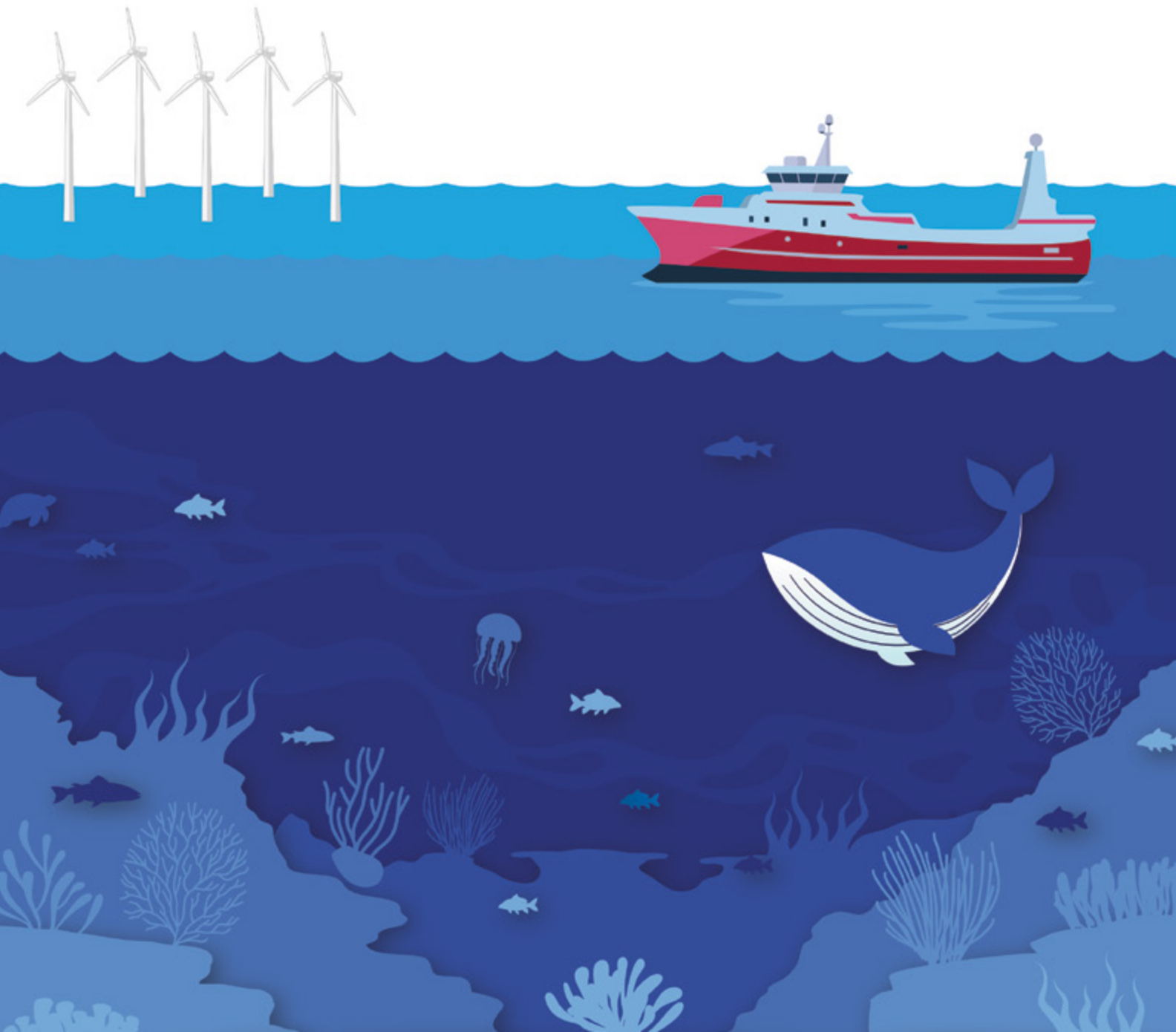




COCHIN SHIPYARD LIMITED
ESG Report 2023-24

Charting a Sustainable course



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Business Responsibility
and Sustainability Report

Cochin Shipyard Limited (CSL), founded in 1972, has steadily evolved into one of India's most prominent shipbuilding and ship repair companies.

