transworld
SHIPPING LINES LIMITED
(formerly known as 'Shreyas Shipping & Logistics Ltd')

Ref No: TSLL/29/2025-2026 Date: 25th July 2025

Department of Corporate Services **BSE Limited** Corporate Relations Department Phiroze Jeejeebhoy Towers Dalal Street, Mumbai 400 001.	Listing Compliance **National Stock Exchange of India Limited** Exchange Plaza Bandra Kurla Complex Bandra (E), Mumbai 400 051
BSE Scrip Code: 520151	**NSE Symbol: TRANSWORLD**

Dear Sir,

Sub.: Submission of the Business Responsibility and Sustainability Report for the Financial Year 2024-25 of the Company.

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, please find enclosed herewith Business Responsibility and Sustainability Report ('BRSR') for the financial year 2024-25. The BRSR forms part of Annual Report for financial year 2024-25.The same is also made available on the Company's website at the following web link: https://www.transworld.com/transworld-shipping-lines/.

Kindly take the same on record.

Thanking you,

Yours faithfully,

For **TRANSWORLD SHIPPING LINES LIMITED**
(Formerly known as **SHREYAS SHIPPING AND LOGISTICS LIMITED**)

NAMRATA ASHISH MALUSHTE
Digitally signed by NAMRATA ASHISH MALUSHTE
Date: 2025.07.25 19:35:21 +05'30'

NAMRATA MALUSHTE
COMPANY SECRETARY AND COMPLIANCE OFFICER

BUSINESS *RESPONSIBILITY AND* SUSTAINABILITY *REPORT*

FY'2024-25

SECTION A : GENERAL DISCLOSURES

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L63000MH1988PLC048500
2.	Name of the Company	Transworld Shipping Lines Limited (formerly known as Shreyas Shipping and Logistics Limited)
3.	Year of Incorporation	1988
4.	Registered Office Address	D-301 to 305, Level 3, Tower-II, Seawoods Grand Central, Plot no. R1, Sector-40, Nerul Node, Navi Mumbai – 400706, Maharashtra
5.	Corporate Address	
6.	Email Address	investor.ssll@transworld.com
7.	Telephone	91 22 68110300
8.	Website	https://www.transworld.com/shreyas-shipping-and-logistics/
9.	Financial Year Reported	2024-25
10.	Name of the Stock Exchanges where shares are listed	Bombay Stocks Exchange (BSE) Limited and National Stock Exchange (NSE) of India Limited
11.	Paid-up Capital	Rs. 21,95,75,330/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Namrata Malushte (Company Secretary & Compliance Officer) Telephone - +912268110300 E-mail - compliance.ssll@transworld.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	

II. Products/Services

16. Details of business activities (accounting for 90% of the turnover)

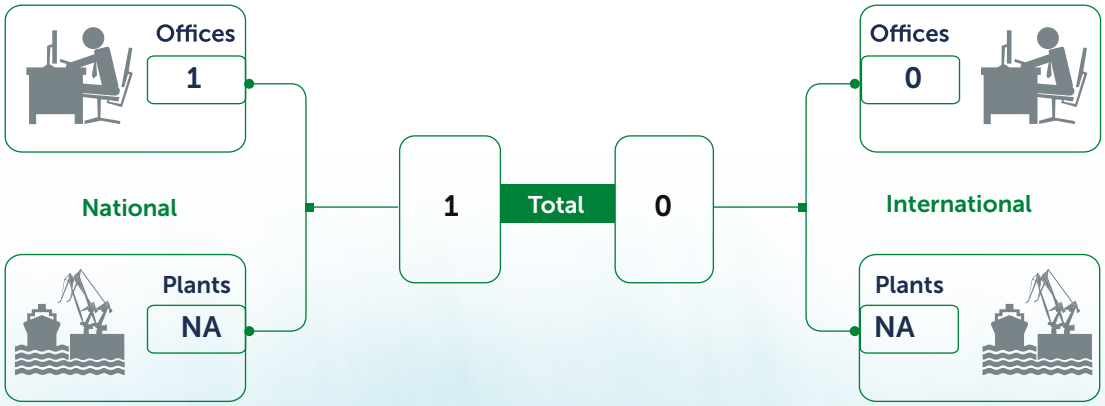
Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Water transport (Ship owing & ship chartering)	Sea and coastal freight water transport	100

