



Annexure-1

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1	Corporate identification number (CIN) of the Listed Entity	L29222DL1976PLC008129
2	Name of the Listed entity	Dredging Corporation of India Limited
3	Year of incorporation	1976
4	Registered office address	Core-2, First Floor, Scope Minar, Plot No. 2A & 2B, Laxmi Nagar District Centre, Delhi- 110092
5	Corporate address	Dredge House, HB Colony Main Road, Seethammadhara, Visakhapatnam- 530022
6	E-mail	kalabhinetri@dcil.co.in
7	Telephone	0891-2871298
8	Website	https://www.dredge-india.com/
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange Limited; National Stock Exchange of India Limited; Calcutta Stock Exchange of India Limited (CSE). The Company has applied for voluntary delisting of its Shares from CSE and confirmation is awaited.
11.	Paid-up Capital	Rs. 28 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Durgesh Kumar Dubey, Managing Director & CEO (A/c) 0891-2871327, dredging@dcil.co.in ;
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 as there is no Holding, Subsidiary or Associates of the Company.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance provider	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.	Dredging	Dredging	100%

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

S. No.	Products/Services	NIC Code	% of total Turnover contributed
1.	Dredging	63012	100%

III. Operations:**18. No. of locations where plants and/or operations/offices of the entity are situated**

Location	Number of plants	Number of offices	Total
National	Not Applicable	11	11
International	Not Applicable	NIL	NIL

19. Market served by the entity**a. Number of locations**

Locations	Number
National (No. of States)	11
International (No. of Countries)	NIL

b. What is the contribution of exports as a percentage of the total turnover of the entity?**c. A brief on types of customers**

The Dredging Corporation of India Limited (DCI) provides dredging services to the major Ports of the country in India. DCI is a pioneer organisation in the field of dredging and maritime development. The client base of DCI includes various ministries, departments and institutions under Government of India for domestic operations.

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)						
1.	Permanent (D)	172	141	82%	31	18%
2.	Other than Permanent (E)	49	41	83.67%	8	16.33%
3.	Total employees (D + E)	221	182	82.83%	39	17.16%
EMPLOYEES (Floating)						
1.	Permanent (D)	76	76	100%	0	0
2.	Other than Permanent (E)	310	308	99.35%	02	0.64%
3.	Total employees (D + E)	386	384	99.67%	02	0.51%
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total employees (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)						
1.	Permanent (D)	2	2	100%	0	0
2.	Other than Permanent (E)	1	0	0	1	100%
3.	Total differently abled employees (D+E)	3	2	66.66%	1	33.33%
DIFFERENTLY ABLED EMPLOYEES (Floating)						
1.	Permanent (F)	-	-	-	-	-
2.	Other than Permanent (G)	-	-	-	-	-
3.	Total differently abled workers (F+G)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F+G)	-	-	-	-	-



21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	14.28%
Key Management Personnel	3	1	33.33%

22. Turnover rate for permanent Employees and Workers

Particulars	(Turnover rate in 2023-24)			(Turnover rate in 2022-23)			(Turnover rate in 2021-22)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.64	0	6.41	7.47	6.25	7.28	3.74	5.58	4.07
Permanent Floating	11.84	0	11.84	18.82	0	18.82	7	0	7

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.	NIL	NIL	NIL	NIL

VI. CSR Details:

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

Yes, CSR is applicable to the Company

(ii) Turnover (in Rs.)

Rs. 94,880.98 Lakhs (as on 31.03.2024);

(iii) Net worth (in Rs.)

Rs. 1,26,360.22 Lakhs (as on 31.03.2024).

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			FY 2022-23		
		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://pgportal.gov.in/	24	1	These complaints are tracked through CPGRAS portal.	58	5	These complaints are tracked through CPGRAMS portal.
Investors (other than shareholders)	Yes, https://www.dredge-india.com/	NIL	NIL	NIL	NIL	NIL	-
Shareholders	Yes, https://www.dredge-india.com/	NIL	NIL	NIL	NIL	NIL	-

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			FY 2022-23		
		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
Employees and workers	Yes, hodhr@dcil.co.in	1	1	NA	2	2	NA
Customers	Yes, https://www.dredge-india.com/	NIL	NIL	NIL	NIL	NIL	-
Value Chain Partners	Yes, https://www.dredge-india.com/	NIL	NIL	NIL	NIL	NIL	-
Other (please specify)	Yes, https://www.dredge-india.com/	NIL	NIL	NIL	NIL	NIL	-

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.	Environment	R	The Dredging Industry and Indian maritime sector is set for robust growth due to increasing demand in the Oil and Gas Industry. These industries are engaged in exploration, extraction, refining and transportation activities. Dredging is vital in maintaining navigable waterways, constructing and managing offshore infrastructure and ensuring efficient transportation of goods. Accumulation of waste and high tide increases the risk of movement of ships which would ultimately affect transportation activities	Product innovation emerges as a key trend in dredging market and major Companies are prioritizing the development of cutting age solutions. The customise options are tailored to specific dredging operations. Dredging pumps specialised for removing sediments, debris and material from bodies of water, play a critical role in dredging operations and reducing adverse environmental impact.	Negative Financial Implication.
2.	Human Resources	R/O	Culture, organizational structure, recruitment, performance management, remuneration, learning & development, retention including supporting systems, processes, and procedures are crucial.	Continuous efforts are being made to understand the cultural and organisational structure. Learning and development programmes are organised at regular intervals.	Positive / Negative Financial implications.