Just as a navigator relies on detailed charts to guide a vessel safely through unfamiliar waters, the Company aims to navigate the complexities of modern shipbuilding with a focus on sustainability.

As global attention increasingly shifts toward sustainability, CSL recognises that the future of the maritime industry depends on adopting sustainable practices that minimise ecological impact. CSL has taken significant steps in this direction by integrating green technologies into its shipbuilding processes. These efforts meet the latest environmental standards and also contribute to the broader goal of reducing the maritime industry's carbon footprint.

The Company's maritime heritage positions it as a steward of both innovation and environmental responsibility. Cochin Shipyard is completely aware of its role in protecting the oceans and ecosystems that sustain the global shipping industry. Moreover, the idea of charting conveys the Company's journey towards identifying and overcoming the environmental challenges it faces, while ensuring that its operations align with global sustainability standards.

Forward-looking Statements

Some information in this report may contain forward-looking statements. These statements rely on certain assumptions, data or methods and are not intended to be a guarantee of future results, but constitute our current expectations based on reasonable assumptions. Actual results may differ materially from those expressed or implied in such statements. We undertake no obligation to update or revise any forward-looking statement, whether as a result of new information, future events, or otherwise. Further, the images in this report include both third-party and Company-owned pictures, provided for illustrative purposes only.



About us

Driven by craftsmanship, powered by purpose

Founded in 1972 as a government-owned enterprise, Cochin Shipyard Limited has grown into one of India's most respected names in shipbuilding and ship repair. Over the decades, we have earned our reputation by transforming bold ideas into reality, from constructing advanced naval vessels to crafting specialised ships for the coast guard and commercial sectors.

Our proudest moment to date is India's first indigenous aircraft carrier, INS Vikrant, built for the Indian Navy—a monumental achievement that highlights our engineering prowess, commitment to innovation and ability to meet the most ambitious challenges.

We have long been a trusted partner for government projects as well as the commercial maritime sector. Through our new division C-SAS and also through our wholly owned subsidiaries, Udupi Cochin Shipyard Limited and Hooghly Cochin Shipyard Limited, we are exploring new opportunities and diversifying our offerings.

Through meaningful partnerships with some of the most respected names in the global maritime industry, we have been able to raise the bar for our services. These collaborations have not only enhanced our credibility in international markets but have also equipped us with a competitive edge, helping us stay ahead of the curve.

We are equally committed to sustainability, embedding eco-friendly practices into our operations. As we align with India's 'Make in India' vision, we remain focused on building state-of-the-art ships but also a future where innovation and environmental responsibility go hand in hand.

Performance highlight of FY2024



PLANET

39.22 M KWh

Energy consumption

~4.44 Lakhs

Units per annum energy saved

₹78 Lakhs

Investment toward energy conservation equipment

2.74 M KWh

Share of renewable energy

36.48 M KWh

Share of non-renewable energy



PEOPLE

3,400

Total employee strength

2.43 %

Lower employee turnover rate

62

Differently-abled employees

₹14.44 Crore

CSR expenditure

109

Projects undertaken across the country



PROSPERITY

₹3,645.28 Crore

Turnover

₹5,025.87 Crore

Net worth

₹813.10 Crore

PAT

50 %

Independent Directors

34 years

Average experience of whole-time Board Members

Accreditation

Credit rating



IND AAA/ Stable



AAA/ Stable

Vision

- Emerge as an internationally preferred shipyard to construct world class Merchant and Naval ships, offshore vessels and structures.
- Be the market leader in India for ship repairs, including conversions and upgradation.
- To be admired for our achievements, respected for our ethics and trusted for our service excellence by our valued customers.

Mission

- To build and repair ships and offshore structures to international standards and provide value added quality engineering services.
- Sustain corporate growth in competitive environment.
- To adopt and undertake practices towards becoming a responsible corporate citizen.

Objectives

- To sustain and enhance shipbuilding and ship repair activities through technology up-gradation and capacity augmentation.
- To continuously endeavour to expand/diversify activities of the shipyard including setting up new facilities.
- To carry out research and development in existing and emerging technologies in shipbuilding processes.
- To move towards international benchmarking, benchmark with the best shipbuilding standards followed in India.
- To motivate employees through improved specific training programs.
- To adopt best practices for clean and safe environment.
- Ride the down time with aggressive bidding and secure orders to maximise capacity.
- To ensure positive customer-oriented initiatives.
- To build a responsible corporate citizen image through CSR and sustainability projects and compliance to corporate governance principles.



