.

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
1	Anti-corruption practices of the company	Risk	Failure to implement effective anti-corruption measures can expose the firm to reputational, legal, and financial risks. It can damage the company's brand image, result in legal fines and penalties, and negatively impact its financial performance.	Mitigation through policy	Negative
2	Human rights across value chain	Risk	A company's failure to empower human rights across its value chain can lead to negative impacts on its reputation, legal and regulatory risks, and potential financial	Mitigation through policy	Negative

			impacts. This can include issues such as worker exploitation, discrimination, violations of labor standards, and environmental damage.		
3	Responsible policy advocacy	Opportunity	Engaging in responsible policy advocacy can enable a company to positively influence public policy and regulatory frameworks that impact its business operations. This can lead to more favorable business conditions, enhanced stakeholder relationships, and improved access to markets. Additionally, responsible policy advocacy can align the company with stakeholder values and interests. However, the company's advocacy efforts should not be self-serving, unethical, or in conflict with stakeholder interests, ensuring that its actions are transparent, ethical, and aligned with the company's values.	NA	Positive
4	Equal opportunity and non-discrimination	Risk	A company's failure to promote equal opportunity and non-discrimination can expose a company to legal and regulatory and reputational risks. It can lead to a loss of talented employees and negatively affect employee morale, which can ultimately harm the company's productivity and competitiveness.	Mitigation through policy	Negative
5	Health and safety of employees	Risk	Inability to prioritize the health and safety of employees can expose a company to legal, regulatory, and reputational risks. This can negatively impact the company's brand image, and employee morale and retention. Additionally, it can lead to lost productivity and increased absenteeism, which can ultimately harm the company's performance.	Mitigation through policy	Negative
6	Water and effluents	Risk	Improper water and effluent management can impact the company's brand image, financial performance, and stakeholder relationships. Additionally, water scarcity and	Mitigation through policy	Negative





Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	No	ISO 9001	ISO 45001	No	No	ISO 14001	No	No	No
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-								

#### Governance, Leadership and Oversight

##### **7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)**

Seamec Limited remains steadfast in its commitment to environmental sustainability and social responsibility. Our objectives are guided by a robust Environment Management System (EMS), which involves identifying potential sources of environmental risks, evaluating their likelihood, and implementing necessary precautions to mitigate these risks effectively. This system ensures that our operations are aligned with the highest standards of environmental stewardship.

Seamec Limited has undertaken several projects aimed at reducing greenhouse gas emissions, including hull cleaning and painting, engine repairs and overhauling, thruster repairs and overhauling, and propeller repairs and polishing. These projects are integral to our strategy to enhance vessel efficiency, reduce fuel consumption, and minimize our environmental impact. Through these efforts, we demonstrate our dedication to creating a sustainable and environmentally responsible future.

Our new assets are compliant and certified as per the latest regulations, reinforcing our dedication to sustainable practices. We continue to adhere to the IMO 2020 regulations, which mandate the use of low-sulfur fuel, thereby ensuring cleaner shipping and cleaner air. In addition to transitioning to low-sulfur fuel, we have implemented several other initiatives to comply with these regulations, including ballast water management and the application of anti-fouling hull paint. These measures contribute significantly to reducing our environmental impact.

Furthermore, we utilize the Swachh Sagar Web Portal, which provides centralized port reception facilities for waste disposal, enhancing our waste management practices. Our commitment to reducing our carbon footprint and meeting the increasing standards set by the IMO is evident in our adoption of cleaner technologies being developed for the shipping industry.

In terms of social responsibility, we are proud to report that all our workers are unionized, ensuring that their rights and interests are effectively represented. We have also seen a significant improvement in the median remuneration of our employees, reflecting our commitment to fair and equitable compensation. Moreover, the amount of materials sourced directly from within the district and neighboring districts has doubled. This not only supports local economies but also reduces our transportation footprint, further contributing to our sustainability goals.

Our achievements this year underscore our ongoing commitment to ESG principles. We continue to strive for excellence in environmental management and social responsibility, ensuring that Seamec

<p>Limited remains a leader in sustainable and responsible business practices. Through these efforts, we reaffirm our dedication to creating sustainable value for all our stakeholders while maintaining the highest standards of corporate governance and environmental stewardship.</p>	
<p><b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</b></p>	<p>Name: Mr. S.N. Mohanty, Designation: President - Corporate Affairs, Legal and Company Secretary.</p>
<p><b>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.</b></p>	<p>Yes, The CSR Committee looks into social sustainability related issues. The Board also reviews the updates on sustainability every year.</p>

#### 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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Performance against Above policies and follow up action	Director										Yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director										Quarterly								
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.										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
										Yes, Pozhat Sustainable Solutions Private Limited									

**12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:**

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
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 awareness programmes
Board of Directors	1	Familiarization Program for incoming director	16.66
Key Managerial Personnel	0	The Key Managerial Personnel are well aware of company's robust policies on Code of Conduct, Business ethics and corporate governance, prevention of sexual harassment, etc. and of the principles of BRSR	0
Employees other than BoD and KMPs	6	1. Advance Contract Management. 2. MS Office Excel & Power Point. 3. Acrobat Pdf & One Drive 4. LODR Regulation 30 Clause By Clause. 5. ISM & IMS Awareness 6. GSMS Maritime	52.94
Workers	5	1. IMO 2. Marine Hydraulic Workshop 3. Fast Rescue Boat 4. Crane Operator 5. Cyber Security Awareness	4

The Company has robust policies as regards to Code of Conduct, Business ethics and corporate governance, prevention of sexual harassment, etc. which are in general well within the knowledge of the Board of Directors, Key Managerial Personnel and Employees. The Board of Directors and Key Managerial Personnel are also fully aware of the BRSR principles.

**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): None**

**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
-	Not Applicable

**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 Company has a code of conduct and a business responsibility policy which clears company's position where it comes to strictly dealing with corruption and bribery. Both policies can be found by visiting the link: <https://seamec.in/investors.aspx>

**5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

There were no such disciplinary actions taken by law enforcement agencies for FY 2023-24 or in FY 2022-23.

