

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity : L63010GJ1992PLC018106
2. Name of the Listed Entity : Gujarat Pipavav Port Limited
3. Year of incorporation : 5th August 1992
4. Registered office address : Pipavav Port, At Post Rampara-2 via Rajula Dist Amreli.
5. Corporate address : 5th Floor, Godrej Two, Priojshanagar, Vikhroli East, Mumbai
6. E-mail : manish.agnihotri@apmterminals.com
7. Telephone : 02794 24200
8. Website : www.pipavav.com
9. Financial year for which reporting is being done : 1st April 2023- 31st March 2024
10. Name of the Stock Exchange(s) where shares are listed : BSE and NSE
11. Paid-up Capital : Rs. 4,834,399,100
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report : Manish Agnihotri,
Tel: +91 22 5049 1752;
Email: manish.agnihotri@apmterminals.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together) : Standalone basis
14. Name of Assurance Provider : Not Applicable
15. Type of Assurance obtained : None

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 and Storage	Services incidental to land, water & air transportation	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.	Cargo handling incidental to water transport	63012	100%

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	One	Six	Seven
International	Nil	Nil	NA

19. Markets served by the entity:

- a. Number of locations:

Locations	Number
National (No. of States)	One
International (No. of Countries)	Nil

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

The Company does not carry out any Exports. The Company is engaged in the business of providing Port Services and over 23% of its Revenue for the financial year ended 31st March 2024 is in foreign currency through collection of Port tariff in USD.

- c. A brief on types of customers

The Company is engaged in providing Port Services. It handles the vessels for imports and exports of Dry Bulk cargo, Liquid cargo, Containers and RoRo as well as for inland costal movement of the vessels.

The customers in the Container business are primarily the Domestic and International Shipping lines and in the case of Dry Bulk, Liquid and RoRo the customers are the local companies that import/ export the cargo.

IV. Employees

20. Details as at the end of Financial Year: 2023-24

- a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	185	175	94%	10	6%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	185	175	94%	10	6%
WORKERS						
4.	Permanent (F)	278	275	98%	3	2%
5.	Other than Permanent (G)	1721	1701	98%	20	2%
6.	Total workers (F + G)	1999	1976	98%	23	2%

- b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0		0	
2.	Other than Permanent (E)	0	0		0	
3.	Total differently abled employees (D + E)	0	0		0	
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0		0	
5.	Other than permanent (G)	0	0		0	
6.	Total differently abled workers (F + G)	0	0		0	

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	2	20%
Key Management Personnel	3	Nil	NA

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 previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17	2	19	14	2	16	12	2	14
Permanent Workers	8	0	8	3	1	4	1	2	3

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	APM Terminals Mauritius Ltd	Holding Company	44.01%	No
2	Pipavav Railway Corporation Limited	Associate Company	38.8%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 **(Yes/No)**
(ii) Turnover (in Rs.) 10,671.26 million
(iii) Net worth (in Rs.) 20,927.03 million

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) <i>(If Yes, then provide web-link for grievance redress policy)</i>	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*	No	Nil	Nil		Nil	Nil	
Investors# (other than shareholders)	NA.	NA	NA		NA	NA	
Shareholders\$	No	28	0		7	0	
Employees and workers	Yes https://www.apmterminals.com/en/pipavav/investors/governance	0	0		0	0	
Customers^	No	0	0		0	0	
Value Chain Partners*	No	0	0				
Other (please specify)	NA						

*The Company does not have a formal policy document but it does engage with the Communities and with the Value Chain Partners to address their concerns that pertain to the Company's area of operations

The Company does not have Investors other than shareholders

\$ The Company Secretary is responsible to address the grievances of the shareholders. A designated email for the grievances has been displayed on the company website and is mentioned in communication to shareholders

^An annual customer satisfaction survey is carried out by the parent company to have feedback from the customers for all the ports & terminals within its portfolio including the company and appropriate actions are taken

