

# Business Responsibility & Sustainability Reporting

## SECTION A: GENERAL DISCLOSURES

### I. DETAIL OF LISTED ENTITY

1	CORPORATE IDENTITY NUMBER (CIN) OF THE LISTED ENTITY	L29222DL1976PLC008129
2	NAME OF LISTED ENTITY	Dredging Corporation of India Limited
3	YEAR OF INCORPORATION	1976
4	REGISTERED OFFICE ADDRESS	Core-2, First Floor, Scope Minar, Plot No. 2A & 2B, Laxmi Nagar District Centre, Delhi- 110091
5	CORPORATE ADDRESS	Dredge House, HB Colony Main Road, Seethammadhara, Visakhapatnam- 530022
6	E-MAIL	kalabhinetri@dcil.co.in
7	TELEPHONE	0891-2871298
8	WEBSITE	<a href="https://www.dredge-india.com/">https://www.dredge-india.com/</a>
9	FINANCIAL YEAR FOR WHICH REPORTING IS BEING DONE	2024-25
10	NAME OF THE STOCK EXCHANGE(S) WHERE SHARES ARE LISTED	a) BSE Limited. b) National Stock Exchange of India Limited;
11	PAID-UP CAPITAL	Rs. 28 Crores
12	NAME AND CONTACT DETAILS (TELEPHONE, EMAIL ADDRESS) OF THE PERSON WHO MAY BE CONTACTED IN CASE OF ANY QUERIES ON THE BRSR REPORT	Shri Durgesh Kumar Dubey, Managing Director (A/c) 0891-2871200, dredging@dcil.co.in;
13	REPORTING BOUNDARY - ARE THE DISCLOSURES UNDER THIS REPORT MADE ON A STANDALONE BASIS (I.E., ONLY FOR THE ENTITY) OR ON A CONSOLIDATED BASIS (I.E., FOR THE ENTITY AND ALL THE ENTITIES WHICH FORM A PART OF ITS CONSOLIDATED FINANCIAL STATEMENTS, TAKEN TOGETHER)	On a standalone basis, as there are no holdings, subsidiaries, or associate companies.
14	NAME OF ASSURANCE PROVIDER	NA
15	TYPE OF ASSURANCE OBTAINED	NA

### II. PRODUCTS/ SERVICES

#### 16 DETAILS OF BUSINESS ACTIVITIES (ACCOUNTING FOR 90% OF THE TURNOVER)

S. No.	DESCRIPTION OF MAIN ACTIVITY	DESCRIPTION OF BUSINESS ACTIVITY	% OF TURNOVER OF THE ENTITY
1	Dredging	Dredging	100%

#### 17 PRODUCT/SERVICES SOLD BY THE ENTITY (ACCOUNTING FOR 90% OF THE ENTITY'S TURNOVER):

S. No.	PRODUCT/SERVICE	NIC CODE	% OF TOTAL TURNOVER CONTRIBUTED
1	Dredging	63012	100%

**III. OPERATIONS**

**18 NUMBER OF LOCATIONS WHERE PLANTS AND/OR OPERATIONS/OFFICES OF THE ENTITY ARE SITUATED:**

LOCATION	NUMBER OF PLANTS	NUMBER OF OFFICES	TOTAL
NATIONAL	Not Applicable	12	12
INTERNATIONAL*	Not Applicable	Nil	Nil

The company has its headquarters in Visakhapatnam and 11 Regional/Branch offices in India. The Company does not have any international offices.

**19 MARKETS SERVED BY THE ENTITY:**

**a. NUMBER OF LOCATIONS**

LOCATIONS	NUMBER
National (No. of States)	11
International (No. of Countries)	-

**b. WHAT IS THE CONTRIBUTION OF EXPORTS AS A PERCENTAGE OF THE TOTAL TURNOVER OF THE ENTITY?**

Nil

**c. A BRIEF ON TYPES OF CUSTOMERS**

We at Dredging Corporation of India Limited ("DCI") provide dredging services to the major ports across the country. DCI is a pioneering organization in the field of dredging and maritime development. Our client base encompasses with various ministries, departments, and institutions under the Government of India for domestic operations.

The primary business activity of the Company involves maintaining the minimum depths in the shipping channels of both major and minor ports, as well as the Indian Navy, fishing harbours, and other maritime organisations. Additionally, DCI contributes to the nation in various capacities, including capital dredging for the creation of new harbours, deepening existing harbours, and maintenance dredging to uphold the required depths of multiple ports along India's 7,500-kilometre coastline.

**IV. EMPLOYEES**

**20 DETAILS AT THE END OF THE FINANCIAL YEAR: 2024-25**

**a. EMPLOYEES AND WORKERS (INCLUDING DIFFERENTLY ABLED):**

S. No.	PARTICULARS	TOTAL (A)	MALE		FEMALE	
			NO. (B)	% (B/A)	NO. (C)	% (C/A)
<b>EMPLOYEES (Shore)</b>						
1	Permanent (D)	166	135	81.33	31	18.67
2	Other than Permanent (E)	11	10	90.91	1	9.09
	<b>Total Employees (D+E)</b>	<b>177</b>	<b>145</b>	<b>86.12</b>	<b>32</b>	<b>13.88</b>
<b>EMPLOYEES (Floating)</b>						
1	Permanent (F)	70	70	100	0	0
2	Other than Permanent (G)	322	320	99.38	2	0.62
3	<b>Total employees (F+G)</b>	<b>392</b>	<b>390</b>	<b>99.49</b>	<b>2</b>	<b>0.51</b>
<b>WORKERS</b>						
1	Permanent (H)	0	0	0	0	0
2	Other than Permanent (I)	64	55	85.94	9	14.06
	<b>Total Employees (H+I)</b>	<b>64</b>	<b>55</b>	<b>85.94</b>	<b>9</b>	<b>14.06</b>

## 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 (Shore)</b>						
1	Permanent (D)	2	2	100	-	-
2	Other than Permanent (E)	-	-	-	-	-
<b>Total differently abled employees (D + E)</b>		<b>2</b>	<b>2</b>	<b>100</b>	<b>-</b>	<b>-</b>
<b>DIFFERENTLY ABLED WORKERS (Floating)</b>						
1	Permanent (F)	NIL	NIL	NIL	NIL	NIL
2	Other than permanent (G)	NIL	NIL	NIL	NIL	NIL
3	<b>Total of differently abled workers (F + G)</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>
<b>DIFFERENTLY ABLED WORKERS (Workers)</b>						
1	Permanent (F)	-	-	-	-	-
2	Other than permanent (G)	-	-	-	-	-
<b>Total of differently abled workers (F + G)</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

## 21 PARTICIPATION/INCLUSION/REPRESENTATION OF WOMEN

	TOTAL (A)	NO. AND THE PERCENTAGE OF FEMALES	
		NO. (B)	% (B/A)
Board of Directors	10	1	10
Key Managerial Personnel*	3	1	33.33

\*Key Management Personnel (KMP) are Managing Director (MD), Whole Time Director, Chief Financial Officer (CFO), and Company Secretary (CS) as per Section 203 of the Companies Act, 2013.

## 22 Turnover rate for permanent employees and workers

(Disclose trends of past 3 years)

	FY- 2024-25			FY- 2023-24			FY- 2022-23		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
PERMANENT EMPLOYEES (Shore)	3.55	0	3.55	7.64	0	7.64	7.47	6.25	7.28
PERMANENT EMPLOYEES (Floating)	8.22	0	8.22	11.84	0	11.84	18.82	0	18.82
PERMANENT WORKERS	-	-	-	-	-	-	-	-	-

## V. HOLDING, SUBSIDIARY, AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

## 3 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	NO. OF SHARES HELD BY THE LISTED ENTITY	DOES THE ENTITY INDICATED AT COLUMN A PARTICIPATE IN THE BUSINESS RESPONSIBILITY INITIATIVES OF THE LISTED ENTITY? (YES/NO)
-	NA	NA	NA	NA

## VI. CSR Details

## 24 (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013.

Yes, CSR is applicable to the Company.

(ii) Turnover (in Rs.) Rs. 11,479,730,000.00 (as on 31.03.2025);

(iii) Net Worth (in Rs.) Rs. 12,214,901,000.00 (as on 31.03.2025).

**VII. TRANSPARENCY AND DISCLOSURE COMPLIANCES**

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

STAKEHOLDERS GROUP FROM WHOM COMPLAINT IS RECEIVED	GRIEVANCE REDRESSAL MECHANISM IN PLACE (YES/ NO)	FY- 2024-25			FY- 2023-24		
		NUMBER OF COMPLAINTS FILED DURING THE YEAR	NUMBER OF COMPLAINTS PENDING RESOLUTION AT THE CLOSE OF THE YEAR	REMARKS	NUMBER OF COMPLAINTS FILED DURING THE YEAR	NUMBER OF COMPLAINTS PENDING RESOLUTION AT THE CLOSE OF THE YEAR	REMARKS
COMMUNITIES	Yes, the Company has both formal and informal channels for community engagement. All community grievances are received through the CPGRAMS portal and are appropriately addressed by corporate leadership teams. <a href="https://pgportal.gov.in/">https://pgportal.gov.in/</a>	8	1	These complaints were tracked through CPGRAMS portal.	24	1	These complaints were tracked through CPGRAMS portal.
INVESTORS (OTHER THAN SHAREHOLDERS)	Yes <a href="https://www.dredge-india.com/">https://www.dredge-india.com/</a> <a href="https://scores.sebi.gov.in/">https://scores.sebi.gov.in/</a>	2	0	-	Nil	Nil	NA
SHAREHOLDERS	Yes, for shareholders to enable them to raise their grievances <a href="https://www.dredge-india.com/">https://www.dredge-india.com/</a>	Nil	Nil	NA	Nil	Nil	NA
EMPLOYEES & WORKERS	Yes, all employee grievances are appropriately addressed through various channels. <a href="http://dredge-india.com/files/DCI-Whistle-Blower-Policy.pdf">http://dredge-india.com/files/DCI-Whistle-Blower-Policy.pdf</a>	Nil	Nil	NA	1	1	NA
CUSTOMERS	Yes, <a href="https://www.dredge-india.com/">https://www.dredge-india.com/</a>	Nil	Nil	NA	Nil	Nil	NA
VALUE CHAIN PARTNERS	Yes, <a href="https://www.dredge-india.com/">https://www.dredge-india.com/</a>	Nil	Nil	NA	Nil	Nil	NA
OTHER (PLEASE SPECIFY)	-	-	-	-	-	-	-

At DCI, we are firmly committed to delivering exemplary customer service and ensuring utmost satisfaction. We proactively diminish complaints by providing effective service and establishing transparent grievance procedures that facilitate prompt resolution. Our formal grievance redressal system, adhering to a strict 'Zero Tolerance' policy towards non-compliance, exemplifies our dedication to accountability and transparent communication. We uphold the highest ethical standards in all interactions and foster equitable, respectful workplace practices across all levels.

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

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

S. No.	MATERIAL ISSUES IDENTIFIED	INDICATE WHETHER RISK OR OPPORTUNITY (R/O)	RATIONALE FOR IDENTIFYING THE RISK/ OPPORTUNITY	IN CASE OF RISK, THE APPROACH TO ADOPT OR MITIGATE	FINANCIAL IMPLICATIONS OF THE RISK OR OPPORTUNITY (INDICATE POSITIVE OR NEGATIVE IMPLICATIONS)
1.	Governance, Ethics & Transparency	Risk	The dredging industry and the Indian maritime sector are poised for substantial growth owing to the escalating demand within the oil and gas sector. These industries are engaged in exploration, extraction, refining, and transportation operations. Dredging plays an indispensable role in maintaining navigable waterways, constructing and managing offshore infrastructure, and facilitating the efficient transportation of goods. The accumulation of waste and high tide levels elevate the risk of ship movement disruptions, which could ultimately adversely affect transportation activities.	Product innovation is increasingly recognized as a pivotal trend within the dredging industry, with leading corporations emphasizing the advancement of state-of-the-art solutions. Customized options are meticulously designed to meet the specific requirements of individual dredging projects. Dredging pumps, which are specialized for extracting sediments, debris, and materials from aquatic environments, are essential components in dredging activities and significantly contribute to mitigating environmental impacts.	<b>Positive:</b> Compliance with pertinent regulatory requirements demonstrates the Company's dedication to responsible business practices. <b>Negative:</b> Negative Financial Implication.
2.	Human Resources	Risk/ Opportunity	Culture, organizational structure, recruitment, performance management, remuneration, learning and development, retention, along with supporting systems, processes, and procedures, are indispensable components.	Ongoing efforts are being undertaken to comprehend the cultural and organizational structures. Learning and development programs are arranged regularly.	Positive/ Negative Financial Implications
3.	Material	Risk/ Opportunity	Procurement processes, internal and external logistics and transportation, quality controls, outsourcing, and vendor relationships are integral components of the company's operational activities.	The dredging pump, engineered with wear-resistant components and an efficient impeller, enables more rapid and convenient operations in regions with diverse water depths. Fundamental infrastructure developments such as channel deepening, mechanisation, and the expansion of berth facilities are expected to generate increased demand within the dredging industry. Additionally, the establishment of new greenfield ports is poised to further stimulate demand for dredging services in the domestic market.	Positive/ Negative Financial Implications

