

Ref: A10-SEC-BD-808-202/2024

Date: 21.08.2024

To,

Listing Compliance Department BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400001.	The Manager - Listing Compliance National Stock Exchange of India Limited 'Exchange Plaza' C-1, Block G, Bandra Kurla Complex, Bandra (East), Mumbai – 400051
Security Code: 523598	Trading Symbol: SCI

Business Responsibility and Sustainability Report for the FY 2023-24

Dear Sir/ Madam,

Pursuant to Regulation 34(2) (f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report of the Company forming part of Annual Report for the FY 2023-24.

The Business Responsibility and Sustainability Report of the Company is also uploaded on the Company's website at www.shipindia.com under 'Investors → Information for shareholders → Disclosures under Listing Regulation.

Submitted for your information, kindly take the same on your records.

Thanking You.

Yours faithfully,

For The Shipping Corporation of India Limited

Smt. Swapnita Vikas Yadav
Company Secretary and Compliance Officer

SECTION A: GENERAL DISCLOSURES

- I. Details of the listed entity
 1. Corporate Identity Number (CIN) of the Listed Entity
Reply: L63030MH1950GOI008033
 2. Name of the Listed Entity
Reply: THE SHIPPING CORPORATION OF INDIA LIMITED
 3. Year of incorporation
Reply: 1950
 4. Registered office address
Reply: SHIPPING HOUSE, 245 MADAME CAMA ROAD MUMBAI MAHARASHTRA - 400021
 5. Corporate address
Reply: SAME AS ABOVE
 6. E-mail
Reply: hr@sci.co.in
 7. Telephone
Reply: 91-22 2202 6666, 2277 2000
 8. Website
Reply: www.shipindia.com
 9. Financial year for which reporting is being done
Reply: FY 2023-24
 10. Name of the Stock Exchange(s) where shares are listed
Reply: BSE Limited and National Stock Exchange of India Limited (NSE)
 11. Paid-up Capital
Reply: ₹ 46580 Lakhs
 12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report
Reply: Dr. Soma Tondan, DGM - Incharge (Shore Personnel)
Email: hr@sci.co.in, 022 2277 2585
 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).
Reply: Standalone basis
 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	Transport & Storage	Water Transport	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	Tanker	50120	65.98
2	Liner Services	50120	8.90
3	Bulk	50120	12.86
4	Technical & Offshore service	50120	10.34

- 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	Nil	6	6
International	Nil	1	1

The company has its headquarters in Mumbai and five Regional/Branch offices in India. Additionally, the company also has an international office in London.

19. Markets served by the entity:

a. Number of locations:

Reply: The Company is engaged in the business of transport of cargo across the world and hence has business interests, agents, customers, vendors etc. in India as well as Foreign locations across the world. Substantial assets of the company comprise various types of ships, which are operating across the world as per available business prospects. Hence, specific geographical areas/locations cannot be identified.

Locations	Number
National (No. of States)	-
International (No. of Countries)	-

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

Reply: Exports account for 30.62% of the company's total turnover.

c. A brief on types of customers

Reply:

- Crude and Product oil Tankers Customer: The major customers are Indian Public Sector Units like IOCL, BPCL, HPCL, MRPL, CPCL, ONGC and Private companies like Reliance, Nayara and Cairn Energy. The major International customers are Oil Majors and refiners like Shell, BP, Chevron, Koch, Marubeni, Vitol & Trafigura, etc.
- LPG and LNG Tankers Customer: The customers for LPG Tankers are mostly Indian companies like IOCL, HPCL, BPCL, etc. LNG vessels are chartered to Petronet and one vessel also novated to Exxon.
- Bulk carriers Customer: The customers for Bulk carriers are SAIL, Dept. of Fertilizers (Ministry of Chemicals & Fertilizers), KIOCL, Arcelor-Mittal Nippon Steel, Tata NYK, etc. & some international miners & traders of dry bulk commodities.
- Offshore vessels: The major customers for Offshore vessels are Indian E&P operators like ONGC, L&THE, etc.
- Technical Consultancy: The Company is providing Technical Consultancy assistance to various organizations for their 'Tonnage Acquisition Programme'. Customers include various Government Departments / Organizations such as UTL Administration, Andaman & Nicobar Administration, Geological Survey of India, ONGC, CSL, ALHW, DGLL, etc.
- Apart from these freight forwarders, cargo consolidators and NVOCCs, Government bodies like Indian Navy, Indian Air force and DRDO, etc. are also the Customers of the Company.

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 (Shore Staff)						
1.	Permanent (D)	467	371	79.44	96	20.56
2.	Other than Permanent (E)	52	45	86.54	7	13.46
3.	Total employees (D + E)	519	416	80.15	103	19.85
EMPLOYEES (Floating Staff)						
1.	Permanent (D)	871	854	98.04	17	1.95
2.	Other than Permanent (E)	1554	1539	99.03	15	0.97
3.	Total employees (D+E)	2425	2393	98.68	32	1.32
WORKERS (Not applicable)						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES (Shore & Floating Staff)						
1.	Permanent (D)	8	5	62.5	3	37.5
2.	Other than Permanent (E)	--	--	--	--	--
3.	Total differently abled employees (D + E)	8	5	62.5	3	37.5
DIFFERENTLY ABLED WORKERS (Not applicable)						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

21. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	13*	1	7.69
Key Management Personnel	8**	1	12.5

*Including Shri C.I. Acharya who has been suspended w.e.f. 07.03.2024 by Ministry of Ports, Shipping and Waterways vide Office Order dated 07.03.2024.

** Including the Chairman & Managing Director and 5 Functional Directors, one of whom is suspended as mentioned above.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	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 (Shore Staff)	7.31%	8.00%	7.45%	10.02%	8.29%	9.67%	8.74%	8.47%	8.69%
Permanent Employees (Floating Staff)	14.64%	15.02%	14.65%	38.65%	38.46%	29.77%	4.62%	0%	4.51%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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	Inland & Coastal Shipping Limited	Subsidiary	100	NO
2	India LNG Transport Company (No. 1) Limited	Joint Venture	29.08	NO
3	India LNG Transport Company (No. 2) Limited	Joint Venture	29.08	NO
4	India LNG Transport Company (No. 3) Limited	Joint Venture	26	NO
5	India LNG Transport Company (No. 4) Private Limited	Joint Venture	26	NO

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

(ii) Turnover (in ₹) ₹ 5,04,604 Lakhs

(iii) Net worth (in ₹) ₹ 6,88,352 Lakhs.

