



शिपिंग कॉर्पोरेशन ऑफ इंडिया लैंड एंड एसेट्स लिमिटेड

(भारत सरकार का उद्यम)

पंजीकृत कार्यालय : शिपिंग हाउस, 245, मैडम कामा रोड, मुंबई - 400 021.

दूरभाष : 91-22-2202 6666 • फैक्स : 91-22-2202 6905 • ईमेल : cmdoffice@scilal.com

Web. : www.scilal.com • CIN : L70109MH2021GOI371256

Shipping Corporation of India Land and Assets Limited

(A Government of India Enterprise)

Registered Office: Shipping House, 245, Madame Cama Road, Mumbai- 400021

Tel. : 91-22-2202 6666 • Fax : 91-22-2202 6905 • Email : cmdoffice@scilal.com

Web. : www.scilal.com • CIN : L70109MH2021GOI371256

Date: 23.08.2024

To,

Listing Compliance Department BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400001.	The Manager - Listing Compliance National Stock Exchange of India Limited 'Exchange Plaza' C-1, Block G, Bandra Kurla Complex, Bandra (East), Mumbai – 400051
Security Code: 544142	Trading Symbol: SCILAL

Sub - Business Responsibility and Sustainability Report for the FY 2023-24
Regulations 34 of the SEBI (Listing Obligations and Disclosure Requirements)
Regulations, 2015

Dear Sir/ Madam,

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

The Business Responsibility and Sustainability Report of the Company is also uploaded on the Company's website at <https://scilal.com/> under 'Investors >Disclosures under Listing Regulation'.

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

Thanking You.

Yours faithfully,
For Shipping Corporation of India Land and Assets Limited

Shri Mohammad Firoz
Company Secretary and Compliance Officer

Encl: A/A

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024



Annexure II

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity

Reply: L70109MH2021GOI371256

2. Name of the Listed Entity

Reply: SHIPPING CORPORATION OF INDIA LAND AND ASSETS LIMITED

3. Year of incorporation

Reply: 10.11.2021

4. Registered office address

Reply: Shipping House, 245, Madame Cama Road, Nariman Point, Mumbai, Mumbai City, Maharashtra, India, 400021

5. Corporate address

Reply: SAME AS ABOVE

6. E-mail

Reply: cs@scilal.com

7. Telephone

Reply: 91-22 2202 6666, 2277 2000

8. Website

Reply: www.scilal.com

9. Financial year for which reporting is being done

Reply: FY 2023-24

10. Name of the Stock Exchange(s) where shares are listed

Reply: BSE Limited and National Stock Exchange of India Limited

11. Paid-up Capital

Reply: Rs. 46580 Lakhs

12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report

Reply: Shri Manjit Singh Saini, Director (P&A)

Email: dirpa@sci.co.in, 022 2277 2538

13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).

Reply: Standalone basis

14. Name of assurance provider: Not applicable

15. Type of assurance obtained: Not applicable



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024

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	Real Estate	Real estate activities with own or leased property	23.81
2	Education	Higher education, technical & vocational education	76.19

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Real Estate	68100	23.81
2	Education	85307	76.19

III. Operations

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

Location	Number of plants	Number of offices	Total
National	Nil	3	3
International	Nil	0	0

19. Markets served by the entity:

a. Number of locations:

Reply:

Locations	Number
National (No. of States)	2
International (No. of Countries)	0

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

Reply: Nil.

c. A brief on types of customers

Reply:

- Real Estate segment - Shipping Corporation of India Limited (SCI) is the main customer who has rented in the real estates received under the scheme of demerger.
- Maritime Training Institute (MTI) - Seafarers to whom the Institute provides training required to sail on various vessels of SCI.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024



IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	2	1	50	1	50
3.	Total employees(D + E)	2	1	50	1	50
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	0	0	0	0	0

b. Differently abled Employees and workers:

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

21. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	4	0	0.00%
Key Management Personnel	3*	1	33.33%

*Including the Chairman & Managing Director.



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary/associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Irano Hind Shipping Company	Joint Venture	49%	No

Note: Following is informed for SAIL SCI Shipping Pvt. Ltd. (SSSPL)

- Pursuant to demerger scheme, the shares of the joint venture of SAIL SCI Shipping Company Pvt. Ltd. (SSSPL) are transferred to the company. The said joint venture was incorporated on 19.05.2010 with an authorized share capital of Rs 1000 lakhs. The above company has been struck off from the Registrar of Companies.