S. No.	MATERIAL ISSUES IDENTIFIED	INDICATE WHETHER RISK OR OPPORTUNITY (R/O)	RATIONALE FOR IDENTIFYING THE RISK/ OPPORTUNITY	IN CASE OF RISK, THE APPROACH TO ADOPT OR MITIGATE	FINANCIAL IMPLICATIONS OF THE RISK OR OPPORTUNITY (INDICATE POSITIVE OR NEGATIVE IMPLICATIONS)
4.	Technology	Opportunity	Dry dock planning, maintaining the health of the Dredgers.	Advanced technology is essential for the evolution of dredging operations. Adopting advanced dredging technologies and equipment would enhance efficiency and facilitate the handling of greater cargo by accommodating larger vessels.	<b>Positive:</b> Financial Implications.
5.	Project Management	Opportunity	Planning, organizing, and managing resources to achieve the successful completion of specific project goals are important.	<p>The Sagarmala Project and the National Waterways Project have generated substantial opportunities for the dredging sector.</p> <p>The Unnati Project, recognized as a global benchmark, has been adopted to enhance the key performance indicators (KPIs) for efficiency and productivity in twelve major ports. Approximately 116 initiatives have been identified across these ports to unlock over 100 million tonnes per annum (MTPA) of capacity solely through efficiency improvements. Of these, 93 initiatives have been successfully implemented, resulting in the unlocking of more than 80 million tonnes per annum (MTPA) of capacity. Additionally, master plans have been finalized for all twelve major ports.</p>	<b>Positive:</b> Financial Implications
6	Maritime Sector	Opportunity	The Indian dredging industry is predominantly propelled by the demand for dredging services from both major and minor ports. The enhancement of fundamental infrastructure will, in turn, stimulate demand within the dredging sector.	In pursuit of advancing India to a leading position in the global maritime sector, the Ministry of Ports, Shipping, and Waterways has formulated the Maritime India Vision 2030 (MIV 2030). This strategic blueprint is designed to facilitate the coordinated and expedited development of India's maritime industry over the next decade. MIV 2030 outlines more than 150 initiatives organized across 10 thematic areas, encompassing all facets of the Indian maritime sector, thereby exemplifying a comprehensive endeavor to outline and achieve national maritime objectives.	Positive Financial Implications

S. No.	MATERIAL ISSUES IDENTIFIED	INDICATE WHETHER RISK OR OPPORTUNITY (R/O)	RATIONALE FOR IDENTIFYING THE RISK/ OPPORTUNITY	IN CASE OF RISK, THE APPROACH TO ADOPT OR MITIGATE	FINANCIAL IMPLICATIONS OF THE RISK OR OPPORTUNITY (INDICATE POSITIVE OR NEGATIVE IMPLICATIONS)
7	Marketing/ Tendering, Contract Management	Opportunity	Generally, Indian dredging firms are limited to the maintenance dredging sector. This market is highly congested, with trailer suction dredgers of various types, sizes, and origins all competing for the same share. Competition is extremely fierce, and the ensuing price wars are likely to result in eventual losers.	The dredging industry is expected to be a direct beneficiary of recent initiatives aimed at enhancing domestic manufacturing, alongside the government's focus on advancing the Indian maritime sector. Indian ports are preparing to manage increased cargo volumes by accommodating larger vessels and are striving to meet international standards in port infrastructure to achieve economies of scale.	Positive Financial Implications
8	Information Technology/ Security.	Risk/ Opportunity	IT risk encompasses issues such as IT strategy, networks, support systems, interfaces, data reliability, access controls, and disaster recovery. It also includes risks associated with cybersecurity, data loss, fraud, system outages, breaches of confidentiality, legal and regulatory violations, as well as data integrity.	The Company regularly conducts Privacy Impact analyses across all its business operations. The measures implemented by the Company include a strategic approach to ensure comprehensive security integration within its operations.	Positive/ Negative Financial Implications
9	Finance	Opportunity	Prompt and effective management of capital structuring, capital allocation, revenue financial management, debtor oversight, foreign exchange operations, hedging strategies, and the preparation of financial statements confer a noteworthy advantage.	Robust financial performance facilitates revenue expansion, enhances access to capital, and provides a competitive advantage within the market.	Positive financial implications.
10	Regulatory issues and compliance	Risk	Regulatory compliance constitutes the fundamental basis upon which the Company's reputation is built. It is imperative for the Company to maintain adherence to regulatory standards in order to foster confidence among its stakeholder groups and ensure that its operations align with pertinent legal requirements, thus preventing legal violations.	The Company has adopted a comprehensive compliance management framework supported by digital tools. Senior management assures effective control and efficient oversight by assigning responsibility matrices to all employees engaged in relevant activities. The Company's Code of Conduct, training programs, and commitment to achieving full compliance, coupled with continuous monitoring, have established a resilient, digitally supported compliance infrastructure.	

S. No.	MATERIAL ISSUES IDENTIFIED	INDICATE WHETHER RISK OR OPPORTUNITY (R/O)	RATIONALE FOR IDENTIFYING THE RISK/ OPPORTUNITY	IN CASE OF RISK, THE APPROACH TO ADOPT OR MITIGATE	FINANCIAL IMPLICATIONS OF THE RISK OR OPPORTUNITY (INDICATE POSITIVE OR NEGATIVE IMPLICATIONS)
11.	Oil spills pose a serious environmental threat in the shipping industry.	Risk	Oil spills can cause serious financial and reputational damage to shipping companies. They can also greatly harm marine ecosystems.	Our fleet is managed in compliance with both international and local regulations. Preventing spills constitutes a key focus within the Environmental Management System. This particular risk is also systematically identified and overseen through the Risk Management System, in accordance with the Safety Management System. Additionally, the Company maintains insurance policies to mitigate this risk.	Shipping companies may be liable for cleanup expenses and financial damages, potentially amounting to millions of US dollars. This liability is predominantly mitigated through insurance coverage.
12.	Sewage, garbage and Air Pollution pose a serious environmental threat in the shipping industry	Risk	Generally, ships produce blackwater (human waste) and greywater (from sinks, showers, etc.) while navigating at sea. When discharged untreated, this sewage introduces pathogens, nutrients, and chemicals into marine ecosystems. It results in eutrophication, which causes algal blooms that deplete oxygen levels and adversely affect aquatic life. Coastal communities may subsequently encounter health risks and contaminated seafood.	DCI has installed the IMO-approved Sewage Treatment Plants (STPs): These systems treat blackwater to meet effluent standards (e.g., ≤100 fecal coliforms/100 mL) before discharge. Further, DCI is also using the Holding Tanks: For ships without STPs, holding tanks allow storage of sewage until it can be safely discharged at port reception facilities. In compliance with MARPOL regulations, DCI vessels are equipped with comminuting and disinfecting systems that process sewage, enabling environmentally compliant discharge beyond 3 nautical miles from the nearest land	Negative Financial Impact

S. No.	MATERIAL ISSUES IDENTIFIED	INDICATE WHETHER RISK OR OPPORTUNITY (R/O)	RATIONALE FOR IDENTIFYING THE RISK/ OPPORTUNITY	IN CASE OF RISK, THE APPROACH TO ADOPT OR MITIGATE	FINANCIAL IMPLICATIONS OF THE RISK OR OPPORTUNITY (INDICATE POSITIVE OR NEGATIVE IMPLICATIONS)
13.	Garbage Pollution	Risk	<ul style="list-style-type: none"> <li>Ships discard plastics, packaging, food waste, and other refuse.</li> <li>Plastics persist for decades, breaking into microplastics that enter the food chain.</li> <li>Marine animals ingest or become entangled in debris, leading to injury or death.</li> <li>Garbage also degrades tourism and fisheries, impacting coastal economies</li> </ul>	MARPOL Annex V prohibits dumping plastics and restricts other garbage types, but illegal dumping remains a concern	Negative Financial Impact
14.	Air Pollution	Risk	<ul style="list-style-type: none"> <li>Ships burn heavy fuel oil, emitting sulphur oxides (SOx), nitrogen oxides (NOx), carbon dioxide (CO<sub>2</sub>), and particulate matter.</li> <li>These pollutants contribute to acid rain, climate change, and respiratory illnesses in port cities.</li> <li>The shipping industry accounts for nearly 3% of global CO<sub>2</sub> emissions and 8% of SO<sub>2</sub> emissions.</li> <li>Emissions from just 16 of the largest ships can exceed those from all the world's cars.</li> </ul>	MARPOL Annex VI sets emission limits and promotes cleaner fuels and technologies like scrubbers and LNG propulsion	Negative Financial Impact

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

This section aims to help businesses demonstrate the structures, policies, and processes they have implemented to adopt the NGRBC Principles and Core Elements.

S. No.	CORE ELEMENT	PRINCIPLES
P1	ETHICS & TRANSPARENCY	BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY IN A MANNER THAT IS ETHICAL, TRANSPARENT, AND ACCOUNTABLE.
P2	PRODUCT RESPONSIBILITY	BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.
P3	HUMAN RESOURCES	BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS.
P4	RESPONSIVENESS TO THE STAKEHOLDERS	BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TOWARDS ALL THEIR STAKEHOLDERS
P5	RESPECT FOR HUMAN RIGHTS	BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS
P6	RESPECT & PROTECT THE ENVIRONMENT	BUSINESSES SHOULD RESPECT & MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.
P7	PUBLIC POLICY ADVOCACY	BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT.
P8	INCLUSIVE GROWTH	BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT
P9	CUSTOMER ENGAGEMENT	BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER.

DISCLOSURE QUESTIONS		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>POLICY AND MANAGEMENT PROCESSES</b>										
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	
	(b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	(c) *Web Link of the Policies, if available	The corporate policies of the company are available at <a href="https://dredge-india.com/">https://dredge-india.com/</a> . Some of the company's policies are accessible solely to employees and other internal stakeholders.								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the majority of policies are implemented through procedures that are either integrated into the policies themselves or accessible as separate documents, standard operating procedures (SOPs), or processes.								
3	Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes, the Code of Conduct for the supply chain partners encompasses key aspects of the Company's policies applicable to the value chain partners. Furthermore, some other Company policies, such as the Whistleblowing Policy for Vendor and Channel partners, as relevant, are also extended to the supply chain partners.								
4	Name of the national and international codes / certifications/ labels/ standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Some of the standards, certifications, and codes adopted by the Company are as follows: - P1: ISM, ISPS, ISO-9001, ISO-14001. P2: ISO-9001. P3: ISM, MLC-2006. P4: ISO-9001, ISO-14001, ISPS. P5: NA P6: ISO-14001. P7: ISO-9001, ISO-14001. P8: NA P9: ISO-9001, ISO-14001.								

DISCLOSURE QUESTIONS	P1	P2	P3	P4	P5	P6	P7	P8	P9
5 Specific commitments, goals, and targets set by the entity with defined timelines, if any.			<b>P3: Employees:</b> <ul style="list-style-type: none"> <li>- Continue to have Zero Incidents</li> <li>- Continue to have Employees Turnover: &lt; 5 % Voluntary Attrition</li> <li>- 18% of women in the workforce by 2027.</li> </ul> <b>P4: Stakeholders Engagement:</b> <ul style="list-style-type: none"> <li>- Employee Satisfaction Rate of 3.80/5 by 2027;</li> <li>- Supplier Satisfaction Rate = N.A.</li> <li>- Customer Satisfaction Rate of 4.75 / 5 by 2027</li> </ul> <b>Marine pollution:</b> <p>As per MARPOL regulations, enforced on board vessels adhering to IOPP &amp; IAPP requirements of the class.</p>						
6 Performance of the entity against the specific commitments, goals, and targets, along with reasons in case the same are not met.			<b>P3: Employees:</b> <p>Zero Incident was achieved last year itself.</p> <p>Continue to have Employees Turnover: &lt; 5 % Voluntary Attrition – No comments required</p> <p>The company is in the process of recruitment and is likely to have 18% of the women workforce by 2027.</p>						
			<b>P4: Stakeholders Engagement:</b> <p>The Company has not conducted any such survey last year.</p>						

#### GOVERNANCE, LEADERSHIP, AND OVERSIGHT

##### 7 STATEMENT BY THE DIRECTOR RESPONSIBLE FOR THE BUSINESS RESPONSIBILITY REPORT, HIGHLIGHTING ESG-RELATED CHALLENGES, TARGETS, AND ACHIEVEMENTS.

It is with great pleasure that I unveil the Company's Business Responsibility and Sustainability Report (BRSR) for the fiscal year 2024-25, prepared under the framework established by SEBI, emphasizing its unwavering commitment to environmental, social, and governance (ESG) principles and the progress achieved in addressing sustainability challenges. We regard our responsibility to lead in sustainable development not merely as a duty to society but also as an opportunity to succeed through ethical and responsible practices.

Over the past year, we've faced several ESG challenges that have shaped our commitment to responsible business practices. We recognize our responsibility to minimize the environmental impact and social effects of our shipping activities. Moreover, prioritizing the safety, well-being, and professional development of our staff, while promoting transparency, diversity, and inclusion internally and externally, remains a top focus for our organization.

To tackle these issues, we have introduced ESG initiatives that reinforce our commitment to sustainable shipping and foster a culture of diversity and inclusion within our organization.

**Environmental Protection:** The Company complies with the International Maritime Organisation (IMO) MARPOL Convention and has implemented appropriate measures concerning emissions, ballast water treatment, domestic discharges, and oil pollution prevention. These initiatives enable us to make a meaningful contribution to global efforts in combating climate change and promoting cleaner oceans.

**Waste Management:** Waste produced during routine maritime operations is managed under the vessel's garbage management plan and disposed of at certified facilities. The discharge of oil, solid waste, and sewage from ships is strictly prohibited under MARPOL regulations.

**Workforce Development:** Numerous training programs, primarily centered on diverse principles including Leadership, Soft Skills, health and wellness, Industrial Skills, and Building Infrastructure for a Viksit Bharat, were implemented to facilitate the professional development and well-being of the workforce. These initiatives also aimed to promote a diverse and inclusive work environment.

At DCI, sustainability is a core part of our corporate culture. We view ESG as the foundation for generating long-term value and making a positive impact in the world. Through teamwork and strong dedication, we are committed to developing sustainable shipping solutions.

DISCLOSURE QUESTIONS	P1	P2	P3	P4	P5	P6	P7	P8	P9
8	<b>DETAILS OF THE HIGHEST AUTHORITY RESPONSIBLE FOR IMPLEMENTATION AND OVERSIGHT OF THE BUSINESS RESPONSIBILITY POLICY (IES): -</b>								

**(a) Details of the Director(s) responsible for the implementation of the Business Responsibility Policy (ies)**

The Managing Director and CEO, along with the Board, are the highest authorities for implementing and overseeing the Business Responsibility policy(ies).