17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1	Sea and coastal freight water transport	50120	100

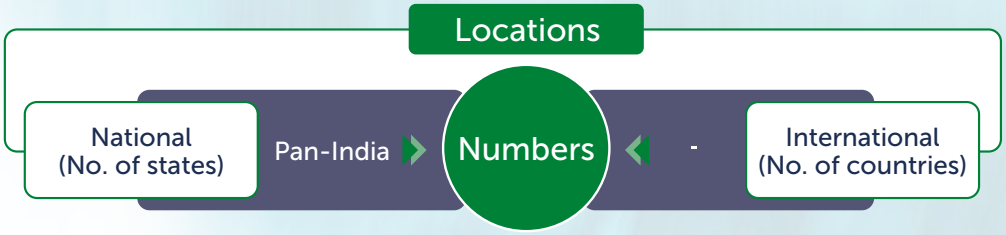
III. Operations

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



19. Markets served by the Company

a. Number of locations



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

8%

c. Types of customers

The Company's container fleet vessels are exclusively under long-term charter agreements with M/s. Avana Logistek Limited (India). Additionally, one of the bulk carrier fleet vessels is affiliated with the M/s. Dry Dot Pool, which serves as the commercial manager on behalf of The Company. Furthermore, another bulk carrier fleet vessel is directly managed by the Company.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1.	Permanent (D)	50	39	78%	11	22%
2.	Other than Permanent (E)	5	3	60%	2	40%
3.	Total employees (D+E)	55	42	76%	13	24%
	WORKERS					
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F+G)	0	0	0	0	0

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100%	0	0
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	1	1	100%	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	NIL				
5.	Other than Permanent (G)					
6.	Total differently abled workers (F+G)					

21. Participation/Inclusion/Representation of Women

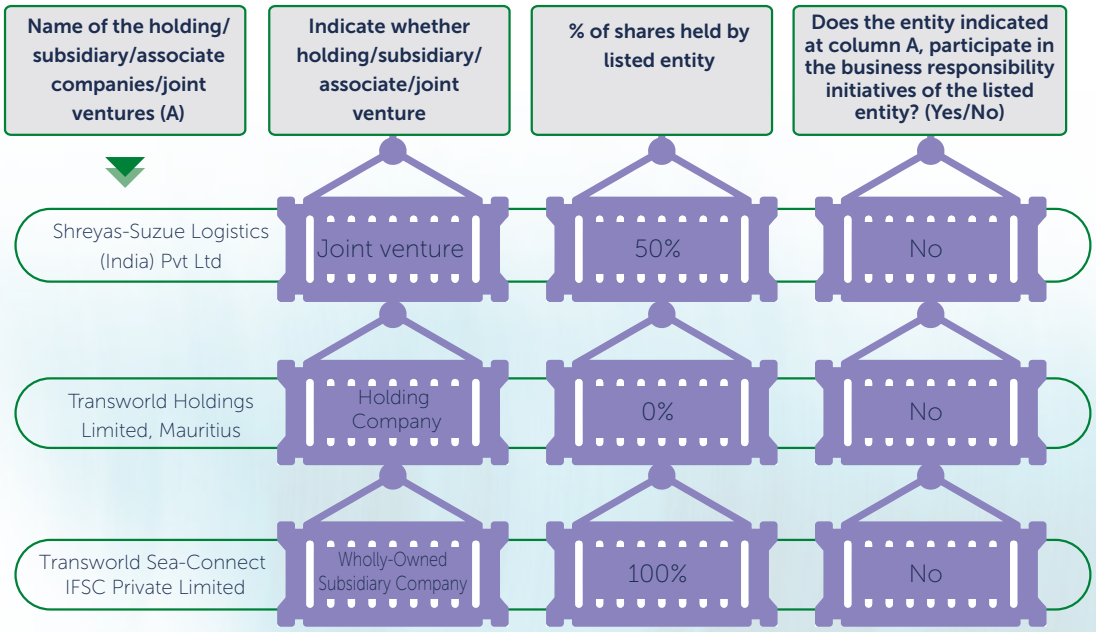
	No. and percentage of females		
	Total (A)	(B)	% (B / A)
Board of Directors	9	2	22%
Key Management Personnel*	5	1	20%