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

There were no complaints regarding conflict of interest for FY2023-24 or FY2022-23.

**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.

**8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/ services procured):**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	90	94.76

**9. Openness of business**

**Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties:**

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	22.54	26.73
	b. Number of trading houses where purchases are made	53	59
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	21.49	23.85
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	0.16	0.11
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100	100
	d. Investments (Investments in related parties / Total Investments made)	0.46	0.18

	(Rs. in Lakhs)		
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## Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

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
0	NA	0

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

The Company has a code of conduct for board members which specifically talks about conflict of interest. The matters considered by the Board, if any Directors have any interest, they are refrained from participating in the discussion and decision thereof. The policy also covers the conflicts due to alternate employment, position of directorship in other companies, information confidentiality, investments, gift and hiring. The conflict of interest is derived based on the annual declaration and supplemental declaration(s), as and when occurs, made by the Directors of their interest under specific provisions of the Companies Act, 2013.

**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.**

	Current Financial Year	Previous Financial Year
R&D	-	-
Capex	95.98%	88.58%

At Seamec Limited, our commitment to environmental sustainability is reflected in our significant investments in upgrading our fleet. We have allocated ~96% of our total capital expenditure (capex) towards upgradation of our fleet which is aimed at improving the environmental and social impacts of our products and processes.

These include hull maintenance, engine efficiency, thruster functionality, and propeller performance. Through all these, we achieve:

- **Reduced Fuel Consumption:** Cleaner, more efficient vessels consume less fuel, lowering our overall carbon footprint.
- **Lower Emissions:** Enhanced vessel performance directly correlates with reduced emissions of greenhouse gases and pollutants.
- **Operational Efficiency:** Improved vessel speed and maneuverability lead to more efficient operations, further contributing to environmental benefits.

Below, we provide a detailed explanation of the activities undertaken through this upgradation process and their contributions to better environmental performance.

**1. Hull Cleaning and Painting:**

- **Hull Cleaning:** Regular cleaning of the hull reduces the drag caused by marine growth, enabling the vessel to move more efficiently through the water. This results in lower fuel consumption and reduced greenhouse gas emissions.
- **Hull Painting:** Applying anti-fouling paint minimizes the growth of marine organisms on the hull. This not only maintains the vessel's speed and efficiency but also reduces the need for frequent cleaning, further lowering fuel use and emissions.

**2. Engine Repairs and Overhauling:**

- **Upgrading and overhauling** our vessel engines ensure they operate at peak efficiency. Well-maintained engines consume less fuel and emit fewer pollutants and greenhouse gases. This maintenance extends the engines' operational life, decreasing the environmental impact associated with manufacturing and replacing engines.

**3. Thruster Repairs and Overhauling:**

- **Thrusters** are essential for maneuvering vessels, especially in ports and harbors. Efficient thrusters reduce maneuvering time, leading to lower fuel consumption and emissions. Overhauling thrusters ensures they function smoothly and efficiently, enhancing overall vessel performance.

**4. Propeller Repairs and Polishing:**

- **Maintaining and polishing** propellers reduces resistance and improves propulsion efficiency. This results in smoother and faster travel, which translates to better fuel efficiency and lower emissions. Regular propeller maintenance is crucial for optimizing the vessel's performance.

We believe that these measures are critical in supporting sustainable maritime operations and aligning



with global environmental standards.

By providing these detailed explanations, we aim to clarify the rationale behind our high capex investment and highlight our ongoing efforts to achieve superior environmental performance.

**2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

No

**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.**

Not applicable

**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.**

Company has not identified life cycle assessment as material for itself.

**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.**

Name of Product / Service	Description of the risk / concern	Action Taken
Garbage, E waste, expired medicines, expired pyrotechnics	Pollution concerns if not disposed of in proper way	These are disposed of as per the described procedures detailed in Company Garbage Management Plan complying to DG Shipping Swachh Bharat Web Portal

**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

**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

**5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

Not applicable

**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 facilities	Care
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E/ A)	Numb er (F)	% (F / A)
Permanent employees											
Male	44	44	100.00%	44	100.00%	-	-	0	0%	0	0%
Female	15	15	100.00%	15	100.00%	15	100.00%	-	-	0	0%
Total	59	59	100.00%	59	100.00%	15	25.42%	-	-	0	0%
Other than Permanent employees											
Male	7	7	100.00%	7	100.00%	-	-	0	0%	0	0%
Female	2	2	100.00%	2	100.00%	2	100.00%	-	-	0	0%
Total	9	9	100.00%	9	100.00%	2	22.22%	-	-	0	0%

### b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day facilities	Care
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	550	550	100.00%	300	54.55%	-	-	0	0%	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	550	550	100.00%	300	54.55%	-	-	0	0%	-	-

Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-	-	-	-	-	-

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent):**

	<b>FY 2023-24</b> Current Financial Year	<b>FY 2022-23</b> Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.02%	0.02%

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

Benefits	FY23-24 Current Financial Year			FY 22-23 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted & 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.)
PF	98.52%	100%	Yes	98.3%	100%	Yes
Gratuity	100%	54%	Yes	100%	54%	Yes
ESI	25%	-	Yes	20.34%	-	Yes

**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:

Yes. Our Head office has been provided for wheelchair access for employees and visitors.

**4. 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.**

Yes. The business responsibility policy of the Company (<https://seamec.in/investors.aspx>) communicates Company's position on equal opportunities. The Company ensures that there is no discrimination on grounds of disability at the time of selecting a candidate for employment. The employment of a candidate is confirmed, based on skill and merit.

