



# गार्डन रीच शिपबिल्डर्स एण्ड इंजीनियर्स लिमिटेड **Garden Reach Shipbuilders & Engineers Ltd.**

(भारत सरकार का उपक्रम, रक्षा मंत्रालय)  
(A Government of India Undertaking, Ministry of Defence )  
CIN NO. : L35111WB1934GOI007891

SECY/GRSE/BD-69/CA/15/23-24

31 Aug 2023

To,

**National Stock Exchange of India Limited**

Exchange Plaza

Bandra Kurla Complex, Bandra (E),

Mumbai – 400 051

Symbol: GRSE

**BSE Limited**

Phiroze Jeejeebhoy Towers,

Dalal Street,

Mumbai – 400 001

Scrip Code: 542011

**Sub: Business Responsibility and Sustainability Report of Garden Reach Shipbuilders & Engineers Limited for the financial year 2022-23**

Dear Sir / Madam,

1. Pursuant to Regulation 34(2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and circulars issued by the Stock Exchanges, we are submitting herewith the **Business Responsibility and Sustainability Report** of the Company for the financial year 2022-23.
2. The **Business Responsibility and Sustainability Report** being part of the **Annual Report 2022-23** is also uploaded on the website of the Company at [www.grse.in](http://www.grse.in).
3. This is for your information and record.

Thanking You,

Yours faithfully,

For Garden Reach Shipbuilders & Engineers Limited

Sandeep Mahapatra

Company Secretary and Compliance Officer

ICSI Membership No. ACS 10992

Encl: Business Responsibility and Sustainability Report - 2022-23

पंजीकृत एवं निगमित कार्यालय : जी आर एस ई भवन, 61, गार्डन रीच रोड, कोलकाता - 700 024

Registered & Corporate Office : GRSE Bhavan, 61, Garden Reach Road, Kolkata - 700 024

फैक्स/ Fax : 033-2469 8150, दूरभाष/ Telephone :033-2469 8105 - 108

Web : [www.grse.in](http://www.grse.in), E-mail : [co.sec@grse.co.in](mailto:co.sec@grse.co.in)

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	: L35111WB1934GOI007891
2.	<b>Name of the Listed Entity</b>	: Garden Reach Shipbuilders & Engineers Limited
3.	<b>Year of incorporation</b>	: 26 Feb 1934
4.	<b>Registered office address</b>	: GRSE Bhavan, 61, Garden Reach Road, Kolkata, West Bengal – 700 024
5.	<b>Corporate address</b>	: GRSE Bhavan, 61, Garden Reach Road, Kolkata, West Bengal – 700 024
6.	<b>E-mail</b>	: co.sec@grse.co.in
7.	<b>Telephone</b>	: 033-2469 8105 to 108
8.	<b>Website</b>	: <a href="http://www.grse.in">www.grse.in</a>
9.	<b>Financial year for which reporting is being done</b>	: <b>2022-23</b>
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	: 1. National Stock Exchange of India Limited (NSE) 2. BSE Limited (BSE)
11.	<b>Paid-up Capital</b>	: ₹1,14,55,20,000
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	: Shri Sandeep Mahapatra (Company Secretary), Garden Reach Shipbuilders & Engineers Limited, GRSE Bhavan, 61, Garden Reach Road, Kolkata 700024, Telephone: 033-2469 8545 E-mail: <a href="mailto:co.sec@grse.co.in">co.sec@grse.co.in</a>
13.	<b>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).</b>	: Standalone Basis

### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
01.	Manufacturing	(i) Shipbuilding	95.03%
		(ii) Engineering	2.74%
		(iii) Diesel Engine	0.90%
02.	Service	(iv) Ship Repair	1.33%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
01.	Shipbuilding	301	95.03%
02.	Engineering	281	2.74%
03.	Ship Repair	331	1.33%
04.	Diesel Engine	711	0.90%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	6 (Six)	5 (Five)	11 (Eleven)
International	Nil	Nil	Nil

#### 17. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	Our product reach covers the entire Indian Territory through our Defence Forces.
International (No. of Countries)	Around 10 reach countries

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

2.33%

##### c. A brief on types of customer

GRSE supplies to both national and international customers catering to the Defence as well as Civil operations. However, majority of the company's supplies are for the Indian Defence Services namely, Indian Navy (IN), Indian Coast Guard (ICG) and Indian Army (IA).

### IV. Employees

#### 18. Details as at the end of Financial Year:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	590	539	91.36%	51	8.64%
2.	Other than Permanent (E)	78	68	87.18%	10	12.82%
3.	<b>Total employees (D + E)</b>	668	607	90.87%	61	9.13%
<b>WORKERS</b>						
4.	Permanent (F)	1075	1046	97.30%	29	2.70%
5.	Other than Permanent (G)	1	0	0%	1	100%
6.	<b>Total workers (F + G)</b>	1076	1046	97.21%	30	2.79%

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

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	13	12	92.31%	1	7.69%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	<b>Total differentlyabled employees (D + E)</b>	13	12	92.31%	1	7.69%
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	36	35	97.22%	1	2.78%
5.	Other than permanent (G)	1	0	0%	1	100%
6.	<b>Total differentlyabled workers (F + G)</b>	37	35	94.59%	2	5.41%

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

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

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

(Disclose trends for the past 3 years)

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
PermanentEmployees	2.60%	0	2.60%	1.86%	0	1.86%	0.89%	0	0.89%
PermanentWorkers	0	0	0	0	0	0	0	0	0

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****21. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether holding/ Subsidiary/ Associate/ JointVenture	% 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)
01	NA	NA	NA	NA

**VI. CSR Details****22.** (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**

(i) Turnover in ₹1,75,751.37 Lakh

(ii) Net worth in ₹1,25,789.07 Lakh

## VII. Transparency and Disclosures Compliances

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

During the financial year 2022-23, no investor complaints/grievances have been received by the Company and through SEBI Scores Platform, NSE, BSE and Registrar & Transfer Agent.