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) (If Yes, then provide web-link for grievance redress policy)	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
Communities	Yes, https://www.shipindia.com/grievance	0	0		0	0	
Investors (other than shareholders)	Not Applicable						
Shareholders	YES A Board level Committee i.e., Stakeholders' Relationship Committee of the Company, is functional as per SEBI (LODR) Regulations, 2015 and Section 178 of Companies Act, 2013. Contact details of the Company Secretary is available on the Company's website at the following weblink: https://www.shipindia.com/investors/contact_us	16	0	All complaints have been resolved to the satisfaction of the shareholders.	5	0	All complaints have been resolved to the satisfaction of the shareholders.
Employees and workers	Yes, Link: https://www.shipindia.com/grievance	15	0	NIL	18	1	NIL
Customers	Yes, Link: https://www.shipindia.com/grievance	0	0	NIL	0	0	NIL
Value Chain Partners	Yes, Link: https://www.shipindia.com/grievance	0	0	NIL	0	0	NIL
Other (please specify)	Yes, Link: https://www.shipindia.com/grievance	50	1	Grievances received from complainants other than employees and shareholders	51	2	Grievances received from complainants other than employees and shareholders

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Oil spills represent serious environmental risk in the shipping sector.	R	Oil spills may have adverse financial as well as reputational implications for the shipping companies. It may also have significant impact on marine ecosystems.	Our fleet is managed in accordance with International and local regulations. Preventing spills is one of the focus areas in the Environmental Management System. This risk is also covered and monitored regularly in the Risk Management System as per Safety Management System. The Company also has insurances in place to cover this risk.	Shipping companies may be held responsible for cleanup costs and economic damages, which may run into millions of US dollars. This risk is largely covered by insurance.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	N	Y	Y	Y	Y	N	Y	Y
c. Web Link of the Policies, if available	https://www.shipindia.com/page/policies								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	N	Y	Y	Y	Y	N	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Not applicable								
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001: 2015 & ISM Code	ISO 45001: 2018 OHSAS	ISO 45001: 2018 OHSAS	ISO 9001: 2015	-	ISO 14001: 2015	-	-	ISO 9001: 2015
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Any commitments, goals and targets are provided in Section C wherever applicable.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance against specific commitments, goals and targets are provided in Section C wherever applicable								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)									
<p>Reply: The Shipping Corporation of India's Business Responsibility and Sustainability Report (BRSR) for the fiscal year 2023-24 emphasizes its unwavering commitment to Environmental, Social, and Governance (ESG) principles and the strides we have made in addressing sustainability challenges. We see our responsibility to take the lead in sustainable development not only as a duty to the society but also as an opportunity to do well by doing good.</p> <p>ESG Related Challenges:</p> <p>Over the past year, we have encountered a range of ESG challenges that have guided our focus on responsible business practices. We acknowledge our responsibility in mitigating the impact of shipping operations on the environment and communities. Additionally, ensuring the safety, well-being, and growth of our workforce while fostering transparency, diversity and inclusion both within and outside our organisation continues to be a priority for us.</p> <p>Processes:</p> <p>In response to these challenges, we have set ESG processes that align with our commitment to sustainable shipping and fostering a culture of diversity and inclusion within our organization.</p> <ol style="list-style-type: none"> Environmental protection: The Company is compliant with International Maritime Organization (IMO) - MARPOL Convention and has taken appropriate actions impacting Emissions, Ballast Water Treatment, Domestic discharges and Oil Pollution enabling us to contribute to global efforts to combat climate change and promote cleaner oceans. Waste Management: Waste generated on board during normal operation of the ship is managed as per the vessel-specific garbage management plan and landed ashore at approved reception facilities for further processing. Also, the discharge of oil, solid waste & sewage etc. from its ships is prohibited under MARPOL (International Convention for the Prevention of Pollution from Ships). Most of our vessels comply with Green Passport or equivalent notation. In addition, the Company diligently adheres to the compliance requirements specified in the administration circular concerning the Transport and Handling of hazardous and noxious liquid substances in bulk on Indian-flagged offshore support vessels. Workforce Development: Multiple training programs with a core focus on the principles of varied topics such as Leadership, Soft Skills, Health & Wellness, Industrial skills and Building Infrastructure for a Viksit Bharat were conducted for the workforce ensuring their professional growth and well-being while fostering a diverse and inclusive work culture. CSR Initiatives: Our community engagement initiatives positively impacted the lives of multiple individuals and many families, focusing on education, healthcare and livelihood opportunities across diverse communities. 									

5. Vendor Selection: The Company sources vendors who are maintaining registration under local/ regional laws, are complying with National and International applicable legislations, and are maintaining management systems under ISO 9001 and 14001 or any other equivalent systems wherever applicable. Additionally, suppliers are requested to be in accordance with SOLAS Chapter 11-1/ Reg 3-5. Furthermore, the sellers should guarantee that no hazardous material identified under MEPC269 (68) and EUSR has been used in the supplies, no use of plastic for packing material and whenever possible assist the vessel in collecting back the packing material if the vessel so requests.

Flexibility in Placement:

As an organization that values transparency and accountability, we have exercised our flexibility in placing this disclosure within the Annual Report. This ensures that stakeholders have easy access to crucial information about our sustainability efforts and responsible business practices.

Conclusion:

At The Shipping Corporation of India Limited, sustainability is ingrained in our corporate ethos. We view ESG as a foundation for creating long-term value and positively impacting the world around us. Through collaboration and unwavering commitment, we remain steadfast in our pursuit of sustainable shipping solutions.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Manjit Singh Saini Director (P&A) DIN: 10111633 Category: Executive Director
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No. The Company does not have a specified committee for decision making on sustainability related issues. However, such issues, if any, are placed before the Board of Directors and various Committees of Directors / Senior Management personnel as per their terms of reference from time to time.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other – please specify)								
	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	Reviews and frequency are provided in Section C of BRSR wherever applicable.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Review and frequency on compliance with statutory requirement are provided in Section C of BRSR wherever applicable.																	

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. The policies and procedures of the organization are subject to Safety Management System (SMS) audits by Directorate General of Shipping and Integrated Management System (IMS) audits by Indian Register of Shipping - IRCLASS Systems and Solutions Private Limited (Indian Register Quality Systems, IRQS).								

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)	No	No	No	No	No	No	No	No	No
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	No	No	No	No	No	No	Yes	No	No
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	No	No	No	No	No	No	No	No	No
It is planned to be done in the next financial year (Yes/No)	No	No	No	No	No	No	No	No	No
Any other reason (please specify)	No	No	No	No	No	No	No	No	No

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	1.Orientation Program for capacity Building of functional directors. 2.Orientation Program for Independent Directors of CPSE	15.38
Key Managerial Personnel	2	Leadership / Technical	100
Employees other than BoD and KMPs	52	Leadership / Soft Skills / Health and Wellness / Industrial Skills	100
Workers	NA	NA	NA

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 Obligations) Regulations, 2015 and as disclosed on the entity’s website):

Reply: NIL

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹ INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine					
Settlement					
Compounding fee					
Non - Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment					
Punishment					

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

Reply: NIL

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Reply: SCI Code of Business Conduct and Ethics for the Board Members and Senior Management personnel requires the Directors / Senior Management to work unstintingly for eradication of corruption in all spheres of life. Copy of the Code of Business Conduct and Ethics for the Board of Directors and Members of Senior Management is available on the website of the Company at www.shipindia.com.