22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

	FY2024- 2025			FY2023-2024			FY2022-2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	31%	7%	38%	5%	0	3.64%	33%	0	21.74%
Permanent Workers	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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

23. Name of holding/subsidiary/associate companies/joint ventures



VI. CSR Details

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

(ii) **Turnover (in ₹):** ₹ 45,396 Lakhs

(iii) **Net worth (in ₹):** ₹ 80,038 Lakhs

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 - Current Financial Year			FY 23- Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	N.A.	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	10	0	Nil	4	0	Nil
Employees and workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	N.A.	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	N.A.	Nil	Nil	Nil	Nil	Nil	Nil

26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Greenhouse Gases(E)	Risk	Evolving environmental regulations may impact operations and require costly adjustments to meet emission standards	Implementation of CII Ratings Action Plan and energy-savings measures..	Negative: Loss of business opportunities with low CII ratings, fines for noncompliance
		Opportunity	Opportunity for process and data optimisation	-	Positive: Real time tracking to support cost effective preventive actions. Errors in the reported data can have negative financial and commercial implications
2	Energy(E)	Opportunity	Energy transition as increase in fuel cost can be mitigated through energy transition to renewable sources of energy	-	Positive: Cost saving on increasing fuel cost of non-renewable fuel
3	Occupational Health and Safety (S)	Risk	Ensuring a safe working environment and robust safety protocols safeguard the wellbeing of crew members, reducing accidents and medical-related expenses	Safety training and awareness, risk assessment and prevention	Negative: Poor safety harms employees, lowers productivity, raises costs
4	Ecological conditions (E)	Risk	Marine vessel operations can harmfully alter ecosystems	100% of our vessels had ballast water treatment systems (BWTS) 14% of our vessels had ballast water exchange	Negative: Legal costs due to noncompliance of the ballast water convention
5	Local Communities (S)	Opportunity	Building strong ties with local communities creates opportunities for mutually beneficial partnerships and support, facilitating smoother operations and growth	-	Positive: Measuring social change to measure return value on investment

SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
1.	a. Whether the Company's policy/ policies cover each principle and its core elem ents of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Weblink of the policies, if available	https://www.transworld.com/shreyas-shipping-and-logistics/policies/								
2.	Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	N.A.								
4.	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	The Ships of the Company are managed by M/s Transworld Fleet Management India Private Limited.								
5.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	Contributing aprox. Rs. 204.80 lakhs for CSR activities during FY 2024-25.								
6.	Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	Contributed Rs. 204.80 lakhs for CSR activities.								

Governance, leadership and oversight		
7.	Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company recognizes that the very nature of the business—connecting global trade through shipping—brings with it significant environmental and social responsibilities. The shipping industry is undergoing a pivotal transformation, faced with intensifying climate imperatives, regulatory shifts, and the urgent need to decarbonize. These challenges are formidable, but they are also opportunities to redefine our operations for a better tomorrow. Through our Business Responsibility and Sustainability Reporting (BRSR) journey, we have made measurable progress. We've adopted a multipronged approach to environmental stewardship that includes: • Carbon reduction roadmaps, • Investment in energy-efficient technologies, • Real-time emissions and ESG data monitoring, • Ballast water management systems, and
		• Waste recycling and circular economy practices across our vessels and offices. These actions are enabling us to improve our data transparency, set more accurate ESG targets, and drive systematic change across all touchpoints of our value chain. We are also proud of our social initiatives—from seafarer welfare and crew training to community-based development programs that empower women and coastal communities. Our governance framework has evolved in tandem, ensuring accountability, ethics, and risk management are firmly in place. The road ahead is complex, but our resolve is clear. Through collaboration, digitalization, innovation, and continual stakeholder engagement, the Company will remain at the forefront of responsible logistics—delivering not just goods, but prosperity, resilience, and sustainability across oceans.
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Ramakrishnan Sivaswamy Iyer, Executive Chairman Capt. Milind K. Patankar, Managing Director, Capt. Ashish Chauhan, Chief Executive Officer, Ms. Namrata Malushte, Company Secretary & Compliance Officer
9.	Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Company does not currently have a dedicated committee exclusively responsible for sustainability-related decision-making. However, relevant sustainability matters are addressed by the Board of Directors and/or the appropriate Committees of the Board or members of Senior Management, as per their defined roles and responsibilities, whenever such issues arise.