S. No.	Particulars	Detail
1	DIN Number, if applicable	09207436
2	Name	Shri Durgesh Kumar Dubey
3	Designation	Managing Director & CEO (A/c)
4	Telephone No.	0891-2871200
5	E-Mail ID	dredging@dcil.co.in

9 **DOES THE ENTITY HAVE A SPECIFIED COMMITTEE OF THE BOARD/DIRECTORS RESPONSIBLE FOR DECISION-MAKING ON SUSTAINABILITY-RELATED ISSUES? (YES / NO). IF YES, PROVIDE DETAILS:**

The Board's Corporate Social Responsibility, Safety, and Sustainability Committee ("CSRSSC") is tasked with making decisions concerning sustainability-related issues. For further information about the CSRSSC, please refer to the Corporate Governance Report included in this Integrated Annual Report.

The CSRSSC plays a pivotal role in directing the Company's sustainability strategy, providing oversight and supporting informed decision-making on environmental, social, and governance (ESG) matters. Details regarding the Committee's mandate, composition, and activities are accessible in the Corporate Governance Report, which constitutes part of this Integrated Annual Report.

10 **DETAILS OF REVIEW OF NGRBCs BY THE COMPANY: -**

SUBJECT FOR REVIEW	INDICATE WHETHER THE REVIEW WAS UNDERTAKEN BY THE DIRECTOR/ COMMITTEE OF THE BOARD/ ANY OTHER COMMITTEE									FREQUENCY (ANNUALLY/HALF YEARLY/ QUARTERLY/ ANY OTHER-PLEASE SPECIFY)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against the above policies follow-up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes, the Company's NGRBC performance is reported annually to the board's executive committee.								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliance	The Board requires the Committee to ensure compliance with all applicable regulations and obtain a statutory compliance certificate for relevant laws.									The compliance report, covering all statutory requirements, is submitted to the Directors and the Audit Committee on a quarterly basis.								

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
11 Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	The Company periodically conducts a thorough internal audit of our policies and assesses and monitors any gaps in their implementation.								

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
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 aims to assist entities in demonstrating how well they have integrated the Principles and Core Elements into essential procedures and decisions. The information sought is divided into "Essential" and "Leadership" categories. 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 that 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 PROGRAMME ON ANY OF THE PRINCIPLES DURING THE FINANCIAL YEAR:

SEGMENT	TOTAL NUMBER OF TRAINING AND AWARENESS PROGRAMMES HELD	TOPICS/PRINCIPLES COVERED UNDER TRAINING AND ITS IMPACT	% OF PERSON IN RESPECTIVE CATEGORIES COVERED BY THE AWARENESS PROGRAMME
Board of Directors	1	Business, strategy, risk, Induction, ESG, visit to site/operative plants, and update of laws	100%
Key Managerial Personnel	2	Business, strategy, risk, regulatory discussions, ESG, visit to site/operative plants, and update of laws	100%
Employees other than BOD and KMP	22	The Company organizes a variety of online and offline training sessions throughout the year, facilitated by both internal and external instructors and experts. These sessions focus on pivotal subjects, including safety, code of conduct, prevention of sexual harassment, cybersecurity, diversity and inclusion, and sustainability, tailored for employees across the organization. Additionally, the Company provides targeted training based on individual roles and needs, encompassing areas such as behavioral competencies, leadership development, and project management. <ul style="list-style-type: none"> <li>✓ Training Topics:- Time Management</li> <li>✓ Health &amp; Safety</li> <li>✓ Anti-Corruption and Anti-Bribery Policy</li> <li>✓ Human Rights</li> </ul> Skill Upgradation.	98.31%
Workers	4	<ul style="list-style-type: none"> <li>✓ Health &amp; Safety</li> <li>✓ Skill Upgradation.</li> </ul>	99%

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 RS.)	BRIEF OF THE CASE	HAS AN APPEAL BEEN PREFERRED (YES/NO)
Penalty/Fine	Principle 1	National Stock Exchange and Bombay Stock Exchange	84000/- + GST	In accordance with Regulation 20 of the SEBI (LODR) Regulations, 2015, the Company was required to constitute a Stakeholder Relationship Committee. Further, due to the cessation of Cap S Divakar on 16.04.2024, the total number of members on the Stakeholder Relationship Committee was reduced from 3 to 2. It was a non-compliance with Regulation 20 of the SEBI (LODR) Regulations, 2015, from April 17, 2024, to May 28, 2025.	The Company has applied for a waiver on 23.08.2024
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-

NON-MONETARY					
	NGRBC PRINCIPLE	NAME OF THE REGULATORY/ ENFORCEMENT AGENCIES/ JUDICIAL INSTITUTIONS	AMOUNT (IN RS.)	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 ARE PREFERRED IN CASES WHERE MONETARY OR NON-MONETARY ACTION HAS BEEN APPEALED.

CASE DETAIL	NAME OF REGULATORY/ ENFORCEMENT AGENCY/ JUDICIAL INSTITUTION
Not Applicable	Not Applicable
Not Applicable	Not Applicable

**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.**

DCI is committed to upholding the highest standards of integrity and transparency by aligning its practices with the guidelines issued by the Central Vigilance Commission (CVC). These guidelines provide a foundational framework for promoting ethical conduct, preventing corruption, and enhancing accountability in public administration.

The CVC's directives support DCI across several critical areas, including preventive vigilance, whistleblower protection, proactive disclosure, investigation processes, and prosecution mechanisms. In addition to adhering to these national standards, DCI has instituted a comprehensive suite of internal policies—such as the Fraud Prevention and Detection Policy, the Whistleblower Policy, and a Code of Conduct—applicable to all employees, reinforcing a culture of ethics and transparency at every level of the organization.

These initiatives are further supported by a robust internal control system and oversight from dedicated Board-level Committees, which regularly monitor, evaluate, and enhance governance practices.

Weblink to the policy <https://www.dredge-india.com/>

**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-2024-25	FY-2023-24
Director	NIL	NIL
KMP	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

\*\* No incidents related to bribery or corruption against any of the directors/KMPs/employees/workers were reported during the FY 2024-25.

**6 DETAILS OF COMPLAINTS ABOUT CONFLICT OF INTEREST:**

	FY-2024-25		FY-2023-24	
	Number	Remark	Number	Remark
Number of complaints received about issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received about issues of conflict of interest for the KMPs.	NIL	NA	NIL	NA

**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.**

No cases of corruption or conflicts of interest were reported that required action from regulators, law enforcement, or judicial bodies during the reporting period.

**8 NUMBER OF DAYS OF ACCOUNTS PAYABLES ((ACCOUNTS PAYABLE \*365) / COST OF GOODS/SERVICES PROCURED) IN THE FOLLOWING FORMAT:**

	FY-2024-25	FY-2023-24
Number of days of accounts payable	81	102

**9 OPENNESS OF BUSINESS**

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

Parameter	Metrics	FY-2024-25	FY-2023-24
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	Not Applicable	Not Applicable
	b. Number of Trading houses where purchases are made from		
	c. Purchases from Top 10 trading houses as % of total Purchases from trading house		

Parameter	Metrics	FY-2024-25	FY-2023-24
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales.	Not Applicable	Not Applicable
	b. Number of dealers/distributors to whom sales are made		
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors		
Shares of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties/Total Sales)	55,242.20 Lakhs	45,024.27 Lakhs
	c. Loans & Advances (Loans & Advances given to related parties/ Total Loans & Advances)	20,500.00 Lakhs	17,900.00 Lakhs
	d. Investments (Investments in related parties/ Total Investments made)	Nil	Nil

**LEADERSHIP INDICATORS**

**1 AWARENESS PROGRAMME CONDUCTED FOR VALUE CHAIN PARTNERS ON ANY OF THE PRINCIPLES DURING THE FINANCIAL YEAR:**

TOTAL NUMBER OF AWARENESS PROGRAMMES HELD	TOPIC/PRINCIPLE COVERED UNDER THE TRAINING	% OF VALUE CHAIN PARTNERS COVERED (BY VALUE OF BUSINESS DONE WITH SUCH PARTNER) UNDER THE AWARENESS PROGRAMME
1	P1 to P9	40%

DCI persistently collaborates with its value chain partners to highlight key developments and priorities within the dredging and maritime sectors. These include the adoption of advanced dredging technologies, enhancing operational efficiency to reduce environmental impact, and undertaking both capital and maintenance dredging projects.

Furthermore, emphasis is placed on fortifying the Indian maritime sector through initiatives such as the deployment of Trailer Suction Hopper Dredgers, development of basic port infrastructure—including channel deepening, mechanization, and the creation of additional berths—as well as the establishment of new greenfield ports. These efforts are systematically communicated to stakeholders to ensure alignment and foster collaboration across the value chain.

**2 DOES THE ENTITY HAVE PROCESSES IN PLACE TO AVOID/ MANAGE CONFLICT OF INTEREST INVOLVING MEMBERS OF THE BOARD? (YES/NO) IF YES, PROVIDE DETAILS OF THE SAME.**

Yes, DCI has established a conflict of interest clause to ensure that Board Members and Senior Management act in the best interests of the organization. Furthermore, during the year under review, there were no potential conflicts of interest related to the Company as a whole.

DCI maintains a well-defined conflict of interest policy to ensure that all decisions made by the Board and Senior Management are guided solely by the best interests of the Company. This policy constitutes a fundamental component of the Company's governance framework, fostering transparency, ethical conduct, and accountability at the highest levels.

During the reporting period, no instances of actual or potential conflicts of interest were identified that could have adversely affected the interests of the Company or its stakeholders.

- Each director discloses their concerns or interests in any Company or Companies, or bodies corporate, firms, or other associations of individuals, including any changes therein, such as shareholdings, in accordance with Section 184 of the Companies Act, 2013, and the applicable rules.
- The Board of Directors affirms compliance with the Code of Conduct, obtaining affirmation to prevent conducting the Company's business with a relative or with a business entity in which a Director's relative holds a significant role.
- Every director discloses their material interest, whether direct or indirect, or on behalf of third parties, in any transaction or matter directly affecting the Company at the commencement of each fiscal year.

**PRINCIPLE 2:****BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE****ESSENTIAL INDICATORS**

- 1 PERCENTAGE OF R&D AND CAPITAL EXPENDITURE (CAPEX) INVESTMENTS IN SPECIFIC TECHNOLOGIES TO IMPROVE THE ENVIRONMENTAL AND SOCIAL IMPACTS OF PRODUCTS AND PROCESSES TO TOTAL R&D AND CAPEX INVESTMENTS MADE BY THE ENTITY, RESPECTIVELY.

	FY-2024-25	FY-2023-24	DETAILS OF IMPROVEMENTS IN ENVIRONMENTAL AND SOCIAL IMPACTS
R&D	NIL	NIL	NIL
CAPEX	239.21 Cr.	195.41 Cr	<p><b>Notes:</b> The company has undertaken CAPEX in previous as well as current financial years to adopt the latest technologies on its ships to improve environmental sustainability by: –</p> <ul style="list-style-type: none"> <li>✓ The Company is committed to lowering NOx and SOx emissions from its vessels to improve air quality and reduce its carbon footprint, in line with MARPOL regulations.</li> <li>✓ Discharging oil, solid waste, sewage, and other pollutants from its ships is strictly prohibited, ensuring full compliance with MARPOL regulations.</li> <li>✓ Refrigerants used in onboard air conditioning systems are environmentally friendly, serving as a safeguard against ozone layer depletion.</li> <li>✓ Use of asbestos-free products onboard.</li> <li>✓ Prevention of the utilization of Single Use Plastics (SUP) onboard vessels in compliance with DGS orders.</li> <li>✓ Compliance requirement for carrying hazardous materials onboard, following the administration circular regarding the transportation and handling of hazardous and noxious liquid substances in bulk on Indian-flagged offshore support vessels.</li> <li>✓ Using tin-free and Cybutryne-free anti-fouling paints on ship hulls helps protect marine ecosystems.</li> <li>✓ Processes like underwater hull cleaning, propeller polishing, and regular hull coating during dry-docks are used to decrease total resistance, which helps lower fuel use and carbon emissions.</li> </ul>

\* Based on the recommendation of the Expert Committee, the Ministry has granted approval for the procurement of 12000 m<sup>3</sup> TSHD dredgers. The first dredger was acquired in 2021, the second in 2023, and the procurement of the third dredger will be contingent upon the performance analysis of the two preceding dredgers.

- 2 a. DOES THE ENTITY HAVE PROCEDURES IN PLACE FOR SUSTAINABLE SOURCING? (YES/NO)

No, the Company is engaged in the dredging business, which does not entail sourcing raw materials as inputs for manufacturing any final products.

Most of the Company's supplies to vessels consist of finished products, such as engine spares obtained from manufacturers or licensees, consumables supplied by reputable oil companies, as well as paint and chemicals sourced from manufacturers, which are delivered as general stores to ships. The ship handlers, responsible for procuring various line items from the market, consolidate these supplies and deliver them onboard. As a result, the Company does not acquire any raw materials as inputs for its operational activities.

However, the Company considers the following criteria when selecting vendors for potential business opportunities.

1. Sourcing from Original Engine Manufacturers /reputable suppliers known in the industry.
2. Vendors are required to maintain registration under local or regional laws.
3. Vendors maintain management systems under ISO 9001 and 14001 or any other equivalent system, wherever applicable.

Notably, the company sources bunker fuel for its ships, which has a sulphur content of less than 0.1% for ECA areas and not more than 0.5% for other areas, as per the prevailing IMO regulations effective from January 1, 2020. 100% of Marine Bunker fuel is sourced in compliance with IMO regulations.

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

As part of our sustainable sourcing efforts, approximately 90% of our input materials are sourced locally.

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

- (a) **Plastics (including packaging):** - For shore, quantity is very limited & totally avoided on ships.
- (b) **E-waste:** - E-waste is disposed of according to the procedure outlined in the IMS manual. It is either done through a buyback from the supplier or via an auction on the MSTC portal by the Material department. MSTC identifies e-waste recyclers and disposers.
- (c) **Hazardous waste:** – The hazardous waste generated is disposed of through registered recyclers or disposers authorised by the State Pollution Control Boards.
- (d) **Other waste:** - Garbage disposal from Dredgers is being done through agencies registered with the respective ports. The mechanism plan is being implemented on board ships.