As a part of SCI's persisting endeavour to set a high standard of conduct for its employees, 'SCI Conduct, Discipline and Appeal Rules, 2011' is in place. This is augmented by Whistle Blower Policy, which not only arms the company against unacceptable practices but also act as a deterrent. The Company is subject to RTI Act 2005, audit by Statutory Auditors and CAG audit under section 139 of the Companies Act, 2013.

To ensure full compliance with all relevant laws of the land, rules, regulations, the principles of economical use of resources, and of fairness and transparency in its relations with its Bidder(s) and Contractor(s), SCI cooperates with renowned international Non-Governmental Organization "Transparency International" (TI). SCI is party to the Integrity Pact which is applicable to the tender / contract of value above ₹ 1 crore. The essence of Integrity Pact is to take all measures necessary to prevent corruption and follow transparent and fair tendering process. **Weblink: https://www.shipindia.com/upload/tender/Doc_-_6_-_Integrity_Pact_-_Revised_201911.pdf**

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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.

Reply: Not applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/ services procured) in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	164	146

9. Open-ness 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, in the following format:

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	N.A	N.A
	b. Number of trading houses where purchases are made from	N.A	N.A
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	N.A	N.A
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	N.A	N.A
	b. Number of dealers / distributors to whom sales are made	N.A	N.A
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	N.A	N.A

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	52.12%	40.79%
	b. Sales (Sales to related parties / Total Sales)	60.38%	57.13%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	89.38%	89.95%
	d. Investments (Investments in related parties / Total Investments made)	93.93%	94.50%

Leadership Indicators

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

Reply:

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	MSME	1. Awareness to Women & SC/ST MSE Vendors 2. Awareness of Registration process 3. Tendering Process Types of procurement undertaken by SCI

- 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.

Reply: Yes, the Code of Business Conduct & Ethics For Board Members require Board members to use their prudent judgment to avoid all situations, decisions or relationships which give or could give rise to conflict of interest or appear to conflict with their responsibilities within the Company.

In compliance with the Companies Act, 2013, all the Directors of the Company give a notice in writing to disclose their concern or interest in any company or companies or bodies corporate (including shareholding interest), firms or other association of individuals. Further, on any item of business in which the Directors may be interested, they abstain from voting and do not participate in discussion on such matter during the meeting.

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

Essential Indicators

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	21.51%	16.83%	<p>Notes: The company has undertaken CAPEX in previous as well as current financial year to adopt latest technologies on its ships to improve environmental sustainability by:</p> <ol style="list-style-type: none"> Reducing NOx & SOx emissions from its ships to improve air quality & reduce carbon footprint as per MARPOL. Company has successfully complied with IMO's 0.5% sulphur fuel regulation which came into force from January 2020 and all vessels are being supplied low sulphur fuel oil since 1st January 2020. Use of tin free and Cybutryne free Anti-fouling paints on the ship's hull to sustain marine eco systems. Prohibition on discharge of oil, solid waste & sewage etc. from its ships in full compliance with MARPOL Regulations. Use of solar power & LED lighting. Usage of LED lights in shore establishments has resulted in 50% reduction in power consumption. Solar Panel of 0.5 MW installed capacity at Maritime Training Institute, Powai, Mumbai which is sufficient to cater entire power requirement of the institute. Refrigerant used in AC plants onboard ships is environment friendly as a safeguard against Ozone layer depletion.

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year	Details of improvements in environmental and social impacts
			<ul style="list-style-type: none"> vi. SCI vessels comply with Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships, 2009 and carry ship specific list of hazardous materials onboard, which will be useful while recycling/handling of hazardous materials. vii. Ballast Water Treatment Plants are being installed on existing vessels in a phased manner in order to comply with the IMO regulations. We have installed BWTS on 33 existing vessels till 31st March 2024. The BWTS installation on remaining vessels is in different stages of installation / tendering process and shall be completed based on the dry dock schedule. Through BWTS installation, Company has minimized the transfer of Non-indigenous harmful aquatic organisms and pathogens from one area to another through the ship's ballast water system thereby contributing to improvement in marine environment. viii. Vessels have Ship Energy Efficiency Management Plan (SEEMP) onboard which helps in monitoring fuel consumption data to improve operational efficiency, estimate CII ratings for three years, incorporates implementation plan for achieving the required CII and also procedures for self-evaluation and improvement. ix. Use of Asbestos free products onboard. x. Prevention of use of Single Use Plastics (SUP) onboard vessels in compliance with DGS orders. xi. Compliance requirement of carrying of hazardous material on board in accordance with administration circular on Transport and Handling of hazardous and noxious liquid substances in bulk on Indian flagged offshore support vessels. xii. Processes such as underwater hull cleaning, propeller polishing and periodic hull coating during dry-docks are being employed to reduce the total resistance thereby reducing fuel consumption and carbon emissions. xiii. Lubrication system Wartsila RPLS (Retrofit pulse lubrication system) installed on 2 nos. vessels reducing the lube oil consumption by 40% on the vessels.

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

Reply: No, the Company is in the business of marine transportation, which does not involve sourcing raw materials as input for manufacturing any end product.

Most of the Company's supplies to vessels are finished products, for example, engine spares which are procured from a maker or licensee, consumables from reputed oil majors, paint and chemical from manufacturers, and supplied as general stores to ship. The ship handlers, who procure multiple line items from the market, consolidate and deliver them on board. Therefore, the Company does not procure any raw materials as input to our business activities. However, the Company looks for the following criteria while selecting its vendor for a prospective business -

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

Notably, the company sources the bunker fuel for its ships which has less than 0.1% of sulphur content for ECA areas and not more than 0.5% for other areas, as per the prevailing IMO regulations effective from 01.01.2020. 100% of Marine Bunker fuel is sourced in compliance with IMO regulation.

b. If yes, what percentage of inputs were sourced sustainably?

Reply: Not applicable (NA)

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.

Reply: The Company is in shipping and logistics business and do not manufacture any product for sale. The waste generated on board from ship operations are managed as per vessel specific Garbage Management Plan and landed ashore to approved reception facilities for further processing. Prohibition on discharge of oil, solid waste & sewage etc. from its ships are in full compliance to MARPOL. Old/expired batteries and pyrotechnics are handed over to authorized vendors for safe disposal/ recycling. The sludge remaining on ships are disposed through Port Authorities for recycling/ recrystallizing. The scrap generated in Dry dock/ layup repairs is handed over to repairers/ yards for recycling. For the e-waste generated at shore offices, the Company has tied up with an approved local recycler.

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

Reply: Not Applicable

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

Reply: Not Applicable

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.