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 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes ( <a href="http://www.pgportal.gov.in">www.pgportal.gov.in</a> )	18	0	These complaints are tracked through Centralised Public Grievance Redress and Monitoring System (CPGRAMS) portal under the Ministry of Personnel, Public Grievances & Pensions, the Department of Administrative Reforms and Public Grievances	25	0	These complaints are tracked through Centralised Public Grievance Redress and Monitoring System (CPGRAMS) portal under the Ministry of Personnel, Public Grievances & Pensions, the Department of Administrative Reforms and Public Grievances
Investors (other than shareholders)	No	0	0	NA	0	0	NA
Shareholders	Yes*	4	0	NA	0	0	NA
Employees and workers	Yes (Grievances are received through email or letters. Hence, there is no web link available)	2	2	Service related matters	4	4	Service related matters
Customers	Yes**	0	0	The issues have been deliberated in Structured Meeting with Customers and have been attended.	0	0	The issues have been deliberated in Structured Meeting with Customers and have been attended.
Value Chain Partners	Yes (No web link available)	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

\*The Company has Stakeholder Relationship Committee to redress the complaints received from the shareholders as per SEBI Listing Regulations. Hence, there is no web link

\*\* GRSE deals with Defence Customers and therefore all the communication is through confidential mode as per the requirement of Customer. So there is no web link.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Environmental Footprint – Water Management	Risk	Inadvertent non-compliance to existing and emerging regulations around recycling can result in economic penalties and reputation damage	Reduction in waste generation, maximization of recycling and reuse.	Negative Implications
2.	Regulatory Compliance	Risk	Violating regulatory compliance often results in legal punishment, including fines and penalties	1. Creating a strong ethical organisational culture with a focus on transparency and compliance 2. Regularly carrying out risk assessments to identify areas of potential exposure to compliance-related risks	Negative Implications
3.	Corporate Governance - Board composition	Risk	GRSE being a CPSE, the appointment of Directors are made by Govt. of India and the Company has no control over filling up of the vacancy within the stipulated time frame specified under the Act/ Rules / Regulations, to comply the same.	The Company is taking advance action with Administrative Ministry, i.e. Ministry of Defence to appoint Directors in time.	Negative Implications
4.	Sustainable supply chain and sourcing	Opportunity	Ensuring a green, local, and socially sound supply chain can contribute to stability and diversity while also creating local employment	1. Lower raw material procurement cost 2. Reduction in transportation costs	Positive Implications
5.	Recruitment and talent retention	Opportunity	Initiating employee benefit plans, offering competitive pay packages, and focusing on a diverse workforce can help retain the right talent and bring about a diverse perspective during the decision-making process	Reduced recruitment cost	Positive Implications
6.	Grievance Mechanism	Risk	Establishing a robust grievance redressal mechanism ensures compliance with rules and regulations, therefore, building the trust of the customers, investors, and employees	Legal fines and penalties	Negative Implications
7.	Human Rights	Risk	Non-adherence to human rights principles may lead to reputational damage and penalties	Ensuring compliance with international and national human rights standards within the organisation and its value chain	Negative 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)
8.	Anti-bribery and corruption	Risk	The Company can be exposed to legal fines, penalties, damaged reputation, business disruption, and erosion of trust in the case of non-adherence to ethical business practices	<ol style="list-style-type: none"> <li>1. Implementing internal controls to strengthen compliance with applicable laws</li> <li>2. Devising a plan to conduct awareness programmes and training for internal stakeholders on ethical practices</li> <li>3. Instituting an effective whistle-blower and grievance redressal mechanism</li> </ol>	Negative

## 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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Policy and management processes										
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Policies are uploaded on the Company of the website of the Company at <a href="https://grse.in/policies/">https://grse.in/policies/</a> and on the Company's Intranet portal.									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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	Provisions of SEBI Regulations and DPE Guidelines	ISO 9001: 2015, ISO 14001: 2015, ISO 45001: 2018	ISO 45001: 2018 and DPE Guidelines	Section 135 of Companies Act, 2013, DPE Guidelines and SDGs	DPE Guidelines and SDGs	ISO 14001: 2015 and ISO 50001: 2018	DPE Guidelines and SDGs	Section 135 of Companies Act, 2013 and DPE Guidelines	ISO 9001: 2015 and SDGs	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	MoU has been signed between GRSE and Ministry of Defence for financial, non-financial targets and compliance parameters for the year 2022-23 with weightage of 100 marks. Further, any commitments, goals and targets are provided in Section C of this report, wherever applicable.									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	MoU for the year 2022-23 is under evaluation. On the completion of evaluation, the same will be submitted to MoD/DPE for further evaluation and award of rating. Further, performance against specific commitments, goals and targets are provided in Section C of this report, wherever applicable.									

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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## 7. Governance, leadership and oversight

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)*

We aim to create a sustainable future through environment conservation activities for the community. All emissions and waste generated is monitored as prescribed by the Pollution Control Boards. The Company is also actively promoting socioeconomic rejuvenation through targeted CSR activities such as healthcare, Skill Development for Employment Enhancement & Self Employment, Education, Sanitation, Drinking Water, River Rejuvenation, Environment Sustainability etc.

GRSE being a CPSE, the appointment of Directors has made by Govt. of India and the Company has no control over filling up of the vacancy within the stipulated time frame specified under the Act / Rules / Regulations, to comply the same.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	DIN Number	10205285
	Name	DIG Subrato Ghosh, ICG (Retd.)
	Designation	Director (Personnel)
	Telephone No.	033-24691040
	Email ID	dp@grse.co.in

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 Committees of the Board with their specific terms of reference are in place to ensure decision making/oversight on sustainability related issues. The Committees are Corporate Social Responsibility & Sustainability Committee, Risk Management Committee and other management committees.
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## 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)										
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9		
Performance against above policies and follow up action																			Directors	Policies are reviewed periodically or on a need basis from time to time and necessary updates are made wherever required.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances*																			Directors	As and when required.