VI. CSR Details

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

- (i) Turnover (in Rs.) Rs 1,722 Lakhs
- (ii) Net worth (in Rs.) Rs. 61,528 Lakhs.

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, https://scilal.com/contact	0	0		0	0	
Investors (other than shareholders)	Not Applicable						

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024



Shareholders	YES In absence of the Stakeholders' Relationship Committee of the Company, Board is reviewing periodically investors grievance report. Contact details of the Company Secretary is available on the Company's website at the following weblink: https://www.scilal.com/contact	6	0	All complaints have been resolved to the satisfaction of the shareholder	0	0	SCILAL took registration of SEBI SCORES portal in the Month of May 2023.
Employees and workers	Yes, Link: https://www.scilal.com/contact	0	0	NIL	0	0	0
Customers	Yes, Link: https://www.scilal.com/contact	0	0	NIL	0	0	NIL
Value Chain Partners	Yes, Link: https://www.scilal.com/contact	0	0	NIL	0	0	NIL
Other (please specify)	Yes, Link: https://www.scilal.com/contact	0	0	Grievances received from complainants other than employees and shareholders	0	0	Grievances received from complainants other than employees and shareholders

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

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

Reply: Not applicable.

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)



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024

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)	Y	Y	Y	Y	Y	Y	N	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	N	Y	Y	Y	Y	N	Y	Y
c. Web Link of the Policies, if available	https://www.scilal.com/policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	N	Y	Y	Y	Y	N	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Not applicable								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	N	N	N	N	N	N	N	N	N
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Any commitments, goals and targets are provided in Section C wherever applicable.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance against specific commitments, goals and targets are provided in Section C wherever applicable								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>) <i>Reply: Our Vision: To build a leading Real Estate Holding Company and a world-class maritime training organisation serving Indian and International seafarers.</i> Mission Statement:	<ul style="list-style-type: none"> • To create a leading residential and commercial real estate holding company. • To extract maximum benefits out of the properties by leasing or otherwise, at competitive market rates. • To create a reliable and cost-effective business model to make the best of emerging opportunities in real estate and maritime education sector. • To create a pool of high-class seafarers through maritime education in the country. • To create corporate culture that has a strong work ethic, adherence to moral and ethical principles and sustainable profitability. • To achieve excellence in Quality, Occupational Health, Safety and Environmental Management Systems. 								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Manjit Singh Saini Director (P&A) DIN: 10111633 Category: Executive Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No. The Company does not have a specified committee for decision making on sustainability related issues. However, such issues, if any, are placed before the Board of Directors from time to time.								

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024



10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Reviews and frequency are provided in Section C of BRSR wherever applicable.									Reviews and frequency are provided in Section C of BRSR wherever applicable.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Review and frequency on compliance with statutory requirement are provided in Section C of BRSR wherever applicable.									Review and frequency on compliance with statutory requirement are provided in Section C of BRSR wherever applicable.								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
										No. However, as the operations of SCILAL during the financial year 2023-24 were managed by the Shipping Corporation of India Ltd. (SCI) vide a service agreement entered between the Company and SCI, accordingly, the policies and procedures of the organization were subject to Integrated Management System (IMS) audits by Indian Register of Shipping - IRCLASS Systems and Solutions Private Limited (Indian Register Quality Systems, IRQS).								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	N	N	N	N	N	N	N	N	N
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	N	N	N	N	N	N	Y	N	N
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	N	N	N	N	N	N	N	N	N
It is planned to be done in the next financial year (Yes/No)	N	N	N	N	N	N	N	N	N
Any other reason (please specify)	N	N	N	N	N	N	N	N	N



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024

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	Nil	Nil	Nil
Key Managerial Personnel	2	Leadership / Technical	100
Employees other than BoD and KMPs	NA	NA	NA
Workers	NA	NA	NA

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

Reply: NIL

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

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

Reply: NIL

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024



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

Reply: SCILAL Code of Business Conduct and Ethics for the Board Members and Senior Management personnel requires the Directors/ Senior Management to work unstintingly for eradication of corruption in all spheres of life. Copy of the Code of Business Conduct and Ethics for the Board of Directors and Members of Senior Management is available on the website of the Company at www.scilal.com. This is augmented by Whistle Blower Policy, which not only arms the company against unacceptable practices but also act as a deterrent. The Company is subject to RTI Act 2005, audit by Statutory Auditors and CAG audit under section 139 of the Companies Act, 2013.