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)
3.	Material	R/O	Procurement process, internal and external logistics and transportation, quality controls, outsourcing and vendor relationships are inherent part of company's line of business activities.	The Dredging Pump designed with wear-resistant parts and an efficient impeller facilitates faster and easier operations in areas with varying water depths. Basic infrastructure like deepening of channels, mechanization and creation of more berths will create demand for dredging industry. Creation of new green field ports would also drive the demand for dredging in the domestic market.	Positive/ Negative Financial Implications.
4.	Technology	O	Dry dock planning, maintaining health of the Dredgers.	Advance technology is the need to evolve dredging operations. Adoption of advanced dredging technologies and equipment would improve efficiency and help to handle more cargo by accommodating bigger vessels.	Positive Financial Implication.
5.	Project Management	O	Planning, organizing and managing resources to bring about successful completion of specific project goals is important.	The Sagarmala Project and the National Waterways Project have created significant opportunities for the Dredging Sector. -The Unnati Project being the global benchmark was adopted to improve the efficiency and productivity KPIs for 12 major ports. Around 116 initiatives were identified across 12 major ports to unlock more than 100 MTPA capacity just through efficiency improvement. Out of which, 93 initiatives have been implemented to unlock more than 80 MTPA capacity. For all the 12 major ports, master plans have been finalized.	Positive Financial Implication.

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)
6.	Maritime Sector	O	Indian Dredging Industry is driven largely by the dredging demand coming from its major and non-major ports. Improvement of basic infrastructures will create demand for Dredging Industry.	With the objective of propelling India to the forefront of the Global Maritime Sector, Ministry of Ports, Shipping and Water ways has formulated Maritime India Vision 2030 (MIV 2030), a blueprint to ensure coordinated and accelerated growth of India's maritime sector in the next decade. MIV 2030 identifies over 150 initiatives across 10 themes covering all the facets of the Indian Maritime Sector and is a comprehensive effort to define and meet National Maritime Objectives.	Positive Financial Implication.
7.	Marketing/ Tendering, Contract Management	O	Indian Dredging Companies by and large, are confined to Maintenance Dredging Market. The Maintenance Dredging market is cramped, with Trailer Suction Dredgers of all shapes and sizes and of diverse origins, chasing the same pie. The competition is so intense and the price war will only have losers in the end.	Dredging Industry is expected to be a direct beneficiary with recent developments to boost domestic manufacturing as well as Government's focus to improve Indian maritime sector. Indian ports are preparing themselves to handle more cargo by accommodating bigger vessels and aspire to meet international standards in port infrastructure in a bid to achieve economies of scale.	Positive Financial Implication.
8.	Information Technology/ Security.	R/O	IT risk include issues like IT strategy, networks, support systems, interfaces, data reliability, access controls disaster recovery Risk associated with Cyber security, data loss, fraud, system outages, breach of confidentiality, legal/regulatory violations, as well as data integrity.	The Company conducts Privacy Impact analysis for all its businesses on a regular basis. Measures taken by the Company include strategy to ensure that security is completely integrated into its operations.	Positive/ Negative Financial Implications.
9.	Finance	O	Timely action on Capital structuring, capital allocation, financial management of revenue, debtor's management, forex, hedging and preparation of financial statements is an advantage.	Strong financial performance allows for revenue growth access to capital and a competitive advantage in the market.	Positive financial Implication.



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)
10.	Regulatory issues and compliance	R	Regulatory Compliance is the foundation on which Company's image is built. It is crucial for the Company to maintain regulatory compliance in order to foster confidence among its stakeholder groups and to ensure that its operations are compliant with applicable laws in order to prevent legal violations.	The Company has adopted a digitally enabled comprehensive compliance management framework. Effective control and oversight by the senior management is ensured by cascading the responsibility matrix till the last performer of the activity. The Company's Code of Conduct, training as well as focus on ensuring 100% compliance and continuous monitoring have enabled a mature, digitally-enabled compliance framework.	Negative Financial Implication.