\* Complied except with respect to composition of the Board of Directors & constitution of its Committee under SEBI (LODR) Regulations, due to non-appointment of Independent Directors. Since, the Company is a CPSE, the appointment of directors has to be made by our concerned administrative ministry i.e. Ministry of Defence. Hence, the matter has been referred to the MoD for filling up the post and the same is pending with MoD/ DPE.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No external evaluation was undertaken, however, the policies, processes and compliances are subject to scrutiny/ reviews by internal & external auditors, regulators, Parliamentary Committees, Administrative Ministry etc. Policies are periodically evaluated and updated by various department heads, business heads, and approved by the management and/or board.
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12.	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	
	The entity does not consider the Principles material to its business (Yes/No)	As the company has formulated policies based on all the nine Principles, hence Not Applicable.
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	
	It is planned to be done in the next financial year (Yes/No)	
	Any other reason (please specify)	

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### PRINCIPLE 1:

#### BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

##### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	Compliance Management, Environment, Social, Governance etc., and Master Class on Building Better Boards	50%
Key Managerial Personnel	2	ESG and Governance Ethics	100%
Employees other than BoD and KMPs	35	Training / Awareness Programs pertaining to wellness of the employees, CDA, safety, environment & sustainability, etc.	15.48 %
Workers	30	Training / Awareness Programs will enable the employees to acquire the knowledge / skills for enhancement of their capabilities.	36.43 %

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	1	NSE BSE	22,66,780 22,66,780	Regulation 17(1), 18(1), and 19(1)/ 19(2) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 for the Financial Year 31 March, 2023	Yes
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding Fee	NIL	NIL	NIL	NIL	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	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

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
Further to the details of one penalty/fine case mentioned, the Company has submitted quarter wise response vide their letter dated 22 Aug 2022, 21 Nov 2022, 21 Feb 2023 & 22 May 2023 respectively and has requested to waive off the penalty. However, as per the SOP of SEBI, the Stock Exchanges could not consider the case for waiver of penalty due to the non-compliances continued.	NSE & BSE

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, GRSE has an anti-corruption and anti-bribery policy. The company has a well formulated Conduct, Discipline & Appeal (CDA) Rule which are to be followed by all employees.

Garden Reach shipbuilders and Engineers Limited (GRSE) is a Central Public Sector Enterprise (CPSE) under the Ministry of Defence, Govt. of India. As per the CVC Act, 2003, GRSE Ltd. comes under the jurisdiction of Central Vigilance Commission (CVC) with regards to anti-corruption / anti-bribery policy and all its rules & regulations and policies are in accordance with the CVC Guidelines.

The Vigilance set up of the organization is headed by a Chief Vigilance Officer (CVO), who is on deputation from the Central Government and provides a link between the Organization and the Central Vigilance Commission as well as the Central Bureau of Investigation (CBI).

The CVO receives all complaints, handles all vigilance matters, conducts regular as well as surprise checks and reports to the CVC. The names, email address and phone numbers of CVO and his officers have been provided in the Vigilance Corner of the GRSE website (<https://www.grse.in/vigilance-corner/>) and a link (<https://www.grse.in/registering-a-new-complaint/>) has also been provided there to get in touch with CVO if a person wants to register a complaint. Further if the person also wants to register the complaint directly with CVC then the link (<https://portal.cvc.gov.in/>) for the same is also provided on the GRSE website

For monitoring all Tenders and Contracts of worth ₹ 2.0 Crores or more the company, as per the directives of the CVC, the Company have two Independent External Monitors (IEMs). The names, addresses and telephone numbers of IEMs are provided in all the Tenders and Contracts of worth ₹ 2.0 Crores or above thus allowing the bidders, if they wish, to get in touch with them in case of any issues. In addition to this all bidders participating in such tenders are supposed to mandatorily submit an Integrity Pact which envisages an agreement between the prospective vendors / bidders and the Principal (GRSE), committing the persons / officials of both sides, not to resort to any corrupt practices in any aspect / stage of the contract. Only those vendors/ bidders, who commit themselves to such a Pact with the Principal, are

considered competent to participate in the bidding process. Integrity Pact, in respect of a particular contract, is operative from the stage of invitation of bids till the final completion of the contract. Any violation of the same entail disqualification of the bidders and exclusion from future business dealings.

Vigilance Manual by Central Vigilance Commission forms the guidelines for Vigilance / anti-corruption activities in GRSE. The principal responsibility of CVO is to undertake the following:

- i) Punitive Vigilance
- ii) Preventive Vigilance
- iii) Surveillance & Detection.

The CVC Vigilance Manual may be downloaded from the following link: <https://www.cvc.gov.in/sites/default/files/Vigilance%20Manual%28updated%202021%29-Hyperlinked.pdf>

The Links to the various policies as available on the GRSE website are as under:

1. GRSE Complaint Policy:  
[https://www.grse.in/wp-content/uploads/2022/04/grse\\_complaint\\_policy\\_signed.pdf](https://www.grse.in/wp-content/uploads/2022/04/grse_complaint_policy_signed.pdf)
2. GRSE Whistle Blower Policy:  
<https://www.grse.in/wp-content/uploads/2022/04/Whistle-Blower-Policy.pdf>

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

	FY 2022-23	FY 2021-22
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL-		NIL-	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL-		NIL-	

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

There is no fines / penalties / action taken by any regulators/ law enforcement authority during the financial year.

**Leadership Indicators**

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Not Available	Not Available	0%

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

Yes, The Company receives disclosures/declarations from its Board Members regarding their Directorship/Committee/Shareholding on an annual basis and on joining. The Company ensures that all requisite approvals are in place as required under various statutes before transacting with such entities /individuals. The interested Directors do not participate in agenda items at the Board/Committee Meetings in which they are deemed to be interested.