**5. 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	0	0%	0	0%
Female	1	100%	0	0%
Total	1	100%	0	0%

**6. 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.**

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes,(Whistle Blower Policy & Policy on Protection of Women Against Sexual Harassment at workplace)
Other than Permanent Workers	Not applicable
Permanent Employees	Yes,(Whistle Blower Policy & Policy on Protection of Women Against Sexual Harassment at workplace)
Other than Permanent Employees	Yes,(Whistle Blower Policy & Policy on Protection of Women Against Sexual Harassment at workplace)

Seamec maintains rigorous policies and procedures in place to ensure that all grievances are received and addressed effectively. This includes the Whistle Blower Policy and the Policy on Protection of Women against Sexual Harassment at the workplace.

Our whistle blower policy, as part of a larger Vigil Mechanism, provides a secure avenue for employees and other stakeholders to voice concerns over any irregularities, perceived misconduct, or unethical behaviour within the organization. This policy is designed to uphold our commitment to the highest standards of ethical, moral and legal conduct of business operations. Individuals raising such complaints are safeguarded against any form of retribution, providing them with the reassurance to speak up without fear of reprisal. In cases deemed appropriate and exceptional, provisions are made for direct access to the Chairperson of the “Audit Committee”, ensuring the highest level of scrutiny and impartiality.

In our ongoing effort to provide a safe and respectful work environment, we have also instituted the Policy of Protection of Women against Sexual Harassment at the workplace. An Internal Complaints Committee (ICC) has been established to handle and address any grievances related to sexual harassment. The ICC ensures that all complaints are addressed confidentially, promptly, and with utmost sensitivity. The process for submitting and resolving complaints through the ICC is clearly outlined in the policy, which is readily accessible on the website of the Company.

In all, these mechanisms reflect Seamec’s unwavering commitment to maintaining an open, transparent and respectful workplace where the concerns and well-being of our employees are treated as a priority.

**7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:**

Category	FY 2023-24 Current Financial Year			FY 2022-23 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 Permanent Employees	59	0	0%	58	0	0%
• Male	44	0	0%	43	0	0%
• Female	15	0	0%	15	0	0%
Total Permanent Workers	550	550	100%	527	0	0%
• Male	550	550	100%	527	0	0%
• Female	0	0	0%	0	0	0%

\*The figures are as per return filed with Registrar of Trade Union as at the end of calendar year.

**8. Details of training given to employees and workers:**

Category	FY 2023-24 Current Financial Year					FY 2022-23 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										
Male	44	21	47.73%	20	45.45%	43	39	90.70%	24	55.81%
Female	15	15	100.00%	14	93.33%	15	15	100.00%	13	86.67%
Total	59	36	61.02%	34	57.63%	58	54	93.10%	37	63.79%
Workers										
Male	550	9	1.64%	13	2.36%	527	252	47.82%	7	1.33%
Female	0	0	0	0	0	0	0	0	0	0
Total	550	9	1.64%	13	2.36%	527	252	47.82%	7	1.33%

**9. Details of performance and career development reviews of employees and worker:**

Category	FY23-24 Current Financial Year			FY22-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees*</b>						
Male	44	0	0	43	39	90.70%
Female	15	0	0	15	12	80.00%
Total	59	0	0	58	51	87.93%
<b>Workers</b>						
Male	550	0	0	527	0	0
Female	550	0	0	527	0	0
Total	0	0	0	0	0	0

*\* Performance and career development reviews of employees are yet to be conducted for FY '24.*

**10. Health and safety management system:**

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, Company has obtained ISO 45001:2018 (Occupational health & safety management system) for its facilities.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

As per ISO 45001:2018, the organization has established, implemented and maintained the process for on-going identification of hazards, assessment of OH & S Risks, and determination of necessary controls through hazard identification and risk assessment (HRA) study.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes. Company has Hazard operation report through which workers can report the hazards. The Company takes suitable actions to remove or minimize the risk reported therein.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes. The Company provides health insurance to all its employees in addition to other medical and healthcare services. The Company provides annual health check-ups for all its employees.

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

Safety Incident/Number	Category	FY 2023-24 Current Financial Year	FY2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NA	NA

Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NA	NA
No. of fatalities	Employees	NIL	NIL
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NA	NA

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

Seamec is deeply committed to ensuring the health and safety of its employees. Recognizing the potential hazards in the maritime sector, Seamec has established comprehensive safety management measures. This includes stringent adherence to the International Safety Management Code, which sets an international standard for the safe management and operation of ships. The company prides itself on maintaining a Document of Compliance and Safety Management Certificates, demonstrating its commitment to these standards.

In addition to these measures, Seamec conducts thorough risk assessments to ensure the safety of not only its ships and personnel but also the environment. Risk assessments are instrumental in identifying potential hazards, and the company takes proactive steps to establish appropriate safeguards, thereby minimizing the risk of injuries and ill-health.

Seamec believes in the importance of involving its employees in the development and implementation of their Occupational Health and Safety Management System. Employee participation is actively encouraged, as the company values the insights and experiences of its staff in making the workplace safer.

Furthermore, to ensure its employees receive timely and quality medical care in emergencies, Seamec provides group medical insurance coverage. This coverage underscores Seamec's commitment to the welfare of its employees, both on and off duty. While these measures form the core of Seamec's commitment to safety, the company is always looking for ways to improve and enhance its practices, ensuring that it remains at the forefront of safety and health in the maritime sector.

## 13. Number of Complaints on the following made by employees and workers:

	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	Nil	Nil	Nil	Nil	Nil	Nil
Health Safety	Nil	Nil	Nil	Nil	Nil	Nil

There were No complaints from employees in this financial year or the previous financial year on working conditions and Health & Safety.

**14. Assessments for the year:**

Assessment Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% (On random sampling basis)
Working Conditions	100% (On random sampling basis)

**15. 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.**

Nil

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?**

Yes. Death benefits are covered under Personal Accident Policy and additionally, life insurance cover is provided under group Gratuity Life Insurance policy.

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

NA

**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:**

Not applicable as there were no employees/workers who have suffered any forms of work-related injury/illness.