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, each principle and its core elements are covered by one or more policies of the Company.								
b. Has the policy been approved by the Board? (Yes/No)	Yes, the policies are approved by the Board/ Board Committee/ Executive Committee as applicable.								
c. Web Link of the Policies, if available	The Corporate policies of the Company are available at https://dredge-india.com/ . Some of the policies of the Company are accessible only to employees and other internal stakeholders.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Most of the policies are implemented through procedures which are either incorporated in the policies or available as separate documents/ SOPs/ processes.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Code of Conduct for the supply chain partners cover key aspects of the Company's policies applicable to the value chain partners. Furthermore, some of the other Company policies such as Whistleblowing Policy for Vendor and Channel partners as relevant are also extended to the supply chain partners.								
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.	Some of the standards, certifications, codes adopted by the Company are as follows: P1: ISM, ISPS, ISO-9001, ISO-14001; P2: ISO-9001; P3: ISM, MLC-2006; P4: ISO-9001, ISO-14001, ISPS; P5: N/A; P6: ISO-14001; P7: ISO-9001, ISO-14001; P8: N/A; P9: ISO-9001, ISO-14001.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>P3: Employees:</p> <ul style="list-style-type: none"> -Zero Incidents by 2025 -Employees Turnover: < 5 % Voluntary Attrition by 2025 -18% women in the workforce by 2025 <p>P4: Stakeholders Engagement:</p> <ul style="list-style-type: none"> -Employee Satisfaction Rate of 3.80/5 by 2025; -Supplier Satisfaction Rate = N.A. -Customer Satisfaction Rate of 4.75 / 5 by 2025 <p>Marine pollution :</p> <ul style="list-style-type: none"> -As per MARPOL regulations enforced on board vessels adhering to IOPP &IAPP requirements of the class. 								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>P3: Employees:</p> <ul style="list-style-type: none"> Number of fatalities in FY 2023-2024 = NIL Number of LTI = NIL Voluntary attrition rate = NIL 18% of women workforce as of FY 2023-2024 <p>P4 : Stakeholders Engagement :</p> <ul style="list-style-type: none"> -Employee Satisfaction Rate of 3.95 / 5 by 2025 -Supplier Satisfaction Rate = N.A. -Customer Satisfaction Rate = 4.2/5 								
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)	<p>Dear Stakeholders,</p> <p>It gives me immense pleasure to unveil Company's first Business Responsibility and Sustainability Report in compliance with framework prescribed by SEBI. We commit ourselves to protect our planet with the heart of humanity and strength of sustainability. The report illustrate Company's sustainable manufacturing practices, proactive conservation initiatives and meaningful community engagement. It lays groundwork for a greater tomorrow, creating long tern value for our stakeholders. The framework has enabled the Company to integrate ESG into every aspect of its business strategy. It has not only enabled us to indemnity various risks & opportunities but also set an action plan to mitigate risks and improve upon our performances towards key objectives. During the reporting period we have aligned with the 4V model, i.e. Vision, Value and Velocity & Visibility to help us to drive our ESG ambitions. Thus, our endeavours to be admired by stakeholders for our sustainable performance. Ethics and culture has led us to attaining new heights which is illustrated in the following sections of the report. I hereby thank all our stakeholders for demonstrating unflinching faith on our endeavours. This has been great source of motivation for us to perform to the best of our abilities and ensure that we continue offering our services seamlessly. We look forward to your continued support and insights so as to benchmark ourselves with the best practices in the area of sustainability.</p> <p>Warm Regards,</p> <p>Durgesh Kumar Dubey</p> <p>Managing Director & Chief Executive Officer</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Managing Director & CEO and the Board are the highest authority for implementation and oversight of the Business Responsibility policy (ies).								
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.	Yes, The Corporate Social Responsibility, Safety and Sustainability Committee ('CSRSSC') of the Board is responsible for decision making on sustainability related issues. For more details on the CSRSSC, kindly refer to the Corporate Governance Report which forms part of this Integrated Annual Report.								



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	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Yes, the performance against policies is reviewed by the Board/ Board Committee/ Executive Committee on periodic basis.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the extent regulations and principle as are applicable.																	

11. Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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:	The Company periodically conducts a comprehensive internal audit for our policies and evaluate & monitor any gaps found in the implementation of these policies.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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



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	No. of training and awareness programs held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors	1	Business, strategy, risk, Induction, ESG, visit to site/operative plants and update of laws	100
Key Managerial Personnel	1	Business, strategy, risk, regulatory discussions, ESG, visit to site/operative plants and update of laws	100
Employee other than BoD and KMPs	42	The Company conducts numerous online and offline training led by internal or external faculty/expert throughout the year on key topics such as Safety, Code of Conduct, Prevention of Sexual Harassment, cybersecurity, diversity and inclusion, sustainability for employees across the Company. In addition, employees are provided need-based training as per their job and role requirement, covering aspects such as behavioural competency, leadership development, project management. The Company is also focussed on skill upgradation such as engineering/ designing software, artificial intelligence, machine learning, Behaviour Based Safety, data analysis and visualization, IoT, IS Standards and Codes.	100
Workers	-	-	-



2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) 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	Principle 1	1) National Stock Exchange of India Limited	5,900/-	Non-Submission of Related Party Transactions pursuant to Regulation 23(9) of the SEBI (LODR) Regulation, 2015 for the half yearly ended 30.09.2023. The Composition of Board of Directors for the quarter ended 31.12.2020 pursuant to Regulation 17(1) and non-disclosure of dividend distribution policy for the quarter ended 31.03.2023 pursuant to Regulation 43A of the SEBI (LODR) Regulation, 2015.	No Appeal has been preferred.
		2) National Stock Exchange of India Limited	5,13,330/-		
Settlement			NIL		
Compounding fee			NIL		

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			No cases have been reported during the year	

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
Wavier Application filed by the Company with NSE has not been considered and the Company has paid the fine as mentioned herein above:	

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:

Yes, DCI follows the guidelines issued by the Central Vigilance Commission (CVC), aimed at promoting transparency, integrity, and accountability in public administration. These guidelines serve as a framework for preventing corruption and ensuring good governance. Major areas where CVC guidelines help DCI are preventive vigilance, whistle blower protection, proactive disclosures, investigation and prosecution.

By following these guidelines, organizations and individuals can contribute to the prevention and detection of corruption, ultimately fostering good governance and public trust. Apart from the guidelines, the organization has policies and protocols for Fraud Prevention and Detection, Whistle Blowing, Code of Conduct for ethics and transparency applicable to all employees. This acts as a series of layers that ensure accountability and transparency.

The Company has robust internal control system and various Board level Committee to monitors and reviews these aspects periodically.

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	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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:

NIL

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

	FY 2023-24	FY 2022-23
Number of days of accounts payable	102	129

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	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Not Applicable	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Not Applicable	
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers /distributors as % of total sales to dealers / distributors		



Parameter	Metrics	FY 2023-24	FY 2022-23
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)		NIL
	b. Sales (Sales to related parties / Total Sales)		Rs. 45,024.27 Lakhs
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)		Rs. 17,900.00 Lakhs
	d. Investments (Investments in related parties / Total Investments made)		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 under the awareness programs
	Adoption of advanced dredging technologies, Improving the efficiency to reduce environmental impacts, Capital dredging, Maintenance of dredging markets, Trailer Suction Dredgers, Indian maritime sector, Indian ports, basic infrastructure like deepening of channels, mechanization and creation of more berths, creation of new green field ports are being highlighted to value chain partners from time to time.	

