



SEC/48/2017-63

September 02, 2025

The Manager  
Compliance Department  
BSE Limited  
Phiroze Jeejeebhoy Tower  
Dalal Street  
Mumbai – 400 001

The Manager  
Compliance Department  
The National Stock Exchange of India Ltd.  
Exchange Plaza  
Bandra – Kurla Complex, Bandra (East)  
Mumbai – 400 051

Scrip Code/Symbol: 540678/COCHINSHIP

Dear Sir/Madam,

**Subject: Business Responsibility and Sustainability Report of  
Cochin Shipyard Limited for the financial year 2024-25**

1. Pursuant to Regulation 34(2) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find attached herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2024-25.
2. The said report forms part of the Annual Report of the Company for the financial year 2024-25 and is also hosted on the Company's website at [www.cochinshipyard.in](http://www.cochinshipyard.in).
3. The above is for your information and record please.

Thanking you,

**For Cochin Shipyard Limited**

# Business Responsibility and Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L63032KL1972GOI002414
2	Name of the Listed Entity	Cochin Shipyard Limited
3	Year of incorporation	1972
4	Registered office address	Cochin Shipyard Limited, Administrative Building, Cochin Shipyard Premises, Perumanoor, Kochi – 682015, Kerala, India
5	Corporate address	Cochin Shipyard Limited, Administrative Building, Cochin Shipyard Premises, Perumanoor, Kochi – 682015, Kerala, India
6	E-mail	secretary@cochinshipyard.in
7	Telephone	+91 484 2501306
8	Website	<a href="http://www.cochinshipyard.in">www.cochinshipyard.in</a>
9	Financial year for which reporting is being done	April 01, 2024 to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹1,31,54,03,900
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 Syamkamal N Tel: +91 484 2501306 E-mail: secretary@cochinshipyard.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)	Standalone
14	Name of assessment or assurance provider	Not applicable*
15	Type of assessment or assurance obtained	Not applicable*

\*Not mandatory as per extant Regulations.

### 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 entity
1.	Manufacturing	Ship Building	58.82
2.	Service	Ship Repair	41.18

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Ship Building	301	58.82
2.	Ship Repair	331	41.18

### III. Operations

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

Sl. No.	Location	Number of plants	Number of offices	Total
1	National	5	0	5
2	International	0	0	0

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

##### a. Number of locations

Sl. No.	Locations	Number
1	National (No. of states) <sup>(1)</sup>	11
2	International (No. of countries) <sup>(2)</sup>	10

<sup>(1)</sup>Due to the inherent nature of our business of ship building/ship repair, the Company generally caters to the requirements of the Country's coastal states and states having national waterways as well as Country's defence requirements.

<sup>(2)</sup>The Company has provided its services across the world viz., Norway, Netherlands, Cyprus, USA, Germany, Bahamas, Saudi Arabia, UAE, Liberia and UK.

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

11.80%

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

Cochin Shipyard Limited (CSL) is a key player in the domestic and international ship building market. Our key shipbuilding clients on the domestic front include the Indian Navy, Ministry of Home Affairs, Dredging Corporation of India Limited, various Ports, Inland Waterways Authority of India (IWAI) and A&N Administration. On the international front, CSL has exported 47 vessels to some of the most demanding clients in Norway, Netherlands, Cyprus, USA, Germany, Bahamas, Saudi Arabia, UAE and Liberia. CSL has also undertaken repairs of various types of vessels including upgradation of ships of the oil exploration industry as well as periodical maintenance, repairs and life extension of ships.

### 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)	695	605	87.05	90	12.95
2	Other than Permanent (E)	199	152	76.38	47	23.62
3	Total employees (D+E)	894	757	84.68	137	15.32
Workers						
4	Permanent (F)	1445	1317	91.14	128	8.86
5	Other than Permanent (G)	1202	1153	95.92	49	4.08
6	Total workers (F+G)	2647	2470	93.31	177	6.69

## 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)	12	11	91.67	1	8.33
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	Total differently abled employees (D+E)	12	11	91.67	1	8.33
Differently-abled Workers						
4	Permanent (F)	38	34	89.47	4	10.53
5	Other than Permanent (G)	8	8	100.00	0	0.00
6	Total differently abled workers (F+G)	46	42	91.30	4	8.70

## 21. Participation/ Inclusion/ Representation of women:

Particulars	Total(A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors*	12	1	8.33
Key Management Personnel	5	0	0

\*The data given in the above table is the sanctioned strength of CSL's Board, which was available till May 01, 2025. As on March 31, 2025, the Board consisted of 6 Directors, of which all were male. The full details w.r.t Board composition and changes therein is given in the Corporate Governance Report forming part of the Annual Report.

## 22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

Particulars	FY 2025 (Turnover rate in current FY)			FY 2024 (Turnover rate in previous FY)			FY 2023 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.13	1.18	3.75	5.63	2.65	5.27	5.78	4.00	5.56
Permanent Workers	0.90	3.83	1.16	1.27	0.78	1.22	2.09	1.83	2.06

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

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

Sl. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Hooghly Cochin Shipyard Limited	Subsidiary	100	No
2.	Udupi Cochin Shipyard Limited	Subsidiary	100	No

## VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**

ii. Turnover (in ₹) : **4,527.84 Crores**

iii. Net worth (in ₹) : **5,610.65 Crores**

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, <a href="https://cochinshipyard.in/grievance-cell">https://cochinshipyard.in/grievance-cell</a>	8	0	-	14	0	-
Investors (other than shareholders)	Yes, <a href="https://cochinshipyard.in/grievance-cell">https://cochinshipyard.in/grievance-cell</a>	0	0	-	0	0	-
Shareholders	Yes, <a href="https://cochinshipyard.in/grievance-cell">https://cochinshipyard.in/grievance-cell</a>	35	0	-	17	2	-
Employees and workers	Yes, <a href="https://cochinshipyard.in/grievance-cell">https://cochinshipyard.in/grievance-cell</a>	0	0	*	0	0	*
Customers	Yes, <a href="https://cochinshipyard.in/grievance-cell">https://cochinshipyard.in/grievance-cell</a>	0	0	-	0	0	-
Value Chain Partners	Yes, <a href="https://cochinshipyard.in/grievance-cell">https://cochinshipyard.in/grievance-cell</a>	2	1	Complaint raised without sufficient details/ supporting documents.	0	0	-

\* Excluding the grievance covered under sl. no. 6 of Essential Indicators under Principle 5 of this report.

