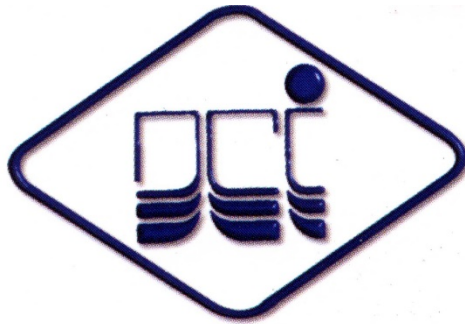


DREDGING CORPORATION OF INDIA LIMITED
(CIN NO. I29222DL1976PLC008129)



DCI POLICY ON BUSINESS RESPONSIBILITY

REGISTERED OFFICE

Core: 2, 1st Floor, "SCOPE MINAR"
Plot No. 2A & 2B, Laxminagar District Centre,
Delhi - 110 092.

HEAD OFFICE

"DREDGE HOUSE", Port Area,
Visakhapatnam - 530 001.

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INTRODUCTION:

Dredging Corporation of India Limited ('the Company')("DCI") is a public limited company incorporated on March 29th, 1976, under the Companies Act, 1956 (Corporate Identity Number L29222DL1976PLC008129).

Activities undertaken by the company

- a) Capital Dredging
- b) Maintenance Dredging
- c) Beach Nourishment
- d) Land Reclamation
- e) Shallow water Dredging
- f) Project Management Consultancy
- g) Marine Construction

The equity shares of the Company listed on the BSE, NSE and the Calcutta Stock Exchange of India Limited and as such the provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI(LODR)")and further amendments thereof w.r.t. stock exchanges for its various listed securities, are applicable and binding on it.

SCOPE AND PURPOSE:

This Policy on Business Responsibility ('BR Policy' or 'Policy') has been framed in line with the requirements of Regulation 34 of SEBI(LODR) and other applicable provisions of the Listing Regulations and is intended to ensure that the Company contributes towards sustainable development and fulfils its social, environmental and economical responsibilities.

APPLICABILITY:

This Policy applies to all the directors and employees of the Company across all its Offices.

This Policy shall be effective from the date of approval of this Policy by the Board of Directors.

IMPLEMENTATION:

The Managing Director is designated as the Business Responsibility Head. Company Secretary is the compliance officer for the purpose of reporting under this policy.

KEY PRINCIPLES:

PRINCIPLE-1-.CONDUCT AND GOVERN WITH ETHICS, TRANSPARENCY AND ACCOUNTABILITY

- i. The affairs of the Company are conducted in a fair and transparent manner by adopting highest standards of professionalism, honesty and ethical behaviour. The company is having a Code of Business Conduct & Ethics for the Board Members and Senior Management, Policy on

related party transactions, Policy on insider trading, whistle blower mechanism etc., already in place to this extent..

- ii. To ensure that the disclosures required to be made in business documents, statutory filings, declarations, advertisements are correct and complete in all sense. Disclosures shall be governed by the Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information, Determination of Materiality Policy and such other applicable policy as may be framed by the Company, from time to time. The Company shall inform all relevant stakeholders of the operating risks and redress the issues raised.
- iii. The Company has zero tolerance for bribery and corruption in its business dealings. All officers and employees of the Company shall take all care to ensure that there does not arise a conflict of interest between him/her and the Company. The executive directors and employees of the Company shall strictly adhere to the provisions of the Code in this regard.
- iv. The Company believes in free and open competition and shall not indulge in any anticompetitive or unfair practice or abuse its dominant position in the market.
- v. The Company has put in place the necessary structures and processes, to improve ethical standards and practices in the organization. This ensures ethical conduct at all levels and promotes the adoption of this principle across its value chain. The company shall communicate transparently and assures access to information about their decisions that impact relevant stakeholders.
- vi. The Company does not engage in practices that are abusive, corrupt, or anti-competition.
- vii. The Company shall report the status of adoption of this policy as suggested in the reporting framework in this document.

PRINCIPLE-2- THE CONDUCT BUSINESS IN A SAFE AND SUSTAINABLE MANNER.

The company is committed to continuously improve its safety standards, sustainability and environment Environmental Management Systems through process defined below:

- i. Minimizing the consumption of electrical energy, chemicals and natural resource.
- ii. Encouraging use of renewable/ replenishable / sustainable resources.
- iii. Compliances to applicable legal requirements (including the international maritime conventions} and other requirements related to environmental, safety and security aspects.
- iv. Prevention of pollution to air, water and land by adapting environmental friendly practices.
- v. Reduction in generation of identified wastes.
- vi. Promoting environmental and safety awareness among all the employees, vendors and contractors.
- vii. Achieving excellence in Quality, Occupational Health, Safety and Environmental Management Systems.
- viii. Provide the clientele safe, environmentally sustainable, reliable, efficient

and quality services, complying with all regulatory and other trade requirements.

- ix. Recognizing and respecting the rights of various stakeholders with respect to traditional knowledge, and other forms of intellectual property and by enhancing competency and professionalism among its fleet and shore personnel through effective and dynamic Human Resource Management.
- x. Continually improving its efficiency in process and technology, adopting various measures including E-governance and optimum use of Information Technology.
- xi. Minimizing risks and environmental impacts for achieving Safety, Health and Environmental performance.