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	The adverse weather conditions such as cyclone could impact the company's port operations.	Risk	The West Coast of India has witnessed two cyclones in two successive years. Prior to that the frequency of cyclone was not so high on the West Coast of India. In May 2021 the port was impacted by Cyclone Tauktae and the port operations were impacted for about two months. In June 2022 the port operations were suspended for about 8 days due to Cyclone Biparjoy.	The company already has the Standard Operating Procedures for taking precautionary measures. Further, based on the learning pack from the Cyclone the Business Continuity Plan has been updated.	The appropriate insurance cover is taken for securing the assets against such adverse conditions.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA^	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes
c. Web Link of the Policies, if available	*	*	*	*	*	*		*	*
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes		No	No
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	No	No	No	No	No	No		No	No
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	**	@	No	**	#	\$		^^	No
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Nil	Nil	NA	Nil	Nil	Nil		Nil	Nil
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) In accordance with the parent company's policy to become carbon neutral globally by the Year 2040, Gujarat Pipavav Port Limited is already taking various initiatives. The company has commissioned solar panel facility inside the port and the company has signed Power Purchase Agreement with a green energy supplier. With this about 45% of the company's power requirement is sourced through renewable energy. The Company is committed to further increase the sourcing of green power subject to the policies of Government of Gujarat.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Girish Aggarwal- Managing Director DIN: 07974838								
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.	As mentioned in No. 8 above								

*The policy forms part of the Company's Code of Conduct and following is the link
<https://www.apmterminals.com/en/pipavav/investors/governance>

** the goal and target is to maintain Nil Bribe and Facilitation Payment and it is being closely monitored

@Safety is our license to operate and ensuring safe port operations is an absolute necessity. Zero Fatality and LTI Free days is one of the Key Performance Indicators (KPIs) that is being closely monitored.

#The goal and target is to ensure no discrimination at the workplace, no child labour or forced labour is done and the Company has zero tolerance for sexual harassment at the work place

\$Recycling of the entire quantity of waste water for usage in Green belt and for dust emission control is carried out

^The Company is not involved in any issues forming part of public policy development and hence does not have any disclosures

^^ As part of its various CSR initiatives, the Company has set specific goals and targets towards equitable development of the local community

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^																		
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances^																		
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.									P1	P2	P3	P4	P5	P6	P7	P8	P9	
									No	No	No	No	No	No	No	No	No	

^The status update is provided to the Board every quarter, as applicable.

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	An awareness session is conducted about the Group's philosophy on Governance at the time of appointment of a Director	Code of Conduct. The impact is to create awareness about the company and the Group's work culture practices	Independent Directors
Key Managerial Personnel	Annual E-learning and conducting face to face training	Anti-corruption; Code of Conduct; Insider Trading Regulations. The impact is that apart from creating awareness about the compliances these annual sessions act as a refresher	All KMPs
Employees other than BOD and KMPs	Annual E-learning and conducting face to face training	As mentioned above	All White Collar Employees
Workers	Work in progress to conduct awareness program for workers	Code of Conduct	All workers to be covered.

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 Requirement) Regulations, 2015 and as disclosed on the entity's website):

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		NA			
Settlement		NA			
Compounding fee		NA			
Non-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)
Imprisonment		NA			
Punishment		NA			

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

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

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

Bribery Corruption and Facilitation Payment is prohibited as per the Company's Code of Conduct. The link is as follows:

<https://www.apmterminals.com/en/pipavav/investors/governance>

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

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 FY)	FY 2022-23 (Previous FY)
Number of days of accounts payables	45 days	45 days

9. Openness of business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases were made from	Nil	Nil
	c. Purchases from Top 10 Trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	NA	NA
	b. Number of dealers/ distributors to whom sales are made	NA	NA
	c. Sales to Top 10 dealers/ distributors as % of total sales to dealers/ distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties/ Total Sales)	23%	22%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/ Total investments made)	Nil	Nil

Leadership Indicators

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

Total number of awareness programmes held	Topics/ principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil		

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

Yes the Directors submit their Annual Declaration of interests to the Company and upon the occurrence of any new interest from time to time. All these declarations are part of the agenda file for the Board Meeting for information and taking note of the interests by the Directors.

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

Essential Indicators

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

	Current FY	Previous FY	Details of improvements in environmental and social impacts
R&D	NA*	NA*	
Capex	NA*	NA*	

*The Company is engaged in providing the Port Services hence it is not applicable

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)- Yes
b. If yes, what percentage of inputs were sourced sustainably?

The company is engaged in providing port services and electrical power is one of the major cost component. Apart from captive power through solar panels, the Company has entered into Power Purchase Agreement for purchase of green power. With this about 45% of the Company's power requirement is met through renewable energy. The Company is committed to further increase the purchase of green power subject to power policy of Gujarat Government.