**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:**

Nil

**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.**

NA



## 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.

*-Determination of scope of materiality assessment:* Includes identifying the issues, topics, or areas that were assessed for their potential impact on the company's operations, reputation, or stakeholders. This was done based on initial guidance as per SASB and GRI suggested approaches.

*-Identification of internal stakeholders:* Internal stakeholders are those who have a direct connection to the company, such as employees, shareholders, and management. Identified all internal stakeholders who may be affected by the materiality assessment.

*-Identification of external stakeholders:* External stakeholders are those who do not have a direct connection to the company, but who are impacted by the company's operations, such as customers, suppliers, regulators, and the local community.

*-Prioritization of identified stakeholders:* Prioritized stakeholders based on their level of interest in the assessment, as well as their level of influence over SEAMEC's operations were finalized for further engagement for the materiality assessment process.

#### 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
Investors	No	Email/Meetings/ Roadshows/ Analysts Meets/ Post-earnings calls	Quarterly	Business association
Crewing	No	Notice Board	Regular Intervals	During the stakeholder engagement for materiality assessment, the key topics raised were health and safety of employees, career progression, human rights across value chain, environmental performance, and customer complaints and

				feedback
Employees	No	Email/Meetings	Regular Intervals	During the stakeholder engagement for materiality assessment, the key topics raised were regulatory compliance of the company, code of conduct and human rights
Governmental Bodies/Regulators	No	Email/Meetings	Regular Intervals	Business association
Charterers/Customers	No	Email/Meetings	Regular Intervals	Business association
Sub contractors/vendors	No	Email/Meetings	Regular Intervals	During the stakeholder engagement for materiality assessment, the key topics raised were regulatory compliance of the Company, code of conduct and human rights
Bankers	No	Email/Meetings	Regular Intervals	Business association

## 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.**

The Company recognizes the significance of frequent and proactive interaction with its key stakeholders to communicate and improve its strategies and performance effectively. The company also conducted stakeholder engagement specifically to obtain their feedback on ESG issues. The information from this engagement is utilized by the board to arrive at strategies for Seamec. By maintaining ongoing engagement, the Company can enhance its understanding of stakeholder expectations and better meet their needs. The Board is kept apprised of relevant progress, and the Directors are solicited for their inputs as and when required.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). 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.**

Yes, the Company conducts materiality assessment through the stakeholder engagement process. The details related to the material topics identified are given in Section A, and the key stakeholders engaged with are elaborated within this chapter itself. The Company is constantly improving its strategies and processes as per the input of stakeholders. One such instance was the training & capacity building conducted for Seamec on human rights after the stakeholders had shown interest in the topic.

**3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

The Company's Corporate Social Responsibility (CSR) activities are centered on supporting disadvantaged, vulnerable, and marginalized segments of society. More details on the initiatives and the outcomes are given in the principle 8 chapter and in the CSR section of the Annual Report.

**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:**

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of Employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	59	NIL	NIL	58	29	50%
Other than permanent	9	NIL	NIL	0	NIL	NIL
Total Employees	68	NIL	NIL	58	29	50%
<b>Workers</b>						
Permanent	550	NA	NA	527	NA	NA
Other than permanent	0	NA	NA	0	NA	NA
Total Workers	550	NA	NA	527	NA	NA

**2. Details of minimum wages paid to employees and workers:**

Category	Total (A)	FY 2023-24 Current Financial Year				FY 2022-23 Previous Financial Year				
		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										
Permanent	59	-	-	59	100%	58	0	0%	58	100%
-Male	44	-	-	44	100%	43	0	0%	43	100%
-Female	15	-	-	15	100%	15	0	0%	15	100%
Other than Permanent	9	-	-	9	100%	-	-	-	-	-
-Male	7	-	-	7	100%	-	-	-	-	-

-Female	2	-	-	2	100%	-	-	-	-	-
<b>Workers</b>										
Permanent	550	300	54.55%	250	45.45%	527	284	53.89%	243	46.11%
-Male	550	300	54.55%	250	45.45%	527	284	53.89%	243	46.11%
-Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-	-	-	-	-
-Male	-	-	-	-	-	-	-	-	-	-
-Female	-	-	-	-	-	-	-	-	-	-

### 3. Details of remuneration/salary/wages:

#### a. Median remuneration / wages:

	Male			Female		
	Number	Median salary/ remuneration/ wages of respective category (in Rs.)		Number	Median salary/ remuneration/ wages of respective category (in Rs.)	
Board of Directors (BoD)	1	92,00,064		-	-	
Key Managerial Personnel	2	70,00,035		-	-	
Employees other than BoD and KMP	48	7,10,895		17	8,17,516	
Workers	550	1,93,991		-	-	

#### b. Gross wages paid to females as % of total wages paid by the entity:

Item	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	15.24	15.71

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

Yes. Head HR/Supervisor

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

At Seamec, we prioritize the respect and protection of human rights. Our internal mechanisms for addressing grievances related to human rights issues are robust and comprehensive, and they include the following steps:

1. *Filing of Grievance:* Any employee who feels their human rights have been violated can make a formal, written complaint to their supervisor or the Human Resources (HR) department. This initiates the

grievance process, and confidentiality is maintained throughout.

**2. Investigation:** The HR department or supervisor then conducts a thorough investigation into the matter. This includes engaging with both the person who has lodged the complaint and the party against whom the complaint has been made, as well as any relevant witnesses or involved parties.

**3. Resolution Attempt:** The HR department or supervisor attempts to resolve the issue through dialogue and mutual agreement. This process respects the rights and dignity of all parties involved.

**4. Mediation:** If a satisfactory resolution is not reached, a neutral mediator may be brought in to facilitate further discussion. This mediator could be an internal or external party, depending on the nature of the grievance.

**5. Remedial Measures:** Based on the findings of the investigation and mediation process, the HR department, supervisor, or mediating authority may prescribe appropriate remedial measures or sanctions.