**PRINCIPLE 2:****BUSINESS SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE****Essential Indicators**

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	NIL	NIL	NA
Capex	8.60%	NIL	Improvement in Green Energy

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

Yes

- (b) If yes, what percentage of inputs were sourced sustainably?**

We have green procurement practices which enables transparent, fair, competitive, cost effective and environment friendly procurement practices. There is a dedicated portal facilitated for all e-tenders which can be accessed at [www.grse.in](http://www.grse.in).

The procurement of equipment is done from the domestic and international market from globally reputed suppliers of the advanced economies which are compliant with the global sustainable standards. All these practices have enabled us to establish procedures for sustainable sourcing. To secure transparent and sustainable procurement proactive measures are undertaken like on boarding vendors on GeM (Government e-Marketplace) for which over 19,000 vendor records were shared with GeM, organizing exclusive awareness programs for vendors (refractory / ancillary, etc.), encouraging sense of competition among Plants / Units for procurements, empanel, review and update vendor database, etc. GRSE has implemented e-procurement/ GeM as business improvement and sustainable business practice. Further, 100% of our equipment/ inputs are sourced sustainably

Additionally, GRSE implements all government policies which contribute towards our sustainable sourcing, such as those on domestically manufactured iron and steel products, purchase preference policy for preference to domestically manufactured products, services or works relating to Defence, domestically manufactured electronic products, preferential market access policy, etc.

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

GRSE products falls under capital goods category whose life goes beyond 25 years in majority cases. The main products of the Company are Warships, Vessels, Bailey Bridges, Ship Engines and other accessories for use in strategic/ national security applications. Once the products are sold they would not come back to the company. After end of fruitful life of Capital goods, they become unfit for reuse and hence being disposed as scrap by owner of the capital good products.

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.**

EPR is not applicable to GRSE's activities.

**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?**

No, Company has not conducted Life Cycle Assessments for products.

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.**

Nil

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).**

The Company's manufacturing processes generate fair amount of metal scrap, however engineering measures are taken to minimize waste generation. Some of the metal scraps are reused and balance sold following proper process.

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:**

GRSE's business is B2B in nature and products /systems we supply falls under capital goods category with long life cycle (25 years and beyond). All the associated packaging material in which we supply our products become the property of our customer spread across the country and abroad. In this given situation, it is not feasible to reclaim the product (end of life) or packaging material from the customer.

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

There is no scope of reclaiming product packaging in case of ship building, ship repair and other products of the Company.

**PRINCIPLE 3****BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS****Essential Indicators****1. (a) Details of measures for the well-being of employees:**

% of employees covered by											
Category	Total (A)	Health insurance (*)		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	539	-	-	-	-	-	-	21	3.90	-	-
Female	51	-	-	-	-	-	-	-	-	-	-
Total	590	-	-	-	-	-	-	21	3.56	-	-
<b>Other than Permanent employees</b>											
Male	68	-	-	-	-	-	-	1	1.47	-	-
Female	10	-	-	-	-	-	-	-	-	-	-
Total	78	-	-	-	-	-	-	1	1.28	-	-

**(b) Details of measures for the well-being of workers:**

% of workers covered by											
Category	Total (A)	Health insurance (*)		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	1046	-	-	-	-	-	-	15	1.43%	-	-
Female	29	-	-	-	-	-	-	-	-	-	-
Total	1075	-	-	-	-	-	-	15	1.40%	-	-
<b>Other than Permanent workers</b>											
Male	0	-	-	-	-	-	-	-	-	-	-
Female	1	-	-	-	-	-	-	-	-	-	-
Total	1	-	-	-	-	-	-	-	-	-	-

(\*) Medical facility is administered by the Company through its own resources under Medical Attendance Rules of the Company.

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	0	0	NA	0	0	NA
Others – (GRSE Pension scheme)	NA	NA	NA	NA	NA	NA

Note:

- (i) Medical needs of permanent employees/ workers have been taken care by Company Industrial Health Centers set up in the Units of the company. In case of specialized treatment, employees/ workers are referred to empaneled Hospitals. Since medical needs of the permanent employees/ workers have been taken care by the Company, no separate Health Insurance is taken.
- (ii) As a retirement benefit apart from PF and Gratuity, all employees and workers are also covered under GRSE pension scheme.
- (iii) ESI is not applicable as GRSE extends medical facility scheme to all employees.

### 3. Accessibility of workplaces

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

Yes, all our office premises/ units are accessible to the differently abled employees and workers. GRSE is continuously working towards improving accessibility of Infrastructure to the differently abled person and made in accordance to the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Yes, the company takes affirmative action in recruitment and promotion for representation of employees from socio-economically backward sections of the society, minorities, disabled personnel and women as mandated by the Govt. of India. The company is an equal opportunity employer and does not discriminate on the basis of gender, race, caste, religion, region, linguistic etc. in recruitment and employment relationship.

In case of an employee made to retire on medical grounds prematurely, provisions of 'The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, are kept in consideration. Additionally, Transfer and Job Rotation Policy mandated for applicability of Government guidelines for the transfer of PwD employees.

The web link to the policy is <https://www.grse.in/equal-opportunity-policy/>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

### 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
Other than Permanent Workers	Yes
Employees	Yes
Other than Permanent Employees	Yes

GRSE has multiple online grievances portal including Grievances Redressal System which allows its employees and worker to engage with the Company systemically and enables them to express their individual views and opinions.