## 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

Sl. 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	Climate Change	Risk	Majority of the ship building projects undertaken by CSL are fuelled by fossil fuels. The increasing awareness of climate change across the globe will reduce the demand for such vessels and affect the operations of CSL.	CSL has embarked on Green Shipping initiatives. CSL has already built and delivered India's first indigenously built Hydrogen Fuel Cell Catamaran Vessel. Further, CSL has also built and delivered 2 Autonomous Electric Vessels for ASKO Maritime AS, Norway. The 67 Mtr. Long vessels were delivered as Full-Electric Transport Ferries powered by 1846 kWh capacity battery. CSL has built and delivered 19 out of 23 Hybrid Electric Catamaran Hull Vessels for the Kochi Water Metro Project, which is one of its kind, modern, technologically advanced, energy efficient and environment friendly vessel. CSL has built and delivered 2 out of 8 Hybrid Electric Catamaran Passenger Vessels for Inland Waterways Authority of India. Further, CSL is also building 2 Commissioning Service Operation Vessels, 2 Zero Emission Feeder Container Vessels and 2 Hybrid Service Operation Vessels for various European clients.	Negative implication
2	Climate Change	Opportunity	Increase in demand for zero emission vessels	Aligned with the global shift towards maritime green transitions, the Company has developed and built India's first indigenous Hydrogen Fuel Cell Catamaran Vessel, a pioneering project funded by the Ministry of Ports, Shipping and Waterways (MoPSW). This pilot project, based on Low Temperature Proton Exchange Membrane (LT-PEM) technology - also known as Fuel Cell Electric Vessel (FCEV) was spearheaded by CSL's C-SAS division in collaboration with KPIT Technologies Limited, which handled the technological aspects of the design, development, and construction. This initiative is part of India's broader efforts to embrace innovative, sustainable, and cost-effective alternative fuel technologies. The project was executed in collaboration with Indian partners.	Positive implication

Sl. 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)
2	Climate Change	Opportunity	Increase in demand for zero emission vessels	The Ministry of Ports, Shipping and Waterways has already initiated several measures towards this objective, with CSL leading the charge in Green Shipping initiatives to reduce marine pollution. As part of these green initiatives, CSL is constructing 23 Hybrid Electric Catamaran Hull Vessels for the Kochi Water Metro Project. This project represents a modern, technologically advanced, energy-efficient, and environmentally friendly solution that will enhance the urban water transport system, providing seamless transportation for Kochi's citizens. Further, CSL is also building 8 Hybrid Electric Catamaran Passenger Vessels for Inland Waterways Authority of India. CSL's dedication to green initiatives is further evidenced by its delivery of two Autonomous Electric Vessels to ASKO Maritime AS, Norway. Additionally, CSL is building two Commissioning Service Operation Vessels, two Zero Emission Feeder Container Vessels, and two Hybrid Service Operation Vessels for various European clients.	Positive implication

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

### Policy and Management Processes

1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes

b. Has the policy been approved by the Board? (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes

The Policies have been approved by the Board/ relevant Competent Authority as per the delegated powers of the Board.

c. Web Link of the Policies, if available

P1	P2	P3	P4	P5	P6	P7	P8	P9
<a href="https://cochinshipyard.in/investor/investor_titles/68">https://cochinshipyard.in/investor/investor_titles/68</a>								

## 2. Whether the entity has translated the policy into procedures. (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes

## 3. Do the enlisted policies extend to your value chain partners? (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes

## 4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.

<b>P1</b>	The ISO/IEC 27001:2022 standard for Information Security Management Systems (ISMS), Model Code of Business Conduct and Ethics for Board Members and Senior Management, Conduct Discipline and Appeal Rules, Central Vigilance Commission Guidelines and Manual.
<b>P2</b>	ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System and ISO 45001:2018 Health and Safety Management System standards.
<b>P3</b>	ISO 45001:2018 Health and Safety Management System Standards, Employee Welfare and Skill Development Measures as more specifically mentioned in Directors' Report.
<b>P4</b>	The Government of India's directives on reservation for Scheduled Caste (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), Economically Weaker Sections (EWS), and Persons with Benchmark Disabilities (PwBD). For further information, please refer to the Directors' Report.
<b>P5</b>	CSL is aligned with all the applicable national laws, principles and norms with regard to human rights. CSL's commitment to human rights is incorporated in the Code of Business Conduct & Ethics for Board Members and Senior Management, which explicitly addresses adherence to human rights principles.
<b>P6</b>	ISO 14001:2015 Environmental Management System.
<b>P7</b>	Not Applicable.
<b>P8</b>	CSL's CSR projects aim at benefitting the community from low socio-economic strata across the nation. For more details please refer to CSR section annexed to Directors' Report.
<b>P9</b>	ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System and ISO 45001:2018 Health and Safety Management System standards.

## 5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>CSL is planning to operate entirely on green energy by implementing a wind-solar hybrid power plant with a total capacity of approximately 14 MW and expanding rooftop solar installations inside CSL from 1.8 MWp to 4 MWp in a phased manner. The implementation of wind-solar hybrid power plant is currently dependent on the acquisition of land, which is inherently time-consuming due to procedural complexities. As a result, at present, a definitive timeline for completion of the project cannot be ascertained. Further, the aforesaid expansion of rooftop solar installations inside CSL is expected to be completed by 2029.</p> <p>These initiatives are expected to generate around 40 million units of renewable electricity annually, exceeding CSL's current average annual energy consumption.</p> <p>By transitioning to renewable energy sources, CSL aims to eliminate its Scope 2 emissions, reaffirming its commitment to sustainable energy practices. This strategy will significantly reduce CSL's carbon footprint and contribute more towards a sustainable future.</p>								



**6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**

P1	P2	P3	P4	P5	P6	P7	P8	P9
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The Company had reported its commitment to set up a wind-solar hybrid power plant. While the project has been approved by the Board of Directors, its execution is dependent on procurement of suitable land parcel. Since land acquisition is typically a time-intensive process due to procedural and regulatory complexities, at present, a definitive timeline for completion of the project cannot be ascertained.

**Governance, Leadership & Oversight**

**7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements**

CSL is committed to addressing the Environmental, Social and Governance (ESG) challenges facing the industry and aligning with India's goal of achieving carbon neutrality by 2070. As a CPSU under the Ministry of Ports, Shipping and Waterways, CSL has taken significant steps to contribute to sustainable development.