The company fully complies with MARPOL regulations by prohibiting the discharge of oil, solid waste, sewage, and other pollutants from its ships. Old or expired batteries and pyrotechnics are safely disposed of or recycled through authorised vendors. Sludge remaining on ships is handed over to Port Authorities for recycling or recrystallisation. Scrap generated during dry dock or layup repairs is given to repairers or yards for recycling. For e-waste from shore offices, the company partners with an approved local recycler.

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

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

In 2022, the Ministry of Environment, Forest and Climate Change (MoEFCC) revised the EPR Rules concerning plastic waste, e-waste, and battery waste, extending the scope of these regulations to encompass importers. To ensure compliance with the EPR Rules and strengthen the waste management framework, the Company has enhanced its procedures, including implementing awareness programs and providing support to meet regulatory compliance standards.

**LEADERSHIP INDICATORS**

**1 HAS THE ENTITY CONDUCTED LIFE CYCLE PERSPECTIVE / ASSESSMENTS (LCA) FOR ANY OF ITS PRODUCTS (FOR THE MANUFACTURING INDUSTRY) OR FOR ITS SERVICES (FOR SERVICE INDUSTRY)? IF YES, PROVIDE DETAILS IN THE FOLLOWING FORMAT?**

NIC CODE	NAME OF PRODUCT/ SERVICE	% OF TOTAL TURNOVER CONTRIBUTED	BOUNDARY FOR WHICH THE LIFE CYCLE PERSPECTIVE/ ASSESSMENT WAS CONDUCTED	WHETHER CONDUCTED BY INDEPENDENT EXTERNAL AGENCY (YES/NO)	RESULTS COMMUNICATED IN PUBLIC DOMAIN (YES/ NO) IF YES, PROVIDE THE WEB LINK
-	-	-	-	-	-

**2 IF THERE ARE ANY SIGNIFICANT SOCIAL OR ENVIRONMENTAL CONCERNS AND/OR RISKS ARISING FROM PRODUCTION OR DISPOSAL OF YOUR PRODUCTS / SERVICES, AS IDENTIFIED IN THE LIFE CYCLE PERSPECTIVE / ASSESSMENTS (LCA) OR THROUGH ANY OTHER MEANS, BRIEFLY DESCRIBE THE SAME ALONG WITH ACTION TAKEN TO MITIGATE THE SAME.**

NAME OF PRODUCT/ SERVICE	DESCRIPTION OF RISK/CONCERN	ACTION TAKEN
Shipping	Emission	<p>In an effort to mitigate emissions, the Company has implemented or undertaken the following initiatives: –</p> <ol style="list-style-type: none"> <li>1. The Company has worked to reduce SOx emissions from its vessels to improve air quality and lower its carbon footprint. It has fully complied with IMO's regulation on 0.5% Sulphur fuel, which came into effect in January 2020, by supplying all vessels with low-sulfur fuel oil from that date. This decrease in SOx emissions will provide significant health and environmental benefits worldwide, especially for coastal communities and port residents. Although the Company could have chosen to use abatement technologies such as Exhaust Gas Cleaning Systems or scrubbers as alternatives to low-sulfur fuel to meet IMO standards, it decided to employ low-sulfur fuel oil on all its vessels.</li> <li>2. For the reduction of NOx emissions, all engines comply with NOx Tier I/Tier II requirements under Regulation 13 of MARPOL Annex VI.</li> <li>3. The Company's list of emission reduction measures includes the installation of LED lighting, regular hull cleaning, propeller cleaning/polishing, etc.</li> <li>4. The Company is exploring investments in alternative technologies and fuel.</li> <li>5. All the Company's vessels are complying with Regulation 12 of IMO MARPOL Annex VI on Ozone Depleting Substances (ODS).</li> </ol>
Shipping	Domestic Sewage Discharge	The regulations outlined in Annex IV of MARPOL prohibit the discharge of sewage into the sea within a specified distance from the nearest land, unless explicitly permitted otherwise. All vessels operated by the Company are equipped with approved Sewage Treatment Plants in accordance with the requirements set forth by IMO's MARPOL Annex IV.
Shipping	Oil Pollution	DCI maintains a strict zero-tolerance policy regarding oil pollution from ships. The discharge of oil or oily mixtures into the sea is explicitly prohibited for ships in accordance with Annex 1 of MARPOL. All vessels are constructed in compliance with MARPOL regulations. Each vessel is equipped with approved oil-filtering equipment, and all tankers are fitted with approved oil-discharge monitoring and control systems. Additionally, the cargo tanks and pump rooms in tankers are constructed with double hulls to minimize the risk of oil pollution.

**3 PERCENTAGE OF RECYCLED OR REUSED INPUT MATERIAL TO TOTAL MATERIAL (BY VALUE) USED IN PRODUCTION (FOR MANUFACTURING INDUSTRY) OR PROVIDING SERVICES (FOR SERVICE INDUSTRY).**

INDICATE INPUT MATERIAL	RECYCLED OR REUSED INPUT MATERIAL TO TOTAL MATERIAL	
	FY-2024-25	FY-2023-24
NA	NA	NA

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

	FY- 2024-25			FY- 2023-24		
	RE-USED	RE-CYCLED	SAFELY DISPOSAL	RE-USED	RE-CYCLED	SAFELY DISPOSAL
Plastic (including packaging)	-	-	-	-	-	-
E-Waste	5 Numbers of PCs upgraded and donated to GPTW (Government Polytechnic Women's College-Bhimeli)	NIL	NIL	6 number of PCs upgraded and donated to the school under CSR through OEM (Original equipment manufacturer)	NIL	NIL
Hazardous Waste	Nil	NIL	NIL	26 numbers of UPS batteries returned under buyback through OEM (Original equipment manufacturer)	NIL	NIL
Other Waste	NIL	NIL	NIL	NIL	NIL	NIL

- 5 RECLAIMED PRODUCTS AND THEIR PACKAGING MATERIALS (AS PERCENTAGE OF PRODUCTS SOLD) FOR EACH PRODUCT CATEGORY.

INDICATE THE PRODUCT CATEGORY	
Nil	Nil

**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										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits*		Daycare Facilities*	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>PERMANENT EMPLOYEES</b>											
Male	205	205	100	205	100	NA	NA	135	65	-	-
Female	31	31	100	31	100	31	100	0	0	-	-
<b>Total</b>	<b>236</b>	<b>236</b>	<b>100</b>	<b>236</b>	<b>100</b>	<b>31</b>	<b>100</b>	<b>135</b>	<b>65</b>	<b>-</b>	<b>-</b>
<b>OTHER THAN PERMANENT EMPLOYEES</b>											
Male	330	330	100	330	100	NA	NA	0	0	-	-
Female	3	3	100	3	100	0	0	0	0	-	-
<b>Total</b>	<b>333</b>	<b>333</b>	<b>100%</b>	<b>333</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>

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

## b Details of measures for the well-being of workers

Category	% OF WORKERS COVERED										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits*		Daycare Facilities*	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>PERMANENT WORKERS</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>OTHER THAN PERMANENT WORKERS</b>											
Male	55	55	100	55	100	0	0	0	0	-	-
Female	9	9	100	9	100	9	100	0	0	-	-
<b>Total</b>	<b>64</b>	<b>64</b>	<b>100</b>	<b>64</b>	<b>100</b>	<b>9</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>

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

	FY-2024-25	FY-2023-24
Cost incurred on well-being measures as a % of the total revenue of the company.	0.010	0.13

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

## 2 DETAILS OF RETIREMENT BENEFITS FOR CURRENT FY AND PREVIOUS FINANCIAL YEAR.

BENEFITS	FY- 2024-25			FY- 2023-24		
	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.)
<b>(Shore &amp; Floating)</b>						
PF	100%	100%	Y	100%	100%	Y
GRATUITY*	100%	100%	Y	100%	100%	Y
ESI	-	100%	Y	-	100%	Y
OTHERS - PLEASE SPECIFY Leave Encashment	100%	-	Y	100%	-	Y

\*Gratuity is paid to all eligible 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, the premises and offices of the entity are accessible to differently abled employees and workers, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. The majority of the Company's permanent premises are designed to be accessible to differently abled individuals, incorporating facilities such as wheelchair-accessible ramps, toilets, and lifts. The Company is actively undertaking initiatives to further enhance infrastructure, ensuring that all remaining premises are equipped to meet the accessibility needs of individuals with disabilities.

## 4 DOES THE ENTITY HAVE AN EQUAL OPPORTUNITY POLICY AS PER THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016? IF SO, PROVIDE A WEB LINK TO THE POLICY.

The Company adheres to the guidelines issued by the Government of India and is steadfastly committed to providing equal employment opportunities while cultivating an inclusive and diverse work environment. The company's policy explicitly delineates the guiding principles that motivate us to ensure fairness, equity, and inclusiveness across all personnel practices.

Furthermore, it reaffirms our commitment to upholding the highest standards of ethics, integrity, and governance in all aspects of workforce management and decision-making.

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%	NIL	NIL
FEMALE	100%	100%	NIL	NIL
TOTAL	100%	100%	NIL	NIL

6 IS THERE A MECHANISM AVAILABLE TO RECEIVE AND REDRESS GRIEVANCES FOR THE FOLLOWING CATEGORIES OF EMPLOYEES AND WORKERS? IF YES, GIVE DETAILS OF THE MECHANISM IN BRIEF

	Yes/No (if yes, give details of the mechanism in brief.)
Permanent Workers	Yes, DCI maintains a grievance redressal mechanism applicable to all its shore-based employees and floating (over the sail) employees, including staff and officers. The primary aim of this procedure is to facilitate the prompt resolution of grievances by providing accessible channels for their settlement.  Additionally, the website link for the Centralised Public Grievance Redress and Monitoring System (CPGRAMS), an online platform designed for citizens to submit grievances to public authorities, is also provided on the DCI website.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

Additionally, our Anti-Sexual Harassment Policy is in place to effectively handle and resolve any grievances related to such issues. It has zero tolerance for any non-compliance with these principles.

7 MEMBERSHIP OF EMPLOYEES AND WORKER IN ASSOCIATION(S) OR UNIONS RECOGNIZED BY THE LISTED ENTITY:

CATEGORY	FY- 2024-25			FY- 2023-24		
	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 (A)	NO. OF EMPLOYEES / WORKERS IN RESPECTIVE CATEGORY, WHO ARE PART OF ASSOCIATION (S) OR UNION (B)	% (B/A)
<b>(Shore &amp; Floating)</b>						
<b>TOTAL PERMANENT EMPLOYEES</b>	<b>236</b>	<b>236</b>	<b>100</b>	<b>76</b>	<b>76</b>	<b>100</b>
MALE	205	205	100	76	76	
FEMALE	31	31	100	-	-	100
<b>OTHER THAN PERMANENT EMPLOYEES</b>	<b>333</b>	<b>333</b>	<b>100</b>	<b>310</b>	<b>310</b>	<b>-</b>
MALE	330	330	100	308	308	100
FEMALE	3	3	100	02	02	100
TOTAL PERMANENT WORKERS	NA	NA	NA	NA	NA	100
MALE	-	-	-	-	-	NA
FEMALE	-	-	-	-	-	-
<b>OTHER THAN PERMANENT WORKERS</b>	<b>64</b>	<b>64</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>
MALE	55	55	100	-	-	-
FEMALE	9	9	100	-	-	-

## 8 DETAILS OF TRAINING GIVEN TO EMPLOYEES AND WORKERS:

CATEGORY	FY- 2024-25					FY- 2023-24				
	TOTAL (A)	ON HEALTH & SAFETY MEASURES		ON SKILL UPGRADATION		TOTAL (D)	ON HEALTH & SAFETY MEASURES		ON SKILL UPGRADATION	
		NO. (B)	% (B/A)	NO. (C)	% (C/A)		NO. (E)	% (E/D)	NO. (F)	% (F/D)
<b>Employees (Permanent)</b>										
Male	205	41	20.00	64	31.21	141	13	9.21	53	37.58
Female	31	17	54.84	22	70.97	31	1	3.22	16	51.61
<b>Total</b>	<b>236</b>	<b>58</b>	<b>24.57</b>	<b>86</b>	<b>36.44</b>	<b>172</b>	<b>14</b>	<b>8.14</b>	<b>69</b>	<b>40.12</b>
<b>Employees (other than Permanent)</b>										
Male	330	71	21.52	71	21.52	41	26	63.41	9	21.95
Female	3	0	0.00	0	0.00	8	8	100	6	75
<b>Total</b>	<b>333</b>	<b>71</b>	<b>21.32</b>	<b>71</b>	<b>21.32</b>	<b>49</b>	<b>34</b>	<b>69.39</b>	<b>15</b>	<b>30.61</b>
<b>Workers</b>										
Male	55	34	61.82	14	25.45	NA	NA	NA	NA	NA
Female	9	8	88.89	7	77.78	NA	NA	NA	NA	NA
<b>Total</b>	<b>64</b>	<b>42</b>	<b>65.62</b>	<b>21</b>	<b>32.81</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

## 9 DETAILS OF PERFORMANCE AND CAREER DEVELOPMENT REVIEWS OF EMPLOYEES AND WORKERS

CATEGORY	FY- 2024-25			FY- 2023-24		
	TOTAL (A)	NO. (B)	% (B/A)	TOTAL (C)	NO. (D)	% (D/C)
<b>PERMANENT EMPLOYEES (SHORES)</b>						
MALE	135	0	0	141	52	36.87
FEMALE	31	0	0	31	14	45.16
<b>TOTAL</b>	<b>166</b>	<b>0</b>	<b>0</b>	<b>172</b>	<b>66</b>	<b>38.37</b>
<b>PERMANENT EMPLOYEES (FLOATING)</b>						
MALE	70	6	8.57	76	6	7.89
FEMALE	0	0	0	0	0	0
<b>TOTAL</b>	<b>70</b>	<b>6</b>	<b>8.57</b>	<b>76</b>	<b>6</b>	<b>7.89</b>
<b>WORKERS</b>						
MALE	NA	NA	NA	NA	NA	NA
FEMALE	NA	NA	NA	NA	NA	NA
<b>TOTAL</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

## 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, International Safety Management (ISM) is being followed on Board the vessel.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?  
Yes, SMS (Safety Management System) is being followed, which encompasses RA in all areas of work.  
Hazard Identification & Risk Assessment (HIRA) and the Aspect Impact Register (AIR) are kept up-to-date for all departments to manage all risks.
- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)  
Yes, the Company has processes for workers to report the work-related hazards and to remove themselves from such risks.