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in Respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	672	460	68.45%	629	478	75.99%
▪ Male	611	421	68.90%	572	439	76.75%
▪ Female	61	39	63.90%	57	39	68.42%
Total Permanent Workers	1076	1076	100%	1161	1161	100%
▪ Male	1046	1046	100%	1129	1129	100%
▪ Female	30	30	0	32	32	0

8. Details of training given to employees and workers:

Category	Total (A)	FY 2022-23				Total (D)	FY 2021-22			
		On Health and safety measures		On Skill upgradation			On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	611	77	12.60	417	68.25	572	66	11.54	439	76.75
Female	61	15	24.59	35	57.37	57	17	29.82	42	73.68
Total	672	92	13.69	452	67.26	629	83	13.19	481	76.47
<b>Workers</b>										
Male	1046	382	36.52	26	2.49	1129	14	1.24	74	6.55
Female	30	5	16.67	2	6.67	32	2	6.25	3	9.38
Total	1076	387	35.97	28	2.60	1161	16	1.38	77	6.63

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	%(B/ A)	Total (C)	No. (D)	%(D/ C)
<b>Employees</b>						
Male	539	539	100	535	535	100
Female	51	51	100	49	49	100
Total	590	590	100	584	584	100
<b>Workers</b>						
Male	1046	284	27.15	1129	303	26.84
Female	29	6	20.69	31	6	19.35
Total	1075	290	26.98	1160	309	26.64

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

Yes, GRSE has implemented Occupational Health and Safety Management System (OHSMS). GRSE aims to establish the highest standards necessary to meet and surpass any regulatory requirements for health and safety. All GRSE Units have ISO certification, and the coverage is as required by the system. In line with the statutory requirements/regulations/guidelines/policies, GRSE makes constant effort to avert all illnesses and accidents related to the workplace. Accordingly, health and safety are crucial components of all its operations. It aids in risk assessment and offers safeguards against health and safety issues in operations and activities. Internal and surveillance audits and evaluations are conducted on a regular basis, which leads to continuous improvement in safety standards and performance.

**b. What are the processes used to identify Work-related Hazards & Assess Risks on a routine and non-routine basis by the Company?**

The following process are used to identify work related Hazards & Assess Risks on a routine and non-routine basis by the Company:

- (i) Hazard Identification and Risk Assessment
- (ii) Aspect and Impact Register
- (iii) Check List
- (iv) Safety Inspections/ Observations
- (v) Drive & Campaigns
- (vi) Safety Audits

**c. Whether Company have process for Workers to report the work-related Hazards & to remove themselves from such risks? (Yes / No)**

Yes

**d. Do the Employees / Workers of the Company have access to non-occupational medical & healthcare services? (Yes/ No)**

Yes

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

Safety Incident I Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	2.43	3.02
	Workmen	Nil	Nil
Total recordable work-related Injuries	Employees	08	09
	Workmen	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workmen	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workmen	Nil	Nil

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

The following measures taken by the entity to ensure a safe and healthy work place

- (i) Provisions of adequate Ventilations, Lighting, Machine Guards and Exhaust Systems at workplace;
- (ii) Provisions of Drinking Water, Rest Rooms and establishment of First Aid Center;
- (iii) Provisions of Personal Protective Equipment;
- (iv) Awareness created through display of signage, precautionary boards and trainings on Fire, Safety, Health & First Aid.
- (v) Implementation of work permit systems like Height Work, Hot Work;
- (vi) Periodical Health Check-up of Employees;
- (vii) Celebration of Safety Day by displaying safety banners., distribution of safety badges, taking safety pledge and displaying safety awareness posters, etc.



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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NA	NIL	NIL	NA
Health & Safety	NIL	NIL	NA	NIL	NIL	NA

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	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.**

- (i) All safety related incidents are investigated and learnings from investigation are shared across organization for deployment of corrective actions to stop recurrence of such incidents. Effectiveness of Corrective actions deployment are checked during Safety Audits.
- (ii) Safety Manuals & SOPs are reviewed/revisited of the concerned area or function where the incident has taken place.
- (iii) Significant risks/concerns arising from assessment of Health and Safety Practices are addressed through following risk control hierarchy i.e. elimination, substitution, engineering control (use of Technology/Digitization etc.), administrative control (Safety Capability Building, Monitoring and supervision, visual displays etc.) and usage of PPEs.

**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).**

A. Employees	Yes
B. Workers	Yes

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

All of the GRSE's value chain partners comes under PF and ESI Act which makes them liable to deduct and deposit statutory dues. Both Central and State labor departments, PF and ESI departments conduct periodic inspections in this regard.

In addition, the service contract between GRSE and service provider also contains clause under 'payment terms' for necessary statutory payments like PF, ESI etc. by the service provider.

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

or whose family members have been placed in suitable employment:

No employees were rehabilitated during 2022-23 and 2021-22.

**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)**

No

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

All of the GRSE's value chain partners comes under relevant labour laws and acts. Because of which both Central and State labour department conduct periodic inspections in related to health and safety practices and working conditions at the premise of value chain partners. Any gap identified is suitably addressed by the partners.

**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**

Refer point 5 above

**PRINCIPLE 4**

**BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS**

**Essential Indicators**

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

The Company has system for identification of key stakeholders. Stakeholders engagement at GRSE is an ongoing process wherein the Company interacts with its stakeholders at different levels to understand and address their expectations and collaborates with them for creating shared value. The Company has built a constructive relationship with all its stakeholders based on mutual trust, transparency, ethics and accountability. Continuous two way dialogue process with stakeholders along with their feedbacks on various issues concerning the company's operations has ended us to establish sustainable relationships with the stakeholders. Apart from Customers, Suppliers, Employees, Shareholders, Government, Regulatory & Statutory