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, DCI has a conflict-of-interest clause in place to ensure that Board Members and Senior Management act in the best interests of the organization. Further, during the year under review, there were no potential conflict of interest of the Company at large.

2

PRINCIPLE

Business should have Goods And Services in a manner that is Sustainable and Safe:

Essential Indicators

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R & D	NIL	NIL	NIL
Capex *	195.41 Cr	114.65 Cr	The acquisition of New dredgers will help in several energy conservation and technology absorption.

*On the basis of the recommendation of the Expert Committee, the ministry has accorded approval to the procurement of 12000 m³ TSHD dredgers out of which first was acquired in 2021 second in 2023 and the procurement of third dredger could be on the basis of analysis of performance of two dredgers.

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

Yes, the Company has systems, policies and procedures in place for sustainable sourcing. We are guided by our Sustainable Procurement (sustainable procurement policy). Our system records and verifies all suppliers' Environment, Social and Governance (ESG) parameters, and we provide them with necessary knowledge to improve their ESG metrics.

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

As part of sustainable sourcing, around 90% of input material is sourced locally.

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) - For shore quantity is very limited & totally avoided on ships.

(b) E-waste E-waste is disposed as per the procedure described in IMS manual. It is through buy back from the supplier or auction through MSTC portal by Material department. MSTC identifies e-waste recyclers/disposers.

(b) Hazardous waste and

The hazardous waste generated is disposed through the registered recyclers or disposers having permissions from State Pollution Control Boards.

(d) other waste - Garbage Mechanism plan is under implementing at on board ships.

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.

Yes, Extended Producer Responsibility (EPR) is applicable to the Company.

In 2022, the Ministry of Environment, Forest and Climate Change (MoEFCC) made amendments to EPR Rules related to plastic waste, e-waste and battery waste and the coverage of the Rules was extended to importers. To comply with EPR Rules as well as to improve the waste management system, the Company has improved its processes including conducting awareness sessions, providers for meeting compliance requirements.

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 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.
Not Applicable					

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
Fuel Oil & Lube Oil	Oil Pollution	MOU with Indian Oil Corporation Limited (IOCL)

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 reused input material to total material	
	FY 2023-24	FY 2022-23
N/A	N/A	N/A

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			FY 2022-23		
	Re-used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastic (including packaging)	NIL	NIL	NIL	NIL	NIL	NIL



	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
E-waste	6 Nos of PCs upgraded and donated to school under CSR through OEM(Original equipment manufacturer)	NIL	NIL	NIL	NIL	NIL
Hazardous waste	26 Nos of UPS batteries returned under buy back through OEM (Original equipment manufacturer)	NIL	NIL	34 Nos of UPS batteries returned under buy back through OEM (Original equipment manufacturer)	NIL	NIL
Other waste	NIL	NIL	NIL	NIL	NIL	NIL

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
NIL	NIL



Business 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	Total (A)	% of employees covered by									
		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)											
Male	141	141	*100%	141	100%	N.A.	N.A.	141	100%	NA	NA
Female	31	31	*100%	31	100%	31	100%	N.A.	N.A.	NA	NA
Total	172	172	*100%	172	100%	31	100%	141	100%	NA	NA
Other than Permanent employees (Shore)											
Male	41	41	100	41	100	NA	NA	41	100	NA	NA
Female	8	8	100	8	100	8	100	NA	NA	NA	NA
Total	49	49	100	49	100	8	100	41	100	NA	NA
Permanent employees (Floating)											
Male	76	76	100%	76	100%	N.A.	N.A.	76	100%	NA	NA
Female	*NA	NA	NA	NA	NA	N.A.	N.A.	N.A.	N.A.	NA	NA
Total	76	76	100%	76	100%	N.A.	N.A.	76	100%	NA	NA
Other than Permanent employees (Floating)											
Male	308	308	100	308	100	NA	NA	308	NA	NA	NA
Female	02	02	100	02	100	02	100	NA	NA	NA	NA
Total	310	310	100	310	100	02	100	308	100	NA	NA

Inpatient treatment is extended to all DCI employees through Empanelled hospitals.

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

Category	Total (A)	% of workers covered by									
		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	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company*	0.13	0.11

* Well-being measures considered are expenditure towards life insurance, health insurance, medical insurance, workmen compensation, maternity leave, paternity leave, staff welfare. The Company spends considerable amount towards protective gear and safety related items; currently not estimated separately.

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employee 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 employee covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
(Shore & Floating)						
PF	100%	-	Y	100%	-	Y
Gratuity	100%	-	Y	100%	-	Y
ESI	-	-	NA	-	-	NA
Others - please	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:

Most of the Company's permanent premises are accessible to differently abled people with wheelchairs (viz. through ramps, toilets, lifts). The Company is taking steps to provide the right infrastructure to support the needs of individuals with disabilities and preparing the remaining premises for accessibility infrastructure.

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 follows Government of India guidelines. The Company is committed to provide equal opportunities in employment and creating an inclusive work environment. The policy clearly sets out the guiding principles which drives the Company to ensure equal and equitable opportunity for all and uphold the highest standards of ethics, values and governance across the people practices.