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

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

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

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

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

Reply: Not applicable

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	348.41	0.18

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	N.A	N.A
	b. Number of trading houses where purchases are made from	N.A	N.A
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	N.A	N.A



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024

Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	N.A	N.A
	b. Number of dealers / distributors to whom sales are made	N.A	N.A
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers /distributors	N.A	N.A
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	N.A	N.A
	b. Sales (Sales to related parties / Total Sales)	N.A	N.A
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	N.A	N.A
	d. Investments (Investments in related parties / Total Investments made)	N.A	N.A

Leadership Indicators

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

Reply: Not applicable

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

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

Reply: Yes, the Code of Business Conduct & Ethics for Board Members require Board members to use their prudent judgment to avoid all situations, decisions or relationships which give or could give rise to conflict of interest or appear to conflict with their responsibilities within the Company. In compliance with the Companies Act, 2013, all the Directors of the Company give a notice in writing to disclose their concern or interest in any company or companies or bodies corporate (including shareholding interest), firms or other association of individuals. Further, on any item of business in which the Directors may be interested, they abstain from voting and do not participate in discussion on such matter during the meeting.

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

ESSENTIAL INDICATORS

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	Nil	-
Capex	Nil	Nil	-

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

Reply: No

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

Reply: Not applicable.

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

Reply: The Company does not manufacture any product for sale. For the e-waste generated at shore offices, the Company has tied up with an approved local recycler.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024



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

Reply: Not Applicable

Leadership Indicators

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

Reply: Not Applicable

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

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

Reply: Not applicable

Name of Product / Service	Description of the risk /concern	Action Taken

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

Reply: Not applicable

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

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Reply: Not applicable

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



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024

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

Reply: Not applicable

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

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

Essential Indicators

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

Category	% of employees covered by										
	Total(A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B /A)	Number (C)	% (C /A)	Number (D)	% (D /A)	Number (E)	% (E /A)	Number (F)	% (F /A)
Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than Permanent employees											
Male	1	1	100	1	100	NA	NA	1	100	NA	NA
Female	1	1	100	1	100	1	100	NA	NA	NA	NA
Total	2	2	100	2	100	1	50	1	50	NA	NA

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

Category	% of workers covered by										
	Total(A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B /A)	Number (C)	% (C /A)	Number (D)	% (D /A)	Number (E)	% (E /A)	Number (F)	% (F /A)
Permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024



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

	FY 2023-22 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the Company*	0%	0%

*Health Checkup camps were organized in SCI Mumbai and MTI.

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

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

3. **Accessibility of workplaces**

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

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

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

Reply: The Company's human resources policies and Code of Conduct do not tolerate any discrimination based on race, colour, religion, disability, gender, national origin, age, etc. The Company believes in creating an equal-opportunity workplace for its employees. Currently, the company is in the process of formulating the aforementioned policy. Informatively, the operations of SCILAL during the financial year 2023-24 were managed by the Shipping Corporation of India Ltd. (SCI) Vide a service agreement entered between the Company and SCI. Accordingly, the Equal Opportunity Policy of SCI, in accordance with The Rights of Persons with Disabilities Act, 2016, which has been approved by the Competent Authority was applicable to SCILAL.

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%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not applicable
Other than Permanent Workers	Not applicable
Permanent Employees	Yes, the company has its own Whistle blower Policy to curb the adverse consequences for the complainant. Contact details of designated officials who are responsible for grievance are available on website of the Company.
Other than Permanent Employees	

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

Reply:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees/ workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/ workers in respective category (C)	No. of employees/ Workers in respective category, who are part of association(s) or Union (D)	% (D /C)
Total Permanent Employees	0	0	0	NA	NA	NA
-Male	0	0	0	NA	NA	NA
-Female	0	0	0	NA	NA	NA
Total Permanent Workers	NA	NA	NA	NA	NA	NA
-Male	NA	NA	NA	NA	NA	NA
-Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	%(C/A)		No. (E)	% (E / D)	No. (F)	%(F / D)
Employees										
Male	1	0	0	0	0	NA	NA	NA	NA	NA
Female	1	0	0	0	0	NA	NA	NA	NA	NA
Total	2	0	0	0	0	NA	NA	NA	NA	NA
Workers (Not applicable)										
Male										
Female										
Total										

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024



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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total(A)	No. (B)	% (B / A)	Total(C)	No. (D)	% (D / C)
Employees						
Male	1	0	0	NA	NA	NA
Female	1	0	0	NA	NA	NA
Total	2	0	0	NA	NA	NA
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

The aforementioned appraisals are included in the data provided for Business Responsibility and Sustainability Report of SCI, in line with Board resolution dated 09.05.2023.