Bodies, Auditors, Bankers, all community members nearby locations of divisions/ units of the Company are considered as key stakeholder of the Company.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email, Letters, Meetings, Website etc.	Regularly	Assessment of customer needs, their requirement, complaints resolution, business enquiries etc.
Shareholders	No	Website, Email, Letters, Meetings, Newspaper Publications, Stock Exchange disclosures, Annual Report, etc.	Engagement is done on Quarterly, Half yearly & Annual basis as well as whenever the event occurs.	All events required shareholders approval, resolution of grievances and disclosures required under SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 and Companies Act, 2013.
Employees	No	Email, Notice Board, E-Newsletter, Magazine, C&MD's message on events, Shop council, Plant council etc.	Weekly, Monthly, Yearly and Occasionally	Information on Company activities
Vendors/ Suppliers	No	Website, Emails, GRSE website, Vendor meets etc.	Regularly	To make vendors/suppliers aware of: <ul style="list-style-type: none"> <li>Public Procurement Policy (Preference to Make in India)</li> <li>Import substitution</li> <li>Participating in tenders issued on GeM portal</li> <li>Lodging and tracking grievances on GRSE's grievance redressal portal.</li> <li>GRSE quality objectives</li> </ul>
Industry bodies, Regulators	No	Email, Letters, Meetings	As and when required.	Ensure 100% compliance to applicable laws
Governments; NGOs; local communities; media. industry analysts, society at large	No	As needed: Governance RFI/ RFPs; presentations, project meetings, reviews, due diligence, calls and meetings, conferences and seminars, surveys, press releases, press conferences; media interviews and quotes, sponsored events, Analyst meet	Monthly, Quarterly, Half Yearly and as and when needed.	<ul style="list-style-type: none"> <li>Communicate GRSE performance and strategy;</li> <li>Share and contribute to insight into public and business concerns;</li> <li>Discuss GRSE response to responsible business issues.</li> </ul>

**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.**

GRSE recognises the importance of proactive interaction with its stakeholders as it helps the Company in matching their expectations and building stakeholder trust and confidence. In addition, the Company consults with its stakeholders on sustainability issues. GRSE conducts materiality assessment process where it involves its stakeholders, and they are encouraged to give their perspectives on the Company's sustainability goals. The Company engages with the stakeholders through materiality survey and one-on-one discussions. The outcomes of stakeholder consultations are reviewed by CSR & Sustainability Committee of the Board of Directors of the Company.

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

Yes. Stakeholder consultation is key to identification of areas of improvement in corporate environmental & social efforts. Stakeholders have provided their support to various environmental & social endeavours of GRSE viz. indigenization under Atmanirbhar Bharat, development of

import substitution equipment, utilisation of solar energy, empowerment of women employees etc. While undertaking CSR activities or for environment conservation projects outside the boundary of GRSE, stakeholder (community, regulatory bodies, etc) consultation & feedback is taken for better and effective utilisation of resources for larger benefit.

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

For under privileged section of the community, GRSE spend on CSR projects after baseline survey is conducted by NGOs. These NGOs during their baseline surveys engage with communities and understand their needs and problems.

**PRINCIPLE 5**

**BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS**

**Essential Indicators**

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	593	153	25.80%	586	199	33.96%
Other than Permanent	79	11	13.92%	43	5	11.63%
<b>Total Employees</b>	<b>672</b>	<b>164</b>	<b>24.40%</b>	<b>629</b>	<b>204</b>	<b>32.43%</b>
<b>Workers</b>						
Permanent	1076	0	0	1161	2	0.17%
Other than Permanent	0	0	0	0	0	0%
<b>Total Workers</b>	<b>1076</b>	<b>0</b>	<b>0</b>	<b>1161</b>	<b>2</b>	<b>0.17%</b>

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

Category	FY 2022-23					FY 2021-22				
	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)
<b>Employees</b>										
<b>Permanent</b>	590	-	-	590	100%	584	-	-	584	100%
• Male	539	-	-	539	100%	535	-	-	535	100%
• Female	51	-	-	51	100%	49	-	-	49	100%
<b>Other than Permanent</b>	78	-	-	78	100%	43	-	-	43	100%
• Male	68	-	-	68	100%	35	-	-	35	100%
• Female	10	-	-	10	100%	8	-	-	8	100%
<b>Workers</b>										
<b>Permanent</b>	1075	-	-	1075	100%	1160	-	-	1160	100%
• Male	1046	-	-	1046	100%	1129	-	-	1129	100%
• Female	29	-	-	29	100%	31	-	-	31	100%
<b>Other than Permanent</b>	1	-	-	1	100%	1	-	-	1	100%
• Male	0	-	-	0	0%	0	-	-	0	0%
• Female	1	-	-	1	100%	1	-	-	1	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)				
• Functional Directors	3	54.57	0	NA
• Govt. Nominee Director	1	Nil	0	NA
• Independent Director	2	NA	1	
Key Managerial Personnel	1	35.87	0	0
Employees other than BoD and KMP:				
Officers	467	22.94	36	23.03
Supervisors	104	12.43	16	14.13
Workers	1126	13.48	30	11.36

Note:

- Board of Directors and KMPs as on 31.03.2023 has been considered. Median Salary arrived based on Salary & perquisite as per Section 17(1) & 17(2) of the Income Tax Act, 1961 for the year 2022-23.
- Remuneration details of Board of Directors and KMPs are as covered under Corporate Governance Report, which is part of the Annual Report 2022-23.
- Government Nominee Director does not receive any remuneration from the Company.
- Independent Director receives the sitting fees for attending the meeting of Board and its Committees.

**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)**

No

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

No separate mechanism exists in the Company for Redressal of Human Rights Issues. However, Grievance mechanism is functioning for resolving employee's grievance on service related matters and other issues.

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

	FY 2022-23			FY 2021-22		
	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	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human Rights related issue	Nil	Nil	-	Nil	Nil	-

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

As a preventive step, identify of complainant is known only to Internal Complaints Committee and is protected. All meetings in the enquiry (Complainants and Respondent) are never done face to face.

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

Yes, human rights requirement forms part of business agreement or contract. The service contracts between GRSE and service provider contains clause meeting human rights requirement like child labour, minimum wages etc.