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

All Plastic, E-waste and Hazardous waste generated is disposed off to authorized vendors approved by the Gujarat Pollution Control Board (GPCB).

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

Not Applicable. The Company is engaged in providing the Port Services.

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?

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
63012	Cargo handling incidental to water transport	100%	The Company is yet to make an assessment for its services.		

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

Name of Product/ Service	Description of the risk/ concern	Action Taken
The Company is engaged in providing Port Services and is yet to make Life Cycle Assessment for its services.		

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)

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 Current FY	FY 2022-23 Previous FY
Not applicable because the Company is engaged in providing Port Services. But the entire amount of treated STP water is recycled for the Green belt and for dust emission control.		

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:

	FY 2023-24 Current FY			FY 2022-23 Previous FY		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)		2.33 MT				8.73 MT
E-waste		14.58 MT				32.71 MT
Hazardous Waste		7.60 MT				22.57MT
Other Waste (Rubber waste, Battery waste etc)		19.58 MT				50.49 MT

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable	The Company is engaged in providing Port Services.

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:

% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	%B/A	No.(C)	%C/A	No.(D)	%D/A	No (E)	%E/A	No. F)	%F/A
Permanent Employees											
Male	175	175	100%	175	100%	0	0	1	1%	0	0
Female	10	10	100%	10	100%	0	0	0	0%	0	0
Total	185	185	100%	185	100%	0	0	0	0%	0	0
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

% of workers covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	%B/A	No.(C)	%C/A	No.(D)	%D/A	No (E)	%E/A	No.(F)	%F/A
Permanent Employees											
Male	275	275	100%	275	100%	0	0	3	1%	0	0
Female	3	3	100%	3	100%	0	0	0	0%	0	0
Total	278	278	100%	278	100%	0	0	0	0%	0	0
Other than Permanent Employees											
Male	1701	100%	100%	1701	100%	0	0	0	0	0	0
Female	20	100%	100%	20	100%	0	0	0	0	0	0
Total	1721	100%	100%	1721	100%	0	0	0	0	0	0

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 FY)	FY 2022-23 (Previous FY)
Cost incurred on well being measures as a % of total revenue of the company	0.28%	0.24%

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

Benefits	FY 2023-24 Current FY			FY 2022-23 Previous FY		
	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/NA)	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/NA)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	-	-	NA	-	-	NA
Others- please specify						

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

The Office Premise is accessible to differently abled employees and workers

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

The Company does not have a separate equal opportunity policy but its Code of Conduct includes Fair Employment Practices and it does not tolerate any kind of discrimination or harassment. The Code of Conduct is available on the website and its link is

<https://www.apmterminals.com/en/pipavav/investors/governance>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total				

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	The Company has an Internal Committee to redress the grievances.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	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/A
Total Permanent Employees	Nil	Nil		Nil	Nil	
- Male	Nil	Nil		Nil	Nil	
- Female	Nil	Nil		Nil	Nil	
Total Permanent Workers	278	278	100%	275	262	95%
- Male	275	275	100%	271	259	96%
- Female	3	3	100%	4	3	75%

8. Details of Training given to employees and workers

Category	FY 2023-24 (Current FY)					FY 2022-23 (Previous FY)				
	Total (A)	On Health & Safety Measures		On Skill Upgradation		Total (D)	On Health & Safety Measures		On Skill Upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	315	175	56%	140	44%	326	163	50%	163	50%
Female	18	10	56%	8	44%	17	8	47%	9	53%
Total	333	185	56%	148	44%	343	171	50%	172	50%
Workers										
Male	495	275	56%	220	44%	470	284	60%	186	40%
Female	5	3	60%	2	40%	3	3	100%	0	0
Total	500	278	56%	222	44%	473	287	61%	186	39%

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

Category	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	Total (A)	No. (B)	%B/A	Total (C)	No (D)	%D/C
Employees						
Male	175	175	100%	173	173	100%
Female	10	10	100%	9	9	100%
Total	185	185	100%	182	182	100%
Workers						
Male	275	275	100%	291	291	100%
Female	3	3	100%	4	4	100%
Total	278	278	100%	295	295	100%

10. Health and Safety Management system:

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

Yes the Company has implemented a comprehensive Safety Management system as part of global practice and procedure across all terminals within the portfolio of its parent APM Terminals. Safety is our License to operate as per the internal safety guidelines of the parent company. All employees are mandatorily required to undertake Safety Training. APM Terminals Global Health Safety Security Environment (HSSE) Management framework has been implemented wherein all operational control activities are monitored by the HSSE team and feedback is provided to the concerned departments from time to time for taking corrective measures. Upon implementation of the corrective measures, the action gets closed in the system.