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

Reply: The Company is into logistics and shipping services, which has impact on Emissions, Ballast water, Domestic discharges and Oil Pollution. Below table describes the action taken by the Company to minimize the impact on each of these:

Name of Product / Service	Description of the risk / concern	Action Taken
Shipping	Emissions	<p>IMO's 2023 Greenhouse Gas Emissions strategy has increased the level of ambition as follows:</p> <ol style="list-style-type: none"> Carbon intensity of the ship to decline through further improvement of the energy efficiency for new ships. To reduce CO2 emissions per transport work, as an average across international shipping, by at least 40% by 2030 Uptake of zero or near-zero GHG emission technologies, fuels and/or energy sources to represent at least 5%, striving for 10%, of the energy used by international shipping by 2030 To peak GHG emissions from international shipping as soon as possible and to reach net-zero GHG emissions by or around, i.e., close to, 2050, <p>To reduce emissions, the Company has implemented/ taken following initiatives:</p> <ul style="list-style-type: none"> Reducing SOx emissions from its ships to improve air quality & reduce carbon footprint. Company has successfully complied with IMO's 0.5% sulphur fuel regulation which came into force from January 2020 and all vessels are being supplied low sulphur fuel oil since 1st January 2020. This reduction in SOX emitted from ships will provide significant health and environmental benefits around the world, particularly for coastal populations and those living near ports. It is significant to note here that though the company had the option of using necessary abatement technology in lieu of using low sulphur fuel such as Exhaust Gas cleaning system / scrubber installation to comply with IMO Regulation, however the company chose to go for low sulphur fuel oil for all its ships.

Name of Product / Service	Description of the risk / concern	Action Taken
		<ul style="list-style-type: none"> For reduction on NOx emissions, all engines comply with NOx tier I/ tier II requirements under Regulation 13 of MARPOL Annex VI. The Company's list of emission reduction measures includes installation of LED lighting, regular hull cleaning, propeller cleaning / polishing, etc. The Company has completed preparation and approval of EEXI technical files and plan to fully comply with the new MARPOL regulation effective from 1.1.2023 through a combination of engine power limitation (EPL) and other energy savings devices and using zero/low carbon fuels eventually. The Company is also exploring other fuel optimization technologies in order to support compliance with the EEXI requirements. All vessels built after 2013 have Energy Efficiency Design Index (EEDI) certificates. The Company has estimated the Carbon Intensity Indicator (CII) ratings for its fleet, which is helping to monitor vessel's CII rating and appropriate action plan can be formulated accordingly to improve CII (2% improvement in CII annually from 2023 to 2026). Vessels have Ship Energy Efficiency Management Plan (SEEMP) onboard for monitoring fuel consumption data to improve operational efficiency, estimate CII ratings for three years, incorporates implementation plan for achieving the required CII and also procedures for self-evaluation and improvement. The Company is exploring investments into alternative technologies and fuels. All the Company vessels are complying with regulation 12 of IMO MARPOL Annex VI on Ozone Depleting Substance (ODS). Applicable Company vessels are complying with regulation 15 of IMO MARPOL Annex VI on Volatile Organic Compound (VOC) and have implemented Class approved VOC management plan. Under National Green Hydrogen Mission, SCI has identified 2 vessels to be retrofitted to run on Green Methanol by 2027. The retrofit would be carried out in line with the Scheme Guidelines for Implementation of Pilot Projects for use of Green Hydrogen in Shipping Sector under the NGHM. Detailed feasibility study by Engine OEM is being carried out by the Engine OEM. SCI has signed MOU with ship's engine OEM for conversion of two SCI vessels to run on Green Methanol. SCI has signed an MOU with M/s.NTPC Green Energy Ltd for supply of Green Hydrogen/its derivatives (Methanol/Ammonia).
Shipping	Ballast Water	<p>Untreated ballast water poses serious ecological risks as ships become a source for transfer of organisms between one ocean to another. A variety of technologies are used for ballast water treatment., these include i.e.: Filtration (physical); Chemical Disinfection (oxidizing and non-oxidizing biocides); Ultra-violet treatment; De-oxygenation treatment; Heat (thermal treatment) or Magnetic Field Treatment. A typical ballast water treatment system on board ships, use two or more technologies to ensure that the treated ballast water is compliant with the IMO standards. As of 31st March 2024, 33 existing vessels are fitted with ballast water treatment plants. The Company intends to complete all installations on remaining vessels soon in phased manner depending on their dry dock schedule.</p>
Shipping	Domestic Sewage Discharges	<p>The regulations in Annex IV of MARPOL prohibit the discharge of sewage into the sea within a specified distance from the nearest land, unless otherwise provided. All the Company vessels are fitted with approved Sewage Treatment Plant in compliance with IMO's MAPROL Annex IV requirements.</p>
Shipping	Oil Pollution	<p>SCI has a zero tolerance policy for Oil Pollution from Ships. Discharge of Oil or oily mixture to sea is prohibited from Ships as per Annex – 1 of MARPOL. The vessels are constructed in compliance with MARPOL. All vessels are provided with approved Oil filtering equipment and all tankers are provided with approved Oil Discharge Monitoring and control system. The cargo tanks and pump rooms in tankers are provided with double hull to mitigate the risk of oil pollution.</p>

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Reply: Not applicable.

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
NA	NA	NA

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:

Reply: Not applicable

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

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

Reply: Not applicable

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	NA

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees (Shore Staff)											
Male	371	371	100	371	100	NA	NA	371	100	NA	NA
Female	96	96	100	96	100	96	100	NA	NA	NA	NA
Total	467	467	100	467	100	96	20.56	371	79.44	NA	NA
Other than Permanent employees (Shore Staff)											
Male	45	0	0	45	100	NA	NA	45	100	NA	NA
Female	7	0	0	7	100	7	100	NA	NA	NA	NA
Total	52	0	0	52	100	7	13.46	45	86.54	NA	NA
Permanent employees (Floating Staff)											
Male	854	854	100	854	100	NA	NA	NA	NA	NA	NA
Female	17	17	100	17	100	17	100	NA	NA	NA	NA
Total	871	871	100	871	100	NA	NA	NA	NA	NA	NA
Other than Permanent employees (Floating Staff)											
Male	1539	1539	100	1539	NA	NA	NA	NA	NA	NA	NA
Female	15	15	100	15	NA	NA	NA	NA	NA	NA	NA
Total	1554	1554	100	1554	NA	NA	NA	NA	NA	NA	NA

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 Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on well - being measures as a % of total revenue of the Company*	0%	0%

*Health Checkup camps were organized in SCI Mumbai and Regional offices.

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Employees (Shore Staff)						
PF	100	NA	NA	100	NA	NA
Gratuity	100	NA	NA	100	NA	NA
ESI	NA	NA	NA	NA	NA	NA
Others – please specify	Nil	Nil	Nil	Nil	Nil	Nil
Employees (Floating Staff)						
PF	100	NA	YES	100	NA	YES
Gratuity	100	NA	YES	100	NA	YES
ESI	NA	NA	NA	NA	NA	NA
Others – please specify	Nil	Nil	Nil	Nil	Nil	Nil

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.

Reply: Yes, the premises/ offices of the entity are accessible to differently-abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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.