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

Gender	Permanent employees (Shore & Floating)		Permanent workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
Total	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	Yes, with the object of the providing employees and easy and readily acceptable machinery for verification and redressal of their individual grievances, grievance procedures is available in the Corporation.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	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)
(Shore & Floating)						
Total	76	76	100	85	85	100
Permanent Employees						
Male	76	76	100	85	85	100
Female	-	-	-	-	-	-
Other than Permanent Employees	310	310	100	365	365	100
Male	308	308	100	363	363	100
Female	02	02	100	02	02	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					FY 2022-23				
	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 (Permanent)										
Male	141	13	9.21	53	37.58	156	9	5.77	39	25
Female	31	1	3.22	16	51.61	31	1	3.22	8	25.80
Total	172	14	8.14	69	40.12	187	10	5.34	47	25.13

Category	FY 2023-24					FY 2022-23				
	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 (other than Permanent)										
Male	41	26	63.41	9	21.95	41	29	70.73	4	9.75
Female	8	8	100	6	75	8	7	87.5	2	25
Total	49	34	69.39	15	30.61	49	36	73.46	6	12.24
Workers										
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Permanent Employees (Shore)						
Male	141	52	36.87	156	0	0
Female	31	14	45.16	31	0	0
Total	172	66	38.37	187	0	0
Permanent Employees (Floating)						
Male	76	6	7.89	85	5	5.88
Female	0	0	0	0	0	0
Total	76	6	7.89	85	5	5.88
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?
Yes, International Safety Management (ISM) being followed on Board vessel.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
Yes SMS (Safety management System) being followed which encompasses RA in all area of work.
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)
Yes.
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
Yes.

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

Safety/Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost item injury frequency rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	-	-
Total recordable work-related injuries	Employees	2	0
	Workers	10	12
No. of fatalities	Employees	1	1
	Workers	-	-
High consequences work-related injuries or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	-	-

*Including in the contract workforce

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

DCI prioritizes the safety and well-being of the employees by implementing various measures. These include comprehensive safety training programs, ensuring the use of personal protective equipment (PPE), conducting assessments, and implementing safety policies and guidelines. Regular inspections by the third-party safety officer and maintenance activities are conducted to identify and address potential hazards. DCI also encourages employee engagement and reporting of safety concerns, while offering health and wellness programs to promote overall wellbeing. DCI also provides access to non-occupational medical services, including treatment reimbursement, and medical advances and leaves based on disease criticality. Compliance with regulatory standards is paramount, and DCI strive to create a culture of safety throughout their operations by following ISM code.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions Health & Safety		NIL			NIL	

14. Assessments for the year:

Safety Incident /Number	% of value chains partners (by value of business done with such partners) that are assessed
Health and safety practices	100%
Working Conditions	100%

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.

All on Board incidents are investigated thoroughly through as per DCI Safety Guidelines as per ISM Code on Incident Reporting & Investigation and learning is shared across sites to ensure non-occurrence of similar incidents. Also, the employees are encouraged to report maximum number of unsafe acts and conditions to eliminate such incidents via incident analysis & Risk Assessment.

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

Yes, the Company has adopted a P & I Insurance which is a life insurance policy covering the risk of death of an insured employee during his / her employment. The policy covers death due to any cause with an aim to provide financial assistance to the deceased's family in case of loss of earning capacity.

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

The Company monitors and tracks the compliance of its value chain partners. The administration teams, every month, at each centre upload the applicable, verified compliance documents onto the Company's compliance tracking system for central monitoring. The Company's Supply Chain Management team ensures monthly statutory dues are remitted to respective PF / ESI etc. authority by the contractors and proof of the same is produced on a periodic basis.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q1 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/ workers		No. of employees/ workers that are rehabilitated and placed in suitable environment or whose family members have been placed in suitable environment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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)

Yes, subject to requirements, some of the highly qualified employees are retained as advisors after retirement. During employment, several skill upgradation programs are imparted to employees to facilitate continued employability.

5. Details on assessment of value chain partners:

Safety Incident /Number	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of Company strategic and preferred value chain partners have been assessed.
Working Conditions	Apart from the above-mentioned highlighted strategic partners, the Company has also assessed 100% of its contract partners on the applicable Mandatory Safety Standards ('MSS') At Dry docks , it ensures by the Service Provider

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.

The corrective actions highlight strengthening of contractor's capability building and training of applicable MSS. The value chain partners are advised accordingly.



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.

DCI is engaged in Dredging business. The Company aims to balance the needs, interest and expectation of various stakeholders with those of the business and deliver long term value. Stakeholders are considered as persons, groups, or organisations who may affect us or may be affected by the Company's operations, services and its performance. Our key stakeholders include Customers, Employees, Investors & Shareholders, Suppliers, Regulators Authorities, Communities & NGOs, Media and Analysts, among others. Stakeholder identification, mapping and prioritization is performed on periodic basis as part of materiality assessment. The process assists in mapping and understanding material issues as well as stakeholders' perspective orientations, impacts and expectations which helps in prioritizing and designing appropriate responses alongwith preparation of corresponding communication strategies.

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

Stakeholders Group	Whether identified as vulnerable & marginalized group (Yes/ No)	Channel 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
Customers	No	Website, distributor/ retailer/ direct customer/ achievers meet, meets/ visits, helpdesk, conferences, emails, customers surveys, reports, brochures, feedback mechanism, customer support cells.	Quarterly, annually, as, and when required.	<ul style="list-style-type: none"> = In surveys customers shipping lines are asked to disclose their environment and health safety management system & certifications and targets on carbon reduction, waste management and water efficiency, human rights practices. = Service quality. = Responsiveness to need.