CSL is advancing sustainable maritime solutions through various initiatives. We have delivered India's first Hydrogen Fuel Cell Catamaran Vessel to the Inland Waterways Authority of India (IWAI) and have so far delivered 19 out of 23 Hybrid Electric Catamaran Hull Vessels for the Kochi Water Metro Project. Additionally, we have delivered two Autonomous Electric Vessels to Norway and are currently constructing vessels for European clients, including Commissioning Service Operation Vessels, Zero Emission Feeder Container Vessels, and Hybrid Service Operation Vessels. Furthermore, we are building eight Hybrid Electric Catamaran Hull Vessels for IWAI, of which two have already been delivered. All these vessels are designed for electric propulsion, reducing their environmental impact.

In our commitment to renewable energy, CSL is setting up a wind-solar hybrid power plant with a total capacity of about 14 MW. This project will generate more green energy than our current average annual consumption, enabling CSL to operate entirely on renewable energy and significantly reduce our carbon footprint.

These efforts reflect CSL's dedication to sustainable practices and our role in driving the maritime industry's green transition.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).**

Shri Madhu Sankunni Nair (DIN: 07376798), Chairman and Managing Director.

**9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details.**

Yes, Shri Madhu Sankunni Nair (DIN: 07376798), Chairman and Managing Director is the decision making authority with regard to sustainability related issues.

**10. Details of Review of NGRBCs by the Company**

Particulars	Principles	Performance against above policies and follow up action	Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	P1 P2 P3 P4 P5 P6 P7 P8 P9	The ISO certifications are reviewed annually by the external agencies. The review of which is overseen by the concerned functional Director. The Government of India's directives on reservation for Scheduled Caste (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), Economically Weaker Sections (EWS), and Persons with Benchmark Disabilities (PwBD) are reviewed at the time of every recruitment by HR Department of CSL which is overseen by the Director in charge of HR function of CSL.	CSL is in compliance with the extant regulations as applicable.

Particulars	Principles	Performance against above policies and follow up action	Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)	P1 P2 P3 P4 P5 P6 P7 P8 P9	Affirmation of the Model Code of Business Conduct and Ethics for Board Members and Senior Management are taken annually. Performance against Conduct Discipline and Appeal Rules are monitored on a continuous basis by the HR Department. Performance against Central Vigilance Commission Guidelines and Manual are reviewed by the Chief Vigilance Officer on an ongoing basis. CSL has a separate Board level Committee to monitor the CSR projects and activities. The CSR performance of CSL is considered on a quarterly basis by the CSR Committee as well as the Board of Directors.	A Statutory Compliance Certificate on applicable laws is provided by the CMD & Director (Finance) on a quarterly basis to the Board of Directors.

**11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.**

<b>P1</b>	Yes, the compliance with the CVC Guidelines are evaluated by the Vigilance Department headed by a Chief Vigilance Officer, appointed by the Government of India.
<b>P2</b>	Yes, ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System and ISO 45001:2018 Health and Safety Management System standards are evaluated by DNV on an annual basis.
<b>P3</b>	Yes, ISO 45001:2018 Health and Safety Management System standard is evaluated by DNV on an annual basis.
<b>P4</b>	CSL is in compliance with the Presidential directives and guidelines on reservation for Scheduled Caste (SC)/ Scheduled Tribes (ST)/ Other Backward Classes (OBC)/ Economically Weaker Sections (EWS) and Persons with Benchmark Disabilities (PwBD) issued by the Government of India from time to time. However, no external agency has carried out an independent assessment/ evaluation of the same.
<b>P5</b>	CSL is in compliance with all the applicable national laws, principles and norms with regard to Human Rights. However, no external agency has carried out an independent assessment/ evaluation of the same.
<b>P6</b>	Yes, ISO 14001:2015 Environmental Management System standard is evaluated by DNV on an annual basis.
<b>P7</b>	Not Applicable.
<b>P8</b>	Yes, CSL's CSR projects are audited by both statutory auditors of the Company as well as the Comptroller and Auditor General of India.
<b>P9</b>	Yes, ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System and ISO 45001:2018 Health and Safety Management System standards are evaluated by DNV on an annual basis.

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

Principle 7 is considered as not applicable since the Company has not engaged in any activities which influence the public and government policies.

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	No	No	No	No	No	No	Yes	No	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)	No	No	No	No	No	No	Yes	No	No
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	No	No	No	No	No	No	No	No	No
It is planned to be done in the next financial year (Yes/No)	No	No	No	No	No	No	No	No	No

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### Principle 1

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

#### Essential Indicators

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

Category	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	7	Principle 1 <sup>(1 to 6)</sup> and Principle 6 <sup>(9)</sup>	41.66
Key Managerial Personnel*	1	Principle 1 <sup>(5)</sup> Principle 3 <sup>(7)</sup> and Principle 5 <sup>(8)</sup>	100.00
Employees other than BoD and KMPs	1	Principle 1 <sup>(5)</sup> and Principle 5 <sup>(8)</sup>	100.00
Workers	1	Principle 1 <sup>(5)</sup> and Principle 5 <sup>(8)</sup>	100.00

\*Company Secretary alone is included in Key Managerial Personnel (KMP) to avoid duplication, since the training provided to rest of the KMPs viz., CMD & Whole-time Directors are already covered in Board of Directors.

- Principle 1 - 'Assessments, Adjudication & Appeals Under GST' conducted by The Institute of Cost Accountants of India at Kochi on May 04, 2024. The programme focused on improving the understanding of regulatory compliance and dispute resolution under the GST framework, strengthening transparency, ethical governance, and accountability in financial practices.
- Principle 1 - 'Capacity Building of Functional Director' conducted by Department of Public Enterprises held at Leh on June 13 & 14, 2024. The programme focused on providing improved understanding of governance and ethical responsibilities, enhancing board-level oversight and alignment with responsible business practices.
- Principle 1 - 'Capacity Building of Functional Director' conducted by Department of Public Enterprises held at Kochi on September 02 & 03, 2024. The programme focused on providing improved understanding of governance and ethical responsibilities, enhancing board-level oversight and alignment with responsible business practices.
- Principle 1 - 'Directors' Certification Master Class Program' conducted by the Indian Institute of Corporate Affairs (IICA), under the Ministry of Corporate Affairs, Government of India. The program was held at Gangtok from September 04 to 06, 2024. The training focused on corporate governance, regulatory compliance, ESG responsibilities, and the role of boards in promoting sustainable and responsible business conduct.
- Principle 1 - Awareness programs were provided as part of observance of Vigilance Awareness Week 2024 in CSL during October 28, 2024 to November 03, 2024. Awareness programs were conducted to sensitize employees and stakeholders on the importance of transparency, anti-corruption practices, and responsible conduct. This initiative supports Principle 1 of the NGRBC by fostering a culture of vigilance, accountability, and ethical behaviour within the organization.
- Principle 1 - 'Customised ESG training – ESG Working Group' conducted by CSL at Kochi on February 13, 2025. The programme focused to strengthen the ESG Working Group's capability to identify, monitor, and report ESG risks and opportunities; to improve the understanding of sustainability frameworks, stakeholder expectations, and responsible governance practices.
- Principle 1 & 3 - 'Labour Law Compliances in a Company, Debt Securities - An insight into Debenture Issuance and Resource Mobilisation for NBFCs- Practical aspects' organised by the Institute of Company Secretaries of India on March 25, 2025. The programme focused to improve awareness of labour law compliance and ethical, transparent debt resource mobilisation, reducing regulatory risk and strengthening governance.
- Principle 5 - 'Awareness Session on POSH Act' was conducted by Cochin Shipyard Limited for its employees and workers. The session focused on enhancing the employee awareness on rights, responsibilities, and complaint mechanisms under the POSH Act, fostering a safer and more respectful workplace.
- Principle 6 - 'Resource Efficiency & Environmental Sustainability' conducted by Confederation of Indian Industry at Hyderabad on March 01, 2025. The programme focused on improving the understanding of sustainable resource management.