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

Indeed, the Company offers access to non-occupational medical and healthcare services for its employees and workers. These services encompass routine health assessments, wellness initiatives, mental health support, and access to medical consultations unrelated to work-related illnesses or injuries. Through providing these benefits, the Company affirms its dedication to the holistic well-being of its workforce, thereby fostering a healthier and more productive work environment.

**11 DETAILS OF SAFETY-RELATED INCIDENTS, IN THE FOLLOWING FORMAT:**

SAFETY INCIDENTS/NUMBERS	CATEGORY	FY-2024-25	FY-2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hours worked)	Employee	NIL	NIL
	Worker	-	-
Total recordable work-related injuries	Employee	NIL	2
	Worker	-	10
No. of Fatalities	Employee	NIL	1
	Worker	-	-
High consequences of work-related injury or ill-health (excluding fatalities)	Employee	NIL	NIL
	Worker	-	-

**12 DESCRIBE THE MEASURES TAKEN BY THE ENTITY TO ENSURE A SAFE AND HEALTHY WORKPLACE.**

DCI emphasizes the safety and health of its employees through a comprehensive array of initiatives. These measures encompass extensive safety training, obligatory use of personal protective equipment (PPE), routine safety assessments, and rigorous enforcement of safety regulations. An independent safety officer conducts inspections periodically, while routine maintenance procedures assist in identifying and mitigating potential hazards. Furthermore, DCI promotes employee engagement in safety practices and encourages reporting of safety concerns, complemented by health and wellness programs designed to improve overall well-being. Additionally, employees are granted access to non-occupational medical services, including reimbursement for treatment, alongside medical advancements and leave options contingent upon the severity of illness. Ensuring compliance with regulatory standards remains a priority, as DCI strives to foster a safety-oriented organizational culture by adhering to the ISM code.

**13 NUMBER OF COMPLAINTS ON THE FOLLOWING MADE BY EMPLOYEES AND WORKERS:**

	FY- 2024-25			FY- 2023-24		
	FILED DURING THE YEAR	PENDING RESOLUTION AT THE END OF THE YEAR	REMARKS	FILED DURING THE YEAR	PENDING RESOLUTION AT THE END OF THE YEAR	REMARKS
WORKING CONDITIONS	Nil	Nil	Nil	Nil	Nil	Nil
HEALTH AND 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 & Safety Practices	100 % of the plants were assessed by the Company
Working Conditions	100 % of the plants were assessed by the Company

**15 PROVIDE DETAILS OF ANY CORRECTIVE ACTION TAKEN OR UNDERWAY TO ADDRESS SAFETY-RELATED INCIDENTS (IF ANY) AND ON SIGNIFICANT RISKS / CONCERNS ARISING FROM ASSESSMENTS OF HEALTH & SAFETY PRACTICES AND WORKING CONDITIONS.**

All on-board incidents at DCI are thoroughly investigated in line with the Company's Safety Guidelines and the provisions of the International Safety Management (ISM) Code on Incident Reporting and Investigation. The objective is not only to determine root causes but also to promote a culture of continuous learning and improvement.

Insights and lessons learned from each incident are consistently shared across operational sites to prevent similar events from happening again. Additionally, employees are actively encouraged to report unsafe acts and conditions, which allows for proactive incident analysis and thorough risk assessments. This strategy enhances preventive measures and reinforces DCI's commitment to maintaining a safe and responsible work environment.

## LEADERSHIP INDICATORS

## 1 DOES THE ENTITY EXTEND ANY LIFE INSURANCE OR ANY COMPENSATORY PACKAGE IN THE EVENT OF DEATH OF

(A) EMPLOYEES (Y/N)	Yes, the Company has implemented a comprehensive Protection and Indemnity (P&I) Insurance policy that provides life insurance coverage for employees during their employment tenure. This policy ensures financial protection for the employee's family in the unfortunate event of death, regardless of the cause, whether work-related or otherwise.  The primary objective of the policy is to safeguard the financial well-being of the bereaved family by compensating for the loss of earning capacity. This initiative reflects the Company's strong commitment to employee welfare, social responsibility, and compassionate support for families during times of hardship.
(B) WORKERS (Y/N)	

## 2 PROVIDE THE MEASURES UNDERTAKEN BY THE ENTITY TO ENSURE THAT STATUTORY DUES HAVE BEEN DEDUCTED AND DEPOSITED BY THE VALUE PARTNERS.

The Company maintains a comprehensive compliance monitoring framework for its value chain partners. Administrative teams at each location are responsible for uploading verified and applicable compliance documents into the Company's centralized compliance tracking system on a monthly basis. This facilitates effective oversight and centralized monitoring of all critical compliance activities.

Furthermore, the Supply Chain Management team plays an essential role in ensuring that contractors meet their statutory obligations, including the prompt remittance of dues to authorities such as the Provident Fund (PF) and Employees' State Insurance (ESI). Contractors are mandated to periodically submit proof of compliance, thereby reinforcing accountability and adherence to regulatory standards throughout the supply chain.

## 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:

	TOTAL NO. OF AFFECTED EMPLOYEES AND WORKERS		NO. OF EMPLOYEES AND WORKERS THAT ARE REHABILITATED AND PLACED IN SUITABLE EMPLOYMENT OR WHOSE FAMILY MEMBERS HAVE BEEN PLACED IN SUITABLE EMPLOYMENT	
	FY-2024-25	FY-2023-24	FY-2024-25	FY-2023-24
EMPLOYEES	NIL	NIL	NIL	NIL
WORKERS	NIL	NIL	NIL	NIL

## 4 DOES THE ENTITY PROVIDE TRANSITION ASSISTANCE PROGRAMS TO FACILITATE CONTINUED EMPLOYABILITY AND THE MANAGEMENT OF CAREER ENDINGS RESULTING FROM RETIREMENT OR TERMINATION OF EMPLOYMENT? (YES/ NO)

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

## 5 DETAILS ON ASSESSMENT OF VALUE CHAIN PARTNERS:

	% of value chain partners (by the value of Business done with such partners) that were assessed
HEALTH & SAFETY PRACTICES	All of the Company's strategic and preferred value chain partners have been comprehensively evaluated. In addition to the aforementioned strategic partners, the Company has also assessed 100% of its contractual partners in accordance with the applicable Mandatory Safety Standards ('MSS'), which are ensured by the Service Provider at the dry docks.
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.

The Company's Value Chain Partners receive thorough internal training on health and safety from our dedicated team, guaranteeing comprehensive coverage. We maintain a safe work environment that allows them to focus on their responsibilities and achieve career satisfaction. Additionally, they are trained in sexual harassment prevention to ensure full coverage.

**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.**

As a leading player in the dredging industry, DCI is committed to creating long-term value by balancing the needs, interests, and expectations of its diverse stakeholders alongside core business objectives. Stakeholders are defined as individuals, groups, or organizations that can influence—or are influenced by—DCI’s operations, services, and overall performance.

Key stakeholder groups include customers, employees, investors and shareholders, suppliers, regulators, government authorities, local communities, NGOs, media, and market analysts.

To ensure systematic engagement, DCI undertakes a structured stakeholder identification, mapping, and prioritization process on a periodic basis as part of its materiality assessment. This process involves:

- **Identifying** individuals or groups with a direct or indirect interest in or impact on the Company’s activities.
- **Mapping** stakeholders based on influence, relevance, and level of engagement.
- **Prioritizing** stakeholders by assessing their expectations, concerns, and the significance of their impact on DCI’s operations.
- **Integrating** insights into strategic planning, decision-making, and sustainability reporting.

This approach enables DCI to better understand stakeholder perspectives, address material issues, and design appropriate responses and communication strategies that foster transparency, trust, and long-term collaboration.

**2 LIST STAKEHOLDER GROUPS IDENTIFIED AS KEY FOR YOUR ENTITY AND THE FREQUENCY OF ENGAGEMENT WITH EACH STAKEHOLDER GROUP.**

STAKEHOLDERS GROUP	WHETHER IDENTIFIED AS VULNERABLE & MARGINALIZED GROUP (YES/ NO)	CHANNEL OF COMMUNICATION (EMAIL, SMS, NEWSPAPER, PAMPHLETS, ADVERTISEMENT, COMMUNITY MEETINGS, NOTICE BOARD, WEBSITE,) OTHER	FREQUENCY OF ENGAGEMENT (ANNUALLY/ HALF YEARLY/ QUARTERLY/ OTHERS – PLEASE SPECIFY)	PURPOSE AND SCOPE OF ENGAGEMENT INCLUDING KEY TOPICS AND CONCERNS RAISED DURING SUCH ENGAGEMENT
Customers	No	The website, distributor, retailer, direct customers, achievers meetings, visits, helpdesk, conferences, emails, customer surveys, reports, brochures, feedback mechanisms, and customer support cells.	Quarterly, annually, as, and when required.	<ul style="list-style-type: none"> <li>• In surveys, customers' shipping lines are requested to disclose their environmental and health safety management systems and certifications, as well as their targets concerning carbon reduction, waste management, water efficiency, and human rights practices.</li> <li>• Service quality.</li> <li>• Responsiveness to need.</li> </ul>
Employees	No	Online surveys, magazines, emails, intranet platforms, reports, websites, online grievance mechanisms, one-on-one interactions, brochures, HR communications, wellness initiatives, and workshops.	Continuous, weekly, monthly, quarterly and annually.	<ul style="list-style-type: none"> <li>• Career and performance discussions.</li> <li>• Training and awareness programs.</li> <li>• Identifying and reporting human rights issues, along with fostering awareness of various means to report any abuse.</li> <li>• Enhancing operational efficiency.</li> <li>• Implementing health, safety, and employee engagement initiatives.</li> </ul>

STAKEHOLDERS GROUP	WHETHER IDENTIFIED AS VULNERABLE & MARGINALIZED GROUP (YES/ NO)	CHANNEL OF COMMUNICATION (EMAIL, SMS, NEWSPAPER, PAMPHLETS, ADVERTISEMENT, COMMUNITY MEETINGS, NOTICE BOARD, WEBSITE,) OTHER	FREQUENCY OF ENGAGEMENT (ANNUALLY/ HALF YEARLY/ QUARTERLY/ OTHERS - PLEASE SPECIFY)	PURPOSE AND SCOPE OF ENGAGEMENT INCLUDING KEY TOPICS AND CONCERNS RAISED DURING SUCH ENGAGEMENT
Investors & Shareholders	No	Press releases and press conferences, email advisories, in-person meetings, investor conferences, non-deal roadshows, and conference calls.	Quarterly, annually, as, and when required.	<ul style="list-style-type: none"> <li>Educating the investor community regarding TCS's integrated value creation model and long-term business strategy.</li> <li>Assisting investors in articulating their concerns pertaining to company policies, reporting practices, strategic initiatives, and related matters.</li> <li>Gaining insights into shareholder expectations.</li> </ul>
Suppliers	No	Prequalification and vetting processes, communication and partnership meetings, Memoranda of Understanding (MoU) and framework agreements, online surveys, electronic mails, ESG assessments, vendor meetings, online grievance mechanisms, site visits, one-on-one interactions, reporting, website management, and workshops.	Monthly, Quarterly, annually, as, and when required.	<ul style="list-style-type: none"> <li>Quality and sustainable supply.</li> <li>Timely delivery and payments.</li> <li>Consideration of ESG factors (sustainability, safety, compliance audits, human rights, ISO, and OHSAS standards).</li> <li>Opportunities for collaboration and digitalization.</li> </ul>
Communities & NGO	Yes	Community visits and projects, partnerships with local charities, volunteerism, seminars/ conferences, assessments and surveys, focused group discussions, one-to-one interactions, media, website, online grievance mechanism, and field visits.	Monthly, quarterly, annually, as, and when required.	<ul style="list-style-type: none"> <li>Identifying and prioritising the interventions necessary for the communities.</li> <li>Impact assessments of various community development projects are conducted by third parties for CSR interventions undertaken.</li> <li>Assessments related to human rights.</li> <li>CSR activities.</li> <li>Awareness programmes.</li> </ul>
Regulatory Authorities	No	Reports, websites, online applications, presentations, one-on-one interactions, events, emails, letters, and meetings.	Annually, as needed and when required.	<ul style="list-style-type: none"> <li>Regulatory and compliance requirements.</li> <li>Support and feedback regarding business performance.</li> <li>Sustainability topics of concern..</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.

The Company engages stakeholders to develop policies reflecting diverse perspectives, strengthening trust and collaboration. These interactions help co-create sustainable solutions to mitigate ESG risks. To embed sustainability, the Company has a three-tiered governance framework: the Board, corporate, and unit levels. The Board reviews performance, sets strategy, and guides committees, ensuring initiatives are integrated across all levels. Guided by ethics, integrity, and transparency, the Board oversees the Company's Sustainability strategy and Climate Action Plan.

An ESG organisational framework, including risks and opportunities related to climate, is managed by a board-level Risk Management Committee. This committee evaluates ESG concerns and threats to operations, developing policies to mitigate risks.

**2 WHETHER STAKEHOLDER CONSULTATION IS USED TO SUPPORT THE IDENTIFICATION AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL TOPICS (YES / NO). IF SO, PROVIDE DETAILS OF INSTANCES AS TO HOW THE INPUTS RECEIVED FROM STAKEHOLDERS ON THESE TOPICS WERE INCORPORATED INTO POLICIES AND ACTIVITIES OF THE ENTITY.**

Yes, the Company actively engages both internal and external stakeholders to ensure their Environmental, Social, and Governance (ESG) priorities align with the Company's business policies and strategies. Material environmental and social issues are identified by assessing their relevance to the dredging sector, as well as the requirements of relevant standards and rating frameworks. The importance of these issues is evaluated through direct one-on-one interactions and focused group discussions with external stakeholders, alongside input from internal stakeholders representing various business functions. The valuable feedback gained from these consultations is carefully prioritised and incorporated into the development of the Company's Business Responsibility and Sustainability Report and its policies. This process ensures that stakeholder perspectives are effectively integrated into the Company's ESG management approach, promoting responsible business practices and sustainable value creation.