PRINCIPLE-3- PROMOTION OF WELLBEING OF ALL EMPLOYEES

- i. To respect and promote right to freedom of association, participation, collective bargaining, and provide access to appropriate grievance Redressal mechanisms.
- ii. To provide and maintain equal opportunities at the time of recruitment as well as during the course of employment irrespective of caste, creed, gender, race, religion, disability or sexual orientation.
- iii. To not use child labour, forced labour or any form of involuntary labour, paid or unpaid.
- iv. To take cognizance of the work-life balance of its employees, especially that of women.
- v. To provide facilities for the wellbeing of its employees including those with special needs. They should ensure timely payment of fair living wages to meet basic needs and economic security of the employees.
- vi. To provide a workplace environment that is safe, hygienic humane, and which upholds the dignity of the employees. Business should communicate this provision to their employees and train them on a regular basis.
- vii. To ensure continuous skill and competence upgrading of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis.
- viii. To promote employee morale and career development through enlightened human resource interventions.
- ix. To create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.

PRINCIPLE-4- STAKEHOLDER ENGAGEMENT

- i. DCI to systematically identify its stakeholders, especially those who are disadvantaged, vulnerable and marginalized, understand their concerns, respect their interests and responsive to them, define purpose and scope of engagement, and commit to engaging with them.
- ii. DCI to acknowledge, assume responsibility and be transparent about the impact of their policies, decisions, product & services and associated operations on the stakeholders.
- iii. DCI to give special attention to stakeholders in areas that are underdeveloped.
- iv. DCI to resolve differences with stakeholders in a just, fair and equitable

manner

PRINCIPLE-5- RESPECT AND PROMOTE HUMAN RIGHTS

- i. To understand the human rights content of the Constitution of India, national laws and policies and the content of International Bill of Human Rights. To appreciate that human rights are inherent, universal, indivisible and interdependent in nature.
- ii. To integrate respect for human rights in management systems, in particular through assessing and managing human rights impacts of operations, and ensuring all individuals impacted by the business have access to grievance mechanisms.
- iii. To recognize and respect the human rights of all relevant stakeholders and groups within and beyond the workplace, including that of communities, consumers and vulnerable and marginalized groups.
- iv. To promote the awareness and realization of human rights across their value chain within their sphere of influence.
- v. To not be complicit with human rights abuses by a third party.

PRINCIPLE-6- PROTECTION AND RESTORATION OF THE ENVIRONMENT

- i. To utilize natural and manmade resources in an optimal and responsible manner and ensure the sustainability of resources by reducing, reusing, recycling and managing waste.
- ii. To take measures to check and prevent pollution. To assess the environmental damage, if required and bear the cost of pollution abatement with due regard to public interest.
- iii. To ensure that benefits arising out of access and commercialization of biological and other natural resources and associated traditional knowledge are shared equitably.
- iv. To continuously seek to improve environmental performance by adopting cleaner production methods, promoting use of energy efficient and environment friendly technologies and use of renewable energy.
- v. To develop Environment Management Systems (EMS) and contingency plans and processes that help them in preventing, mitigating and controlling environmental damages and disasters, which may be caused due to operations or that of a member of its value chain.
- vi. To report environmental performance, including the assessment of potential environmental risks associated with their operations, to the stakeholders in a fair and transparent manner.
- vii. To proactively persuade and support its value chain to adopt this principle.

PRINCIPLE-7- POLICY ADVOCACY

- i. While pursuing any policy advocacy, when engaged in influencing public and regulatory policy, if any, to conduct itself in a responsible manner and to ensure that the advocacy positions are consistent with the Principles and Core Elements contained in these Guidelines.
- ii. To the extent possible, to utilize the trade and industry chambers and associations and other such collective platforms to undertake such policy advocacy.

PRINCIPLE-8- TO SUPPORT INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

- i. To understand the impact of its operations, if any, on social and economic development, and respond through appropriate action to minimise the negative impacts.
- ii. To innovate and invest in products, technologies and processes that promote the wellbeing of society.
- iii. To make efforts to complement and support the development priorities at local and national levels, and assure appropriate resettlement and rehabilitation of communities who have been displaced, if any, owing to its business operations.
- iv. To be sensitive to local concerns when operating in underdeveloped regions

PRINCIPLE-9- VALUE TO CUSTOMER

- i. To take into account the overall well-being of the customers and that of society while serving the needs of its customers.
- ii. To ensure that freedom of choice and free competition are restricted in any manner while designing, promoting and executing its operations.
- iii. To disclose all information truthfully and factually, through labelling and other means, including the risks to the individual, to society and to the planet from the use of the products, if any, so that the customers can exercise their freedom to consume in a responsible manner. Where required, to also educate its customers on the safe and responsible usage of its products and services, if any.
- iv. To promote and advertise its products/ services in ways that do not mislead or confuse the consumers or violate any of the principles in these Guidelines.
- v. To exercise due care and caution while providing goods and services that result in over exploitation of natural resources or lead to excessive conspicuous consumption.
- vi. To provide adequate grievance handling mechanisms to address customer concerns and feedback.

6. GENERAL

Notwithstanding anything contained in this Policy, the Company shall ensure compliance with any additional requirements as may be prescribed under any laws/regulations either existing or arising out of any amendment to such laws/regulations or otherwise and applicable to the Company, from time to time.

7. AMENDMENT TO THE POLICY

MD, DCI is authorized to amend or modify this Policy. However, no such amendment or modification shall be inconsistent with the applicable provisions of any law for the time being in force. Amendments to this Policy to submitted to Board for information.