10.	Details of review of NGRBCs by the Company: **Subject for review** **Indicate whether review was undertaken by Director/Committee of the Board/any other Committee** **Frequency (Annually/Half yearly/ Quarterly/Any other – please specify)**	

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/ Half yearly/Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Board of Directors									On a periodical basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board of Directors									On a periodical basis								

11.	**Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.**	Yes, the Company ensures that its specific policies undergo independent audits conducted by external agencies, including DNV. Similarly, relevant processes and compliances are subject to examination by statutory auditors, regulators, and port authorities.

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

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

SECTION C : PRINCPLE WISE PERFORMANCE DISCLOSURE

Principle 1

Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.

Essential Indicator:

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	SEBI	100%
Key Managerial Personnel	2	Cyber security awareness, SEBI, (Prohibition of Insider Trading), Prevention of Sexual Harassment training for employees	7%
Employees other than Board of Directors and KMPs	31	Cyber security awareness, SEBI, (Prohibition of Insider Trading), Prevention of Sexual Harassment training for employees	40%
Workers	NA		

2. **Details of fines /penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year:**

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

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

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL			
Punishment				

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

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

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

The Company, in alignment with its approved Business Responsibility and Sustainability Policy, maintains a strict prohibition against all forms of bribery and corruption. Integrity and professionalism are the foundation of its global operations and interactions. This commitment is upheld through strong anti-bribery systems and a firm zero-tolerance approach to corruption. The Company conducts all business ethically. This policy applies equally to all stakeholders and individuals associated with the Company.

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
Directors	NIL	
KMPs		
Employees		
Workers		

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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 conflict of interest.**

Not Applicable

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	92	130

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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	N.A.	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	87.17%	29.99%
	b. Sales (Sales to related parties / Total Sales)	0.09%	0.47%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made)	11.81%	1.34%

Principle 2

Business should provide goods and services in a manner that is sustainable and safe

Essential Indicator:

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.**

Segment	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R & D	Not Applicable		
Capex			

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

Our company operates in the marine transportation sector, specializing in the movement of bulk commodities. As we do not manufacture end products, our operations do not involve the sourcing of raw materials for production purposes. Instead, we transport finished and essential goods—such as steel coils, cement, pipes, construction equipment, coal, and other critical supplies—serving key industries including steel, infrastructure, defense, thermal power, and public sector undertakings (PSUs).

While raw material procurement is not a part of our core business, we place strong expectations on our vendors and service providers to align with our operational requirements and sustainability standards. We emphasize the importance of reducing carbon footprint, using environmentally friendly materials, and upholding fair labor practices.

Our sustainable procurement initiatives include:

- A structured supplier registration, evaluation, and selection process that integrates sustainability criteria.
- Mechanisms for monitoring and reporting sustainability performance within the procurement function.
- Training and capacity-building programs for procurement teams focused on sustainability.
- Inclusion of ESG (Environmental, Social, and Governance) clauses in supplier contracts during renewals.
- Adoption of technology tools, including sustainable procurement software and data analytics, to enhance transparency and track sustainability metrics.

During the reporting period, 93.33% of newly onboarded vendors were registered digitally and completed our sustainability questionnaire, with a response rate of 100% among key new suppliers. This proactive engagement reflects our commitment to building a responsible and ethical supply chain.

We remain dedicated to selecting, evaluating, and monitoring all suppliers—both new and existing—against robust ESG criteria. As we move forward, we are committed to further strengthening our sustainability practices in alignment with our vision of responsible business and environmental stewardship.

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

Not applicable

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)	Vessel Waste: The Company is in the business of marine transportation of bulk commodities and does not manufacture any products for sale. However, waste generated on board during normal operation of the ship is handled as per the vessel specific garbage management plan formulated in accordance with MARPOL Annex V and landed ashore at approved reception facilities for further processing. These entries are recorded in the Garbage Record book maintained onboard each vessel, respectively. Office waste: To manage the office waste, the Company has adopted waste management practices. Dry and wet waste bins are placed at various locations to collect and segregate the waste at the point of source. Recycling bins for general waste, paper, metal, glass, and plastic are available in office premises, and sorted recyclables are handed over to vendors for processing. The Company has also transitioned to digital systems to minimize paper use and have eliminated single-use plastics in favor of eco-friendly materials like wooden cutlery and reusable bottles in our offices. Moreover, E-waste is collected separately and recycled through an authorized vendor.
(b) E-waste	
(c) Hazardous waste	
(d) Other waste.	