**6. Appeal:** If the aggrieved employee is not satisfied with the outcome, they have the right to escalate their grievance, potentially to a court of law. In addition to this process, we have specific policies in place to address particular forms of human rights violations:

- **Sexual Harassment Policy:** We have a dedicated committee that oversees and resolves any complaints related to sexual harassment in the workplace.
- **Vigil Mechanism and Whistle Blower Policy:** This policy is designed to address grievances regarding any suspected misconduct or irregularities within the company. In exceptional cases, employees can directly contact the Chairman of the Audit Committee.

We believe in fostering a work environment where human rights are respected and protected. We are committed to continually reviewing and improving our grievance redressal mechanisms to ensure they remain effective and responsive to our employees' needs.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

#### 7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The purpose of the Whistleblower policy is to allow employees to report complaints, improper practices, wrongful conduct, or other unethical behavior within the Company to the Competent Authority in good faith.

The policy offers complete protection to Whistle Blower against any unfair practice like retaliation, threat or intimidation of termination or suspension of service, disciplinary action, transfer, demotion, refusal of promotion, discrimination, any type of harassment, biased behavior or the like including any direct or indirect use of authority to obstruct the Whistle Blower's right to continue to perform his duties or functions including making further Protected Disclosure.

If the Whistle Blower is required to give evidence in criminal or a member of the disciplinary proceedings, the Company will arrange for the Whistle Blower to receive advice about the procedure etc. Appropriate care shall be taken to keep the identity of the Whistle Blower confidential, and any such disclosure be made only on a need-to-know basis.

Any other Employee assisting in the said investigation or furnishing evidence shall also be protected to the same extent as the Whistle Blower.

**9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

No

**10. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

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

Not Applicable.

**Leadership Indicators**

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

While the Company has not received any complaints related to human rights violation by the company, stakeholders during the stakeholder engagement exercise had showcased interest on human rights related performance of the company. The company also has a robust grievance system for its employees to register complaints.

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

NA

**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?**

Yes. Our head office has been provided for wheelchair access for employees and visitors.

**4. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil
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:**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-

<b>Total energy consumption (A+B+C)</b>	-	-
<b>From non-renewable sources</b>		
Total electricity consumption (D)	3,10,334 MJ	3,01,622 MJ
Total fuel consumption (E)	51,32,96,433 MJ	38,79,64,800 MJ
Energy consumption through other sources (F)	0	0
<b>Total energy consumption (D+E+F)</b>	51,36,06,767 MJ	38,82,66,422 MJ
Energy intensity per rupee of turnover (MJ / turnover in rupees)	0.077168	0.097304
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	1.72869	2.076737
Energy intensity in terms of physical output	-	-
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

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.

No

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in Kiloliters)</b>		
(i) Surface water	--	--
(ii) Groundwater	--	--
(iii) Third party water	--	--
(iv) Seawater / desalinated water	60860 MT	60860 MT
(v) Others	--	--



<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	60860 MT	60860 MT
<b>Total volume of water consumption (in kiloliters)</b>	60860 MT	60860 MT
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.000205	0.0003255
<b>Water intensity in terms of physical output</b>	--	--
<b>Water intensity (optional)</b> – 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. Provide the following details related to water discharged:**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	NA	NA
- No treatment		
- With treatment – specify level of treatment		
(ii) To Groundwater	NA	NA
- No treatment		
- With treatment – specify level of treatment		
(iii) To Seawater	Every vessel is equipped with approved Sewage Treatment plan	
- No treatment		
- With treatment – specify level of treatment		
(iv) Sent to third-parties	NA	NA
- No treatment		
- With treatment – specify level of treatment		
(v) Others	NA	NA
- No treatment		
- With treatment – specify level of treatment		
<b>Total water discharged (in kilolitres)</b>	<b>NA</b>	<b>NA</b>

**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**

**5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

No, the entity has not implemented a mechanism for Zero Liquid Discharge.

**6. Please provide details of air emissions (other than GHG emissions) by the entity:**

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	NA	--	--
SOx	NA	--	--
Particulate matter (PM)	NA	--	--
Persistent organic pollutants (POP)	NA	--	--
Volatile organic compounds (VOC)	NA	--	--
Hazardous air pollutants (HAP)	NA	--	--
Others – please specify	NA	--	--

**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

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:**

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	38,035.27	31,991.52
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	61.64	68.28
Total Scope 1 and Scope 2 emissions per rupee of turnover	<i>Metric tonnes of CO<sub>2</sub> Equivalent per lakh ₹</i>	<u>0.57</u>	0.80
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	<i>Metric tons of CO<sub>2</sub>e /lakhs of ₹-adjusted</i>	12.82	17.15

Total Scope 1 and Scope 2 emission intensity ( <i>optional</i> ) – 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**

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

At Seamec Limited, we are committed to reducing our greenhouse gas (GHG) emissions through strategic investments in upgrading our fleet. Our significant capital expenditure (capex) in specific technologies is aimed at enhancing environmental performance and sustainability. These include hull cleaning and painting, engine repairs and overhauling, thruster repairs and overhauling, and propeller repairs and polishing. which are integral to our strategy to enhance vessel efficiency, reduce fuel consumption, and minimize our environmental impact.

**9. Provide details related to waste management by the entity, in the following format:**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	42.2	40.5
E-waste (B)	7.1	6.9
Bio-medical waste (C)	1.95	1.82
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	Expired Pyrotechnics - Nil	Expired Pyrotechnics – 1.5
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	51.25	50.72
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	NIL	NIL
(ii) Reused	NIL	NIL
(iii) Other recovery operations	NIL	NIL
<b>Total</b>	--	--
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		

Category of waste		
(i) Incineration	49.3	48.9
(ii) Landfilling	0	0
(iii) Other disposal operations	51.25	50.72
<b>Total</b>	100.55	99.62

**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**

**10. 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.**

As a renowned maritime company, Seamec is fully committed to sustainable waste management practices that prioritize the health of our oceans and the planet. Our waste management strategy is meticulously designed and executed to ensure compliance with all applicable environmental regulations and standards.