What we do

Offering a wide-spectrum of maritime solutions

We specialise in shipbuilding and ship repair services. From pioneering projects such as India's first hydrogen-fuelled vessel and zero-emission container ships to maintaining naval aircraft carriers and upgrading vessels for the oil exploration industry, we have anchored ourselves as the one-stop solution for everything related to ships. Additionally, we provide marine engineering training, fostering the next generation of professionals.



SHIP BUILDING

- ▶ Defence
- ▶ Commercial
- ▶ Offshore



SHIP REPAIR

- ▶ Maintenance and Repairs of Aircraft Carriers and other Defence Vessels.
- ▶ Repair and maintenance of tankers, bulk carriers and all kind of commercial and specialised vessels.
- ▶ Oil Rig Upgrades, Repair Projects and Conversions.



MARINE ENGINEERING TRAINING

- ▶ Graduate Mechanical Engineers (GME) Course.



STRATEGIC & ADVANCED SOLUTIONS (C-SAS)

- ▶ CSL's C-SAS Division delivers advanced shipbuilding and repair solutions, aiming to pioneer strategic and knowledge-driven future technologies to lead innovation and excellence in the maritime sector. The C-SAS Division spearheads CSL's Maritime Start-up Support Programme 'USHUS – Nurturing Aspirations'.