**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 Requirements) Regulations, 2015 and as disclosed on the entity's website)

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	1	BSE	11,800 (incl. GST)	Delay of one working day in intimating the record date fixed in November 2021 for payment of interest on the Company's 8.51% Tax Free, Secured Redeemable Non-Convertible Bonds. The Company has paid the fine within the prescribed time.	No
		BSE & NSE	12,59,060 each (including GST @ 18%)	Non-compliance with respect to the composition of the Board of Directors and the constitution of statutory committees, along with related non-compliances under the SEBI (Listing Obligations and Disclosure Requirements) Regulations.*	No*
Settlement	Nil	Nil	Nil	Nil	Not applicable
Compounding Fee	Nil	Nil	Nil	Nil	Not applicable

\*Note: CSL, being a CPSE, the power to appoint Directors vests with the Government of India and the Company has forwarded appropriate requests to the Government of India for filling up the vacancies of Independent Directors including a Woman Director. In view of the fact that the said non-compliances were neither due to the negligence/ default by the Company nor within the control of the management of the Company, appropriate requests for waiver of fines imposed will be filed with the stock exchanges in due course as per the extant Policy for Exemption of Fines. The stock exchanges have in the past waived off the fines in similar situations.

Non-Monetary				
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Not applicable
Punishment	Nil	Nil	Nil	Not applicable

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

Sl. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
1.	Nil	Nil

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.

The Vigilance Department of Cochin Shipyard Limited performs various activities with regard to preventive and pro-active vigilance, undertakes investigation in cases related to punitive vigilance and conducts surveillance and detection initiatives. Vigilance department strives to ensure transparency, equity and competitiveness in all procurement. Important CVC guidelines are discussed with Heads of Departments for its strict compliance. For more details, please refer to the following web-link.  
<https://cochinshipyard.in/Vigilance/integrity-pact>

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

Category	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

Particulars	FY 2025 (Current Financial Year)		FY 2024 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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.

Not applicable, as we do not have any instances of corruption/ conflicts of interest against Directors and KMPs.

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

Particulars	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Number of days of accounts payables	71	95

## 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 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	46.79	6.05
	b. Number of trading houses where purchases are made from	10997	8470
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	75.75	50.13
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	Nil	Nil
	b. Number of dealers/ distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	0.84%	0.68%
	b. Sales (Sales to related parties/ Total Sales)	0.00%	0.00%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	42.92%	42.83%
	d. Investments (Investments in related parties/ Total Investments made)	99.95%	99.96%

## 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 product and processes to total R&D and capex investments made by the entity, respectively**

Particulars	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	36.86%	68.13%	Green shipping initiatives expected to result in reduction of emissions.
Capex	0.18%	0.14%	Considerable energy savings achieved.

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

Yes

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

100 percent.

The Company has been following approved criteria for the selection of vendors to ensure sustainable sourcing which inter alia includes vendors having ISO 9000 certification, vendors approved by regulatory bodies, various authorized dealers of the manufacturer, ability to provide materials as per laid down specification and other requirements, and the ability to supply materials as per stipulated delivery period. Annual evaluation of the orders placed on a vendor is completed to decide the average performance. A vendor is removed/ suspended from approved vendor list based on his average performance over the period of evaluation. Vendors list is reviewed and updated once in a year.

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**

Cochin Shipyard Limited (CSL) is primarily engaged in shipbuilding and ship repair. The nature of its business does not involve the production of consumer goods or equipment that return to the manufacturer at the end of their life cycle. Instead, the ships built by CSL are owned, operated, and ultimately decommissioned by customers through authorised ship recycling facilities in compliance with applicable national and international regulations, including the Hong Kong Convention for the Safe and Environmentally Sound Recycling of Ships.

Given this industry-specific context, CSL does not directly reclaim or recycle its products after delivery and, therefore, the end-of-life product reclamation processes under this disclosure is not applicable to CSL.

However, as part of its own operational responsibility, the Company ensures safe and compliant disposal of various categories of waste generated during construction and repair activities through government-approved external agencies.

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.**

No. Extended Producer Responsibility (EPR) is not applicable to CSL.

## Principle 3

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

### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No. (A)	%(B/A)	No. (C)	%(C/A)	No. (D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent employees											
Male	605	605	100.00	605	100.00	N.A.	N.A.	605	100.00	605	100.00
Female	90	90	100.00	90	100.00	90	100.00	N.A.	N.A.	90	100.00
Total	695	695	100.00	695	100.00	90	100.00	605	100.00	695	100.00
Other than Permanent employees											
Male	152	152	100.00	152	100.00	N.A.	N.A.	152	100.00	152	100.00
Female	47	47	100.00	47	100.00	47	100.00	N.A.	N.A.	47	100.00
Total	199	199	100.00	199	100.00	47	100.00	152	100.00	199	100.00

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	
		No. (A)	%(B/A)	No. (C)	%(C/A)	No. (D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent workers											
Male	1317	1317	100.00	1317	100.00	N.A.	N.A.	1317	100.00	1317	100.00
Female	128	128	100.00	128	100.00	128	100.00	N.A.	N.A.	128	100.00
Total	1445	1445	100.00	1445	100.00	128	100.00	1317	100.00	1445	100.00
Other than Permanent employees											
Male	1153	1153	100.00	1153	100.00	N.A.	N.A.	1153	100.00	1153	100.00
Female	49	49	100.00	49	100.00	49	100.00	N.A.	N.A.	49	100.00
Total	1202	1202	100.00	1202	100.00	49	100.00	1153	100.00	1202	100.00

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

Particulars	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.25	0.15



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

Benefits	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00	100.00	Y	100.00	100.00	Y
Gratuity	100.00	100.00	N.A.	100.00	100.00	N.A.
ESI	0.00	0.00	N.A.	0.00	0.00	N.A.
Insurance Linked Post Retirement Medical Scheme	100.00	100.00	Y	100.00	100.00	Y

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

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

Yes. Weblink: [https://cochinshipyard.in/investor/investor\\_titles/68](https://cochinshipyard.in/investor/investor_titles/68)

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	95.24	100	100
Female	100	100	100	100
<b>Total</b>	<b>100</b>	<b>95.45</b>	<b>100</b>	<b>100</b>

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.