The waste generated aboard our vessels is managed with utmost care, adhering to environmentally sound disposal methods. We employ a systematic, digitized approach to facilitate this process, utilizing the Swachh Bharat site, a government initiative promoting cleanliness and waste management in India.

Upon identifying the type and quantity of waste generated, we select the most suitable port and vendor listed on the Swachh Bharat site. This digital platform not only enables efficient waste tracking and disposal but also ensures transparency and accountability in our waste management practices. The chosen vendor is alerted in advance about the impending waste collection.

Upon the completion of waste collection, the vendor issues a certificate that substantiates the responsible handling and disposal of our waste. This certificate is uploaded onto the Swachh Bharat site for public records and a copy is retained on the vessel for our internal records.

In addition to managing waste, Seamec is dedicated to reducing the usage of hazardous and toxic chemicals in our operations. Our strategy includes prioritizing the use of environmentally friendly alternatives and implementing stringent controls on the usage of any potentially harmful substances.

When the use of hazardous or toxic chemicals is unavoidable, we have implemented robust practices to manage the associated waste responsibly. This includes the segregation of hazardous waste, specialized handling procedures, and ensuring disposal through certified vendors who are equipped to handle such waste.

Our commitment to environmental stewardship underlines all our operations at Seamec. We believe in conducting our business in a way that not only meets our service commitments but also contributes positively to the environment.

**11. 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:**

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.
Not Applicable			

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

**13. 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 (Y/N). If not, provide details of all such non-compliances, in the following format:**

Yes, each vessel has the following Certificates issued as per Class for Pollution Control.

- i. International Air Pollution Prevention Certificate
- ii. International Sewage Pollution Prevention Certificate
- iii. International Oil Pollution Prevention Certificate

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
Not Applicable				

**Leadership Indicators**

**1. 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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	--	--
(ii) Groundwater	--	--

(iii) Third party water	--	--
(iv) Seawater / desalinated water	--	--
(v) Others	--	--
<b>Total volume of water withdrawal (in kilolitres)</b>	--	--
<b>Total volume of water consumption (in kilolitres)</b>	--	--
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	--	--
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity	--	--
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	--	--
- No treatment	--	--
- With treatment – specify level of treatment	--	--
(ii) Into Groundwater	--	--
- No treatment	--	--
- With treatment – specify level of treatment	--	--
(iii) Into Seawater	--	--
- No treatment	--	--
- With treatment – specify level of treatment	--	--
(iv) Sent to third-parties	--	--
- No treatment	--	--
- With treatment – specify level of treatment	--	--
(v) Others	--	--
- No treatment	--	--
- With treatment – specify level of treatment	--	--
<b>Total water discharged (in kilolitres)</b>	--	--

**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

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
-----------	------	--	---

<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	NA	NA
<b>Total Scope 3 emissions per rupee of turnover</b>		NA	NA
<b>Total Scope 3 emission intensity (optional)</b> – the relevant metric may be selected by the entity		NA	NA

**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

3. With respect to the ecologically sensitive areas reported at Question 11 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

4. 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:

Not Applicable

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

Please refer to company risk management policy at <https://seamec.in/upload/07-11-2023Risk%20Management%20Policy%20REVISION%202.pdf>

6. 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

7. 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. - Three**

**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/International)
1	Bombay Chamber of Commerce and Industry	State
2	International Maritime Contractor's Association	International
3	International Shipowners' Association	International

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

Not Applicable

**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)	Web Link, if available
Nil					

**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.**



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
Not Applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

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)
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community.

None

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

Particulars	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	19.6	26.38
Sourced directly from within the district and neighboring districts	91.47	41.1

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100%	100%

Note: Locations are categorized as per RBI Classification System into rural, semi-urban, urban and metropolitan

## 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):

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Our CSR projects are targeting vulnerable communities based out of cities that are not designated as aspirational districts

**3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No): Yes.**

The Company has a purchase policy based on which vendors of repute as per industry standards are identified and registered to whom orders are sent. On a comparative analysis, the orders are placed to the vendors. The company sources a large chunk of its resources from small producers and co-located vendors.

**(b) From which marginalized /vulnerable groups do you procure?**

MSME/Small Producers

**(c) What percentage of total procurement (by value) does it constitute?**

MSME (Micro, Small and Medium Enterprises) procurement constitutes 40% of the total procurement value

**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:**

Nil

**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:**

Nil

**6. Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Saurashtra Economic Development Centre	Cannot be ascertained	Cannot be ascertained
2.	Raginiben Bipinchandra Sevakarya Trust	Cannot be ascertained	Cannot be ascertained
3.	M S Public School	Cannot be ascertained	Cannot be ascertained
4.	Shiva Trust	Cannot be ascertained	Cannot be ascertained
5.	Jan Jagrati Sevarth Sanstha	Cannot be ascertained	Cannot be ascertained
6.	Sri Sri Ravishankar Vidya Mandir	Cannot be ascertained	Cannot be ascertained
7.	Jagannath Cancer Aid Foundation	Cannot be ascertained	Cannot be ascertained
8.	TOUCH Foundation	Cannot be ascertained	Cannot be ascertained

## 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.

Given the specialized nature of Seamec's services and the exclusive clientele, a distinctive ethos of individual attention and bespoke service is at the heart of the company's customer relationship approach. The limited number of clients empowers Seamec to view each customer not as a mere account number, but as a unique entity with distinct needs and aspirations. This fosters an environment of meticulous focus on every detail pertaining to each client, leading to a heightened sense of commitment and a stronger bond of trust. The company facilitates easy communication with its clients through dedicated phone lines and email. This tailored approach ensures that feedback and complaints are promptly addressed, leading to an enhanced customer experience that surpasses expectations. Seamec's commitment to delivering personalized service underscores its dedication to client satisfaction.

#### 2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	a percentage to total turnover
Environmental & social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	

The complete information on the usage of the vessels, including its environmental performance and regarding its safe usage is communicated to the customers prior to the handover.