Our Green vessels



HYBRID SERVICE OPERATION VESSELS



ZERO EMISSION FEEDER CONTAINER VESSELS



ELECTRIC AUTONOMOUS VESSELS



ELECTRIC PASSENGER FERRIES



INDIA'S FIRST HYDROGEN FUEL CELL VESSEL



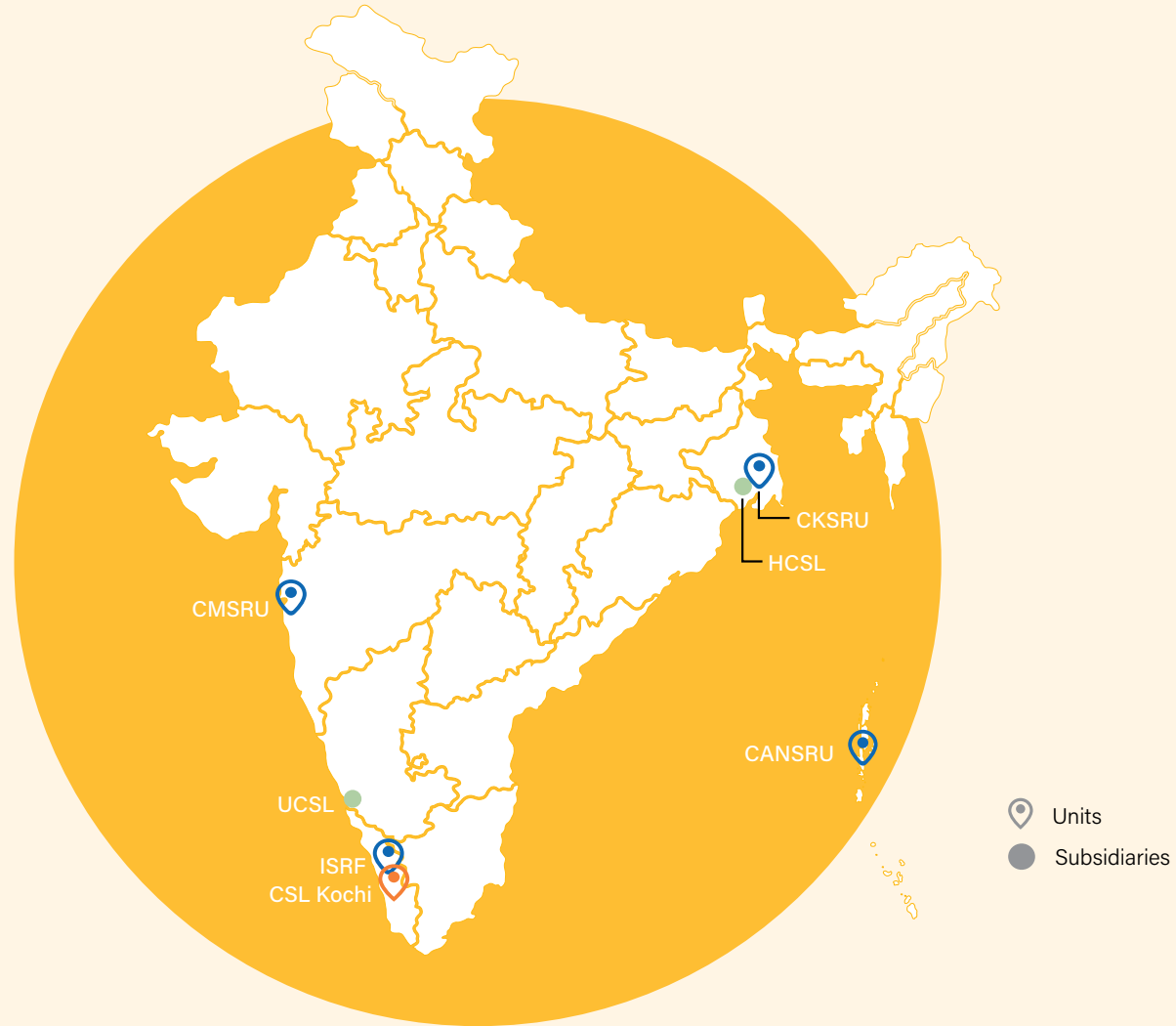
COMMISSIONING SERVICE OPERATION VESSELS



Operational Footprint

Mapping our presence

Cochin Shipyard has strengthened its presence across India with strategically located facilities. These facilities, equipped with cutting-edge technology and state-of-the-art infrastructure have enhanced our ability to serve a diverse range of vessels. Leveraging our extensive presence in India, we are ensuring wider service coverage, improved turnaround times and greater operational efficiency.

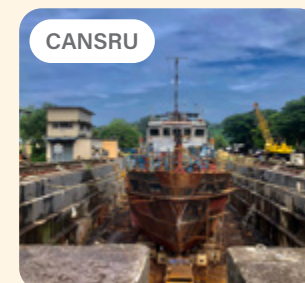


Map not to scale, for representation purposes only.

CSL Main Yard & HQ, Kochi



CSL Repair Units



CSL Subsidiaries





Chairman's message

Guiding the helm towards success

"

By 2047, we aim to see ourselves among the world's top shipbuilding and repair hubs, contributing to India's rise as a global leader in the maritime industry.

"

Dear Shareholders,

Every challenge brings with it the seeds of possibility, and this year has been no exception. It has been a year of learning, growing and finding innovative ways to tide over challenges. During the year, we continued to adapt to the evolving demands of the energy transition and addressed critical social priorities like health and safety within our industry. At CSL, we see this moment of transformation as an opportunity to lead with purpose and determination. With passion and innovation at our core, we are committed to building a brighter, more sustainable future for our industry and the communities we serve.

The call to action on climate change has never been stronger with businesses facing more pressure than ever to develop and execute a meaningful net-zero strategy. While shipping remains the most efficient mode of global trade, its environmental impact is undeniable. We are completely aware of the urgency to rethink how we operate in order to address these challenges. Our Company works to create real, long-term change, where sustainability becomes part of our everyday decisions and helps shape a future where our industry thrives in harmony with the planet.

We are at the forefront of the green transition in the maritime industry. Over the past few years, we have pushed ourselves to think bigger and bolder, taking on projects that are redefining what is possible in sustainable shipbuilding.

As we continue to build innovative, environment-friendly products, our attention lies not just on the next project but the world we are creating for future generations. Our commitment to sustainability influences everything from the ships we build to how we communicate.

Environmental Commitment

We are committed to a future powered by renewable energy with clear goals to reduce our environmental footprint and increase our energy efficiency. Clear cut roadmap has been laid out including the development of wind and solar hybrid power plants to enhance the renewable energy capacity to 17 MW enabling us to generate 40 million units of clean energy annually, sufficient to achieve a complete transition to 100% green energy. Our efforts to move towards 100% green energy are pivotal in reducing our carbon footprint and aligning with global sustainability goals.