10. Health and safety management system:

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

Reply: Yes.

Mumbai: The operations of SCILAL during the financial year 2023-24 were managed by the Shipping Corporation of India Ltd. (SCI) vide a service agreement entered between the Company and SCI. Accordingly, the workplace is managed by SCI. The workplace is certified by IRQS for adherence to OHSAS norms. All fire-fighting system as mandated by the Maharashtra Fire Prevention and Life Safety Measures Act, 2006 and National Building Code 2016, are installed in the building and are maintained in operational condition. AMC of all the fire safety systems are being under taken on periodic basis by third party vendors and the compliance report for the same is being submitted to the Maharashtra Fire Service, twice in a year, as per extant norms. Fire safety drills are being conducted regularly to familiarize staff on evacuation protocols. Fire detectors and alarms are installed in all floors of the building and are being tested regularly. The building is manned by security on a 24x7 basis and is supported by surveillance cameras. We have tied up with prominent hospitals and diagnostic centers for any medical requirements including annual health check-up for employees. A doctor visits the premises for daily consultation with the employees.

Kolkata: SCI-Kolkata which is managing SCILAL's operations pertaining to Kolkata region is certified by IRQS for adherence to OHSAS norms. Yes. Fire Detection and Alarm System and Fire Fighting equipment's including Fire Extinguishers, Fire Hydrant System, Pump and Hose are installed in the Shipping House, Kolkata and are maintained in operational condition. Fire safety drills are being conducted regularly to familiarize staff on evacuation protocols. The building is manned by security and firemen on a 24x7 basis and is supported by surveillance cameras. We have tied up with prominent hospitals and diagnostic centers for any medical requirements including annual health check-up for employees. A doctor visits the premises for daily consultation with the employees.

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

Reply: The operations of SCILAL during the financial year 2023-24 were managed by the SCI. HIRA & AIR were maintained by SCI to deal with all risks.

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

Reply: (Not Applicable)

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



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024

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

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

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

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

Kolkata: Our workplace is certified by IRQS for adherence to OHSAS norms. The building is manned by security and firemen on a 24x7 basis and is supported by surveillance cameras. We have tied up with prominent hospitals and diagnostic centers for any medical requirement including annual health checkup for employees. A doctor visits the premises for daily consultation with the employees. Fire safety drills are conducted on regular intervals to familiarize staff with evacuation protocols. Fire Detection and Alarm System and Fire Fighting equipments including Fire Extinguishers, Fire Hydrant System, Pump and Hose as are installed in the Shipping House, Kolkata and are maintained in operational condition.

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

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

14. Assessments for the year:

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

* The operations of SCILAL during the financial year 2023-24 were managed by the Shipping Corporation of India Ltd. (SCI) vide a service agreement entered between the Company and SCI, accordingly, the policies and procedures of the organization were subject to Integrated Management System (IMS) audits by Indian Register of Shipping - IRCLASS Systems and Solutions Private Limited (Indian Register Quality Systems, IRQS).

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024



15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Reply: Not Applicable

Leadership Indicators

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

Reply:

A: Employees- Yes, the operations of the company for the Financial Year 2023-24 were managed by the Shipping Corporation of India Ltd. Vide a service level agreement entered between the Company and SCI. SCI extends insurance to all those employees providing service to SCILAL, including CS & CFO who have been deputed to SCILAL.

B. Workers- Not applicable

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

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

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

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

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

Reply: No

5. Details on assessment of value chain partners:

Reply: Not applicable

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

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

Reply: Not applicable



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024

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

Essential Indicators

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

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

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others—please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employee	No	Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Company Website	Regularly	Employee Welfare
Shareholders	No	Email, SMS, Meetings, Newspaper, Company website, Stock exchanges, other Statutory Authority	Regularly through Company's website, website of stock exchanges and through Annual General Meeting	Disseminating and sharing of information with the shareholders with a view to update and also to seek their approval, etc. as may be required
Communities	Yes	Meetings, Local NGOs	Case-to-Case Basis	Assessing their problems that lead to their vulnerability and which holds back in Attaining better standard of living
Suppliers	No	Email, Advertisement, Vendor meets, Company Website etc.	Regular	To make suppliers aware of: <ul style="list-style-type: none"> Public Procurement Policy (Preference to Make in India) Import substitution Participating in tenders issued on portal SCILAL's quality objectives

Leadership Indicators

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

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

- 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.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024



Reply: Yes, as part of our CSR activity, stakeholder consultations / engagements are done wherein, projects are proposed to the Board on the basis of stakeholder consultation done. In the current year, the CSR project for support to cancer patients for surgeries was proposed based on stakeholder consultation.