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

The following processes are used in identifying the work related hazards and assess the routine and non-routine risks:

Hazard Identification: This involves systematically identifying potential hazards in the workplace through various methods such as facility inspection, incident investigation, incident reporting system, safety toolbox and through the safety meeting with workers.

Risk Assessment: Its mandatory to carry out Risk assessment of all the activities. All the department Managers and Supervisors are trained on the Risk Assessment process. A digital repository has been created to keep all the Risk Assessments with easy access to all.

Control Measures: Once risks are assessed and prioritized, control measures are implemented to eliminate or minimize the risks. Control measures are decided on basis of Hierarchy of Control, it can include elimination or substitution of hazard, engineering controls (e.g., physical modifications to the workplace), administrative controls (e.g., implementing procedures and training), and personal protective equipment (PPE). The effectiveness of control is regularly evaluated to ensure they are adequately reducing the risks.

Monitoring and Review: Safety management is an ongoing process, and regularly monitoring the effectiveness of control measures and review of the risk assessment measures is essential. Audits and inspections are carried out at various intervals and at various levels. The audits are conducted by the Global HSSE team as well through internal audits. These Audits result into corrective and preventive actions which are being tracked for its closure and the report is submitted to Management Team.

Communication and Training: Effective communication and training is crucial to ensure that all employees are aware of the hazards and risks in the workplace and understand how to work safely. This includes providing information about hazards, risk assessment results and control measures, as well as training employees on safe work practices and procedures. The Company has a Training plan in place focusing on occupational health, Safety, Security and Environment. Our team members are also having access to digital platform for learning.

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

Yes. The Company has following processes in place to report the potential work related hazards:

GIZMO Incident Reporting Platform: This is a digital platform to report all the Incidents, Near Misses and Observations. This platform can be accessed from desktop, laptop or mobile phone. The classification of an incident is done by the system based on a predefined matrix. After reporting the incident, it is reviewed by the Manager and corrective and preventive actions are assigned to respective members their progress can be tracked on the same system.

LeaderLed Tool: This is also a digital tool for performing Gemba, Safety walks and control assessments. This is another tool to report unsafe act/conditions and assign it for further action.

Toolbox Meeting: Daily toolbox meeting with all the team members is also a platform to raise and report unsafe work condition. All frontline staff participates in the meeting and report unsafe conditions if any.

Safety Meeting: Monthly/Quarterly Safety meetings is also a forum to report hazards and also to review the actions.

WhatsApp Groups: Multiple WhatsApp groups in departments is another forum where people immediately report unsafe acts and conditions.

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

Yes. All employees and workers have access to non-occupational medical and healthcare facility being provided inside the port premises. The facility with a team of Doctors and trained Para medics provides the healthcare service 24x7.

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

Safety Incident/ Number	Category*	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million person hours worked)	Employees	0	0
	Workers	0.240	0.288
Total recordable work related injuries	Employees	0	0
	Workers	3	8
No. of Fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

*including in the contract workforce

12. Describe the measures taken by the entity to ensure a safe and healthy workplace

As mentioned above, Safety is our License to operate and is at the core of our operations, as per the internal Safety Guidelines of the parent company for all its ports and terminals within the portfolio. As part of the Safety initiatives the four key areas identified are: Transportation, Suspended loads and lifting, Working at heights, stored energy and control of contractors. Ensuring our own safety and of our colleagues is at the centre of continuous training, monitoring, and supervising of all operations.

The Company has set a number of key performance indicators (KPIs) that measure safety performance in terms of personal safety and in terms of the safe design, operation and maintenance of the facilities.

Personnel safety

The Company is committed to maintaining a safe, healthy workplace for its employees and for its contractor partners, and deliver safe projects that benefit everyone. The port incorporates the best global safety practices into its daily operations to create a safe place to work.

The port has a dedicated Health, Safety, Security and Environment (HSSE) department responsible for ensuring the safety of all working at the port. It also ensures safety induction for all those visiting the operations area. New employees are mandated to participate in a safety induction programme which outlines safety Do's and Dont's. The port has also developed safety measures and procedures to handle specific operations and scenarios quickly and efficiently. These include a comprehensive disaster management plan, and an oil spill contingency plan. A dedicated team of firemen and fire-related equipment ensure that the Port is fully prepared to respond to any fire related emergency.