In addition to our green energy initiatives, we also continue to work towards minimising environmental impacts. Every step we take is with the goal of leaving a lighter footprint on the planet and creating a lasting positive change. In recognition of our sustainability efforts, the Confederation of Indian Industry has upgraded CSL to "GreenCo Gold" ratings from "GreenCo Silver" ratings.

Social Responsibility and Empowerment

At CSL, we see sustainability as a shared journey with the communities around us. It is about helping those who need it most. We have focused our initiatives on creating opportunities, like supporting women to develop new skills, ensuring that our workspaces are welcoming to everyone and community-driven projects like the restoration of community halls in Kannur and support for Gandhi Ashram.

The safety and continuous development of our employees is at the core of our values. This year, we launched the Competency Development Centre for Health, Safety, and Environment (HSE), which will significantly enhance our ability to deliver efficient and impactful safety training to our workforce. Additionally, our dedication to safety has been recognised through awards like the Kerala Industrial Safety Awards 2023 and the 'Sreshta Suraksha Puraskar'.

Governance and Ethical Practices

We have created a system where ethical practices and sustainability are inseparable. Whether it is our commitment to

Health, Safety and Environment (HSE), our efforts to prevent bribery and corruption or our adherence to our Code of Conduct and Business Ethics (CoBE), these principles guide us every day in building a responsible and sustainable future.

We also comply with the regulations set forth by the Securities and Exchange Board of India (SEBI), as well as the Guidelines on Corporate Governance issued by the Department of Public Enterprises. We also submit regular progress reports on corporate governance to the Ministry of Ports, Shipping and Waterways (MoPSW), demonstrating our commitment to transparency and accountability.

Looking Ahead: The Vision for Cochin Shipyard

As we move forward, our vision for Cochin Shipyard is one of growth, innovation and leadership. By 2047, we aim to see ourselves among the world's top shipbuilding and repair hubs, contributing to India's rise as a global leader in the maritime industry. This goal is not just a target—it is driven by our deep-rooted values of knowledge, integrity and a relentless pursuit of excellence, with a team that is committed to making this vision a reality.

To achieve this, we are strategically positioning ourselves to leverage the growing demand for sustainable maritime solutions. Our work towards advancing green technologies, along with a steadfast focus on operational excellence is setting the stage for a more successful and responsible shipping industry.

Conclusion

As we steer towards a future that is greener, more inclusive and resilient, I am confident that our shared efforts will yield a more sustainable and prosperous tomorrow for CSL, our team and all those who are part of our journey.

I would like to take this opportunity to express my heartfelt gratitude to our stakeholders, employees and partners for their unwavering support and commitment to our sustainability efforts. With our collective strength, we will continue to navigate towards a brighter and more sustainable future.

Regards,

Madhu Sankunny Nair

Chairman and Managing Director

Stakeholder engagement

Sailing together

We believe that sustainability is a journey we embark on together, in partnership with a diverse range of stakeholders. Our approach to stakeholder engagement is grounded in transparency, inclusion and mutual respect. By actively listening to the perspectives of our employees, customers, communities, suppliers and regulators, we strive to create strong, authentic relationships that foster shared value.