Reply: The Company's human resources policies and Code of Conduct do not tolerate any discrimination based on race, colour, religion, disability, gender, national origin, age, etc. The Company believes in creating an equal-opportunity workplace for its employees. In accordance to the provisions of the Rights of Persons with Disabilities Act, 2016, Company has formulated the equal opportunity policy for all the concerned. The policy has been approved by the Competent Authority and is available to all employees through internal web portal.

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

Gender	Permanent employees (Shore Staff)		Permanent employees (Floating Staff)		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%	NA	NA
Female	100%	100%	100%	100%	NA	NA
Total	100%	100%	100%	100%	NA	NA

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	Not applicable
Other than Permanent Workers	Yes – Principal employer
Permanent Employees (Shore Staff)	Yes. SCI has a grievance redressal procedure for all its shore employees (staff and officers). The objective of the grievance redressal procedure is to provide easily accessible machinery for the settlement of any grievance as expeditiously as possible.
Other than Permanent Employees (Shore Staff)	Additionally, in SCI, a Functional Director is appointed as Director of Grievances to address and attend to any complaints & grievances involving issues of Integrity, Fairness and Transparency in dealings with the SCI; Postal and email address of the Director of Grievances, to receive and redress grievances of the community is provided in SCI website. The website link of the Centralised Public Grievance Redress and Monitoring System (CPGRAMS), which is an online platform available to the citizens to lodge their grievances to the public authorities, is also provided in SCI website
Permanent Employees (Floating Staff)	Yes, the grievance redressal mechanism is present as per the maritime labour convention for floating staff.
Other than Permanent Employees (Floating Staff)	

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 (Shore Staff)	467	467	100	504	504	100
-Male	371	371	100	400	400	100
-Female	96	96	100	104	104	100
Total Permanent Employees (Floating Staff)	871	871	100	915	915	100
-Male	854	854	100	894	894	100
-Female	17	17	100	21	21	100
Total Permanent Workers	NA	NA	NA	NA	NA	NA
-Male	NA	NA	NA	NA	NA	NA
-Female	NA	NA	NA	NA	NA	NA

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 (Shore Staff)										
Male	371	297	80.05	259	69.81	448	354	79.02	354	79.02
Female	96	76	79.17	66	68.75	118	94	79.66	94	79.66
Total	467	373	79.87	325	69.59	566	448	79.15	448	79.15
Employees (Floating Staff)										
Male	2393	2393	100	2393	100	2304	2304	100	2304	100
Female	32	32	100	32	100	23	23	100	23	100
Total	2425	2425	100	2425	100	2327	2327	100	2327	100
Workers (Not applicable)										
Male										
Female										
Total										

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year##		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees (Shore Staff)						
Male	452	6	1.33	415*	157#	37.83
Female	120	4	3.33	121*	29#	25.89
Total	572	10	1.75	527*	186#	35.29
Employees (Floating Staff)						
Male	2393	2393	100	2304	2304	100
Female	32	32	100	23	23	100
Total	2425	2425	100	2327	2327	100
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

*Total appraisals created

#Total appraisals review completed.

##Data captured for FY 2022-23 was as on 17.04.2024, however thereafter review of all appraisals has been completed.

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?

Reply: Yes, occupational health and safety management system has been implemented by SCI.

Office: Our workplace is certified by IRQS for adherence to OHSAS norms. All fire-fighting system as mandated by The Maharashtra Fire Prevention and life Safety Measures Act, 2006 and National Building Code 2016, are installed in the building and are maintained in operational condition. AMC of all the fire safety systems are being undertaken on periodic basis by third party vendors and the compliance report for the same is submitted to the Maharashtra Fire Service, twice in a year, as per extant norms. Fire safety drills are conducted regularly to familiarize staff on evacuation protocols. Fire detectors and alarms are placed at all floors of the building and tested regularly. The building is manned by security on a 24x7 basis and is supported by surveillance cameras. We have tied up with prominent hospitals and diagnostic centers for any medical requirement including annual health checkup for employees. A doctor visits the premises for everyday consultation for employees. Fire safety drills are conducted regularly to familiarize staff on evacuation protocols. Fire detectors and alarms are placed at all floors of the building and tested regularly.

Ships: Besides meeting the requirements under ISM code and MLC, all ships are certified for ISO 45001:2018 standard which takes

care of Occupational, Health and Safety aspect on board. All seafarers are provided with good quality food, safe drinking water, hygienic living quarters, safe working environment, control on work hours, onboard recreational facilities, insurance covers and adequate internet access to stay connected with family and friends. Additionally, seafarers can avail 24x7 remote medical support for illnesses, injuries and shore doctor consultancy / treatment in foreign ports wherever necessary. Ships are fitted with adequate life-saving and fire-fighting appliances which are maintained at all times, periodically inspected and tested. Seafarers are trained to use them in case of emergencies.

During the difficult times of COVID 19 pandemic, extraordinary measures were taken to give priority to the health and safety of the employees. Arrangements like work from home option for all shore employees, flexible working hours, etc. were provided for the safety of employees.

- b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
Reply: Hazard Identification & Risk Assessment (HIRA) & Aspect Impact Register (AIR) are maintained for all departments to deal with all risks.
- c) Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.
 (Y/N) **Reply:** Not Applicable
- d) Do the employees / worker of the entity have access to non-occupational medical and healthcare services? **(Yes / No)**
11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.15	0.059
	Workers	NA	NA
Total recordable work related injuries	Employees	0.87	1.31
	Workers	NA	NA
No. of fatalities	Employees	Nil	Nil
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	NA	NA

12. Describe the measures taken by the entity to ensure a safe and healthy work place.
Office: Our workplace is certified by IRQS for adherence to OHSAS norms. The building is manned by security on a 24x7 basis and is supported by surveillance cameras. We have tied up with prominent hospitals and diagnostic centers for any medical requirement including annual health checkup for employees. A doctor visits the premises for everyday consultation for employees. Fire safety drills are conducted once a year to familiarize staff with evacuation protocols. All firefighting system as mandated by The Maharashtra Fire Prevention and life Safety Measures Act, 2006 and National Building Code 2016, are installed in the building and are maintained in operational condition. AMC of all the fire safety systems are being undertaken on periodic basis by third party vendors and the compliance report for the same is submitted to the Maharashtra Fire Service twice in a year.

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

During the difficult times of COVID 19 pandemic, extraordinary measures were taken to give priority to the health and safety of the employees. Arrangements like work from home option for all shore employees, flexible working hours, etc. were provided for the safety of employees.

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	6	0	Attended	5	0	Attended
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	IRQS conducts annual audit for OHSAS and office is certified as per ISO 45001:2018
Working Conditions	<ul style="list-style-type: none"> 100% of the company's ships are assessed. IRQS conducts annual audit for OHSAS and office is certified as per ISO 45001:2018 Fire Safety Audit: As per National Building Code 2016, Fire Safety Audit is being conducted once in two year by third party authorized agency.

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.

Reply: Not Applicable

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).