Transparency is the key to any effective safety strategy. Frequent safety meetings, notices and a detailed reporting system keeps employees and management continually informed about the port's safety policy, incidents, and safety record.

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

	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	NA		Nil	NA	
Health & Safety	Nil	NA		Nil	NA	

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	A Joint Business Review was carried out of the port facility by the Head Office by forming team of experts drawn from various terminals within the portfolio. Another audit of the Oil Terminals located within the port was carried out by an external auditor for safety and emergency preparedness. The findings from both of these have been communicated to the respective Managers for taking necessary action.
Working Conditions	All the areas are inspected internally for the working conditions, hazards, changes and improvement on a fixed frequency. Reports are being shared with the area/activity owners for necessary corrective actions.

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

The Company has Digital Incident reporting and investigation platform where all the Incidents, Near misses, Observations and corrective & preventive actions arising out of investigation are recorded and tracked for its completion. The findings and recommendations from Internal and External audits are also tracked through this digital platform. Below are the details of actions and its status:

Items	2023 - 2024	2022 - 2023
Action Identified	718	1638
Action Closed	717	1616
Action in progress	01	22

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)
Yes the Company does extend the facility to its Employees and to its Workers.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners
 - Checklist of compliances is verified and signed off by HR, thereafter, Finance processes the invoice of the value chain partners
 - Meetings are conducted with value chain partners to create awareness on Zero Tolerance for non-compliance
 - Penalty is levied for delay in payment of statutory dues
 - Payment of value chain partners is kept on hold if any statutory dues are not paid
- 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 FY)	FY 2022-23 (Previous FY)	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
Employees	Nil	Nil	Nil	1
Workers	Nil	Nil	Nil	Nil

- 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)**

No the Company does not have such programs

- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	100% for those operating within the port premises are assessed by the Company's HSSE department
Working Conditions	100% for those operating within the port premises are assessed by the Company's HSSE department

- 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

The company's HSSE department conducts safety trainings for its value chain partners for ensuring safe occupational behaviour. HSSE also conducts site visits to check the working conditions in the premises of the value chain partners located inside the port. No major concerns have arisen regarding the health and safety practices and working conditions of value chain partners.

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

Essential Indicators

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

The Company through its CSR activities has identified extremely poor and marginalized groups and has undertaken necessary initiatives through Education for their children.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
Local Community	Yes	Face to face meetings as part of CSR initiatives	Quarterly	The purpose is to support them and uplift them by providing education support to their children.

Leadership Indicators

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

Based on the regular engagement between the CSR team of the company and the local community, the CSR Committee of the Company is provided with the feedback from time to time. The Directors forming part of the CSR Committee also conduct site visits of various CSR projects once a year for firsthand information on the impact being created on the local communities through various CSR projects of the Company.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity

As mentioned above, the children of extremely poor and marginalized are being provided support for education. This has been done based on the feedback received from the marginalized community.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups
As mentioned in 2 above.

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 FY)*			FY 2022-23(Previous FY)*		
	Total (A)	No. of employees/ workers covered (B)	%B/A	Total (C)	No. of employees/ workers covered (D)	%D/C
Employees						
Permanent						
Other than Permanent						
Total Employees						
Workers						
Permanent						
Other than Permanent						
Total Employees						

*The Company does not have a separate training specific to human rights issues but Human Rights is part of the Company's Code of Conduct and the annual E-learning on Code of Conduct covers the aspect.

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

Category	FY 2023-24 (Current FY)*					FY 2022-23 (Previous FY)*				
	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										
Permanent										
Male	175	0	0	175	100%	166	0	0	166	100%
Female	10	0	0	10	100%	8	0	0	8	100%
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	275	0	0	275	100%	283	0	0	283	100%
Female	3	0	0	3	100%	3	0	0	3	100%
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

*All employees and workers of the Company are paid more than Minimum Wages

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

a. Median remuneration/ wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Refer note below the table				
Board of Directors (BoD)				
Key Managerial Personnel (KMP)				
Employees other than BoD and KMP				
Workers				

Note: As per the Company's HR Policy, the remuneration levels are uniform for all Male and Female employees depending upon their Job Grade levels and areas of responsibility within the organization. The details of the remuneration paid to the Board of Directors, to Key Managerial Personnel, Median remuneration details for employees is covered in the Directors Report.