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.

Not applicable

Principle 3

Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential Indicator:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	39	39	100%	39	100%	NA	NA	39	100%	NA	NA
Female	11	11	100%	11	100%	11	100%	NA	NA	NA	NA
Total	50	50	100%	50	100%	11	22%	39	100%	NA	NA
Other than Permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	Not Applicable										
Female											
Total											
Other than Permanent Workers											
Male	Not Applicable										
Female											
Total											

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

	FY 2024-25 Current Financial Year	FY 23 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company	0.17%	0.25%

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

Shore staff						
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.)
PF	100%	NA	Y	100%	NA	Y
Gratuity	100%			100%		
ESI	N.A.					
Others- please specify						

Off-shore staff						
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.)
PF	NA	NA	Y	83%	NA	Y
Gratuity	NA			59%		
ESI	N.A.					
Others- please specify						

3. **Accessibility of workplaces**

Are the premises/offices of the Company 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 Company in this regard.

Yes. Diversity and inclusion are fundamental to the Company's culture, embodying its core value of respect. The Company is dedicated to continuously improving its infrastructure to eliminate barriers to accessibility, fostering a more inclusive environment for everyone. The Company based in Seawoods Grand Central Tower 2, showcases its commitment to inclusivity by offering disability-friendly features such as accessible entrances, wheelchair accommodations, and specially designated restrooms for individuals with disabilities.

4. **Does the Company 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 Business Responsibility and Sustainability Policy of the Company highlights its dedication to ensuring equal opportunities in both the recruitment process and throughout employment. This commitment is upheld without regard to factors such as caste, creed, gender, race, religion, disability, or sexual orientation.

Web-link to the policy: https://www.transworld.com/media/1qhnmdkp/09-policy-on-business-responsibilty-and-sustainabilty-policy-tsll.pdf

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	1	100%	N.A.	N.A.
Female	0	0	N.A.	N.A.
Total	1	100%	N.A.	N.A.

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	N.A.
Other than permanent workers	
Permanent employees	Yes, the Company's Audit Committee has implemented a vigil mechanism that enables directors and employees to confidentially report legitimate concerns or grievances. This system ensures robust safeguards against any form of victimization for those reporting in good faith.
Other than permanent employees	

7. **Membership of employees and workers in association(s) or Unions recognised 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 (C)	No. of employees /workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees*	NA	NA	NA	382	382	100%
-Male	NA	NA	NA	382	382	100%
-Female	N.A.					
Total Permanent Workers	N.A.					
-Male						
-Female						

Note: Membership of shore staff employees in association(s) or Unions is not applicable

*Off-Shore Staff (ON CONTRACTUAL TERMS) as per the recognised CBA (Collective Bargaining Agreement).

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees (Shore staff)										
Male	39	39	100%	NA	NA	21	18	86%	21	100%
Female	11	11	100%	NA	NA	9	8	89%	9	100%
Total	50	50	100%	NA	NA	30	26	100%	30	100%
Employees (Off-Shore staff)										
Male	NIL	NIL	NIL	NIL	NIL	382	NIL	NIL	219	57.33%
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	382	NIL	NIL	219	57.33%

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)
Employees (Shore staff)						
Male	39	39	100%	21	21	100%
Female	11	11	100%	9	9	100%
Total	50	50	100%	30	30	100%
Employees (Off-Shore staff)						
Male	NIL	NIL	NIL	382	382	100%
Female	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	382	382	100%

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, to ensure the creation and sustenance of a secure and health-oriented workspace that adheres to the OSH guidelines as per national legislation, it is recommended for employers to facilitate the implementation of an OSH management system. In alignment with this, all vessels under the banner of the Company strictly adhere to the Shipboard Procedure Manual (SPM) in compliance with the ISM Code. Furthermore, all these vessels hold certification under the ISO 45001:2018 standard.

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

The Company adheres to the guidelines of SPM 01: Risk Assessment, a process that enables the identification of potential work-related hazards. This procedure also facilitates the evaluation of risks associated with both routine and non-routine operations.