STAKEHOLDER GROUP	CHANNELS OF COMMUNICATION	FREQUENCY OF ENGAGEMENT	KEY OBJECTIVES
 Customers	<ul style="list-style-type: none"> Top executive meetings and briefings Conferences, exhibitions and forums with customers Newsletters and brochures Site visits and meetings Satisfaction survey 	<ul style="list-style-type: none"> Continuous basis 	<ul style="list-style-type: none"> Addressing ship building and ship repair concerns Ensuring smooth project execution
 Shareholders	<ul style="list-style-type: none"> Annual Reports and Annual General Meeting Meetings and conferences Investor and analyst meetings Company website 	<ul style="list-style-type: none"> Quarterly Continuous Annual 	<ul style="list-style-type: none"> Ensuring transparency strengthens trust and support informed decision making
 Employees	<ul style="list-style-type: none"> Intranet Physical and virtual meetings Employee engagement sessions Organisational surveys 	<ul style="list-style-type: none"> Continuous basis 	<ul style="list-style-type: none"> Support and encourage employees to improve their skills. Implement high health, safety, security and environmental standards.
 Academic Institutions	<ul style="list-style-type: none"> Academic and training programmes and meetings 	<ul style="list-style-type: none"> Occasionally 	<ul style="list-style-type: none"> Create employment opportunities and other socio- economic benefits for local communities
 Government and Regulators	<ul style="list-style-type: none"> Conferences and seminars Visits and briefings with Ministry/agencies/ regulators 	<ul style="list-style-type: none"> Occasionally 	<ul style="list-style-type: none"> Collaborate with regulators to ensure compliance with laws and regulations
 Community	<ul style="list-style-type: none"> Briefings and engagement with local communities Social impact programmes 	<ul style="list-style-type: none"> Occasionally 	<ul style="list-style-type: none"> Execution of CSR project for community development



Planet

Towards a Cleaner, More Sustainable Tomorrow

With India aiming to achieve carbon neutrality by 2070, we at Cochin Shipyard strive to contribute to this bold vision by doing our bit and addressing environmental challenges prevalent in our industry. As a Central Public Sector Undertaking (CPSU) under the Ministry of Ports, Shipping and Waterways, we have taken significant steps towards promoting sustainable development and minimising our environmental impact.

Our focused interventions in efficient energy, resources and waste management are aligned to our commitment to nurturing nature and its resources. In recognition of our efforts towards sustainability, CSL was upgraded to "GreenCo Gold" ratings from "GreenCo Silver" ratings by the Confederation of Indian Industry.

Our Policies

Sustainability Policy:

Striving to create a balanced, sustainable environment that promotes the long-term well-being of people and the planet.

QHSE Policy:

Ensuring healthy, safe working conditions and fostering an eco-friendly environment through dedicated training and initiatives.

Energy Policy:

Committed to efficient and cost-effective energy utilization, conserving resources for a sustainable future.



Energy Management

Through the implementation of efficient energy management practices our focus is on ensuring optimum energy utilisation. Some of our efforts include the adoption of renewable energy sources and continuous enhancements in our green energy portfolio. From installing solar-powered systems to upgrading lighting and air-conditioning solutions, we integrate eco-friendly practices across our operations. We believe these efforts will curb our energy consumption and substantially minimise our environmental footprint in the long run.



Energy Conservation

Across all our operations, we prioritise continuous improvements in energy efficiency. We have equipped the crane at the Building Dock Port Side with a Variable Frequency Drive (VFD) for optimised energy use. We have upgraded high-pressure mercury vapour lights to energy-efficient LEDs and adopted LED lighting for all the new buildings. Additionally, sensor-based lighting controls have also been installed in our ship repair store. We utilise energy-efficient VRF air-conditioning systems and BLDC and 5-star-rated fans. We also take active measures to regularly monitor and repair leaks in the compressed air system and maintain a power factor close to unity for optimal energy usage.

₹78 Lakhs

Investments in energy conservation equipment during FY 2023-24

~4.44 Lakhs units per annum

Energy conserved during FY 2023-24

Energy Efficiency

With worsening climate change, the urgency to adopt renewable sources of energy is now more critical than ever. In keeping with this, during the year under review, we installed nine solar-powered EV charging docks across our facilities and established a 30 kWp rooftop solar power plant at our employees' quarters.

Our existing solar power plants, with a combined capacity of 1,672 kWp (both within and outside the CSL factory premises), generated 21.47 lakh units of clean energy in FY 2023-24. To further augment our green energy portfolio, we also procured 8.04 lakh units of renewable energy from the Indian Energy Exchange Limited (IEX).

Renewable Energy

Wind-Solar Hybrid Power Plant

We have plans to establish a wind-solar hybrid power plant at a suitable location within Kerala. The site will be chosen based on favourable wind conditions and accessibility. This hybrid system will integrate both wind and solar power, optimising land use and infrastructure to maximise renewable energy generation.

Rooftop Solar Expansion

We are enhancing our existing rooftop solar installations to further contribute to our green energy targets. The current 1.5 MWp rooftop solar capacity within our premises will be expanded to 4 MWp in a phased manner. This surge will essentially boost our overall green energy output.