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

	FY 2023-24 (Current Financial year)		Remarks	FY 2022-23 (Previous Financial year)		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						

#### 4. Details of instances of product recalls on account of safety issues:

	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? (Yes/No) If available, provide a web-link of the policy.

While the company does not have a standalone policy on cyber security and data privacy, company has communicated its commitment towards the data privacy for its customers in business responsibility policy which can be found at:

<https://seamec.in/upload/03-07-2022Business%20Responsibility%20Policy.pdf>

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.

NA

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches

0

- b. Percentage of data breaches involving personally identifiable information of customers

0%

- c. Impact, if any, of the data breaches

NA

#### Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

NA

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

NA

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

NA

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/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? (Yes/No)

NA

## Annexure A1

Sl. No.	Topics / principles covered under the training
1	Recruitment, Role of IO/PO, etc
2	Disciplinary Proceedings
3	Preventive Vigilance
4	Contract Labour Act, Under Occupational safety, Health and Working Conditions Code
5	RTI Act,2005
6	training program for IO/POs-Batch2
7	Systems and Procedure-Batch1
8	Awareness Training Program on Prevention of Insider Trading and its related Compliances
9	HR Topics
10	Training IOs/POs
11	Management Development Program for Decision Making and Problem Solving
12	Mindful Leadership in the 4.0 World
13	training program for IO/POs-Batch1
14	Awareness on Prevention of Insider Trading and related compliances
15	Contract Management and Arbitration
16	RTI Act,2005
17	Contract Labour Act, Under Occupational safety, Health and Working Conditions Code
18	Strategic Management for Leadership Excellence
19	Cyber Hygiene and Security-Batch1
20	Preventive Vigilance
21	Contract Labour Act, Under Occupational safety, Health and Working Conditions Code
22	Training of Trainers
23	Constitutional provisions of official language and their use
24	Customized e-Solutions - SOUTH REGION
25	Training on Ethics and Governance
26	Cyber Hygiene and Security-Batch2
27	Change Leadership: Inspiring and Guiding Organizational Transformation
28	EMPLOYEES' PROVIDENT FUND AND MISCELLANEOUS PROVISIONS ACT, 1952 WITH FOCUS ON EMPLOYEES' PENSION SCHEME, 1995
29	E-BG and IU Platforms
30	Handling of Court Cases
31	Financial Management in PSUs
32	RTI Act,2005
33	Negotiation & Conflict Resolution Strategies
34	Interpersonal Effectiveness and Leadership Excellence
35	Public procurement
36	Leadership Communication Persuasion and Influence

<b>37</b>	Project Management
<b>38</b>	Digital and Social Media Marketing For Business Growth
<b>39</b>	Managerial Leadership and Conflict Resolution
<b>40</b>	Contract Labour Act, Under Occupational safety, Health and Working Conditions Code
<b>41</b>	Stress Management & Work Life Balance, NPC/HQ/HRM/T11/23-24 TP/23-24/117
<b>42</b>	General Management Programme for Senior and Middle-Level Executives
<b>43</b>	Systems and Procedure-Batch2
<b>44</b>	Webinar on Managerial Remuneration & KMP
<b>45</b>	Webinar on Conciliation and Mediation
<b>46</b>	Webinar on Related Party Transactions
<b>47</b>	Webinar on Basics of Arbitration and Related Provisions
<b>48</b>	17th Regional Conference of Practising Company Secretaries of EIRC of ICSI
<b>49</b>	Webinar on SBO under Companies Act, 2013
<b>50</b>	Webinar on SDD Under SEBI (PIT) Regulations, 2015
<b>51</b>	International Webinar on CS Overseas Opportunities in Australia & New Zealand
<b>52</b>	Webinar on Green Bond Framework and Sustainable Borrowing
<b>53</b>	55th Foundation Day
<b>54</b>	Webinar on go to Market Strategy the how and why of it
<b>55</b>	Webinar on MSME: Taking Local to Global
<b>56</b>	Webinar on Lending & Investments
<b>57</b>	Webinar on MSME: Financing Options and Modes

## Annexure A2

Sl. No.	Topics / principles covered under the training
1	Systems and Procedure-Batch1
2	Systems and Procedure-Batch2
3	Awareness on Prevention of Insider Trading and related compliances
4	Awareness Training Program on Prevention of Insider Trading and its related Compliances
5	Soft Skills for Productivity Improvement
6	Constitutional provisions of official language and their use
7	e-Sale of raw materials
8	Customized e-Solutions - SOUTH REGION
9	One day offline training program on ELV and classification of Metal Scrap
10	Preventive Vigilance
11	Managing Work Life Balance
12	PoSH Workshop
13	Effective Office Administration & Financial Management
14	Procurement Policies
15	RTI Act,2005
16	Contract Labour Act, Under Occupational safety, Health and Working Conditions Code
17	Preventive Vigilance, E-Procurement and Key to Good Governance
18	Stress Management and Strategic Financial Planning for Organizational Excellence
19	Procurement Policies
20	Pensions & Other Retirement Benefits
21	EMPLOYEES' PROVIDENT FUND AND MISCELLANEOUS PROVISIONS ACT, 1952 WITH FOCUS ON EMPLOYEES' PENSION SCHEME, 1995
22	Data Analytics using MS-Excel
23	Cyber Hygiene and Security-Batch2
24	RTI Act,2005
25	HR Topics
26	Procurement Policies
27	Management Development Program for Decision Making and Problem Solving
28	Contract Labour Act, Under Occupational safety, Health and Working Conditions Code
29	training program for IO/POs-Batch2
30	Disciplinary Proceedings
31	Recruitment, Role of IO/PO, etc
32	Strategic Management for Leadership Excellence
33	Personality Development for Executives
34	Workshop on Income Tax
35	E-BG and IU Platforms
36	Training on Ethics and Governance
37	Contract Labour Act, Under Occupational safety, Health and Working Conditions Code
38	RTI Act,2005