Yes, stakeholder engagement encompasses key material issues driven by strategic objectives through various modes of engagement. Each stakeholder group has a designated internal custodian. For example, employee feedback involves specific, informed procedures that contribute to improved communication and collaboration platforms.

For suppliers, this has improved the ease of doing business and the ability to address environmental and social aspects. Within the framework of the Community Ecology Initiative, our emphasis is on establishing an ecological equilibrium within our proximate communities through the implementation of projects that yield direct and tangible benefits. A principal area of focus is the enhancement of our urban primary healthcare system, as vulnerable communities often lack the adequate personnel and facilities necessary to address their healthcare needs.

Similarly, for our employees, health, safety, and well-being are of paramount importance. We adopt a holistic approach to well-being, integrating mind, body, and community to promote health, happiness, and the pursuit of our life's purpose. Our employee wellness initiatives encompass three domains of well-being: physical, emotional, and financial.

**3 PROVIDE DETAILS OF INSTANCES OF ENGAGEMENT WITH, AND ACTIONS TAKEN TO, ADDRESS THE CONCERNS OF VULNERABLE/ MARGINALISED STAKEHOLDER GROUPS.**

Engaging with and addressing the concerns of underprivileged, vulnerable, and marginalized stakeholder groups is central to the company's ethical business practices. The company proactively addresses these concerns through various initiatives, fostering meaningful conversations. This includes creating safe spaces where stakeholders can openly share their concerns. Furthermore, the company ensures active and empathetic listening, demonstrating a genuine willingness to understand their perspectives. Cultural awareness and sensitivity to language barriers are incorporated into these interactions. Additionally, the company utilizes diverse communication channels to ensure that information is accessible to all members of these groups. Details about the composition of the CSR committee, the CSR Policy, and the approved CSR projects are available on our website at <http://dredge-india.com/files/CSR%20Policy.pdf>.

**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- 2024-25			FY- 2023-24		
	TOTAL (A)	NO. OF EMPLOYEES/ WORKERS COVERED (B)	% (B/A)	TOTAL (C)	NO. OF EMPLOYEES/ WORKERS COVERED (D)	% (D/C)
<b>PERMANENT EMPLOYEES (SHORES)</b>						
PERMANENT	166	166	100	172	141	82%
OTHER THAN PERMANENT	11	11	100	49	41	83.67%
<b>TOTAL EMPLOYEES</b>	<b>177</b>	<b>177</b>	<b>100</b>	<b>221</b>	<b>182</b>	<b>82.83%</b>
<b>PERMANENT EMPLOYEES (FLOATING)</b>						
PERMANENT	70	70	100	76	76	100%
OTHER THAN PERMANENT	322	322	100	310	308	99.35%
<b>TOTAL EMPLOYEES</b>	<b>392</b>	<b>392</b>	<b>100</b>	<b>386</b>	<b>384</b>	<b>99.67%</b>

CATEGORY	FY- 2024-25			FY- 2023-24		
	TOTAL (A)	NO. OF EMPLOYEES/ WORKERS COVERED (B)	% (B/A)	TOTAL (C)	NO. OF EMPLOYEES/ WORKERS COVERED (D)	% (D/C)
<b>WORKERS</b>						
PERMANENT	0	NA	NA	NA	NA	NA
OTHER THAN PERMANENT	64	NA	NA	NA	NA	NA
<b>TOTAL EMPLOYEES</b>	<b>64</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

2 DETAILS OF MINIMUM WAGES PAID TO EMPLOYEES AND WORKERS, IN THE FOLLOWING FORMAT:

CATEGORY	FY- 2024-25					FY- 2023-24				
	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 (Shores)</b>										
<b>PERMANENT</b>										
MALE	135	0	0	135	100	141	-	-	141	100%
FEMALE	31	0	0	31	100	31	-	-	31	100%
<b>Total</b>	<b>166</b>	<b>0</b>	<b>0</b>	<b>166</b>	<b>100</b>	<b>172</b>	<b>-</b>	<b>-</b>	<b>172</b>	<b>100%</b>
<b>OTHER THAN PERMANENT</b>										
MALE	10	0	0	10	100	41	41	100%	-	-
FEMALE	1	0	0	1	100	8	8	100%	-	-
<b>Total</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>100</b>	<b>49</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>EMPLOYEES (FLOATING)</b>										
MALE	70	0	0	70	100	76	-	-	76	100%
FEMALE	0	0	0	0	100	0	0	0	0	0
<b>Total</b>	<b>70</b>	<b>0</b>	<b>0</b>	<b>70</b>	<b>100</b>	<b>76</b>	<b>-</b>	<b>-</b>	<b>76</b>	<b>100%</b>
<b>OTHER THAN PERMANENT</b>										
MALE	320	0	0	320	100	384	-	-	384	100%
FEMALE	2	0	0	2	100	2	-	-	2	100%
<b>Total</b>	<b>322</b>	<b>0</b>	<b>0</b>	<b>322</b>	<b>100</b>	<b>386</b>	<b>-</b>	<b>-</b>	<b>386</b>	<b>100%</b>
<b>WORKERS</b>										
<b>PERMANENT</b>										
MALE	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
FEMALE	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>OTHER THAN PERMANENT</b>										
MALE	55	55	100	0	0	NA	NA	NA	NA	NA
FEMALE	9	9	100	0	0	NA	NA	NA	NA	NA
<b>Total</b>	<b>64</b>	<b>64</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

3 A. 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	9	2.88L	1	1.80L
KMPS	2	9.41L	2	8.86L
EMPLOYEES OTHER THAN BODS AND KMPS	143	8.25L	30	11.48L
WORKERS	55	3.14L	9	2.76L

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

	FY-2024-25	FY-2023-24
Gross wages paid to females as % of total wages.	7.62	5.75

4 DO YOU HAVE A FOCAL POINT (INDIVIDUAL/ COMMITTEE) RESPONSIBLE FOR ADDRESSING HUMAN RIGHTS IMPACTS OR ISSUES CAUSED OR CONTRIBUTED BY THE BUSINESS? (YES/NO)

Yes.

5 DESCRIBE THE INTERNAL MECHANISMS IN PLACE TO REDRESS GRIEVANCES RELATED TO HUMAN RIGHTS ISSUES.

The Company has established a comprehensive and well-organized grievance redressal mechanism designed to effectively resolve complaints pertaining to human rights violations. Any individual, whether an employee or not, who experiences or observes harassment, discrimination, or other human rights issues, is advised to submit a formal written complaint via designated channels.

At the core of this system is the Central Grievance Mechanism, which is tasked with receiving, managing, and resolving grievances in a fair, confidential, and timely manner. The process includes thorough investigations and ensures that appropriate corrective measures are taken to uphold the rights and dignity of all individuals.

This mechanism reflects the Company’s unwavering commitment to maintaining a safe, respectful, and inclusive workplace where every grievance is addressed with seriousness and transparency.

The Company has implemented a Grievance Mechanism enabling all employees to formally raise concerns related to violations of any legal statutes, including human rights and internal corporate policies. Each grievance is subject to a thorough and appropriate investigation. Upon concluding the investigation, if it is determined that a violation has taken place, corrective measures proportional to the severity of the violation are enacted.

6 NUMBER OF COMPLAINTS ON THE FOLLOWING MADE BY EMPLOYEES AND WORKERS:

	FY- 2024-25			FY- 2023-24		
	FILED DURING THE YEAR	PENDING RESOLUTION AT THE END OF THE YEAR	REMARKS	FILED DURING THE YEAR	PENDING RESOLUTION AT THE END OF THE YEAR	REMARKS
SEXUAL HARASSMENT	NIL	NIL	NIL	NIL	NIL	NIL
DISCRIMINATION AT WORKPLACE	NIL	NIL	NIL	NIL	NIL	NIL
CHILD LABOR	NIL	NIL	NIL	NIL	NIL	NIL
FORCED LABOR/ INVOLUNTARY LABOR	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:**

	<b>FY-2024-25</b>	<b>FY-2023-24</b>
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

**8 MECHANISMS TO PREVENT ADVERSE CONSEQUENCES TO THE COMPLAINANT IN DISCRIMINATION AND HARASSMENT CASES.**

In order to safeguard complainants from the negative repercussions of discrimination and harassment within our offices in India, the Company has instituted proactive measures. These encompass explicit anti-discrimination and anti-harassment policies that are effectively communicated to all personnel, thereby fostering a respectful and inclusive organisational culture.

Our focus lies in raising awareness and preventing such issues through ongoing training that emphasizes unacceptable behaviors and mutual respect. An Internal Complaints Committee (ICC), composed of trained members, is responsible for addressing grievances with fairness, sensitivity, and confidentiality.

To promote reporting without apprehension, the Company provides an anonymous mechanism to securely voice concerns. These initiatives exemplify our dedication to protecting employees' rights and dignity throughout the grievance resolution process.

**9 DO HUMAN RIGHTS REQUIREMENTS FORM PART OF YOUR BUSINESS AGREEMENTS AND CONTRACTS? (YES/NO)**

Yes.

**10 ASSESSMENTS FOR THE YEAR:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child Labor	The Company ensures compliance with applicable labour practice laws, including child labour and human rights issues.
Forced Labor/ Involuntary Labor	
Sexual Harassment	
Discrimination at Workplace	
Wages	
Other-specify	

**11 PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS / CONCERNS ARISING FROM THE ASSESSMENTS AT QUESTION 9 ABOVE.**

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

**LEADERSHIP INDICATORS**

**1 DETAILS OF A BUSINESS PROCESS BEING MODIFIED / INTRODUCED AS A RESULT OF ADDRESSING HUMAN RIGHTS GRIEVANCES/COMPLAINTS.**

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

**2 DETAILS OF THE SCOPE AND COVERAGE OF ANY HUMAN RIGHTS DUE DILIGENCE CONDUCTED.**

The Company recognizes its fundamental responsibility to respect and uphold human rights and is dedicated to fostering a diverse, inclusive, and equitable workplace. To this end, the Company has implemented a comprehensive Compliance Management Framework that serves as a guiding tool for user departments, ensuring adherence to existing regulatory requirements related to human rights and labor standards.

This framework not only provides clear directives on the necessary checks and balances but also enables proactive monitoring of evolving regulations and best practices. As part of the due diligence process, regular internal audits are conducted to assess compliance with statutory obligations. Based on audit findings, the Company undertakes timely corrective and preventive actions to address gaps and continuously improve its human rights practices.

**3 IS THE PREMISE/OFFICE OF THE ENTITY ACCESSIBLE TO DIFFERENTLY ABLED VISITORS, AS PER THE REQUIREMENTS OF THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016?**

Yes, the Company's facilities, developed in accordance with the Equal Opportunity Policy, extend to visitors as well as employees. To ensure ease of movement and accessibility within the Company's premises, adequate provisions such as wheelchair access and ramp structures have been implemented, complying with the requirements of the Rights of Persons with Disabilities Act, 2016.

**4 DETAILS ON ASSESSMENT OF VALUE CHAIN PARTNERS:**

	<b>% of your plants and offices that were assessed ((by entity or statutory authorities or third parties)</b>
SEXUAL HARASSMENT	Strict compliance with all the parameters of human rights is ensured in respect of 100% of the value chain partners working within our organization.
DISCRIMINATION AT WORKPLACE	
CHILD LABOR	
FORCED LABOR/ INVOLUNTARY LABOR	
WAGES	
OTHER-SPECIFY	

**5 PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS / CONCERNS ARISING FROM THE ASSESSMENTS AT QUESTION 4 above:**

Not Applicable.

**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: -**

<b>PARAMETER</b>	<b>FY-2024-25</b>	<b>FY-2023-24</b>
<b>From renewable sources</b>		
Total Electricity Consumption (A)	NIL	NIL
Total Fuel Consumption (B)	NIL	NIL
Energy Consumption through other sources (C)	NIL	NIL
Total energy consumed from renewable sources (A+B+C)	NIL	NIL
<b>From Non-renewable sources</b>		
Total electricity consumption (D)	28,722.0384	28,657.8432
Total fuel consumption (E)	16,31,450.78	16,30,499.32
Energy consumption through other sources (F)	NA	NA
<b>Total Energy consumed from non- renewable sources (D+E+F)</b>	<b>16,60,172.82</b>	<b>16,59,157.163</b>
<b>Total Energy Consumption (A+B+C+D+E+F)</b>	<b>16,60,172.82</b>	<b>16,59,157.163</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed/ Revenue from Operations)	0.27	0.34
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.27	0.34
<b>Energy intensity in terms of physical output</b>	NA	NA
<b>Energy intensity</b> (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.

- 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.

Not Applicable.

- 3 PROVIDE DETAILS OF THE FOLLOWING DISCLOSURES RELATED TO WATER IN THE FOLLOWING FORMAT:

Environmental conservation through resource management is not just a business practice but also something that drives us to challenge ourselves daily to deliver our value with increased efficiency and quality across every aspect of manufacturing.

PARAMETER	FY-2024-25	FY-2023-24
<b>WATER WITHDRAWAL BY SOURCE (IN KILOLITERS)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	34,648 KL	36,333 KL
(iv) Seawater / desalinated water	NIL	NIL
(v) Others (Municipal Supply)	NA	NA
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>34,648 KL</b>	<b>36,333 KL</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>34,648 KL</b>	<b>36,333 KL</b>
<b>Water intensity per rupee of turnover</b> (Total water consumed / Revenue from Operations)	0.00159	0.00154
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.00159	0.00154
<b>Water intensity in terms of physical output</b>	NA	NA
<b>Water intensity</b> (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.

Freshwater is supplied to the Dredgers (vessels) through port's facility and through authorised agencies in case of non-availability with port. Test reports are obtained from the Agencies and kept onboard Dredgers.

- 4 PROVIDE THE FOLLOWING DETAILS RELATED TO WATER DISCHARGED.