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

Reply:

- (i) Details of various initiatives as part of corporate social responsibility undertaken by the company for vulnerable/ marginalized stakeholder groups mentioned in the CSR section of the Annual Report. In the FY 2023-24, one project under CSR has been taken up to support underprivileged cancer patients for surgeries. Under the project, 16 patients were provided support for surgeries.
- (ii) The company undertakes purchases from MSEs vendors belonging to SC / ST category and Women Entrepreneurs as per Public Procurement Policy.
- (iii) The company encourages employment from backward classes such as SC/ST/ OBC/ EWS and also provides employment to other vulnerable group of stakeholders like Ex Service Men & People with disabilities as per various OM's issued by Government of India from time to time.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	0	0	0	NA	NA	NA
Other than permanent	2	2	100	NA	NA	NA
Total Employees	2	2	100	NA	NA	NA
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total(D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No.(F)	%(F/D)
Employees										
<i>Permanent</i>	0	0	0	0	0	NA	NA	NA	NA	NA
Male	0	0	0	0	0	NA	NA	NA	NA	NA
Female	0	0	0	0	0	NA	NA	NA	NA	NA



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024

Other than Permanent	2	NA	NA	2	100	NA	NA	NA	NA	NA
Male	1	NA	NA	1	100	NA	NA	NA	NA	NA
Female	1	NA	NA	1	100	NA	NA	NA	NA	NA
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#)				
-Functional Director (s)	3		0	
-Independent Director (s)	0		0	
Key Managerial Personnel	1	26,31,326	1	33,81,826
Employees otherthan BoD and KMP				
Employees	NA	NA	NA	NA
Workers	NA	NA	NA	NA

The Company has not paid any remuneration to any of it's Directors. The Government Nominee Directors on the Board of the Company do not draw any remuneration from the company.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	56.24%	NA

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

Reply: Yes

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

Reply: SCILAL does not has mechanism specifically dealing with human rights issues. The Investor grievances redressal mechanism along with Whistle Blower Policy constitutes internal grievance mechanism of the Company. Additionally, complaints may be lodged on Centralized Public Grievance Redress and Monitoring System (CPGRAMS) where, complaints may be lodged irrespective of cause.

Contact details of designated officials who are responsible for grievance are available on website of the Company.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024



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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at work place	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:

Reply: Not applicable.

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

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

Reply: Yes, the company has its own Whistle blower Policy to curb the adverse consequences for the complainant. Contact details of designated officials who are responsible for grievance are available on website of the Company.

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

Reply: Yes

10. Assessments for the year:

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



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024

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

Reply: Nil

Leadership Indicators

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

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

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

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

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

Reply: Yes

4. Details on assessment of value chain partners:

Reply: Not applicable

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

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

Reply: Not applicable.

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

Essential Indicators

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

Parameter	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	323.16 GJ	338.84 GJ
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A + B + C)	323.16 GJ	338.84 GJ
From non-renewable sources		
Total electricity consumption (D)	4194.98 GJ	4098.09GJ

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024



Total fuel consumption (E)	Nil	Nil
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non- renewable sources (D+E+F)	4194.98 GJ	4098.09GJ
Total energy consumed (A+B+C+D+E+F)	4518.14 GJ	4436.93 GJ
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	26,237 (In Joule/ Rs)	35,495 (In Joule/Rs)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	5,88,289 (In Joule/ Rs)	7,95,862 (In Joule/ Rs)
Energy intensity in terms of physical output	-	-
Energy intensity (<i>optional</i>) – the relevant metric may be selected by the entity	-	-

Note: PPP adjustment has been done basis PPP conversion rate of 22.423 for year 2024.

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

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

Reply: Not applicable.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	85,986	79,968
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	85,986	79,968
Total volume of water consumption (in kilolitres)	85,986	79,968
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.50 (In Litre/ Rs)	0.64 (In Litre/ Rs)
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	11.19 (In Litre/ Rs)	14.34 (In Litre/ Rs)
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

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

Reply: Not applicable.