Reply:

A: a. Employees (Shore Staff)- Yes

b. Employees (Floating Staff)- Yes

SCI extends compensatory package in the event of accidental death of the Employees. The Group Personnel Accident policy provides cover for shore employees of SCI. This policy is for covering only accidental death of employee and it is effective 24X7 worldwide. The maximum sum insured for an employee under this policy is 100 months wages or ₹ 97.50 lakh, whichever is less.

B. Workers- Not applicable

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

Reply: Vendors are asked to submit GST Compliant invoices in case of any delay / denial of GST credit to the Corporation. GST Amount is recovered from vendor alongwith interest and penalty levied / leviable. TDS and Tax Collection at Source is deducted as per the extant rules.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees / workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees (Shore Staff)	Nil	Nil	NA	NA
Employees (Floating Staff)	Nil	Nil	NA	NA
Workers	NA	NA	NA	NA

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

Reply: No

5. Details on assessment of value chain partners:

Reply: Not applicable

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Reply: Not applicable

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

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.

Reply: Any category of individual body, corporate or organization that adds value to the business of the company has significant interest in or impact on the business or operations of the company is identified as a key stakeholder. Such identification is done by the company based on internal deliberations.

- 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
Employee	No	Email, SMS, Letter, Advertisement, Community Meetings, Notice Board, Company Website, Company Portal	Regularly	Employee Welfare & Employee Engagement
Shareholders	No	Email, SMS, Meetings, Newspaper, Company website, Stock exchanges, other Statutory Authority	Regularly through Company's website, website of stock exchanges and through Annual General Meeting	Disseminating and sharing of information with the shareholders with a view to update and also to seek their approval, etc. as may be required
Communities	Yes	Meetings, Local NGOs, Email, Company Website	Case-to-Case Basis	Assessing their problems that lead to their vulnerability and which holds back in attaining better standard of living.
Suppliers	No	Email, Advertisement, Vendor meets, Company Website etc.	Regular	<ul style="list-style-type: none"> To make suppliers aware of: Public Procurement Policy (Preference to Make in India) Import substitution Participating in tenders issued on portal SCI's quality objectives

Leadership Indicators

- 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.

Reply: Stakeholder consultations are typically undertaken by respective spheres, department heads and relevant company officers through various channels of communication as highlighted in the table above. The feedbacks/ identified issues of corporate concern are escalated to the Board-level either through direct channels or through various Board Committee.

- 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.

Reply: Yes, as part of our CSR activity, representatives from The Shipping Corporation of India Ltd. (SCI) actively participated in a project to address the issue of female dropouts from a government school. Through consultations with the community and the school authorities, it was identified that the lack of proper sanitation facilities, particularly female toilets, was a significant factor contributing to the dropouts. To mitigate this problem, SCI collaborated with the school and installed female toilets to ensure improved sanitation facilities. However, during regular monitoring, another challenge came to light—the safe disposal of sanitary napkins. Recognizing the importance of addressing this issue comprehensively, SCI took further action and installed "Sanitary Incinerators" in the school premises. These incinerators provide a safe and environmentally friendly solution for the disposal of sanitary napkins, promoting better hygiene practices and environmental stewardship.

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

Reply:

- (i) Details of various initiatives as part of corporate social responsibility undertaken by the company for vulnerable/marginalized stakeholder groups mentioned in the CSR section of the Annual Report.
- (ii) The company undertakes purchases from MSEs vendors belonging to SC/ST category and Women Entrepreneurs as per Public Procurement Policy.
- (iii) The company encourages employment from backward classes such as SC/ST/OBC/EWS and also provide employment to other vulnerable group of stakeholders like Ex Service Men & People with disabilities.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 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)
Employees (Shore Staff)						
Permanent	467	315	67.45	504	106	21.03
Other than permanent	52	10	19.23	62	12	19.35
Total Employees	519	325	62.62	566	118	20.85
Employees (Floating Staff)						
Permanent	871	790	90.8	915	640	69.94
Other than permanent	1554	1554	100	1412	1412	100
Total Employees	2425	2344	96.65	2327	2052	88.18
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees (Shore Staff)										
Permanent	467	NA	NA	467	100	504	NA	NA	504	100
Male	371	NA	NA	371	100	400	NA	NA	400	100
Female	96	NA	NA	96	100	104	NA	NA	104	100
Other than Permanent	52	NA	NA	52	100	62	NA	NA	62	100
Male	45	NA	NA	45	100	48	NA	NA	48	100
Female	7	NA	NA	7	100	14	NA	NA	14	100
Employees (Floating Staff)										
Permanent	871	NA	NA	871	100	915	NA	NA	915	100
Male	854	NA	NA	854	100	894	NA	NA	894	100
Female	17	NA	NA	17	100	21	NA	NA	21	100
Other than Permanent	1554	NA	NA	1554	100	1412	NA	NA	1412	100
Male	1539	NA	NA	1539	100	1410	NA	NA	1410	100
Female	15	NA	NA	15	100	2	NA	NA	2	100
Workers										

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No.(F)	%(F/D)
Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)				
-Functional Director (s)	6	INR 54,44,348	0	0
-Independent Director (s)#	4	INR 4,50,000	1	INR 6,00,000
Key Managerial Personnel	1	INR 53,73,782	1	INR 28,72,341
Employees other than BoD and KMP				
-Employees (Shore Staff)	415	INR 30,05,320	102	INR 31,69,588
-Employees (Floating Staff)	2393	INR 13,07,134	32	INR 13,09,375
Workers (Not applicable)	-	-	-	-

The Government Nominee Directors on SCI Board do not draw any remuneration from the Company.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	7.64%	7.69%

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)

Reply: Yes

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

Reply: SCI has a grievance redressal procedure for all its shore employees (staff and officers). The objective of the grievance redressal procedure is to provide easily accessible machinery for the settlement of any grievance as expeditiously as possible.

Additionally, in SCI, a Functional Director is appointed as Director of Grievances to address and attend to any complaints & grievances involving issues of Integrity, Fairness and Transparency in dealings with the SCI; Postal and email address of the Director of Grievances, to receive and redress grievances of the community is provided in SCI website.

The website link of the Centralised Public Grievance Redress and Monitoring System (CPGRAMS), which is an online platform available to the citizens to lodge their grievances to the public authorities, is also provided in SCI website.

Also, as per the guidelines outlined in the Company Manual, which adheres to the Maritime Labour Convention, there is a dedicated mechanism in place for redress all grievances raised by the floating staff.

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	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	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	NA	NA
Complaints on POSH upheld	NIL	NIL

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

Reply: Yes, the company has its own Whistle blower Policy to curb the adverse consequences for the complainant and as mandated by the PoSH Act of 2013, the company has constituted a Committee for sexual harassment complaints.

As a preventive measure, the identity of the complainant is known only to the Committee and is kept confidential. There is also a grievance redressal procedure. The objective of the grievance redressal procedure is to provide easily accessible machinery for the settlement of any grievance as expeditiously as possible. Additionally, in SCI, a Functional Director is appointed as Director of Grievances to address and attend to any complaints & grievances involving issues of Integrity, Fairness and Transparency in dealings with the SCI.