## 9. Assessments for the year:

All GRSE Units are periodically inspected by central and state labour departments, PF and ESI departments and other government institutions or department for the compliance related to relevant law/act/statue and identifying gaps.

## 10. Provide details of any corrective action taken or underway to address significant risks/ concerns arising from the assessment at Question 9 above?

Not Applicable

### Leadership Indicators

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

Nil. The Company did not receive any grievances/complaints regarding Human Rights principles and guidelines during 2022-23.

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

All locations maintain 100% compliance of statutory provisions. Due reporting of the same is also done to the concerned Government Offices as per the statute. The due diligence for the same is also regulated through the periodic internal inspections.

#### 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

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

GRSE didn't assess its value chain partners on Human Rights criteria as these entities comes under labor related laws/acts/statutes and are assesses or inspected by relevant Govt. department/institution.

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

Not Applicable

## PRINCIPLE 6

### BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

#### Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	29,148.54 GJ	29,647.37 GJ
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	5,240.40 GJ	5,320.96 GJ
Total energy consumption (A+B+C)	34,388.94 GJ	34,968.32 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	13.43 GJ / INR crore	19.90 GJ / INR crore
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? If yes, name of the external agency. - No

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

No

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Ground water	95430	95000
(iii) Third party water	254011	253190
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>349441</b>	<b>348190</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>349441</b>	<b>348190</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>136.44 KL / INR crore</b>	<b>198.12 KL / INR crore</b>
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. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

Yes. STPs and ETPs have been installed at all our production locations for treating waste water/effluent. The treated water is used for gardening and other non-portable uses.

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

Not Applicable to GRSE

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

Not Applicable to GRSE

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

Yes. The Company address issues such as climate change and global warming through energy conservation measures and energy substitution. There is a thrust to use renewable energy resources such as solar power for captive consumption. The Company, so far has installed a total 1950 KWP i.e. 1.95 MW Rooftop solar power plant at Main, FOJ & RBD Units. During the year, total generation power from the above 1.95 MW Unit was 1539851 KWh out of which 84184 KWh injected to CESC grid. Further this facility help reduction in emission of greenhouse gas by about 1308873.35 Kg {KWh x 0.85 (i.e Emission factor) = Kg of Co2}

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	11.19 MT	NIL
Bio-medical waste (C)	0.04 MT	0.05 MT
Construction and demolition waste (D)	4,000 MT (Old HR Building Main)	NIL
Battery waste (E)	8.13 MT	4.15 MT
Radioactive waste (F)	Not Applicable	Not Applicable
Other Hazardous waste. Please specify, if any. (G)	Cable - 5.39 MT Dirty Oil - 14.40 MT	Cable - 15 MT Dirty Oil - 3.80 MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>4,039.15</b>	<b>23</b>

Parameter	FY 2022-23	FY 2021-22
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	Not Applicable	Not Applicable
(ii) Re-used	Not Applicable	Not Applicable
(iii) Other recovery operations	Not Applicable	Not Applicable
<b>Total</b>		
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	1500 MT	1750 MT
<b>Total</b>	<b>1500 MT</b>	<b>1750 MT</b>

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

**9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

Different production units have taken various measures towards environment protection and conservation, governed by various acts and rules like the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, Solid Waste Management Rules, 2016, Air Prevention and Control of Pollution Act (1981), Environment (Protection) Act, 1986, Water Act 1974 (Prevention and Control of Pollution), etc. All Units are ISO 14001 certified and comply with the rules prescribed by respective State Pollution Control Boards. All emissions and waste generation are monitored as prescribed by the Pollution Control Boards.

In our manufacturing activity, reduction of waste generation is taken as a very important activity and our nesting plan for cutting of metal sheet is made in such a way to take care of this aspect. Across GRSE, solid wastes/scrap having resale value were collected, segregated, stored and sold.

Hazardous wastes generated at units are disposed as per the regulatory requirement.

The Company, as part of its operations, generates e-waste from old electrical and electronics systems, computer systems (IT) and communication systems, which needs to be disposed after their life expiry or damage. The e-waste generated and collected is stored in designated areas (under cover) and auctioned through with MSTC Limited for disposal through authorized dismantlers/recyclers/refurbishers.

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

GRSE does not have any operations/offices in /around ecologically sensitive areas.

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

Not Applicable

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

Yes, GRSE is compliant with the applicable environmental law/regulations/guidelines in India.

**Leadership Indicators**

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

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	5,240.40 GJ	5,320.96 GJ
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>5,240.40 GJ</b>	<b>5,320.96 GJ</b>
From non-renewable sources		
Total electricity consumption (D)	2,914.85 GJ	2,964.74 GJ
Total fuel consumption (E)	Nil	Nil
Energy consumption through other sources (F)	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>2,914.85 GJ</b>	<b>2,964.74 GJ</b>

Note: No independent assessment/ evaluation/assurance was carried out by an external agency. - No

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(iii) To Seawater		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(v) Others		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

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

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

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



Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface Water	0	0
(ii) Groundwater	95,430	95,000
(iii) Third party water	2,54,011	2,53,190
(iv) Seawater/ desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in Kilolitres)</b>	<b>3,49,441</b>	<b>3,48,190</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>3,49,441</b>	<b>3,48,190</b>
<b>Water intensity per rupee of turnover</b> (Water consumed/ turnover)	136.44 KL / INR crore	198.12 KL / INR crore
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	0	0
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
• No treatment	0	0
• With treatment – please specify level of treatment	54,936 KL	54,936 KL
(ii) Into Groundwater		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(v) Others		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>54,936</b>	<b>54,396</b>

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

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

Parameter	Unit	2022-23	2021-22
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	0	0	0
<b>Total Scope 3 emissions per rupee of turnover</b>	0	0	0
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	0	0	0

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. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas alongwith prevention and remediation activities.