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

	FY 2023-24 Current FY	FY 2022-23 Previous FY
Gross wages paid to female as % of total wages	4%	3.6%

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

The Head of HR is responsible for addressing the human rights issues.

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

The grievances pertaining to human rights can be addressed to the Head HR of the Company who is responsible to get them resolved. In case any particular employee is not comfortable raising it to Head HR then the whistleblower mechanism can also be used to report any such grievance and the details are kept completely confidential.

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

	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	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	NA		One	NA	The complaint received was investigated, necessary action was taken as per the Company policy and it was closed.
Discrimination at workplace	Nil	NA		Nil	NA	
Child Labour	Nil	NA		Nil	NA	
Forced Labour/ Involuntary Labour	Nil	NA		Nil	NA	
Wages	Nil	NA		Nil	NA	
Other human rights related issues	Nil	NA		Nil	NA	

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 FY)	FY 2022-23 (Previous FY)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	One
Complaints on POSH as a % of female employees/ workers	0	0.01%
Complaints on POSH upheld	0	One

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

The Company's Head of HR is responsible to ensure the confidentiality is maintained and the names of the complainant and the accused are not revealed in case of a complaint under POSH.

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

A suitable clause is included in the agreements and contracts.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The assessment is need based and is done internally in case any such situation arises.
Forced/ involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others- please specify	

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

Not Applicable since no assessment made.

Leadership Indicators

- Details of business process being modified/ introduced as a result of addressing human rights grievances/ complaints
Not applicable. The Company has not received any human right grievance/ complaint.
- Details of scope and coverage of any Human rights due- diligence conducted.
The Company has not conducted any such due diligence.
- Is the premise/ office of the entity accessible to differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016.
Yes the premises is accessible for differently abled.
- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company carries out inspection of the site of the value chain operators operating within the port premises to ensure no child labour/ forced labour is being deployed. The confirmation regarding the payment of dues is also obtained from them.
Discrimination at work place	
Child labour	
Forced labour/ involuntary labour	
Wages	
Others- please specify	

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

Not Applicable. No instance of significant risk/ concern has been identified.

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 FY)	FY 2022-23 (Previous FY)
From Renewable Sources		
Total electricity consumption (A)	52,01,953.20	46,88,920.80
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	1,75,29,181.20	0
Total energy consumed from Renewable sources (A+B+C)	2,27,31,134.40	46,88,920.80
From Non Renewable Sources		
Total electricity consumption (D)	4,72,13,902.80	6,60,24,288.00
Total fuel consumption (E)	11,55,77,988.00	9,37,93,614.00
Energy consumption through other sources (F)	15,68,926.80	82,893.60
Total energy consumed from Non Renewable sources (D+E+F)	16,43,60,817.60	15,99,00,795.60
Total energy consumed (A+B+C+D+E+F)	18,70,91,952.00	16,45,89,716.40
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0189	0.02
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)# (Total energy consumed/ Revenue from operations adjusted for PPP)	0.4330	0.4106
Energy intensity in terms of physical output \$	11.6083	10.04
Energy intensity (optional) – the relevant metric may be selected by the entity		

#Revenue from Operations have been adjusted for PPP at 22.88 as per the latest conversion factor published by the World Bank in the Year 2022

\$Physical output is taken at Metric Tons (MT) of cargo handled. In that context the conversion of Container TEU to MT has been considered at 15 MT per TEU as per the latest Notification dated 1st March 2017 by the Tariff Authority for Major Ports.

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 an independent assessment is yet to be done

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

No. The Company does not have any sites under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
Water withdrawal by source (in kiloliters)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water*	914236	562600
(iv) Seawater/ desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	914236	562600
Total volume of water consumption (in kiloliters)	219020	238730
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)	0.000022	0.000026
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	0.00051	0.00060
Water intensity in terms of physical output	0.01359	0.01455
Water intensity (optional)- the relevant metric may be selected by the entity	--	--

*the Company purchases water through Gujarat Water Infrastructure Limited

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

No. The Company has not carried out any independent assessment.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	Nil	Nil
- No treatment		
- With treatment- please specify level of treatment		
(ii) To Groundwater	Nil	Nil
- No treatment		
- With treatment- please specify level of treatment		

Parameter	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
(iii) To Seawater	Nil	Nil
- No treatment		
- With treatment- please specify level of treatment		
(iv) Sent to third-parties	Nil	Nil
- No treatment		
- With treatment- please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – Tertiary Treatment (MBBR based STP)*	78713	74457
Total water discharged (in kiloliters)	78713	74457

*Treated water is used for Green belt development and for Dust suppression

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. STP treated water analysis is done every month by MOEF&CC and NABL approved laboratory and is found within the approved standard. Gujarat Pollution Control Board (GPCB) also does random sampling of the treated water and it is within the approved standard.