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, CSL has a 5 stage grievance redressal mechanism, beginning from the reporting officer at the first stage till the CMD of the Company at the fifth stage with specific timelines at each stage to resolve the grievance. The detailed framework of this mechanism is available in CSL intranet.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total employees/ workers in respective category(A)	No. of employees/ workers in respective category, who are part of association(s) or Union(B)	% (B/A)	Total employees/ workers in respective category(C)	No. of employees/ workers in respective category, who are part of association(s) or Union(D)	% (D/C)
<b>Total Permanent Employees</b>	<b>695</b>	<b>695</b>	<b>100.00</b>	<b>637</b>	<b>637</b>	<b>100.00</b>
Male	605	605	100.00	558	558	100.00
Female	90	90	100.00	79	79	100.00
<b>Total Permanent Workers</b>	<b>1445</b>	<b>1445</b>	<b>100.00</b>	<b>1496</b>	<b>1496</b>	<b>100.00</b>
Male	1317	1317	100.00	1363	1363	100.00
Female	128	128	100.00	133	133	100.00

8. Details of training given to employees and workers:

Category	FY 2025 (Current Financial Year)					FY 2024 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% B/A	No.(C)	% C/A		No.(E)	% E/D	No.(F)	% F/D
Employees										
Male	757	269	35.54	402	53.10	691	72	10.42	417	60.35
Female	137	34	24.82	62	45.26	114	18	15.79	70	61.40
Total	894	303	33.89	464	51.90	805	90	11.18	487	60.50
Workers										
Male	2470	210	8.50	483	19.55	2407	312	12.96	175	7.27
Female	177	26	14.69	47	26.55	188	59	31.38	24	12.77
Total	2647	236	8.92	530	20.02	2595	371	14.30	199	7.67

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

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total (A)	No.(B)	% B/A	Total (C)	No.(D)	% D/C
<b>Employees</b>						
Male	757	757	100.00	691	691	100.00
Female	137	137	100.00	114	114	100.00
<b>Total</b>	<b>894</b>	<b>894</b>	<b>100.00</b>	<b>805</b>	<b>805</b>	<b>100.00</b>
<b>Workers</b>						
Male	2470	2470	100.00	2407	2407	100.00
Female	177	177	100.00	188	188	100.00
<b>Total</b>	<b>2647</b>	<b>2647</b>	<b>100.00</b>	<b>2595</b>	<b>2595</b>	<b>100.00</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, CSL is certified to ISO 45001:2018 Health and Safety Management System standard for the main facility at Kochi.

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

Hazard Identification and Risk Assessment (HIRA) is the tool used by Cochin Shipyard Limited to identify and assess the hazards and risks associated with routine and non-routine works carried out in the Yard. This process include listing out all the activities and taking each activities through the HIRA work sheet. The HIRA Work sheet perform quantitative approach of risk calculation and prioritising the activities based on risk value to Low, Medium and High risk activities. Control measures for mitigating the risks and reducing the risk levels from high and medium to low risk is described in standard operating procedures and operational control procedures tagged to each activities. Job Safety Analysis (JSA) will be carried out for all Non-routine jobs in co-ordination with the performing agency and the concerned CSL executing officer. The JSA will be discussed with the Safety Team, communicated to the workers and properly documented.

- c. **Whether you have processes for workers to report the work related hazards and to remove themselves from such risks? (Yes/ No)**

Yes

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

Yes, CSL has a full-fledged medical centre premised at Kochi, headed by a Chief Medical Officer. Further, CSL has a medical assistance scheme for employees by empanelling various hospitals (Super-speciality/ Multi-speciality/ Speciality and other-speciality hospitals) in Ernakulam District for the treatment of CSL employees and their eligible dependent family members. The expenses towards the inpatient/ day care treatment availed at these empanelled hospitals shall be settled directly by CSL to the hospital. Medical ID Cards with details of employees and dependents has been issued to all employees for the purpose of identification at empanelled hospitals. In the case of hospitals outside Ernakulam district, the admissible treatment expenses shall be reimbursed to the employees.

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

Safety Incident/ Number	Category	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	Employees	0	0
	Workers	0.0648	0.2777
Total recordable work-related injuries	Employees	18	8
	Workers	403	354
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	1
	Workers	0	4

Note: The data in the above table is including the contract workforce

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

The Occupational Health and Safety Management System at Cochin Shipyard, known as the HSE Governance System, fosters a positive safety culture by encouraging employees to adhere to safe work practices. To reinforce this commitment, employees are rewarded monthly and on National Safety Day for their safe actions. Each employee group selects a Field Safety Representative (FSR) to oversee workplace safety. Additionally, a dedicated team of approximately 250 Safety and Fire staff continuously monitor activities on vessels, workshops, and skids. These staff members are responsible for issuing work permits as needed and issuing violation tokens when unsafe practices are observed.

The commitment of top management to safety is further demonstrated through weekly walk-throughs and monthly pep talks at worksites by Section Heads, General Managers, and Chief General Managers. CSL meticulously evaluates its subcontractors based on their HSE performance and mandates adherence to CSL's rigorous HSE policies and standards. CSL collaborate closely with our subcontractors, ensuring they are equipped with the requisite resources and training to execute their tasks safely. Continuously monitoring their HSE performance, CSL provide constructive feedback to facilitate improvement.

Recognizing the significance of subcontractors' HSE performance, CSL has implemented a robust evaluation process to ensure alignment with CSL's HSE standards and regulations. The HSE Star rating represents the annual performance of CSL subcontractors in terms of Health, Safety, and Environment aspects. Additionally, an HSE and sustainability management supplier code of conduct has been published for suppliers.

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

Particulars	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	2444	130	Refer note below	1532	291	Refer note below
Health & Safety	0	0	-	0	0	-

Note: These are the observations reported by the workforce as part of our ongoing efforts to improve and uphold a safe working environment. The observations are appropriately addressed through a robust HSE Governance System at CSL.