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

Reply: Not applicable

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

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024



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

Reply: Not applicable

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ Equivalent (*)</i>	NA	NA
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)	<i>Metric tonnes of CO₂ equivalent</i>	NA	NA
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		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	NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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.

Reply: No

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1	1
E-waste (B)	NA	NA
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	4,047	8
Battery waste (E)	NA	NA
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Nil	Nil
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	75	72
Total (A+B + C + D + E + F + G + H)	4123	81
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.023 (in Kg/ Rs)	0.00065 (in Kg/ Rs)



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024

Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.54 (in Kg/ Rs)	0.015 (in Kg/ Rs)
Waste intensity in terms of physical output	---	---
Waste intensity (optional) – the relevant metric may be selected by the entity	---	---
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	NIL	NIL
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
Total	NIL	NIL
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	10	8
(iii) Other disposal operations	4113	73
Total	4123	81

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

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

Reply: MTI coordinates with State Municipality Authority for disposal of food waste and dry waste generated by the facility. The construction waste material is being disposed in-house as land filling within the compound of the facility. The facility does not produce any hazardous and toxic chemical.

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

Reply: Not applicable

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any.

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

Reply: Not applicable

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024



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

Reply: Yes

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

Leadership Indicators

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

Not Applicable

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

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

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



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024

(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 kilolitres)	NA	NA

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

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

Reply: Not Applicable

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	NA	NA
Total Scope 3 emissions per rupee of turnover		NA	NA
Total Scope 3 emission intensity (<i>optional</i>) – 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. **N**

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Reply: Not Applicable

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

Reply: Not applicable.

Sr. No	Initiative undertaken	Details of the initiative (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative

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

Reply: Yes, the Company has Emergency Response Plan to handle crisis / Emergencies. Campus is guarded / manned 24x7 by trained personnel, with all emergency appliances in readiness.

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

Reply: Not Applicable

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024



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

Reply: Not Applicable.

PRINCIPLE 7 BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT.

ESSENTIAL INDICATORS

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

Reply: Nil

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.

Reply: Not applicable

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/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.

Reply: Not applicable

Name of authority	Brief of the case	Corrective action taken

Leadership Indicators

1. **DETAILS OF PUBLIC POLICY POSITIONS ADVOCATED BY THE ENTITY:**

Reply: Not applicable

S.NO.	PUBLIC POLICY ADVOCATED	METHOD RESORTED FOR SUCH ADVOCACY	WHETHER INFORMATION AVAILABLE IN PUBLIC DOMAIN? (YES/NO)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly Others – please specify)	WEB LINK, IF AVAILABLE

PRINCIPLE 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT.

ESSENTIAL INDICATORS

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

Reply: Nil

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



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024

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

Reply: Nil

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

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

Reply: The Company is registered on SEBI SCORES. Further, public may approach Centralized Public Grievance Redress and Monitoring System (CPGRAMS). Members of community can lodge grievances through these channels. Contact details of designated officials who are responsible for grievance are available on website of the Company.

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

Reply: Procurement is done through Government E Market Portal. There is no provision to assess the percentage of Procurement from MSME or SC/ST and Women vendors in GeM Portal.

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

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

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

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

Leadership Indicators

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

Reply: Not applicable

Details of negative social impact identified	Corrective action taken

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

Reply: Nil

S. No.	State	Aspirational District	Amount spent (In INR)

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024



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

Reply: Yes

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

Reply: Government E Market Portal. There is no provision to assess the percentage of Procurement from MSME or SC/ST and Women vendors in GeM Portal.

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

Reply: Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Reply: Nil

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

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

Reply: Not applicable

Name of authority	Brief of the Case	Corrective action taken

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Support to underprivileged cancer patients for surgeries.	16	100%

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.

Reply: Feedback received from clients for services rendered during the period are noted for implementation for further improving the services. Also, every department has a specific procedure manual wherein the approved process of grievance redressal is provided.

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

Reply: Not applicable.

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



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE YEAR ENDED 31ST MARCH, 2024

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

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

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

Reply: Not applicable

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		

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

Reply: No.

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

Reply: Nil

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Reply: Nil

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

Reply: Not Applicable

c. Impact, if any, of the data breaches

Reply: Not Applicable

LEADERSHIP INDICATORS

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

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

- SCI LAL Website: www.scilal.com

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

Reply: Not applicable

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

Reply: Not applicable

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

Reply: Not applicable