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

The Company is engaged in Port Services and does not have any Liquid Discharge issues.

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 F Y)	FY 2022-23 (Previous FY)
NOx	µg/m3	44.73	47.38
SOx	µg/m3	23.73	24.21
Particulate matter (PM 10)	µg/m3	7.81	8.77
Particulate matter (PM 2.5)	µg/m3	11.42	10.77
Persistent organic pollutants (POP)	Nil	Nil	Nil
Volatile organic compounds (VOC)	Nil	Nil	Nil
Hazardous air pollutants (HAP)	Nil	Nil	Nil
Others– Carbon Monoxide (CO)	µg/m3	903.73	1145.09

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. Gujarat Pollution Control Board (GPCB) has conducted Environment monitoring and found the parameters well within the approved limits. Further, the MOEF&CC & NABL approved laboratory monitors the parameters regularly.

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

Parameter	Unit	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1496	883
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2289	13016
Total Scope 1 and Scope 2 emissions intensity per rupee of Turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		0.0000	0.0000

Parameter	Unit	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
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)		0.0000	0.0000
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.0002	0.0008
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		--	--

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

No. The Company has not carried out an independent assessment.

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

Yes, the Company has installed rooftop based solar plant having capacity of 1000 KWp, and it has been commissioned. The Company has entered into power purchase with a renewable energy supplier. Currently, about 45% of the company's power requirement is being sourced through renewable energy. The company is committed to increase the component of green energy subject to the power policy of Gujarat Government.

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

Parameter	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1.79	8.73
E-waste (B)	11.37	32.71
Bio-medical waste (C)	0.077	0.086
Construction and demolition waste (D)	0	0
Battery waste (E)	2.12	2.5
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) <i>Asbestos waste, Mixed cargo waste, used oil, grease, contaminated filter, cotton rags, empty drum</i>	47.32	254.949
Other Non-hazardous waste generated (H) . Please specify, if any. <i>MS Scrap, wooden, Rubber, glass, cardboard etc.</i> (Break-up by composition i.e. by materials relevant to the sector)	334.71	431.311
Total (A+B + C + D + E + F + G + H)	397.387	730.286
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.0000	0.0000
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Turnover waste generated/ Revenue from operations adjusted for PPP)	0.0000	0.0000
Waste intensity in terms of physical output	0.0000	0.0000
Waste intensity (optional) - the relevant metric may be selected by the entity	--	--

Parameter	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
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	0.077	0.086
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0.077	0.086

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

No. The Company has not carried out an independent assessment.

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.

Hazardous waste is stored in the Hazardous Waste yard and is being disposed off to the Gujarat Pollution Control Board (GPCB) authorized re-cyclers and re-processors.

Non Hazardous Waste is segregated at the segregation yard in the form of organic and non-organic waste. Sellable non-organic waste is being sold out to the registered Vendors and the Organic Waste is being used for making Green Manure through Organic Waste Composter Machine.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	Not Applicable		

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Environmental Impact Assessment for Gujarat Pipavav Port Limited	EIA Notification 2006.	April-2023 to March-2024	Yes, NABET & MOEF&CC approved Consultant (M/s. Indomer Hydraulics Consultant)	Yes	GPCB weblink

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:

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
	Nil	NA	Nil	NA

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters)

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

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

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

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

Not Applicable. The Company purchases water from the Gujarat Water Infrastructure Limited and the Company has implemented a Zero Discharge mechanism. No independent assessment has been carried out.

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

Parameter	Unit	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
Total Scope 3 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	Not applicable	Not applicable
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

The Company does not monitor Scope 3 emissions.

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.

The Company's port operation is not located in any ecologically sensitive area.