### 14. Assessments for the year:

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

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

Corrective actions will arise from 3 member committee (Committee including concerned officer of that area, Safety committee member of that area and Safety officer of that area) or board of enquiry (members nominated by occupier/ factory manager/ CSO for critical incidents) for safety related incidents. Other corrective actions from HSE observations/ suggestions will be generated by HSE Coordinator/ Safety Officer of particular area.

## Principle 4

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

### Essential Indicators

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

The key stakeholders identified are: customers, employees, shareholders, academic institutions, suppliers, industry bodies such as Indian Shipbuilders' Association, Confederation of Indian Industry (CII), The Federation of Indian Chambers of Commerce and Industry (FICCI), Standing Conference of Public Enterprises (SCOPE) and Society of Indian Defence Manufacturers (SIDM), governments, NGOs, local communities, regulators and society at large. The process for identification of stakeholders is own internal assessment.

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

Sl. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Customers	No	Project-related calls, e-mails and meetings; project management reviews; top executive meetings and briefings; customer visits; responses to RFPs and other tenders etc. newsletters; brochures	Continuous basis	Shipbuilding and Ship Repair Project execution
2	Shareholders	No	Press releases; email advisories; in-person meetings; investor conference calls etc	Quarterly: Financial results in IndAS; exchange notifications; Continuous: Investors page on the CSL website; Annual: Annual General Meeting; Annual Report Earnings call; investor meets on need basis	Helping investors voice their concerns regarding company policies, reporting, strategy, etc. Understanding shareholder expectations
3	Employees	No	Intranet, e-mail and meetings	Continuous basis	Informing about various orders, directives, schemes etc.
4	Academic Institutions	No	Academic and Training Programs; and meetings	As and when needed	Training and development
5	Industry bodies, government and Regulators	No	Conferences and seminars; surveys; and other meetings	As and when needed	Ensure 100% compliance to all applicable laws.
6	NGOs, local communities and society at large	No	Meetings; social media; surveys; and press releases	As and when needed	Execution of CSR project, intimation of important events and happenings.

## Principle 5

Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% B/A	Total (C)	No. of employees/ workers covered (D)	% D/C
<b>Employees</b>						
Permanent	695	88	12.66	637	73	11.46
Other than permanent	199	0	0	168	0	0
<b>Total</b>	<b>894</b>	<b>88</b>	<b>9.84</b>	<b>805</b>	<b>73</b>	<b>9.07</b>
<b>Workers</b>						
Permanent	1445	1	0.07	1496	12	0.80
Other than permanent	1202	0	0	1099	0	0
<b>Total</b>	<b>2647</b>	<b>1</b>	<b>0.04</b>	<b>2595</b>	<b>12</b>	<b>0.46</b>

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

Category	FY 2025 (Current Financial Year)					FY 2024 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% B/A	No.(C)	% C/A		No.(E)	% E/D	No.(F)	% F/D
Employees										
Permanent	695	0	0	695	100	637	0	0	637	100
Male	605	0	0	605	100	558	0	0	558	100
Female	90	0	0	90	100	79	0	0	79	100
Other than permanent	199	0	0	199	100	168	0	0	168	100
Male	152	0	0	152	100	133	0	0	133	100
Female	47	0	0	47	100	35	0	0	35	100
Workers										
Permanent	1445	0	0	1445	100	1496	0	0	1496	100
Male	1317	0	0	1317	100	1363	0	0	1363	100
Female	128	0	0	128	100	133	0	0	133	100
Other than permanent	1202	0	0	1202	100	1099	0	0	1099	100
Male	1153	0	0	1153	100	1044	0	0	1044	100
Female	49	0	0	49	100	55	0	0	55	100

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

a. Median remuneration/ wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹ Lakhs)	Number	Median remuneration/ salary/ wages of respective category (in ₹ Lakhs)
Board of Directors (BoD)	6	64.51	0	-
Key Managerial Personnel	5	62.54	0	-
Employees other than BoD and KMP	752	13.19	137	11.02
Workers	2470	6.38	177	6.84

b. Gross wages paid to females as % of total wages paid by the entity:

Particulars	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Gross wages paid to females as % of total wages	9.18	10.69

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.

CSL has established comprehensive human resource policies that address all aspects of human rights for its employees and those associated with its operations, including subsidiaries. The Company is committed to upholding the dignity of women employees and has implemented a policy to protect against sexual harassment in the workplace, including mechanisms for prevention and redressal.

CSL ensures compliance with human rights practices across all subsidiaries and stakeholders. The grievance redressal system is overseen by a Whole Time Director, ensuring that complaints related to integrity, fairness, and transparency are addressed promptly. A dedicated grievance portal is available for reporting issues, accessible at CSL Grievance Portal (<https://cochinshipyard.in/grievance-cell>).

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

Particulars	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	3	1	CSL's Internal Complaints Committee is examining the matter.	2	1	1 case which was pending is closed.
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	2
Complaints on POSH as a % of female employees/ workers	0.97	0.66
Complaints on POSH upheld	2	2

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

Concerns on discrimination and harassment are dealt with confidentially. CSL does not tolerate any form of retaliation against anyone reporting good faith concerns. Anyone involved in targeting such a person raising such complaints will be subject to disciplinary action.

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

Yes

**10. Assessments for the year**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100
Forced Labour/ Involuntary Labour	100
Sexual Harassment	100
Discrimination at Workplace	100
Wages	100

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

Not applicable, as we have not come across any significant concerns at our facilities.

## Principle 6

**Businesses should respect and make efforts to protect and restore the environment**

### Essential Indicators

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

Parameter	Unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	23078.04	9852.94
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	GJ	<b>23078.04</b>	<b>9852.94</b>



Parameter	Unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	142298.17	114729.02
Total fuel consumption (E)	GJ	15026.95	16598.63
Energy consumption through other sources (F)	GJ	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	GJ	<b>157325.12</b>	<b>131327.65</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	GJ	<b>180403.16</b>	<b>141180.59</b>
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	GJ/ rupee crore	39.84	38.73
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	GJ/ Mio USD	82.32	80.02
Energy intensity in terms of physical output	-	Not applicable*	Not applicable*

\* This is because the Company operates in the shipbuilding and ship repair industry, where the nature of output - such as ships and offshore structures - varies significantly in type, size, complexity, and scope from project to project. As a result, there is no uniform or comparable measure of physical output that would enable meaningful calculation of intensity ratios.