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

Reply: Yes

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company ensures compliance with applicable labour practice laws, including child labour and human rights issues.
Forced / involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	NA

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

Reply: Nil

Leadership Indicators

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

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

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

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

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

Reply: Yes

4. Details on assessment of value chain partners:

Reply: Not applicable

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	
Forced Labour/ Involuntary Labour	
Wages	
Others- please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Reply: Not applicable.

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

Essential Indicators

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	NIL	NIL
Total fuel consumption (B)	NIL	NIL
Energy consumption through NIL sources (C)	NIL	NIL
Total energy consumed from renewable sources (A+B+C)	NIL	NIL
From non-renewable sources		
Total electricity consumption (D)	6,883 GJ	7320 GJ
Total fuel consumption (E)	1,26,83,522 GJ	1,20,78,650 GJ
Energy consumption through sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,26,90,406 GJ	1,20,85,970 GJ
Total energy consumed (A+B+C+D+E+F)	1,26,90,406 GJ	1,20,85,970 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	2,51,492 (in Joule / ₹)	2,08,596 (in Joule / ₹)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	56,39,213 (in Joule / ₹)	46,77,357 (in Joule / ₹)
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.

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.

Reply: Not applicable.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	1,20,433 KL	20,989 KL
(iv) Seawater / desalinated water	68,900 KL	2,19,000 KL
(v) Others	3,515 KL	21,525 KL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,92,848 KL	2,61,514 KL
Total volume of water consumption (in kilolitres)	1,92,848 KL	2,61,514 KL
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00382 (in Litre / ₹)	0.004513 (in Litre / ₹)
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.08570 (in Litre / ₹)	0.1012 (in Litre / ₹)
Water intensity in terms of physical output		
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	18,250KL pH 7.2*	18,250KL pH 7.2
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	18,250KL	18,250KL

*This is the capacity of the Sewage treatment plant.

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

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

Reply: Yes, the company is committed to 'Zero' liquid discharge and the same is achieved with effective implementation of statutory 'MARPOL' regulations onboard all its floating assets. All Ships are certified by flag administration/RO and IOPP certificates (International Oil Pollution Prevention) are issued as testimonials.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	MT	23,113	22,176
SOx	MT	2,823	2,733
Particulate matter (PM)	MT	608	586
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others– please specify		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.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent (*)	CO ₂ = 9,70,113 CH ₄ (CO ₂ Eqv.)= 433 N ₂ O(CO ₂ Eqv.) = 15,272 Total: 9,85,818	CO ₂ = 9,27,191 CH ₄ (CO ₂ Eqv.) = 418 N ₂ O (CO ₂ Eqv.)= 14,469 Total: 9,42,078
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.0195 (In Kg / ₹)	0.0163 (In Kg / ₹)
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)		0.0438 (In Kg / ₹)	0.365 (In Kg / ₹)
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

(*) - the GWP potential (CO₂ equivalence of CH₄ and N₂O) are as per IPCC Assessment Report Values 6)

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.

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

Reply: Yes. Under National Green Hydrogen Mission, SCI has identified 2 vessels to be retrofitted to run on Green Methanol by 2027. The retrofit would be carried out in line with the Scheme Guidelines for Implementation of Pilot Projects for use of Green Hydrogen in Shipping Sector under the NGHM. Detailed feasibility study by Engine OEM is being carried out by the Engine OEM.

Further to above, SCI is contemplating the following to align with IMO's 2023 revised GHG Emissions strategy:-

- Fitment of Energy Saving Devices (ESDs) for certain ships based on EEXI / CII calculations to improve propulsive efficiency and reduce fuel consumption and CO₂ emissions.
- Usage of Biofuels, blended fuel to reduce GHG.
- Application of high performance (low friction) antifouling paint.
- Periodical hull cleaning and propeller polishing.

In the long term (beyond 2030), compatible ship engines for cleaner fuels (new engines) shall be adopted as the technology evolves.

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

<i>Parameter</i>	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)*		
Plastic waste (A)	178.07 M ³	7.2 M ³
E-waste (B)	26.63 M ³	4.12 M ³
Bio-medical waste (C)	4.23 M ³	3.1 M ³
Construction and demolition waste (D)	0	0
Battery waste (E)	1.78 M ³	1 M ³
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	47.15 M ³	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1058.69 M ³	80.6 M ³
Total (A+B + C + D + E + F + G + H)	1316.55 M³	96.02 M³
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0026 (In M ³ /₹ in Lakhs)	0.00017 (In M ³ /₹ in Lakhs)
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.06 (In M ³ /₹ in Lakhs)	0.0037 (In M ³ /₹ in Lakhs)
Waste intensity in terms of physical output	---	---
Waste intensity (optional) – the relevant metric may be selected by the entity	---	---
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	NIL	NIL
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
Total	NIL	NIL
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	985.3 M ³	0
(ii) Landfilling	0	0
(iii) Other disposal operations	331.25 M ³	96.02 M ³
Total	1316.55 M³	96.02 M³

*The garbage/sludge collected onboard is of mixed nature and hence density cannot be determined to convert into Metric Ton. In view of above, data collected and reported is in M³ only in line with other statutory records for Garbage/Sludge management like Garbage Record book, Oil Record Book, ANF forms and DG Shipping's Swach Sagar portal.

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.

Reply: The Company is into shipping and logistics and do not manufacture any product for sale, however wastes generated on board during normal operation of ship are managed as per vessel specific garbage management plan and landed ashore to approved reception facilities for further processing. Also, discharge of oil, solid waste & sewage etc. from its ships is prohibited in compliance with MARPOL. Most of our vessels comply with Green Passport or equivalent notation which requires list of hazardous materials to be onboard, which will be useful while recycling/handling of hazardous materials. Compliance requirement of carrying of hazardous material on board in accordance with administration circular on Transport and Handling of hazardous and noxious liquid substances in bulk on Indian flagged offshore support vessels.

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:

Reply: NIL, no such operations.

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.

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

Reply: Not applicable

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency. (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link

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:

Reply: Yes, all the national and international rules as laid down by DG Shipping and IMO respectively are being complied with.

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any

Leadership Indicators

1. 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:

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	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.

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

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. N

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.

Reply: 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, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Ballast Water Management	Company has got some of its Ships fitted with 'Ballast Water Treatment System (BWTS).	Less impact to Sea and Ocean
2	Reduction in GHG emissions	Ships are being fitted with EPL (Engine Power limiter)	This initiative will reduce the carbon intensity through controlled emission from Ship's main propulsion and power Plant.

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

Reply: Yes, the Company has implemented 'Emergency Response Plan' to handle Shipboard crisis and has dedicated Contingency room with infrastructure to handle eventualities on Ships and also for office premises.

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.

Reply: Not Applicable

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Reply: 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.