Stakeholders Group	Whether identified as vulnerable & marginalized group (Yes/ No)	Channel 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
Employees	No	Online survey, magazines, e-mails, intranet, reports, website, online grievance mechanism, one- to-one interactions, brochures, HR communication, wellness initiatives and workshops.	Continuous, weekly, monthly, quarterly and annually.	<ul style="list-style-type: none"> = Career/ performance discussion. = Training & Awareness. = Identifying and report human right issues, and the awareness of various means to report any abuse. = Operational efficiency. = Health, safety and engagement initiatives.
Investors & Shareholders	No	Press releases and press conferences, email advisories, inperson meetings, investor conferences, non-deal roadshows, conference calls	Quarterly, annually, as, and when required.	<ul style="list-style-type: none"> = Educating the investor community about TCS integrated value creation model and business strategy for the long term. = Helping investors voice their concerns regarding company policies, reporting, strategy, etc. = Understanding shareholder expectations.
Suppliers	No	Prequalification/ vetting, communication and Partnership meets, MoU and framework agreements, online survey, e-mails, ESG Assessment, vendor meet, online grievance mechanism, site visits, one-to-one interaction, reports, website and workshops.	Monthly, Quarterly, annually, as, and when required.	<ul style="list-style-type: none"> = Quality & sustainable supply. = Timely delivery and payments. = ESG consideration (sustainability, safety, checks compliances, human rights, ISO and OHSAS Standards. = Collaboration and digitalization opportunities.
Communities & NGO	Yes	Community visits and projects, partnership with local charities, volunteerism, seminars/ conferences, assessments & surveys, focused group discussions, one-to-one interactions, media, website, online grievance mechanism and field visits.	Monthly, quarterly, annually, as, and when required.	<ul style="list-style-type: none"> = Identifying & prioritize the interventions required by the communities. = Impact assessments of various community development projects are performed by third parties for CSR interventions undertaken. = Assessments for human rights. = CSR activities. = Awareness programmes.

Stakeholders Group	Whether identified as vulnerable & marginalized group (Yes/ No)	Channel 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
Regulatory Authorities	No	Reports, website, online applications, presentation, one-to-one interaction, events, e-mails, letters, and meetings.	Annually as, and when required	= Regulatory & compliance requirements. = Support & Feedback on business performance. = Sustainability topics of concerns

Leadership Indicators

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

The Company engages with stakeholders to develop policies and strategies including their diverse viewpoints which strengthens the relationship. Interaction with stakeholders create an opportunity to co-create long term solutions for mitigating environmental, social and governance risks.

The Company has established a three-layered governance structure at the Board level, corporate level and unit level to drive sustainability development within the organization at every level. The Board is tasked with reviewing performance, discussing strategic directions, aligning priorities and providing feedback to the respective committees at the corporate level.

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

Yes, the Company has engaged with internal and external stakeholders to align their ESG priorities with the business policies and strategies. The material environmental and social topics are identified based on its relevance to the sector and the requirements of applicable standards and rating indices. The significance of these topics to external stakeholders and the importance to internal stakeholders representing the business are evaluated through one-to-one interaction and focused group discussions. The feedbacks received from them are prioritized and considered as part of the preparation of the business Responsibility and Sustainability Report policies for the in principles.

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

The Company identifies the disadvantaged, vulnerable and marginalized stakeholders on an on-going basis. Any new proposed project or expansion is mapped by engaging the stakeholder proactively. A comprehensive stakeholder management and grievance mechanism exists at all our locations. Company engages with the disadvantaged, vulnerable and marginalized stakeholders through various programs such as education, health, environment, women empowerment, livelihood promotion, sanitation, slum improvement and disaster management with an aim to develop their skills towards leadership and economic enhancement. Various initiatives are undertaken for women, students, unemployed youth, etc. The composition of the CSR committee, CSR Policy and CSR projects approved by the Board is available on our website, at <http://dredge-india.com/files/CSR%20Policy.pdf>.



5

PRINCIPLE

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			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees (Shore)						
Permanent	172	141	82%	187	31	18%
Other than permanent	49	41	83.67%	49	8	16.33%
Total Employees	221	182	82.83%	236	39	17.16%
Employees (Floating)						
Permanent	76	76	100%	85	-	-
Other than permanent	310	308	99.35%	365	02	0.64%
Total Employees	386	384	99.67%	450	02	0.51%
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					FY 2022-23				
	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)										
Permanent	172	-	-	172	100	187	-	-	187	100
Male	141	-	-	141	100	156	-	-	156	100
Female	31	-	-	31	100	31	-	-	31	100
Other than permanent	49	-	-	-	-	-	-	-	-	-
Male	41	41	100	-	-	41	41	100	-	-
Female	8	8	100	-	-	8	8	100	-	-
Employees (Floating)										
Permanent	76	-	-	76	100	85	-	-	85	100
Male	76	-	-	76	100	85	-	-	85	100
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent	386	-	-	386	100	365	-	-	365	100
Male	384	-	-	384	100	363	-	-	363	100
Female	2	-	-	2	100	2	-	-	2	100

Category	FY 2023-24					FY 2022-23				
	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)
Workers										
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)	9	1,50,000.00	1	Rs.2,80,000.00
Key Managerial Personnel	2	25,82,598.00	1	Rs. 16,40,989.00
Employees other than BoD and KMP	696	7,80,004.00	34	Rs. 9,01,518.00
Workers	NA	NA	NA	NA

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	5.75	5.18

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)

Not Applicable

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

The grievance redressal mechanism involves a structured process for addressing complaints of any violation. Any person who experiences or witnesses harassment can file a written complaint. Additionally, the Company has a well-established Central Grievance Mechanism to handle the grievances of employees including Human Rights issues.