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

In the event of unforeseen circumstances such as accidents, near misses, or injuries, the Company implements the protocol outlined in SPM 09-02: Handling of Undesired Events

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

NO

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

Safety Incident /Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NA	NA
	Workers	NA	NA
Total recordable work-related injuries	Employees	NA	NA
	Workers	NA	NA
No. of fatalities	Employees	NA	NA
	Workers*	01	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NA	NA
	Workers	NA	NA

*Including in the contract workforce

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

The Company is committed to ensuring the well-being of all seafarers through the provision of nutritious meals, safe drinking water, and clean, hygienic accommodations. The company places strong emphasis on a secure working environment, adherence to regulated working hours, and access to recreational facilities onboard. As part of its Health and Safety Measures (HCM), the company regularly conducts safety drills, including fire drills, in alignment with the International Maritime Organization's International Safety Management (ISM) Code to safeguard seafarer welfare.

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					
Health & Safety						

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working conditions	100%

* All vessels audited as per ISM Code
** All vessels audited by Maritime Labour Convention 2006

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.

No corrective actions were identified as necessary during the health and safety audit/review of the Company's establishment.

Principle 4

Business should respect the interests of and be responsive to all its stakeholders

Essential Indicator:

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

   The Company considers key stakeholders to be those individuals or groups who are either significantly impacted by its operations, products, or services, or whose actions can materially influence the Company's ability to execute its strategies and achieve its objectives. These stakeholders include, but are not limited to, employees, shareholders and investors, suppliers, customers, strategic partners, regulators, financial institutions, communities, and non-governmental organizations.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders & investors	No	• Annual General Meeting, email • Company website • newspaper • advertisement • website intimation to • stock exchanges	Quarterly/ bi-annually/ Annually/	• Business and growth plans • Corporate reputation • Transparent reporting • Corporate • Governance and risk management • Business performance highlights to investors;
Employees	No	• Emails • Workshops • Direct contact • Team engagements • Website	Ongoing	• Learning and training • Company follows an open door policy • The Company actively seeks employee feedback, values their suggestions and ideas, and ensures their involvement in advancing the fulfilment of its commitments to stakeholders.
Customers	No	• Company website • E-mail • Internal publications • Individual discussions between the customers and account managers • Customer meet • Social media	Ongoing	• Cost effective business transactions • Business efficiency and good services

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers & vendors	No	• E-mail • Newsletters • Surveys • Vendor sustainability questionnaire • Customer meet	Ongoing	• Credit and payments • KYC process • Effective Service
Regulators/ Government	No	• Annual Report • Press Releases • Integrated Reports • Stock Exchange filings	Quarterly/Bi-Annually/Annually	• Regulatory compliance • Taxes • Transparent reporting
Media	No	• Newsletters • Press releases and media articles • Social media engagement	Ongoing	• Company strategy • Company updates/announcements
NGOs	No	• Newsletters • Presentations • Annual Report • Website • E-mail • Interactive sessions/meetings	Ongoing	• Periodic funding for initiatives • Volunteer activities • Beneficiary impact • Employee Enagagement

Principle 5

Business should respect and promote human rights

Essential Indicator:

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)
Employees						
Permanent	50	50	100%	30	30	100%
Other than Permanent	5	NA	NA	382	0	0
Total Employees	55	50	91%	412	30	7.28%
Workers						
Permanent	N.A.					
Other than Permanent						
Total Workers						

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)
Employees										
Permanent	50	50	100%	NA	NA	30	0	N.A.	30	100%
Male	39	39	100%	NA	NA	21	0	N.A.	21	100%
Female	11	11	100%	NA	NA	9	0	N.A.	9	100%
Other than Permanent	5	NA	NA	NA	NA	382	336	87.95%	46	12.04%
Male	3	NA	NA	NA	NA	382	336	87.95%	46	12.04%
Female	2	NA	NA	NA	NA	NA				
Workers										
Permanent	N.A.									
Male										
Female										
Other than Permanent										
Male										
Female										

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

   a. The details are provided below:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BOD)	2	2,51,15,813	0	
Key Managerial Personnel (KMP)	2	62,99,252	1	5,88,705
Employees other than BOD and KMP	34	9,52,773	11	10,56,265
Workers	N.A.			