~17 MW

Total capacity of the proposed renewable energy projects including the current rooftop solar capacity of 1.5 MWp

40 million units

Total expected annual energy generation



Sustainability and Operational Stability

Our projected green energy generation capacity will most likely meet our energy needs, even with the dynamically varying load patterns typically associated with shipbuilding and repair activities. This approach will support operational stability while also reinforcing our commitment to sustainable energy practices. This development is also in line with our goal of achieving 100% green energy usage.



Waste management

We have an operating Memorandum of Understanding (MoU) with Kerala Enviro Infrastructure Limited (KEIL), an authorised agency of the Kerala State Pollution Control Board (KSPCB). We dispose of our industrial waste through KEIL while ensuring utmost compliance with applicable statutory requirements set forth by the Pollution Control Board, as updated from time to time.





People

Catalysing Inclusive Growth

Keeping our people engaged and motivated has enabled us to build a competent workforce. We continue to invest in the growth and well-being of our employees by offering them opportunities for ongoing development and professional growth. Additionally, by fostering a supportive work environment, we empower our team members to take charge and deliver their best.

Extending this ethos beyond our organisation, our corporate social responsibility (CSR) initiatives are aimed at making a positive impact on the communities in which we operate. By aligning our human resource practices with our CSR objectives, we foster a culture of empowerment, inclusivity and social responsibility.



Talent Pool

Our success is deeply intertwined with the well-being and growth of our people. This is why we continue to emphasise building a supportive and inclusive environment and undertaking initiatives that encourage career advancement, financial security

and consistent upskilling. Through a range of innovative schemes, healthcare benefits, leadership programmes and flexible leave policies, we cultivate an organisational culture marked by collaboration and mutual respect.

3,400

Total employee strength

2,133

Permanent

1,267

Contractual

HR Vision

Emanating from the goals and objectives enshrined in the corporate mission statement, the strategic HR vision of CSL is to strive and create a unique institution that integrates creativity, innovation, technology, business and good corporate governance practices for all-round improvement in the quality of work life of the Yard's workforce.

HR Mission

To provide a vibrant platform for all those working in the Yard to give their best and ensure all-round growth both for the individual and the organisation.

HR Policy

HR policies are oriented towards providing the right mix of human resources, their empowerment and enrichment so as to meet organisational targets and results.

Learning and Development

We have implemented a structured training mechanism for the development of our workforce from lower levels to senior executives. During the year, we have conducted several in-house training programmes on various topics to cater to the specific needs and requirements of CSL. Further, we have nominated executives to attend training programmes at premier institutes covering diverse areas including innovation, transformational leadership, project management and business analytics.

Through our Samanvay Portal, we encourage employees to share best practices and lessons learnt across Central Public Sector Enterprises, promoting collaborative growth and enhancing organisational efficiency. Additionally, our Prajyoti and Prajnan Talk Series feature expert-led sessions and technical discussions that inspire innovation, as well as facilitate learning and brainstorming among employees. These initiatives enable us to create a work environment where knowledge is valued and employees are empowered to grow and collaborate.



Talent Development

We champion continuous learning and innovation through various targeted initiatives, including-

Promoting Academic Excellence

Our Shipyard Pariwar Prathibha Puraskar Scholarship Programme recognises the academic achievements of the children of our personnel. Top-performing students securing the highest marks in Class XII examinations are awarded ₹25,000 annually for five years.

Employee Excellence Awards Scheme

This programme rewards exceptional contributions across the organisation. It recognises innovative ideas and outstanding performance of our team members. The Chairman's Award, the most prestigious accolade under this scheme, is presented to employees who demonstrate exceptional creativity and operational excellence. The award includes a cash prize of ₹15,000 and a citation.



People contd...

Rudder Application

As part of our digital transformation, we have developed the CSL Rudder Application, which enhances operational efficiency and employee convenience. This app provides easy access to personal and employment-related information such as attendance, salary slips, medical claims and loan details for both employees and retirees.

Leadership and Professional Development Programmes

Our commitment to cultivating leadership and professional growth remains steadfast. Tailored development programs ensure employees are equipped to lead with confidence and adapt to the evolving demands of their roles.