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

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

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

To prevent any adverse consequences for complainants in discrimination and harassment cases at our office in India, we take several proactive measures. First and foremost, we have established clear and comprehensive policies against discrimination and harassment, which are communicated to all employees. We believe in fostering awareness among our team, so we conduct regular training sessions to educate everyone about what constitutes unacceptable behavior and the importance of treating each other with respect. To ensure a fair and unbiased process, we have set up an Internal Complaints Committee (ICC) comprising well-trained members who handle such cases with sensitivity and confidentiality. Additionally, we provide an anonymous reporting mechanism, allowing employees to come forward without fear of reprisal.

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

Yes

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

10. Assessments for the year:

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

The Company has identified no risk with respect to human rights violation during the reporting period, hence no corrective actions were necessary to be taken.

Leadership Indicators

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

The Company maintains a strict policy of zero tolerance towards any form of discrimination harassment. Since there were no human right grievances/complaints there were no changes made in business processes during the reporting period.

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

The Company recognises its fundamental responsibilities in respecting and protecting human rights and are committed to ensuring a diverse, inclusive and equitable work environment. The Company has implemented a "Compliance Management Framework" that not only provides user departments guidance on the checks and balances in line with the existing regulatory requirements, but also enable monitoring of the changing regulatory landscape. Internal audits are undertaken to verify compliances with statutory requirements, accordingly corrective and preventive actions are undertaken.

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

Yes, the facilities provided by the Company to its employees in line with the Equal Opportunity Policy extends to the Company's visitors. For easy commute and movements within the Company's locations, adequate wheelchair facilities are available along with ramp structures.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Strict compliance of all the parameters of human rights is ensured in respect of 100% of the value chain partners working within our organization.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others- please specify	

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

Not Applicable.



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	FY 2022-23
From renewable sources		
Total electricity consumption (A)	NIL	NIL
Total fuel consumption (B)	NIL	NIL
Energy consumption through other sources (C)	NIL	NIL
Total energy consumed from renewable sources (A+B+C)	NIL	NIL
From non-renewable sources		
Total electricity consumption (D)	28657.8432	26392.522
Total fuel consumption (E)	1630499.32	1689860.32
Energy consumption through other sources (F)	NA	NA
Total energy consumed from non-renewable sources (D+E+F)	1659157.163	1716252.842
Total energy consumed (A+B+C+D+E+F)	1659157.163	1659157.163
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.34	0.40
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.34	0.40
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional)-the relevant metric may be selected by the entity	NA	NA

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

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

No

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	36333 KL	36798 KL
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NA	NA



Parameter	FY 2023-24	FY 2022-23
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	36333 KL	36798 KL
Total volume of water consumption (in kilolitres)	36333 KL	36798 KL
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00154	0.000126
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00154	0.000126
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment	N.A.	N.A.
(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 kiloliters)		

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

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

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	FY 2022-23
NOx	Metric Tonnes (MT)	1901.17	1831.55
SOx	Metric Tonnes (MT)	76.56	55.65
Particulate matter (PM)	Metric Tonnes (MT)	48.398	50.238
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others- please specify	NA	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. – Yes, IRS (Indian Register of Shipping)

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

Parameter	Unit	FY 2023-24	FY 2022-23
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	760.200	11.96.40
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	(420 KG)	(661 KG)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	NA	NA	NA
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)	NA	0.000033	0.000040
Total Scope 1 and Scope 2 emission intensity in terms of physical output	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional)	NA	NA	NA

- the relevant metric may be selected by the entity

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

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

No

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NIL	NIL
E-waste (B)	NIL	NIL
Bio-medical waste (C)	NIL	NIL
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	NIL	NIL
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G)	562 Nos	549 nos
1. Empty Barrels	248.08 KL	86.8
2. Waste Oil		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	491.7 Tons	NIL
1. MS Scrap	0.1 Tons	
2. Aluminium Brake Shoe	0.24 Tons	
3. Cast Steel		
4. Rubber With Iron Flange	4.36 Tons	
Total (A+B + C + D + E + F + G + H)	496.4 Tons & 300 Nos of Barrels	NIL
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	NA	NA
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	NA	NA
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) - the relevant metric may be selected by the entity	NA	NA
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	NA	NA
(ii) Re-used	NA	NA



Parameter	FY 2023-24	FY 2022-23
(iii) Other recovery operations	NA	NA
Total	NA	NA
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
Total	NA	NA

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

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.

DCI has formulated its Vessel Garbage Management Plan. The DCI regularly practices recycling and proper disposal techniques. E-waste and paper waste are collected, sorted and supplied to respective approved vendors. Furthermore, DCI complies with relevant waste management regulations and guidelines, including proper handling and disposal of hazardous waste.

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.
1.	Ports	Dredging	Yes, Environmental Clearance is taken by Ports.

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
NIL					

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	Results communicated in public domain (Yes / No)	Corrective action taken, if any
NIL				

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: Not Applicable

(i) Name of the area : Not Applicable

(ii) Nature of operations : Not Applicable

(iii) Water withdrawal, consumption and discharge in the following format: Not Applicable

Parameter	FY 2023-24	FY 2022-23
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 kiloliters)	NA	NA
Total volume of water consumption (in kiloliters)	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 kiloliters)		
(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
- 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 kiloliters)	NA	NA

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

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions	Metric tonnes of CO2 equivalent	760200	119640
(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
Total Scope 3 emissions per rupee of turnover	-	0.000033	0.000040
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

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

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities: Not Applicable

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	ISO-14001	Implementation of ISO-14001	Environmental Management System Compliance
2.	MARPOL	Vessels certified for IAPP, IOPP, ISPP.	IMO Compliance

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

DCI Disaster Management Plan is part of Vishakhapatnam Port Authority. DCI's Business Continuity Plan (BCP) is an essential part of risk management strategy which includes contingent planning for human resources, assets & business processes,



natural disasters-weather-related events, flood, fire, cyber and virtual attacks, operations risks, supply chain risks, finance, health and safety, among others and any other aspects that could be affected by downtime or failure. The Company captures these risks as part of the risk identification and mitigation process and considers the impact thereof while making business decisions.