**Note:** The Purchasing Power Parity (PPP) for the current FY 2025 and the previous FY 2024 are sourced from the International Monetary Fund (IMF). The PPP factor applied is 20.662 as per the 2025 update.

**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, CSL internally monitors the energy consumption.

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

No. The entity does not have any sites/ facilities identified as Designated Consumers under the PAT Scheme of the Government of India.

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

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	886	6228.2
(iii) Third party water	570652	616776.4
(iv) Seawater/ desalinated water	300	452.02
(v) Others	2116	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>573954</b>	<b>623456.62</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>557920</b>	<b>609744.62</b>
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations) (in Kilolitres/rupee crore)	123.22	167.27
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) (in Kilolitres/ Mio USD)	254.60	345.61
Water intensity in terms of physical output	Not applicable*	Not applicable*

\* This is because the Company operates in the shipbuilding and ship repair industry, where the nature of output - such as ships and offshore structures - varies significantly in type, size, complexity, and scope from project to project. As a result, there is no uniform or comparable measure of physical output that would enable meaningful calculation of intensity ratios.

**Note:** The Purchasing Power Parity (PPP) for the current FY 2025 and the previous FY 2024 are sourced from the International Monetary Fund (IMF). The PPP factor applied is 20.662 as per the 2025 update.

**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, CSL internally monitors the water consumption.

**4. Provide the following details related to water discharged:**

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To surface water	620	20
- No treatment	0	20
- With treatment	620	0
- Primary treatment	0	0
- Secondary treatment	620	0
- Tertiary treatment	0	0
(ii) To Groundwater	5400	6200
- No treatment	0	0
- With treatment	5400	6200
- Primary treatment	5400	6200
- Secondary treatment	0	0
- Tertiary treatment	0	0
(iii) To Seawater	10014	7512
- No treatment	0	0
- With treatment	10014	7512
- Primary treatment	0	0
- Secondary treatment	10014	7512
- Tertiary treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment	0	0
- Primary treatment	0	0
- Secondary treatment	0	0
- Tertiary treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment	0	0
- Primary treatment	0	0
- Secondary treatment	0	0
- Tertiary treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>16034</b>	<b>13732</b>

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

No, CSL internally monitors the water discharge.

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

No

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

Parameter	Unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
NOx	MT	0	0
SOx	MT	0	0
Particulate matter (PM)	MT	0	0
Persistent organic pollutants (POP)	MT	0	0
Volatile organic compounds (VOC)	MT	0	0
Hazardous air pollutants (HAP)	MT	0	0

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

No, CSL does not have significant air emissions other than GHG emissions.

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

Parameter	Unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Scope 1 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	2687.63	2211.21
CO <sub>2</sub>	Metric tonnes of CO <sub>2</sub> equivalent	685.13	662.97
CH <sub>4</sub>	Metric tonnes of CO <sub>2</sub> equivalent	7.33	0.3021
N <sub>2</sub> O	Metric tonnes of CO <sub>2</sub> equivalent	1517.35	5.1
Total Scope 2 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	28736.33	28920.51
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 CO <sub>2</sub> equivalent/ rupee crore	6.94	8.54
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 CO <sub>2</sub> equivalent/Mio USD	14.34	17.65
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	Not applicable*	Not applicable*

\* This is because the Company operates in the shipbuilding and ship repair industry, where the nature of output - such as ships and offshore structures - varies significantly in type, size, complexity, and scope from project to project. As a result, there is no uniform or comparable measure of physical output that would enable meaningful calculation of intensity ratios.

Note: The Purchasing Power Parity (PPP) for the current FY 2025 and the previous FY 2024 are sourced from the International Monetary Fund (IMF). The PPP factor applied is 20.662 as per the 2025 update.

**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, CSL internally monitors the GHG emissions.

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

CSL is planning to operate entirely on green energy by implementing a wind-solar hybrid power plant with a total capacity of approximately 14 MW and expanding rooftop solar installations inside CSL from 1.8 MWp to 4 MWp in a phased manner. These initiatives are expected to generate around 40 million units of renewable electricity annually, exceeding CSL's current average annual energy consumption. By transitioning to renewable energy sources, CSL aims to eliminate its Scope 2 emissions, reaffirming its commitment to sustainable energy practices. This strategy will significantly reduce CSL's carbon footprint and contribute more towards a sustainable future.

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

**a. Total Waste generated**

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste	20.20	5.87
E-waste	15.70	47.37
Biomedical waste	0.045	0.0306
Construction and demolition waste	1669.63	740
Battery waste	28.09	784.19
Radioactive waste	0	0
<b>Other Hazardous waste</b>		
Glass Waste	0.01	0.032
Used or Spent Oil	20.99	0.60
Waste or Residue Containing Oil	0	175.9
Oil & Grease skimming	0.005	0
Equipment Retiral Waste	65	2.04
Paint Sludge	5.85	0.12
Anode	2.90	1.51
Waste Oil	631.52	2.40
Copper Cables	12.46	10
Used Copper Slag	5593	6916.50
Empty Paint Tin	41.97	10.21
Empty Oil Barrel	11.10	0
<b>Other Non-hazardous waste</b>		
Food Waste	334.23	220.02
Metal Waste	0	0
Paper and Cardboard Waste	0.111	0.4014
Aluminium Waste	3.42	4.20
Miscellaneous Waste	0	40
Steel Scrap	1114.95	4016.39
Industrial Waste	3050	2909.47
<b>Total Waste Generated</b>	<b>12621.19</b>	<b>15887.25</b>
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	2.79 per rupee crore	4.36 per rupee crore
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	5.76 per Mio USD	9.01 per Mio USD
Waste intensity in terms of physical output	Not applicable*	Not applicable*

\* This is because the Company operates in the shipbuilding and ship repair industry, where the nature of output - such as ships and offshore structures - varies significantly in type, size, complexity, and scope from project to project. As a result, there is no uniform or comparable measure of physical output that would enable meaningful calculation of intensity ratios.

Note: The Purchasing Power Parity (PPP) for the current FY 2025 and the previous FY 2024 are sourced from the International Monetary Fund (IMF). The PPP factor applied is 20.662 as per the 2025 update.