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	14.40%	14.56%

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

   Yes

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

   The Company has established a strong grievance redressal system for all shore-based employees, including both staff and officers. This system is designed to provide an easy and prompt way to resolve any concerns. A Functional Director is appointed as the Director of Grievances, responsible for handling complaints related to Integrity, Fairness, and Transparency in the company's operations. The Director's contact information, including postal and email addresses, is publicly available on the company website to enable community members to submit their grievances.

   Following the guidelines outlined in the Company Manual, which aligns with the Maritime Labour Convention, the company has put in place a specialized process to manage grievances from floating staff. Additionally, the company has introduced a detailed Incident Reporting Policy and a dedicated POSH Policy, both serving as key tools to address and resolve any human rights-related issues that may arise.

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

   The details are provided below:

	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 Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other Human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company's Prevention of Sexual Harassment Policy serves as a protective shield for complainants in cases of discrimination and harassment. Female employees have the provision to submit their complaints to the Internal Complaints Committee within a span of three months. The policy necessitates that complaints be submitted in written form, although verbal complaints are also accepted and documented. The Committee holds the authority to extend the submission timeframe if deemed necessary, and complainants can request safety measures during the inquiry process. Respondents found guilty may be subjected to legal action, with the final decision resting in the hands of the Executive Chairman. Above all, the company is committed to promoting a workplace environment that is safe, respectful, and inclusive for all.

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

Yes

10. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	0
Forced Labour/Involuntary Labour	0
Sexual Harassment	0
Discrimination at workplace	0
Wages	0
Other- please specify	0

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

NA

Principle 6

Business should respect and make efforts to protect and restore the environment.

Essential Indicator:

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D) in GJ as unit	178.56	194.48
Total fuel consumption (E) (GJ)	28,70,473.35 GJ	22,21,033.32
Energy consumption through other sources (F) (GJ)	0	0
Total energy consumed from non-renewable sources (D+E+F) (GJ)	28,70,652 GJ	22,21,227.8
Total energy consumed (A+B+C+D+E+F)	28,70,652	22,21,227.8
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0006323	0.0006767
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity Reference for Conversion rate of PPP is taken from IMF for 2024 - 20.43, and for 2025 - 20.66 (https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND) (Total energy consumed / Revenue from operations adjusted for PPP)	0.01306	0.01382
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

(https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND)

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

Yes.

The Transworld Group Sustainability report for FY 2023-24 is assured by the Ernst & Young Associates LLP. Transworld Shipping Lines Limited is a part of Transworld group and relevant data has been assured for the report.

The Transworld Group sustainability report for FY 2024-25 is under assurance process.

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.**

NA

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)		
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)		
Water intensity in terms of physical output		
Water intensity (optional) – the relevant metric may be selected by the entity		

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

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

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

NA

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

Parameter	Unit	FY 2024-25	FY 2023-24
NOx	-	Nil	Nil
SOx	-		
Particulate matter (PM)	-		
Persistent organic pollutants (POP)	-		
Volatile organic compounds (VOC)	-		
Hazardous air pollutants (HAP)	-		
Others – please specify Mercury, Cadmium, Chromium etc.	-		

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.

7. **Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:**

The details are provided below:

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2,23,139.38 tCO2e	170,772.86 tCO2e
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	35.22 tCO2e	38.35 tCO2e
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent/ Rupees of turnover	0.00004916	0.00005204
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)*	Metric tonnes of CO2 equivalent/ Rupees of turnover adjusted for PPP.	0.0010156814	0.0010632440
Total Scope 1 and Scope 2 emission intensity in terms of physical output	N.A.		
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	N.A.		

(https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND)

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

Yes.

The Company has assured Transworld Group Sustainability report 2023-24 by Ernst & Young Associates LLP. Transworld Shipping Lines Limited (formerly known as Shreyas Shipping and Logistics Limited) is a part of group companies and relevant data has been assured for the report.

Also, 2024-25 Transworld sustainability report is under assurance process.

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

Yes, the Company is committed to reducing its carbon footprint as part of its group level commitment to be Carbon Neutral. To comply with the IMO Guidelines on climate change mitigation and air pollution, the Company has successfully integrated EEXI and CII mapping across all its vessels by leveraging enhanced data management and digitisation practices, thereby ensuring greater transparency. As your Company assesses its environmental impact, it is evident that the majority of its greenhouse gas (GHG) emissions, exceeding 99% of the total, stem from Scope 1 emissions related to its vessel operations. To address this challenge, the Company has undertaken various proactive initiatives aimed at reducing GHG emissions.