PARAMETER	FY-2024-25	FY-2023-24
<b>WATER DISCHARGE BY DESTINATION AND LEVEL OF TREATMENT (IN KILOLITERS)</b>		
(i) To Surface water		
– No Treatment	N.A.	N.A.
– With treatment – please specify level of treatment	N.A.	N.A.
(ii) To Groundwater		
– No Treatment	N.A.	N.A.
– With treatment – please specify level of treatment	N.A.	N.A.
(iii) To Seawater		
– No Treatment	N.A.	N.A.
– With treatment – please specify level of treatment	N.A.	N.A.
(iv) Send to third parties		
– No Treatment	N.A.	N.A.
– With treatment – please specify level of treatment	N.A.	N.A.
(v) Others (Municipal Supply)		
– No Treatment	N.A.	N.A.
– With treatment – please specify level of treatment	N.A.	N.A.
Total water discharged (in kilolitres)	N.A.	N.A.

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

No, an Independent Assessment has been carried out by an External agency.

**5 HAS THE ENTITY IMPLEMENTED A MECHANISM FOR ZERO LIQUID DISCHARGE? IF YES, PROVIDE DETAILS OF ITS COVERAGE AND IMPLEMENTATION.**

Yes, the company is dedicated to achieving zero liquid discharge, which is accomplished through the effective implementation of statutory MARPOL regulations onboard all its floating assets. All ships are certified by the flag administration, and IOPP certificates (International Oil Pollution Prevention) are issued as formal attestations.

**6 PLEASE PROVIDE DETAILS OF AIR EMISSIONS (OTHER THAN GHG EMISSIONS) BY THE ENTITY, IN THE FOLLOWING FORMAT:**

PARAMETER	PLEASE SPECIFY UNITS	FY-2024-25	FY-2023-24
NOx	Metric Tones (MT)	1,675.52	1,901.17
SOx	Metric Tones (MT)	75.07	76.56
Particulate Matter (PM)	Metric Tones (MT)	48.312	48.398
Persistent Organic Pollutants (POP)	NA	NA	NA
Volatile Organic Compound (VOC)	NA	NA	NA
Hazardous Air Pollutants (HAP)	NA	NA	NA
Others- Please Specify **(Carbon and its compounds)	NA	NA	NA

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

No, an Independent Assessment has been carried out by an External agency.

**7 PROVIDE DETAILS OF GREENHOUSE GAS EMISSIONS (SCOPE 1 AND SCOPE 2 EMISSIONS) & ITS INTENSITY, IN THE FOLLOWING FORMAT:**

PARAMETER	PLEASE SPECIFY UNITS	FY-2024-25	FY-2023-24
<b>TOTAL SCOPE 1 EMISSIONS</b> (BREAK-UP OF THE GHG INTO CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCS, PFCS, SF <sub>6</sub> , NF <sub>3</sub> , IF AVAILABLE)	Metric tonnes of CO <sub>2</sub> equivalent	106.79	760.200
<b>TOTAL SCOPE 2 EMISSIONS</b> (BREAK-UP OF THE GHG INTO CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCS, PFCS, SF <sub>6</sub> , NF <sub>3</sub> , IF AVAILABLE)	Metric tonnes of CO <sub>2</sub> equivalent	(59) KGS	(420) KGS
<b>TOTAL SCOPE 1 AND SCOPE 2 EMISSIONS INTENSITY PER RUPEE OF TURNOVER</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA
<b>TOTAL SCOPE 1 AND SCOPE 2 EMISSION INTENSITY PER RUPEE OF TURNOVER ADJUSTED FOR PURCHASING POWER PARITY (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	-	0.000033
<b>TOTAL SCOPE 1 AND SCOPE 2 EMISSION INTENSITY IN TERMS OF PHYSICAL OUTPUT</b>	-	NA	NA
<b>Total Scope 1 and Scope 2 emission intensity</b> (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, an Independent Assessment has been carried out by an External agency.

**8 DOES THE ENTITY HAVE ANY PROJECTS RELATED TO REDUCING GREENHOUSE GAS EMISSIONS? IF YES, THEN PROVIDE DETAILS.**

No

## 9 PROVIDE DETAILS RELATED TO WASTE MANAGEMENT BY THE ENTITY, IN THE FOLLOWING FORMAT:

PARAMETER	FY-2024-25	FY-2023-24
<b>TOTAL WASTE GENERATED (IN METRIC TONS)</b>		
Plastic Waste (A)	NIL	NIL
E-Waste (B)	NIL	NIL
Bio-medical Waste (C)	NIL	NIL
Construction and Demolition waste (D)	NIL	NIL
Battery Waste (E)	NIL	NIL
Radioactive Waste (F)	NIL	NIL
Other Hazardous Waste, please specify, if any (G)	660 Nos 98 KL	562 Nos 248.08 KL
Other Non-Hazardous Waste generated (H), Please specify if any. (Break up by composition, i.e., by material relevant to the sector)	744.415 Tons - - 0.8 Tons	491.7 Tons 0.1 Tons 0.24 Tons 4.36 Tons
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>745.215 Tons</b>	<b>496.4 Tons &amp; 300 Nos of Barrels</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	NA	NA
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	NA	NA
<b>Waste intensity in terms of physical output</b>	NA	NA
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	NA	NA
<b>FOR EACH CATEGORY OF WASTE GENERATED, TOTAL WASTE RECOVERED THROUGH RECYCLING, RE-USING OR OTHER RECOVERY OPERATIONS (IN METRIC TONS)</b>		
<b>Category of Waste</b>		
(i) Recycled	NA	NA
(ii) Reused	NA	NA
(iii) Other recovery operations	NA	NA
Total	NA	NA
<b>FOR EACH CATEGORY OF WASTE GENERATED, TOTAL WASTE DISPOSED BY NATURE OF DISPOSAL METHOD (IN METRIC TONS)</b>		
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other Disposal Operations	NA	NA
Total	NA	NA

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

No, an Independent Assessment has been carried out by an External agency.

## 10 BRIEFLY DESCRIBE THE WASTE MANAGEMENT PRACTICES ADOPTED IN YOUR ESTABLISHMENTS. DESCRIBE THE STRATEGY ADOPTED BY YOUR COMPANY TO REDUCE USAGE OF HAZARDOUS AND TOXIC CHEMICALS IN YOUR PRODUCTS AND PROCESSES AND THE PRACTICES ADOPTED TO MANAGE SUCH WASTES.

DCI has established its Vessel Garbage Management Plan. The organization routinely engages in recycling activities and complies with appropriate disposal procedures. E-waste and paper waste are systematically collected, sorted, and supplied to duly authorized vendors. Furthermore, DCI ensures adherence to all relevant waste management regulations and guidelines, including the proper handling and disposal of hazardous waste.

The company operates within the shipping industry and does not manufacture any products for sale. Nonetheless, waste generated onboard during routine ship operations is managed in accordance with the vessel-specific garbage management plan and is subsequently landed at shore-based approved reception facilities for further processing.

In compliance with applicable regulations and guidelines, DCI guarantees the safe handling and disposal of hazardous waste, thereby minimizing environmental impact. The company also implements strategies to reduce the use of hazardous and toxic chemicals in its products and processes by exploring safer alternatives, optimizing operational efficiency, and rigorously adhering to regulatory standards to mitigate risks associated with hazardous materials.

11 IF THE ENTITY HAS OPERATIONS/OFFICES IN/AROUND ECOLOGICALLY SENSITIVE AREAS (SUCH AS NATIONAL PARKS, WILDLIFE SANCTUARIES, BIOSPHERE RESERVES, WETLANDS, BIODIVERSITY HOTSPOTS, FORESTS, COASTAL REGULATION ZONES, ETC.) WHERE ENVIRONMENTAL APPROVALS / CLEARANCES ARE REQUIRED, PLEASE SPECIFY DETAILS IN THE FOLLOWING FORMAT:

S. No.	LOCATION OF OPERATIONS/OFFICES	TYPE OF OPERATIONS	WHETHER THE CONDITIONS OF ENVIRONMENTAL APPROVAL / CLEARANCE ARE BEING COMPLIED WITH? (Y/N) IF NO, THE REASONS THEREOF AND CORRECTIVE ACTION TAKEN, IF ANY.
	Ports/ Employer	Capital Dredging & Reclamation.	Yes, Environmental Clearance is taken by the respective Ports/Employer.

12 DETAILS OF ENVIRONMENTAL IMPACT ASSESSMENTS OF PROJECTS UNDERTAKEN BY THE ENTITY BASED ON APPLICABLE LAWS, IN THE CURRENT FINANCIAL YEAR:

NAME AND BRIEF DETAILS OF PROJECT	EIA NOTIFICATION NO.	DATE	WHETHER CONDUCTED BY INDEPENDENT EXTERNAL AGENCY (YES / NO)	RESULTS COMMUNICATED IN PUBLIC DOMAIN (YES / NO)	RELEVANT WEBLINK
-	-	-	-	-	-

Note: The role of DCI is only for executing the dredging works of ports, and all necessary environmental impact assessments of the projects are done by the respective ports/ employers.

13 IS THE ENTITY COMPLIANT WITH THE APPLICABLE ENVIRONMENTAL LAW/ REGULATIONS/ GUIDELINES IN INDIA, SUCH AS THE WATER (PREVENTION AND CONTROL OF POLLUTION) ACT, AIR (PREVENTION AND CONTROL OF POLLUTION) ACT, ENVIRONMENT PROTECTION ACT AND RULES THEREUNDER (Y/N). IF NOT, PROVIDE DETAILS OF ALL SUCH NON-COMPLIANCES IN THE FOLLOWING FORMAT:

S. No.	SPECIFY THE LAW/ REGULATION/GUIDELINES WHICH WAS NOT COMPLIED WITH	PROVIDE DETAILS OF THE NON-COMPLIANCE	ANY FINES/PENALTIES/ACTION TAKEN BY REGULATORY AGENCIES SUCH AS POLLUTION CONTROL BOARDS OR BY COURTS	CORRECTIVE ACTION TAKEN, IF ANY.
			NIL	

Yes, the Company complies with the applicable environmental laws/ 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.

**LEADERSHIP INDICATORS**

1 WATER WITHDRAWAL, CONSUMPTION, AND DISCHARGE IN AREAS OF WATER STRESS (IN KILOLITERS):

FOR EACH FACILITY / PLANT LOCATED IN AREAS OF WATER STRESS, PROVIDE THE FOLLOWING INFORMATION: -

- (I) NAME OF THE AREA - **Not Applicable**
- (II) NATURE OF OPERATIONS - **Not Applicable**
- (III) WATER WITHDRAWAL, CONSUMPTION, AND DISCHARGE IN THE FOLLOWING FORMAT:

PARAMETER	FY-2024-25	FY-2023-24
<b>WATER WITHDRAWAL BY SOURCE (IN KILO LITERS)</b>		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	NIL	NIL
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kiloliters)	NIL	NIL
Total volume of water consumption (in kiloliters)	NIL	NIL
Water intensity per rupee of turnover (Water consumed / turnover)	NIL	NIL
Water intensity (optional) - the relevant metric may be selected by the entity	NIL	NIL

PARAMETER	FY-2024-25	FY-2023-24
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) Into Surface Water		
- No Treatment	NIL	NIL
- With Treatment-specify the level of Treatment	NIL	NIL
(ii) Into Groundwater		
- No Treatment	NIL	NIL
- With Treatment-specify the level of Treatment	NIL	NIL
(iii) Into Seawater		
- No Treatment	NIL	NIL
- With Treatment-specify the level of Treatment	NIL	NIL
(iv) Sent to Third Parties		
- No Treatment	NIL	NIL
- With Treatment-specify the level of Treatment	NIL	NIL
(v) Others		
- No Treatment	NIL	NIL
- With Treatment-specify the level of Treatment	NIL	NIL
Total Water Discharge (in Kiloliters)	NIL	NIL

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

No, an Independent Assessment has been carried out by an External agency.

**2 PLEASE PROVIDE DETAILS OF TOTAL SCOPE 3 EMISSIONS & ITS INTENSITY, IN THE FOLLOWING FORMAT:**

PARAMETER	UNITS	FY-2024-25	FY-2023-24
TOTAL SCOPE 3 EMISSIONS (BREAK-UP OF THE GHG INTO CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCS, PFCS, SF <sub>6</sub> , NF <sub>3</sub> , IF AVAILABLE)	Metric tonnes of CO <sub>2</sub> equivalent	1,06,790	7,60,200
TOTAL SCOPE 3 EMISSIONS PER RUPEE OF TURNOVER		-	0.000033
TOTAL SCOPE 3 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, an Independent Assessment has been carried out by an External agency.

**3 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 ALONG-WITH PREVENTION AND REMEDIATION ACTIVITIES.**

At DCI, we do not engage in any business activity that has an irreversible or negative impact on biodiversity. Also, we do not have any operational sites near high biodiversity value areas or protected areas.

**4 IF THE ENTITY HAS UNDERTAKEN ANY SPECIFIC INITIATIVES OR USED INNOVATIVE TECHNOLOGY OR SOLUTIONS TO IMPROVE RESOURCE EFFICIENCY, OR REDUCE IMPACT DUE TO EMISSIONS / EFFLUENT DISCHARGE / WASTE GENERATED, PLEASE PROVIDE DETAILS OF THE SAME AS WELL AS OUTCOME OF SUCH INITIATIVES, AS PER THE FOLLOWING FORMAT:**

S. No.	INITIATIVES UNDERTAKEN	DETAILS OF INITIATIVES (WEB LINK, IF ANY, MAY BE PROVIDED ALONG WITH SUMMARY)	OUTCOMES OF INITIATIVES
1	ISO-14001	Implementation of ISO-14001	Environmental Management System Compliance
2	MARPOL	Vessels certified for IAPP, IOPP, and ISPP.	IMO Compliance

**5 DOES THE ENTITY HAVE A BUSINESS CONTINUITY AND DISASTER MANAGEMENT PLAN? GIVE DETAILS IN 100 WORDS/ WEB LINK.**

At DCI, our commitment to safety goes beyond theoretical ideas. We have properly established onsite Emergency Plans that follow the Occupational Health and Safety Assessment Series (OHSAS) guidelines closely. These plans are not just static documents but are lively, actionable strategies designed to protect lives, assets, and our commitment to responsible operations.

Our onsite Emergency Plans serve as living blueprints, outlining specific procedures to follow during unforeseen incidents. Based on the OHSAS framework, these plans carefully define protocols for various potential emergencies, from fires to natural disasters. These guidelines are not only regulatory requirements but also a solemn promise to our workers, community, and environment.