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 (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
1	Mist Canon fogging system for handling dusty cargo received at the port	Mobile type Mist Cannon fogging systems are used for dust control while handling the cargo.	Reduction in Water utilization for dust suppression.
2	Water treatment system for treating Rainwater	Water treatment system is in place for treating wastewater generated during monsoon and the water is being stored in a leachate proof pond.	Treated rainwater is being used for green belt development.

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

Yes. The Company has Disaster Management Plan and Business Continuity Plan. It is a reference document for the employees in case of an Emergency. Regular Safety Drills are carried out by the HSSE team to ensure the Standard Operating Procedures are working well. Third party Safety Audit is carried out and improvement areas recommended are incorporated in the Business Continuity Plan/ Disaster Management Plan.

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?

The value chain partners are the sub-contractors operating inside the port premises performing the activities outsourced by the Company. Considering their scope of work, the Company does not envisage any major adverse impact on the environment.

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

The company is yet to make an assessment but as mentioned above, considering the scope of work being performed by the value chain partners, the Company does not envisage any major adverse impact on the environment.

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. Two
- 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.	Gujarat Maritime Cluster	State
2	Indian Private Ports and Terminals Association	National

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

Name of authority	Brief of the case	Corrective action taken
	Not Applicable	

Leadership Indicators

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

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of review by Board (Annually/ Half Yearly/ Quarterly/ Others- please specify)	Web link if available
	Not Applicable				

The Company has not advocated on any public policy.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development
Essential Indicators

1. Details of Social Impact Assessment (SIA) of projects undertaken by the entity based on applicable laws in the current financial year

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

Based on the applicable laws, the Company is not required to carry out Social Impact Assessment study for its projects.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
	Not Applicable					

The Company does not have any ongoing project requiring to undertake any Rehabilitation and Resettlement.

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

The Company is yet to set up a formal process of receiving and redressal of the community's grievances. But the Company engages with the community to addresses their concerns/ grievances arising from the Company's area of operation.

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

	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
Directly sourced from MSMEs/ small producers	NA	NA
Directly from within India	NA	NA

The Company does not carry out any manufacturing activity. It is engaged in providing Port Services hence the input material sourcing is not applicable.

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 FY)	FY 2022-23 (Previous FY)
Rural	438	442
Semi- Urban	0	0
Urban	1	0
Metropolitan	29	18

(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 Assessment (Reference: Question 1 of Essential Indicators above)

Details of negative social impact identified	Correction action taken

Not applicable. Refer the response in Question 1 above.

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 (INR)
		Not applicable	

The Company has all its CSR projects in the villages around the port and does not have any project in designated Aspirational District identified by the Government.

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

(b) From which marginalized/ vulnerable group do you procure.

The Company's port facility is located in a remote location and depending upon the availability of goods in the immediate vicinity the goods are procured

(c) What percentage of total procurement (by value) does it constitute- Not Applicable

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:

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

Not applicable. The company does not own any intellectual properties.

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

Name of authority	Brief of the Case	Corrective action taken

Not applicable. The Company does not have any dispute regarding intellectual property.

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

The Company is engaged in providing Port Services at Pipavav in Gujarat State. The port is situated in a remote location. Hence all the CSR projects are being carried out in the villages in the port vicinity for all the communities.

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

Essential Indicators

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

The parent company APM Terminals commissions a third party survey for all its customers covering the entities within the portfolio including Gujarat Pipavav Port Limited. This survey is carried out annually. The customers provide their feedback through the survey and that is shared by APM Terminals with all its entities for taking corrective measures. The status on these corrective measures is reviewed on a regular basis.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	Not applicable. The Company is engaged in the business of providing Port Services.
Safe and responsible usage	
Recycling and/or safe disposal	

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

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

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

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

Not applicable. The Company is engaged in providing Port Services and does not manufacture any product.

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.

Yes. Cyber Security and Data Privacy forms part of the Company's Code of Conduct. The web link is <https://www.apmterminals.com/en/pipavav/investors/governance>

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.

Not applicable. No such instances have occurred.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches- Nil
- b. Percentage of data breaches involving personally identifiable information of customers- Nil
- c. Impact, if any, of the data breaches- Not applicable

Leadership Indicators

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

The details about the Company's business of providing Port Services are available on the Company website www.pipavav.com

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

Not applicable. The Company is engaged in providing Port Services.

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

Yes the intimation regarding potential disruptions/ discontinuation in providing Port Services due to any incident/reason, is done through Customer Newsletter release from time to time.

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)

Not applicable