Not Applicable

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

As a responsible global citizen, the organization acknowledges the relation between Green House Gas (GHG) emissions and climate change. To address the Global Challenge, GRSE has been putting efforts in reducing carbon footprint of its products and services, thereby enabling the customers to generate power in a sustainable manner with reduced environmental footprints over the life cycle of the product. In internal operations also, the organization is putting a major thrust in energy efficiency and use of renewable energy sources. The Company has established a total 1.95 MW Unit of solar photo voltaic (roof top) plants at various GRSE locations which has helped the company in making energy mix more sustainable. The Company has also taken a number of projects related to water and energy conservation, tree plantation, waste management, resource conservation, etc.

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

Yes, GRSE has a business continuity and disaster management plan. Same was prepared and acted upon during COVID-19 outbreak. Business continuity plan and/or disaster management plan were not published on internet/public domain.

**8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

No adverse impact to environment is reported.

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

Majority of value chain partners were assessed for environmental impact.

## PRINCIPLE 7

### BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

#### Essential Indicators

**1. (a) Number of affiliations with trade and industry chambers/ associations.**

The Company has taken Corporate Membership with seven (07) Nos. of 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	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2	Confederation of Indian Industry (CII)	National
3	Standing Conference of Public Enterprises (SCOPE)	National
4	Bengal Chambers of Commerce and Industry (BCCI)	State
5	Society of Defence Technologists (SODET)	National
6	Indian Shipbuilders Association (ISBA)	National
7	Society of Indian Defence Manufacturers (SIDM)	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.**

No instance of anti-competitive conduct raised by regulatory authorities on GRSE.

#### Leadership Indicators

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

GRSE works closely with various trade and industry associations including industry representations to the Government and Regulators. The Company participate in the policy advocacy matters in a transparent and responsible manner taking into account larger national interest.

## PRINCIPLE 8

### BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT:

#### Essential Indicators

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

Refer 'Annexure-E' of the Board's Report.

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
Nil					

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

NIL

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

GRSE have multiple mechanism to receive and resolve grievances of community, stakeholders, large public etc. Our grievances systems also ensure transparency, expectations of the community. GRSE has established a dedicated grievance cell in each of its offices and all complaints are received in a single system and each grievance is investigated separately and thoroughly with equal importance. Additionally, we also redress and resolve the complaints received on Public Grievance Portal (PG Portal).

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	63% (approx.)	64% (approx.)
Sourced directly from within the district and neighboring districts	0	0

#### Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social Impact identified in the Social Impact Assessments (Reference: Question 1 of Essential indicators above):**

Details of negative social Impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Jharkhand	Ranchi and Khunti	₹ 51.42 Lakh

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

Yes, preferential procurement happens as mandated in the Public Procurement Policy for Micro and Small Enterprises (MSEs) Order for MSEs (issued by Ministry of MSME-Gol).

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

GRSE procures from marginalised/vulnerable groups like MSEs owned by women, SC/ST individual.

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

GRSE has a target of 25% of procurement from MSEs with sub targets for marginalized communities of 5% from MSEs owned by Scheduled Castes or the Scheduled Tribes and 3% owned by Women entrepreneurs for the Goods and Services procured. In FY 2022-23, the value of total procurement made from MSEs was Rs.564 crore, which is approx.63%.

**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
NIL				

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

No dispute related to Intellectual Property rights emerged during FY 2022-23.

Name of authority	Brief of the Case	Corrective action taken
Nil		

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
i	Holistic development of 264 under privileged children from tribal areas of Ranchi, Khunti District (Aspirational District), Jharkhand and Sunderban areas of W. Bengal	550 approx.	100%
ii	Medical equipment or infrastructure development of hospitals / health centres/ dispensaries/ polyclinics/ medial Institutes or implementing Covid mitigation initiatives or other healthcare measures as per Govt. directives received from time to time	5000 approx.	100%
iii	Health check- up camps and blood donation camp	8000 approx.	100%
iv	Skill training to medical technicians	60	100%
v	Maintenance of toilets of 20 schools	35000 approx.	100%
vi	Adoption of 3 classes of Indian Institute of Cerebral Palsy (IICP)	50 approx.	N/A
vii	Development of training facility and infrastructure of ITI	1000 approx.	100%
viii	Stipend paid to the apprentices engaged over and above the 2.5% of the statutory requirement to meet the target of MoD directive of 10% of manpower strength.	260 approx.	100%
ix	Installation of solar panels at schools' premises	8000 students approx.	100%
X	Infrastructure development of schools	50 students approx.	N/A
xi	Contribution to Clean Ganga Fund	PAN India	N/A

## PRINCIPLE 9

### BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

#### Essential Indicators

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

Defence forces have a well-established, structured and periodic meetings for raising issues. Same is being followed and complied by the Company. These documents are treated as confidential.

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

	As percentage to total turnover
Environmental and social parameters relevant to the product	The main products of the Company are Warships, Vessels, Bailey Bridges, Ship Engines and other accessories for use in strategic/ national security applications. Hence, Not Applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	The main products of the Company are Warships, Vessels, Bailey Bridges, Ship Engines and other accessories for use in strategic/ national security applications. Once the products are sold they would not come back to the company.

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

	2022-23			2021-22		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-Security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

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

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

**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. GRSE has a well-defined organizational structure for Cyber Security Management.

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

NIL

#### Leadership Indicators

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

Information on products and services of GRSE can be accessed from web link - [www.grse.in](http://www.grse.in).

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

Operational Manual and Training on equipment / systems are provided to customers as per contractual requirements.

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

The Company is in regular touch with its customers and any disruptions are informed by emails. Letter and any other communication mode agreed to in the contract.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Not Applicable. The products of the Company are such that does not require any standard information to display/stenciled.

**5. Provide the following information relating to data breaches:**

**(a) Number of instances of data breaches along-with impact**

NIL

**(b) Percentage of data breaches involving personally identifiable information of customers**

NIL