39	Preventive Vigilance
40	Preventive Vigilance
41	Personal Effectiveness through Self Exploration
42	training program for IO/POs-Batch1
43	National Ayush Conference(Theme:work life balance through science of living)
44	Conflict Management and Negotiation Skills
45	Handling of Court Cases
46	Financial Management in PSUs
47	Web Development using Python and React Js
48	Stress Management & Work Life Balance, NPC/HQ/HRM/T11/23-24 TP/23-24/117
49	Interpersonal Effectiveness and Leadership Excellence
50	Training IOs/POs
51	Finance and Accounts for Business Managers
52	Contract Labour Act, Under Occupational safety, Health and Working Conditions Code
53	RTI Act,2005
54	Change Leadership: Inspiring and Guiding Organizational Transformation
55	Communication and Presentation Skills
56	Training of Trainers
57	Interactive Workshop on “Procurement by CPSEs through GeM”
58	Vigilance administration
59	Business Analytics for Strategic and Tactical Level Decision Making
60	Basic Leadership Skills
61	Procurement Policies
62	Cyber Hygiene and Security-Batch1
63	Public procurement
64	Negotiation & Conflict Resolution Strategies
65	Day-to-Day Labour Laws for HR Managers
66	Machine Learning with Business Applications
67	Managerial Leadership and Conflict Resolution
68	BSI : CQI and IRCA Certified ISO/IEC 27001:2022 Auditor Conversion (Information Security Management Systems)
69	Advanced Management Program(Area: Strategic Management)
70	Advance Course on Modern Office and Productivity Management
71	Project Management
72	BSI : CQI and IRCA Certified ISO/IEC 27001:2022 Auditor Conversion (Information Security Management Systems)
73	Cyber Security & Digital Forensic Tools
74	Workshop on Noting & Drafting
75	E-Procurement of Goods and Services, and related Gem & GFR Rules
76	Marketing Strategy - Advanced Level
77	Finance for non-Finance Executives
78	Finance for non Finance Executives
79	Digital Technology Management for Business Excellence



<b>80</b>	Digital and Social Media Marketing For Business Growth
<b>81</b>	Stress Management and Performance Coaching
<b>82</b>	The new age digital technologies (AI/ML/IoT/Blockchain etc.)
<b>83</b>	Sales and Negotiation Skills
<b>84</b>	Training Program on V3 e-Procurement Portal for RBI Jaipur
<b>85</b>	Managerial Effectiveness
<b>86</b>	Effective Office Administration & Financial Management
<b>87</b>	Public Procurement Principles and Gem
<b>88</b>	Overview of GFR & Public Procurement through GeM (with latest amendments)
<b>89</b>	Machine Learning & Artificial Intelligence
<b>90</b>	Workshop on e-Procurement (WEP-14)
<b>91</b>	Cyber Threat Intelligence and Threat Capturing Technology
<b>92</b>	Android Application Development
<b>93</b>	Webinar on Arbitral Award
<b>94</b>	Webinar on Related Party Transaction Under IND as
<b>95</b>	Webinar on Start-up Governance: The Legislative Requirements
<b>96</b>	Webinar on MCA21 V3 Company Forms
<b>97</b>	ICSI Capital Markets Week Mega Programme
<b>98</b>	Half Day Workshop Jointly with CCI
<b>99</b>	Half Day Workshop on SC Landmark Judgement, IBC & IPR Process
<b>100</b>	Training on Ethics & Governance
<b>101</b>	Right to Information - Public Information Officers
<b>102</b>	13th Executive Development Program for Executives of CPSEs
<b>103</b>	Red Hat System Administration I (RH124) – RHEL 9
<b>104</b>	Arbitration and ADR with special focus on International Arbitration
<b>105</b>	Salient Features of the Posh Act. (Shw), Preventive Vigilance, EPF Act and latest Development in EPS (Pension) 1995

## Annexure B

Principle Number and Definition	Training Mapped	Reason for the Inclusion
<b>Principle 1:</b> Businesses should conduct and govern themselves with Ethics, Transparency and Accountability	Public Procurement, E-Procurement, Govt. E-Marketplace (GeM), PFMS	Training on public procurement and e-procurement helps in ensuring transparency and accountability in the procurement process.
<b>Principle 2:</b> Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle	Hazardous Waste Management and Pollution Prevention	Training on hazardous waste management and pollution prevention helps in minimizing negative environmental impacts of the organization's operations.
<b>Principle 3:</b> Businesses should promote the well-being of all employees	Managing Stress and Health issues	Training on managing stress and health issues promotes the well-being of employees by providing them with tools and strategies to manage their mental and physical health.
<b>Principle 4:</b> Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable, and marginalized	Gender sensitization and Women empowerment	Training on gender sensitization and women empowerment helps in promoting diversity and inclusion in the workplace and respecting the rights of all employees.
<b>Principle 5:</b> Businesses should respect and promote human rights	RTI ACT 2005	Training on the Right to Information Act helps in promoting transparency and accountability, and respecting the right to information of all stakeholders.
<b>Principle 6:</b> Businesses should respect, protect, and make efforts to restore the environment	Hazardous Waste Management and Pollution Prevention	Training on hazardous waste management and pollution prevention helps in minimizing negative environmental impacts of the organization's operations.
<b>Principle 7:</b> Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner	Public Grievance Management and Citizen Centric Governance, development of Citizen Charter	Training on public grievance management and citizen-centric governance helps in ensuring responsible and ethical engagement with public and regulatory policies.
<b>Principle 8:</b> Businesses should support inclusive growth and equitable development	Familiarization Programme for CSR Nodal Officer on CSR Module on PE Survey Portal	Training on Corporate Social Responsibility helps in supporting inclusive growth and equitable development by promoting social and environmental responsibility.
<b>Principle 9:</b> Businesses should engage with and provide value to their	ISO27001 awareness	Training on ISO27001 awareness helps in providing value to

customers and consumers in a responsible manner

customers and consumers by ensuring the security and confidentiality of their data.