Following are some initiatives implemented to reduce GHG emissions.

- Saving fuel from energy saving retrofits which are currently being evaluated
- Using superior anti-fouling hull coatings
- Replacing traditional lighting such as fluorescent, halogen and incandescent lights onboard its vessels with energy efficient LED lights during the next scheduled dry docking of the vessels
- For a typical Bulk Carrier loss of energy through hull resistance is around 30% and this increases with growth of hull roughness due to biofouling. To minimise growth of biofouling, your Company has applied superior antifouling coatings on 1 vessel their respective dry dockings.

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

The required details are provided below:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	121.66	160.00
E-waste (B)	4.74	6.66
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) (Cargo residues (HME))	- 0	- 0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	"Food Waste -60.61 Domestic Waste - 128.67 Cooking Oil - 1.36 Incinerational Waste - 2.33 Animal carcasses - 0 Fishing gear - 0 Cargo residues (non-HME)- 107.43 Sludge +Bilge Oil - 6667.81"	Food Waste – 72.07 Domestic Waste -148.29 Cooking oil – 17.16 Incinerator ashes – 2.61 Operational Waste – 56.43 Animal carcasses – 0 Fishing gear – 0 Cargo residues (non-HME) - 72.80 Cargo residues (HME)- 0 Sludge + Bilge Oil – 8449.22
Total (A+B + C + D + E + F + G + H)	7094.61	8985.24

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000156	0.00000273
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)*	0.0000322852	0.0000559301
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
Total	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

10. Briefly describe the waste management practices adopted in your establishment. 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.

The company specializes in marine transportation of bulk commodities and does not engage in manufacturing for sale. Waste generated onboard during routine ship operations is managed according to vessel-specific garbage management plans and subsequently deposited at approved reception facilities for further processing. Bulk Carrier vessels in the European Region adhere to EU - SRR requirements, continuously managing hazardous materials throughout their lifecycles

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.
None of the Company's operations or offices are in or around ecologically sensitive areas.			

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

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

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
Yes, the Company is complaint with all the acts and rules				

Principle 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicator:

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

   5

   b. **List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company is a member of/affiliated to.**

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/ National)
1	Indian National Shipowners' Association	National
2	Bombay Chamber of Commerce and Industry	State
3	Federation of Indian Export Organisations	National
4	Services Export Promotion Council	National
5	Federation of Indian Chambers of Commerce and Industry	National
6	Maritime Anti-Corruption Network (MACN)	International

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the Company, based on adverse orders from regulatory authorities.**

Name of the authority	Brief of the case	Corrective action taken
There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.		

Principle 8

Businesses should promote inclusive growth and equitable development.

Essential Indicator:

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

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount sent on R&R activities during FY 2023-24 (In INR)
N.A.						

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

The Company has implemented a whistle-blower policy, offering stakeholders a confidential platform to report grievances. Stakeholders are encouraged to use the dedicated email contact provided on the company's website for secure communication.

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

	FY 2024-25	FY 2023
Directly sourced from MSMEs/small producers	Nil	Nil
Directly from Within India	Nil	Nil

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 Current Financial Year	FY 23 Previous Financial Year
Rural	0	0
Semi-urban	0	0
Urban	0	0
Metropolitan	100%	100%

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

Principle 9

Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicator:

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

Feedback received from following stakeholders are analysed through RCA methodology and required corrective and preventive actions are

implemented across the fleet.

- Terminal feedbacks
- Port state Inspections
- Flag state inspections

Complaints from charterers are handled as per agreed Charter party clauses for that voyage. Any other complaints are dealt in accordance with available contractual remedies.

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

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

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

Number of consumer complaints in respect of the following:	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24(Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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

Yes, the Company recognises the critical importance of information security. Data breaches can significantly impact company operations. Therefore, the Company adheres to rigorous data privacy standards outlined in its cyber security policy, accessible to internal stakeholders via the Company's intranet.

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.

> Not Applicable

7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	Nil
b. Percentage of data breaches involving personally identifiable information of customer	Not Applicable
c. Impact, if any, of the data breaches	Not Applicable

This question has been shifted from leadership indicator to essential indicator and one sub-question has been also added this year