Reply: 10

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

S. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Maritime Union of India	National
3	National Union of Sea Farers of India	National
4	Forward Seamen's union of India	National
5	Baltic and International Maritime Council (BIMCO)	National
6	Indian Coastal Conference Shipping Association (ICCSA)	National
7	Association Of Multimodal Transport Operators Of India (AMTOI)	National
8	Indian National Shipowners' Association (INSA)	National
9	National Maritime Board	National
10	Worldscale Association London	International

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

Reply: Not applicable

Name of authority	Brief of the case	Corrective action taken

Leadership Indicators

1. Details of public policy positions advocated by the entity: Not applicable

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

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.

Reply: Nil

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes / No)	Relevant Web link

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

Reply: Nil

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)

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

Reply: In SCI, a Functional Director is appointed as Director of Grievances to address and attend to any complaints & grievances involving issues of Integrity, Fairness and Transparency in dealings with the SCI; Postal and email address of the Director of Grievances, to receive and redress grievances of the community is provided in SCI website. Furthermore, the website link of the Centralised Public Grievance Redress and Monitoring System (CPGRAMS), which is an online platform available to the citizens to lodge their grievances to the public authorities, is also provided in SCI website

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs / small producers	49.21%	51.29%
Directly from within India	100% (*)	100% (*)

(*) For supply of goods & services in India, procurement is done only from Indian Suppliers.

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	0.39%	0.45%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / 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):

Reply: Not applicable

Details of negative social impact identified	Corrective action taken

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Bihar	Muzaffarpur	-
2	Uttarakhand	Haridwar	54,86,597
3	Andhra Pradesh	Visakhapatnam & Vizianagaram	-
4	Maharashtra	Gadchiroli	-
5	Madhya Pradesh	Khandwa, Vidisha, Guna and Rajgarh	33,24,000
6	Uttar Pradesh	Bahraich	51,48,147
7	West Bengal	Jhargham	23,18,760
8	Punjab	Ferozpur & Moga	16,94,400
9	Jharkhand	Singhbhum East, Khunti	10,15,760

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

Reply: Yes

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

Reply: From MSE vendors which include women & SC/ST category vendors

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

Reply: SCI continues to support MSMEs in areas of supplies & services where such MSME vendors are present, thus implementing the Public Procurement Policy of Govt. of India and encourage Make in India. Procurement of goods & services are done in accordance with the revised Public Procurement (Preference to Make in India) Order dated 04.06.2020 and its further revision dated 16.09.2020. MSME procurement is 49.21% of total procurement declared on Sambandh portal out of which 2.49% is from women MSE vendors and 0.001% from SC/ST MSME vendors.

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:

Reply: Nil

S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Reply: Not applicable

Name of authority	Brief of the Case	Corrective action taken

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Support for Supplementary Nutrition Kits for 65 children infected & effected with HIV / AIDS	65	100%
2	Support for Elimination of Disability from Clubfoot	600	100%
3	Support for organizing Health check Up cum awareness camps with focus on menstrual / maternal health, infant health and general health	2400	100%
4	Support for distribution of Motorized Tricycle to the disbaled persons	75	100%
5	Health Awareness and capacity building programe - Project Naritva (Socio-economic empowerment of women under Integrated Village Development Programme)	1000	100%
6	Installation of 20 nos of Submersible Pumps for making available safe drinking water	11488	100%
7	Distributing solar led tube lights to tribal families in Pahadpur Village	1500	100%
8	Skill Development Training for in the area in General Duty Assistant	150	100%
9	Livelihood Enhancement and increase the nutritional status of tribal women farmers through pro-organic vegetable cultivation	1000	100%
10	Skill Development Training for underprivileged women in various job oriented trades	360	100%
11	Support for setting up Smart Class rooms at government schools	11500	60%
12	Skill Development in Hand Embroidery and distribution of sewing machines	100	100%
13	Annual Grants for Maritime Education	30	100%
14	Support for 100 youths for 3 years for sports training programmes for preparing them for local / state & national level events.	100	100%
15	Improving Nutrition & Health of Government School Children through Giftmilk Programme for 2000 children	2000	60%
16	Distribution of 200 wheelchairs to needy divyangjans in urban slums	200	100%
17	Support for provision of mid-day meals for 2428 tribal children	2428	100%
18	Support for 18 Sewing Machines and One Ironing set for creating employment for underprivileged women	21	100%

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
19	Installation of 75 KW Solar Power Generating Systems at Children Village of SOS	*	-
20	Construction and Establishment of Amenities Building comprising of Indoor Shooting Range and Library with reading room at Netaji Subhash Chandra Bose Military Academy	*	-
21	Support for rural Mobile Medical Unit by (one advanced Life Support Mobile Medical Van)	*	-
22	Support for procurement of 2 nos of T.B. Handheld X-ray Machines to strengthen the National TB Programme	*	-
23	Swasthya Project - Improving Healthcare facilities by supporting with Life Saving Medical Equipment's and Instruments to Rishikul Govt. P.G. Ayurvedic college & Hospital,	*	-
24	Support for Construction of Deep Bore Well for Drinking Water at Dimapur	*	-
25	Construction and Maintenance of 2 nos of deluxe Sulabh Public Toilets at Railway Station	*	-
26	Support for Medical Equipment Support to Govt Civil Hospital	*	-
27	Support to provide free meals to vulnerable families of patients hospitalized in public hospitals	*	-
28	Support for creating a sports ground and science Lab at Zila Parishad High School, Majeru where SCI has supported for Digital Library	*	-
29	Support for Supply and Installation of 500 solar street lights	*	-
30	Contribution to National Sports Development Fund for promotion and development of sports	*	-
31	Support to IIT Madras for Medical Research Equipment's	*	-
32	Support for Construction of Classrooms and Admin Block in Primary School	*	-
33	Support to PKC Hospital for upgrading the medical infrastructure of PKC Hospital, Vashi by providing One Shaver System & Arthroscopy machine with Ortho Drill System	*	-
34	Support to residential care centre for the deprived children for with one School Bus	*	-

* Difficult to assess the number of beneficiaries being benefitted.

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

Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
Reply: Feedback received from clients for services rendered during the period are noted for implementation for further improving the services. Also, every department has a specific procedure manual wherein the approved process of grievance redressal is provided.
- Turnover of products and / services as a percentage of turnover from all products / service that carry information about:
Reply: Not applicable.

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

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 end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA

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

Reply: Not applicable

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		

5. Does the entity have a framework / policy on cyber security and risks related to data privacy? **(Yes/No)** If available, provide a web-link of the policy.

Reply: Yes, the Company has formulated and implemented '**Cyber Security Policy**', www.sciportal.co.in → **E-Content Management** → **All-purpose** → **IT** → **IT Policies**

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.

Reply: Nil

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Reply: Nil

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

Reply: Not Applicable

c. Impact, if any, of the data breaches

Reply: Not Applicable

Leadership Indicators

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

Reply: Information on products and services of the entity can be accessed from the following:

- SCI Website www.shipindia.com
- Trade News Publications
- SCI Agents' Websites

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

Reply: Not applicable

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

Reply: Not applicable

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)

Reply: Not applicable.

Yes, the entity carries out surveys with regard to consumer satisfaction relating to the major services.