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

- ✓ the specific response
- ✓ the responsible people for the response
- ✓ key responsibilities
- ✓ Timelines that highlight when the responses are to be executed.

DCI has also developed a site-specific emergency plan along with a disaster management plan, which streamlines procedures to contain incidents promptly, minimize casualties, and prevent further injuries in the event of floods, cyclones, earthquakes, or fire hazards, including the delineation of individual roles and responsibilities.

**6 DISCLOSE ANY SIGNIFICANT ADVERSE IMPACT TO THE ENVIRONMENT ARISING FROM THE VALUE CHAIN OF THE ENTITY. WHAT MITIGATION OR ADAPTATION MEASURES HAVE BEEN TAKEN BY THE ENTITY IN THIS REGARD?**

DCI acknowledges the environmental risks linked to its services and its value chain. The company guarantees that the value chain complies with all relevant ecological permissions, including Consents for activity and PUC for logistics partners.

To address these risks, the company invests in cutting-edge technologies and innovations, demonstrating its dedicated efforts in risk mitigation.

**7 PERCENTAGE OF VALUE CHAIN PARTNERS (BY VALUE OF BUSINESS DONE WITH SUCH PARTNERS) THAT WERE ASSESSED FOR ENVIRONMENTAL IMPACTS.**

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

**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 –**

DCI is affiliated to five industry chambers/ associations as stated below

**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 TRADE AND INDUSTRY CHAMBER/ ASSOCIATIONS	REACH OF TRADE AND INDUSTRY CHAMBERS/ ASSOCIATIONS (STATE/ NATIONAL)
1	FICCI	National
2	MARITIME UNION OF INDIA	National
3	NUSI	National
4	INSA	National
5	NATIONAL MARITIME BOARD	National

2 PROVIDE DETAILS OF CORRECTIVE ACTION TAKEN OR UNDERWAY ON ANY ISSUES RELATED TO ANTI-COMPETITIVE CONDUCT BY THE ENTITY BASED ON ADVERSE ORDERS FROM REGULATORY AUTHORITIES.

NAME OF THE AUTHORITY	BRIEF OF THE CASE	CORRECTIVE ACTION TAKEN
NA	NA	NA

For the financial year under review, the Company received no adverse orders from regulatory bodies; hence, no corrective actions were required.

### LEADERSHIP INDICATORS

1 DETAILS OF PUBLIC POLICY POSITIONS ADVOCATED BY THE ENTITY:

S. NO.	PUBLIC POLICY ADVOCATED	METHOD RESORTED FOR SUCH ADVOCACY	WHETHER INFORMATION AVAILABLE IN THE PUBLIC DOMAIN	FREQUENCY OF REVIEW BY BOARD (ANNUALLY/ HALF YEARLY/ QUARTERLY/ OTHERS-PLEASE SPECIFY)	WEB LINK, IF AVAILABLE
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The Company actively collaborates with a wide range of stakeholders, including industry chambers, associations, government agencies, and regulatory bodies, to advocate for policy positions across various sectors. These sectors include infrastructure, renewable energy, space exploration, health and safety, among others. Senior leaders from the Company are regularly invited to participate in consultations, forums, and committees, providing expert input and helping shape public policy. The importance and success of these engagements are reviewed annually by the Board.

## 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.

NAME AND BRIEF DETAIL OF THE PROJECT	SIA NOTIFICATION NO.	DATE OF NOTIFICATION	WHETHER CONDUCTED BY INDEPENDENT EXTERNAL AGENCY (YES/NO)	RESULTS COMMUNICATED IN PUBLIC DOMAIN	RELEVANT WEBLINK
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DCI has not conducted any activities related to SIA

2 PROVIDE INFORMATION ON PROJECT(S) FOR WHICH ONGOING REHABILITATION AND RESETTLEMENT (R&R) IS BEING UNDERTAKEN BY YOUR ENTITY IN THE FOLLOWING FORMAT:

S. NO.	NAME OF PROJECT FOR WHICH R&R IS ONGOING	STATE	DISTRICT	NO. OF PROJECTS AFFECTED FAMILIES (PAFS)	% OF PAFS COVERED BY R&R	AMOUNT PAID TO PAFS IN THE FY (IN INR)
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DCI has not conducted any activity related to rehabilitation and resettlement.

3 DESCRIBE THE MECHANISMS TO RECEIVE AND REDRESS GRIEVANCES OF THE COMMUNITY.

The Centralized Public Grievance Redress and Monitoring System (CPGRAMS) represents an online platform, serving as a flagship initiative for governance reform initiated by the Indian central government, intended to address the grievances of the general public. The Director of Citizens' Initiatives (DCI) utilizes this portal to manage community grievances, monitor lodged complaints, and receive updates on their progress. The pertinent department reviews each grievance and undertakes the requisite action.

4 PERCENTAGE OF INPUT MATERIAL (INPUTS TO TOTAL INPUTS BY VALUE) SOURCED FROM SUPPLIERS:

	FY-2024-25	FY-2023-24
Directly sourced from MSME/ Small producers	3.22%	11%
Sourced directly from within the district and neighboring Districts	3.0%	13.22%

- 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-2024-25	FY-2023-24
Rural	69.71	69.5
Semi-Rural	17.38	18.2
Urban	8.60	8.7
Metropolitan	4.30	3.6

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

**LEADERSHIP INDICATORS**

- 1 PROVIDE DETAILS OF ACTIONS TAKEN TO MITIGATE ANY NEGATIVE SOCIAL IMPACTS IDENTIFIED IN THE SOCIAL IMPACT ASSESSMENTS (REFERENCE: QUESTION 1 OF ESSENTIAL INDICATORS ABOVE):

DETAILS OF NEGATIVE SOCIAL IMPACT IDENTIFIED	CORRECTIVE ACTION TAKEN
Not Applicable	

- 2 PROVIDE THE FOLLOWING INFORMATION ON CSR PROJECTS UNDERTAKEN BY YOUR ENTITY IN DESIGNATED ASPIRATIONAL DISTRICTS AS IDENTIFIED BY GOVERNMENT BODIES:

S. No.	STATE	ASPIRATIONAL DISTRICT	AMOUNT SPENT (IN INR)
1.	-	-	-

- 3 (a) DO YOU HAVE A PREFERENTIAL PROCUREMENT POLICY WHERE YOU GIVE PREFERENCE TO PURCHASE FROM SUPPLIERS COMPRISING MARGINALIZED /VULNERABLE GROUPS? (YES/NO)

Yes

- (b) FROM WHICH MARGINALIZED /VULNERABLE GROUPS DO YOU PROCURER?

- 1) MSME/SC-ST owned vendor
- 2) Women entrepreneurs.

- (c) WHAT PERCENTAGE OF TOTAL PROCUREMENT (BY VALUE) DOES IT CONSTITUTE?

Not Applicable.

- 4 DETAILS OF THE BENEFITS DERIVED AND SHARED FROM THE INTELLECTUAL PROPERTIES OWNED OR ACQUIRED BY YOUR ENTITY (IN THE CURRENT FINANCIAL YEAR), BASED ON TRADITIONAL KNOWLEDGE:

S. No.	INTELLECTUAL PROPERTY BASED ON TRADITIONAL KNOWLEDGE	OWNED/ ACQUIRED (YES/NO)	BENEFIT SHARED (YES/NO)	BASIS OF CALCULATING BENEFIT SHARE
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The Company does not have any intellectual property owned, created, or acquired based on traditional knowledge during the year.

- 5 DETAILS OF CORRECTIVE ACTIONS TAKEN OR UNDERWAY, BASED ON ANY ADVERSE ORDER IN INTELLECTUAL PROPERTY-RELATED DISPUTES WHEREIN USAGE OF TRADITIONAL KNOWLEDGE IS INVOLVED.

NAME OF AUTHORITY	BRIEF OF CASE	CORRECTIVE ACTION TAKEN
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The Company does not have any intellectual property owned, created, or acquired based on traditional knowledge during the year.

- 6 DETAILS OF BENEFICIARIES OF CSR PROJECTS:

S. No.	CSR PROJECTS	NO. OF PERSONS BENEFITTED FROM CSR PROJECTS	% OF BENEFICIARIES FROM VULNERABLE AND MARGINALIZED GROUPS
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**PRINCIPLE 9:****BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER****ESSENTIAL INDICATORS****1 DESCRIBE THE MECHANISMS IN PLACE TO RECEIVE AND RESPOND TO CONSUMER COMPLAINTS AND FEEDBACK.**

The DCI has established a robust framework to effectively receive, address, and resolve consumer complaints and feedback through multiple channels. The mechanisms in place include:

**1. Channels for Receiving Complaints**

DCI receives complaints and grievances through a variety of channels, including:

- ✓ CPGRAMS Portal (Centralized Public Grievance Redress and Monitoring System)
- ✓ Email correspondence
- ✓ Physical letters
- ✓ DAK (Daily Dak/Dispatch Section)

**2. Internal Processing and Redressal Mechanism**

Upon receipt, complaints are routed to the relevant sections or departments, including Regional Branch Groups (RBGs) and State Branch Groups (SBGs), for detailed examination and resolution. Each case is addressed based on its nature and urgency, ensuring a timely and appropriate response.

**3. Policy-Based Resolution**

The redressal process follows the Grievance Redressal Policy approved by the Board of Directors. This policy outlines standardized procedures and responsibilities to ensure transparency, accountability, and fairness in addressing grievances.

**4. Monitoring and Review**

DCI also supervises grievance management to guarantee ongoing enhancements in service delivery. Periodic assessments aid in detecting systemic problems and improving the efficiency of redressal mechanisms.

**2 TURNOVER OF PRODUCTS AND/OR SERVICES AS A PERCENTAGE OF TURNOVER FROM ALL PRODUCTS/SERVICES THAT CARRY INFORMATION ABOUT:**

	<b>As a percentage of Total Turnover</b>
Environmental and Social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

**3 NUMBER OF CONSUMER COMPLAINTS IN RESPECT OF THE FOLLOWING:**

	<b>FY- 2024-25</b>			<b>FY- 2023-24</b>		
	<b>RECEIVED DURING THE YEAR</b>	<b>PENDING RESOLUTION AT THE END OF THE YEAR</b>	<b>REMARKS</b>	<b>RECEIVED DURING THE YEAR</b>	<b>PENDING RESOLUTION AT THE END OF THE YEAR</b>	<b>REMARKS</b>
DATA PRIVACY	NIL	NA	NIL	NIL	NA	NIL
ADVERTISING	NIL	NA	NIL	NIL	NA	NIL
CYBER SECURITY	NIL	NA	NIL	NIL	NA	NIL
DELIVERY OF ESSENTIAL SERVICE	NIL	NA	NIL	NIL	NA	NIL
RESTRICTIVE TRADE PRACTICES	NIL	NA	NIL	NIL	NA	NIL
UNFAIR TRADE PRACTICES	NIL	NA	NIL	NIL	NA	NIL
OTHERS	NIL	NA	NIL	NIL	NA	NIL

## 4 DETAILS OF INSTANCES OF PRODUCT RECALLS ON ACCOUNT OF SAFETY ISSUES:

	NUMBER	REASONS FOR RECALL
VOLUNTARY RECALLS	0	NA
FORCED RECALLS	0	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.

DCI has established a comprehensive cybersecurity framework designed to address and mitigate cyber risks and threats to data privacy. This framework is integral to protecting critical business processes from potential security breaches and ensuring the responsible handling of customer data.

Key Elements of the Cybersecurity Framework:

## 1. Risk Mitigation and Prevention

- o DCI has implemented proactive mechanisms to detect, prevent, and respond to cyber threats.
- o These measures are aimed at ensuring the confidentiality, integrity, and availability of information systems and data assets.

## 2. Governance and Oversight

- o The IT Head is responsible for overseeing the implementation and continuous improvement of IT security processes.
- o Regular internal communications, particularly via email, are used to educate staff about cyber risks and recommend preventive actions.

## 3. Vulnerability Assessments

- o An annual vulnerability assessment is conducted on all critical IT assets to identify and address potential security gaps.
- o This assessment supports continuous risk management and strengthens the organization's cyber resilience.

## 4. Third-Party Audits

- o Periodic third-party audits are conducted to independently evaluate the effectiveness, maturity, and efficiency of DCI's cybersecurity systems and practices.
- o These assessments ensure compliance with industry standards and identify areas for enhancement.

## 5. Data Privacy

- o DCI is committed to maintaining high standards of data privacy in line with regulatory requirements and best practices.
- o The organization's Privacy Policy outlines its approach to data handling and protection and is publicly available at [www.dredge-india.com](http://www.dredge-india.com).

## 6 PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY ON ISSUES RELATING TO ADVERTISING AND DELIVERY OF ESSENTIAL SERVICES; CYBER SECURITY AND DATA PRIVACY OF CUSTOMERS; RE-OCCURRENCE OF INSTANCES OF PRODUCT RECALLS; PENALTY / ACTION TAKEN BY REGULATORY AUTHORITIES ON SAFETY OF PRODUCTS / SERVICES.

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

## 7 Provide the following information relating to data breaches:

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

**LEADERSHIP INDICATORS****1 CHANNELS / PLATFORMS WHERE INFORMATION ON PRODUCTS AND SERVICES OF THE ENTITY CAN BE ACCESSED (PROVIDE WEB LINK, IF AVAILABLE).**

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

**2 STEPS TAKEN TO INFORM AND EDUCATE CONSUMERS ABOUT SAFE AND RESPONSIBLE USAGE OF PRODUCTS AND/OR SERVICES**

Not Applicable.

**3 MECHANISMS IN PLACE TO INFORM CONSUMERS OF ANY RISK OF DISRUPTION/ DISCONTINUATION OF ESSENTIAL SERVICES.**

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)**

The Company does not manufacture or sell products that are regulated under such laws. Several business divisions systematically conduct customer satisfaction surveys and gather feedback as part of their Quality Management System. Feedback is collected via a structured questionnaire based on relevant parameters. Key points concerning areas for improvement are documented in the feedback report, which is periodically reviewed by the senior management of the respective business divisions.