- b. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

#### Total Waste

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste: Total Waste</b>		
(i) Recycled	15	6.32
(ii) Re-used	334.23	219.88
(iii) Other recovery operations	0	0
<b>Total</b>	<b>349.23</b>	<b>226.20</b>

#### Category-wise breakdown

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste: Plastic waste</b>		
(i) Recycled	15	5.72
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>15</b>	<b>5.72</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste: E-waste, Biomedical waste, Construction and demolition waste, Battery waste and Radioactive waste.</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

#### Other Hazardous waste

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste: Used or Spent Oil</b>		
(i) Recycled	0	0.6
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0.6</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste: Glass Waste, Waste or Residue Containing Oil, Oil &amp; Grease skimming, Equipment Retiral Waste, Paint Sludge, Anode, Waste Oil, Copper Cables, Used Copper Slag, Empty Paint Tin and Empty Oil Barrel.</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

#### Other Non-hazardous waste

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste: Food Waste</b>		
(i) Recycled	0	0
(ii) Re-used	334.23	219.82
(iii) Other recovery operations	0	0
<b>Total</b>	<b>334.23</b>	<b>219.82</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste: Paper and Cardboard Waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0.06
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0.06</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste: Metal Waste, Aluminium Waste, Miscellaneous Waste, Steel Scrap and Industrial Waste.</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

- c. For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

**Total Waste**

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Total Waste</b>		
(i) Incineration	0	0
(ii) Landfilling	1467.30	719
(iii) Other disposal operations	14883.42	20963.94
<b>Total</b>	<b>16350.72</b>	<b>21682.94</b>

**Category-wise breakdown**

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: E-waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	18.37	47.37
<b>Total</b>	<b>18.37</b>	<b>47.37</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Biomedical waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0.045	0.0306
<b>Total</b>	<b>0.045</b>	<b>0.0306</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Construction and demolition waste</b>		
(i) Incineration	0	0
(ii) Landfilling	1467.30	719
(iii) Other disposal operations	179.33	0
<b>Total</b>	<b>1646.63</b>	<b>719</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Plastic waste, Battery waste and Radioactive waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

## Other Hazardous waste

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Equipment Retiral Waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	65	2.04
<b>Total</b>	<b>65</b>	<b>2.04</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Paint Sludge</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	6.19	0.12
<b>Total</b>	<b>6.19</b>	<b>0.12</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Anode</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	18.50	0.12
<b>Total</b>	<b>18.50</b>	<b>0.12</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Waste Oil</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	820.04	2.40
<b>Total</b>	<b>820.04</b>	<b>2.40</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Used Copper Slag</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	7366.52	6916.50
<b>Total</b>	<b>7366.52</b>	<b>6916.50</b>



Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Empty Paint Tin</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	48.24	9099.13
<b>Total</b>	<b>48.24</b>	<b>9099.13</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Empty Oil Barrel</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	7.42	500
<b>Total</b>	<b>7.42</b>	<b>500</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Glass Waste, Used or Spent Oil, Waste or Residue Containing Oil, Oil &amp; Grease skimming and Copper Cables.</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

#### Other Non-hazardous waste

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Food Waste, Paper and Cardboard Waste, Aluminium Waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Metal Waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	8.35
<b>Total</b>	<b>0</b>	<b>8.35</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Miscellaneous Waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	113.84	0
<b>Total</b>	<b>113.84</b>	<b>0</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Steel Scrap</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	3193.63	1262.20
<b>Total</b>	<b>3193.63</b>	<b>1262.20</b>

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste: Industrial Waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	3046.29	2909.47
<b>Total</b>	<b>3046.29</b>	<b>2909.47</b>

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

No, CSL internally monitors the waste management.

**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**

CSL has an operating Memorandum of Understanding (MoU) with Kerala Enviro Infrastructure Limited (KEIL), an authorized agency of Kerala State Pollution Control Board (KSPCB). CSL is disposing its industrial wastes through Kerala Enviro Infrastructure Limited in compliance with applicable statutory requirements promulgated by Pollution Control Board from time to time.

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:

Sl. 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.
1.	CSL, Perumanoor, Kochi, Kerala	Shipbuilding and Ship Repair	Y
2.	ISRF, Willingdon Island, Kochi, Kerala	Ship Repair	Y
3.	CMSRU, Mumbai, Maharashtra	Ship Repair	N- No environmental approval/ clearance is required.
4.	CKSRU, Kolkata, West Bengal	Ship Repair	N- No environmental approval/ clearance is required.
5.	CANSRU, Andaman & Nicobar Islands	Ship Repair	N- No environmental approval/ clearance is required.

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

Sl. No.	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
Nil						

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): Yes

If not, provide details of all such non-compliances, in the following format:

Sl. 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
Not applicable				

## Principle 7

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

### Essential Indicators

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

- 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

Sl. No.	Name of the trade and industry chambers associations	Reach of trade and industry chambers/ associations (State/ National)
1	Indian Shipbuilders' Association (ISBA)	National
2	Indian Maritime Centre	National
3	Confederation of Indian Industry (CII)	National
4	Standing Conference of Public Enterprises (SCOPE)	National
5	Society of Indian Defence Manufacturers (SIDM)	National
6	Indian Institute of Welding	National
7	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
8	Federation of Indian Chamber of Commerce and Industry (FICCI)	National
9	National Safety Council	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

During the year, there were no adverse orders from regulatory authorities relating to anti-competitive conduct.

Name of authority	Brief of the case	Corrective action taken
	Nil	

## 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.

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

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

During financial year 2024-25, we have not undertaken any projects that require Rehabilitation and Resettlement (R&R).

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families(PAFs)	% of PAF covered by R&R	Amounts paid to PAFs in the FY (In INR)
						Not applicable

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

CSL's grievance redressal system is headed by a Whole Time Director and the complaints involving issues of integrity, fairness and transparency in dealing with CSL will be addressed and attended to in a time bound manner. Towards this the Company has put in place a grievance portal which can be accessed at <https://cochinshipyard.in/grievance-cell>

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

Catergory	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	27.53	9.87
Directly from within India	45.06	18.32

**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 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Rural	0.00	0.00
Semi-urban	0.00	0.00
Urban	95.74	70.22
Metropolitan	4.26	29.78

## 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.**

All the contracted vessels are conducted with a customer satisfaction survey and feedbacks are taken from owners willing to share their experience. The surveys are conducted by an independent third party firm in order to have open & genuine feedback from the customer.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and/or safe disposal	NA

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

Particulars	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	0	N.A.
Forced recalls	0	N.A.

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.

CSL conforms to the ISO 27001:2022 certification relating to 'Information Security Management Systems' to safeguard sensitive information and cyber-resilience.

Weblink for certificate: [https://cochinshipyard.in/uploads/ISO-IEC\\_27001-ENG-C718609-0-20250324.pdf](https://cochinshipyard.in/uploads/ISO-IEC_27001-ENG-C718609-0-20250324.pdf)

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.

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

Nil