BCP includes a detailed step-by-step guide that outlines:

- = the specific response
- = the responsible people for the response
- = key responsibilities
- = timelines that highlight when the responses are to be executed

DCI has also developed site specific emergency plan with disaster management plan, which streamlines procedures to timely contain the incident, minimize casualties and prevent further injuries in the occurrence of any flood, cyclone, earthquake or fire hazard along with individual roles and responsibilities.

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:

DCI recognizes the environmental risks associated with its services and value chain of the entity. Company ensures value chain adheres to applicable environmental permissions (Consents for activity and PUC for logistics partners). To mitigate these risks the Company invests on the latest technologies and innovations. It has made concerted efforts.

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

The Company has not undertaken any physical assessment of the Value Chain partners. However, the Company ensures 100% value chain members adhere to applicable environmental permissions.



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.
- 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	FICCI	NATIONAL
2	MARITIME UNION OF INDIA	NATIONAL
3	NUSI	NATIONAL
4	INSA	NATIONAL
5	NATIONAL MARITIME BOARD	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
NIL		

Leadership Indicators

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

S. No.	Public policy advocated	Method restored 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
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The Company proactively engages with different stakeholders including industry chambers, associations, government ministries and regulators and provides its inputs on various areas such as infrastructure sector, renewable energy, space, health and safety etc. Over the years, the Company's executives have played a key role in helping shape public policy and have been invited to join.



Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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DCI has not conducted any activities related to SIA.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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DCI has not conducted any activity related to rehabilitation and resettlement.

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

Centralized Public Grievance Redress and Monitoring System (CPGRAMS) is an online platform, a flagship initiative for the reformation in governance started by the Indian central government through addressing the grievances of general public. DCI uses the portal to address grievances of communities and track lodged grievances, progress, and receive updates. The concerned department reviews the grievance and takes necessary action.

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

Parameter	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	11%	15%
Directly from within India	13.22%	17.65%

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	FY 2022-23
Rural	69.5	68.8
Semi-urban	18.2	17.6
Urban	8.7	9.8
Metropolitan	3.6	3.8



(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:

Details of negative social impact identified	Corrective action taken
No actions required by the Company.	

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	Andhra Pradesh	Alluri Sitharamaraju District	Rs. 5,00,000/-

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

Yes

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

- 1) MSME/SC-ST owned vendor
- 2) Women entrepreneur

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

During FY 2023-24, 13.2% of the Company's procurement was derived from local State vendors and 13.2% from the same district.

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
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The Company does not have any intellectual property owned, created, or acquired based on traditional knowledge during the year.

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
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The Company does not have any intellectual property owned, created, or acquired based on traditional knowledge during the year.

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.	Installation of Borewells for providing potable water in Tribal agency areas of Aruku, Alluri Sitharama Raju District, Andhra Pradesh	People of 2 villages	100 % Tribal people



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:

DCI receives complaints from various ways like CPGRAMS portal, emails, letters and DAK etc.

The complaints and grievances are taken up with respective sections, departments, RBGs, SBG's and suitable redressal mechanism is adopted. Grievances are also processed through Grievance Redressal Policy as approved by Board of Directors.

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	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	

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

	FY 2023-24			FY 2022-23		
	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	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	

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, the DCI has a cyber-security framework in place and has put in mechanisms for tackling and mitigation of cyber risks and data privacy threats. The frame work is crucial in safeguarding the business processes against potential security breaches and preventing any misuse of customer data. The IT Head assures that IT security processes and systems are implemented effectively by educating the staff on a regular basis via email about the risks posed by cyber incidents and the steps that can be taken to mitigate them. Annually, the Company conducts a vulnerability assessment on all the critical assets and on a recurring basis, a third party audits our system effectiveness, processes, maturity and practices to ensure their efficiency .DCI's privacy policy available at www.dredge-india.com

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.

No significant concerns/complaints/penalties/regulatory actions were identified during the year. Nevertheless, our commitment remains steadfast in delivering the highest quality products to our customers. We actively incorporate feedback from all stakeholders into our business processes to continually enhance our offerings.



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).

Yes, all the required information about our services has been uploaded on our website and can be accessed at : www.dredge-india.com

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

The Company does not operate in B2C space and products manufactured are made according to client/customer specifications. The products' business manufactures heavy machines and machine parts for industrial and defence use. The Company engages with its clients/customers on a regular basis to explain about its products, innovations, new technologies and techniques that are implemented or proposed to be implemented to enhance product quality and features.

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

The Company does not have any direct presence or role in provision of essential services. However, during execution of projects and transportation of machinery/equipment, the clients and concerned public departments/authorities are informed in advance through electronic communication and over telephones calls and their permissions are sought for road closure, traffic diversion, isolation of utility supplies etc.

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)

The Company does not manufacture or sell products which are covered under such laws. Various business verticals conduct customer satisfaction surveys and feedback in a systematic manner and is a process included in Quality Management System. The feedback is collected through a structured questionnaire based relevant parameters. The feedback is usually collected on a half-yearly or annual basis. Key points related to areas of improvement are captured in the feedback report which is reviewed by the senior management of the relevant business on a regular basis.