- Leadership Acceleration Programme (LEAP) offers study leave and tuition fee reimbursement for executives pursuing higher studies at premier institutions.
- Our Buddy and Mentor-Mentee schemes help new employees integrate into the organisation and support their professional growth.
- Our Igniting Minds Initiative enables executives to attend management development programmes at top institutes such as IIM and ISB, enhancing their leadership capabilities.

Ensuring safety

We adhere to stringent Health, Safety and Environment (HSE) standards, prioritising workplace safety. Our HSE management system is designed to identify and mitigate potential hazards and risks while creating a culture of continuous improvement.



Quality Management System



Environmental Management System



Health and Safety Management System



Safety Trainings and Protocols

We ensure that our workforce is equipped with the necessary skills and knowledge to effectively manage HSE risks and comply with relevant laws and regulations. We make substantial investments in regular HSE training and competency assessments to ensure the safety of our people. It also enhances their HSE knowledge and skills, keeping them aligned with the latest HSE practices and regulations.



Diversity and Inclusion

We are committed to creating a workplace that values diversity and inclusion, embracing the unique strengths of every individual. Our initiatives aim to develop an environment where all employees, regardless of gender, ability, or background, can unlock their highest potential. Through tailored initiatives, we empower women, differently-abled individuals and all members of our workforce, ensuring everyone's voice is heard and valued.

Empowering Women in Our Team

Focused on enhancing diversity and inclusion within our organisation, we implement a wide range of initiatives to empower our women team members. These programmes are designed to support their personal and professional development. Also, we have in place dedicated Welfare and Medical Officers to address the unique needs of our women employees, ensuring that their welfare and health are prioritised. We further offer specialised training programmes in domains such as defensive driving, emotional intelligence, cardiology awareness and healthy living. Recognising the significance of work-life balance, we provide free childcare services for children aged 6 months to twelve years, along with kindergarten facilities at a nominal-fee.

302

Women employees

Supporting Differently-Abled employees

We are also supporting differently-abled employees by providing both financial and practical assistance.

62

Differently-abled employees



Employee Well-being

We have undertaken a comprehensive range of initiatives that cater to the financial, health and personal needs of our team members. Our Cochin Shipyard Employees Parivar Parirakshan Yojana (SEPPY), an employee-driven crowd-funding scheme, ensures financial support for families in the unfortunate event of an employee's death, offering up to ₹25,00,000 in relief. In addition, the Cochin Shipyard Employees Mutual and Public Welfare Trust (CSEMPWT) provides immediate financial assistance, including ₹8,00,000 for bereaved families and ₹25,000 for funeral expenses.

We also secure the future of our team members with the National Pension

System (NPS), contributing 10% of their wages towards their retirement. Additionally, our healthcare initiatives offer employees and their dependents access to cashless treatment through empanelled hospitals and medical reimbursement. Special support schemes, such as infertility treatment assistance and inclusive leave policies for special needs, further demonstrate our commitment to fostering employee well-being. Our commitment extends to cross-cultural learning opportunities and retirement planning, ensuring that employees are supported throughout their careers and beyond.





Corporate Social Responsibility

Redefining the paradigms of sustainability

We believe that our growth story is intricately linked to the development of the communities we serve. Over the past five decades, as we expanded from a single unit in Kochi to multiple locations across the country, including subsidiaries at Udupi and Howrah, our consistent record of growing profits each year and improving financial strength enabled us to create a lasting positive impact on society at large.

Our CSR activities have aligned our business growth with that of our local communities; thereby allowing us to achieve the triple bottom line of economic, environmental and social imperatives while simultaneously addressing the aspirations of our shareholders, customers and other stakeholders.



₹14.44 Crores
CSR expenditure

109
Projects undertaken

39
Capital assets supporting healthcare, education, wildlife rescue, and community development were developed through CSR funds during the financial year.



CSR Policy

The Board plays an active role in guiding our CSR efforts at CSL. Besides offering us key insights and perspectives on driving social development, the Board also ensures we adhere to a transparent and effective CSR mechanism. Additionally, we have in place a well-defined CSR Policy to guarantee the implementation of structured initiatives.

Annual Action Plan

Each year, we approve an Annual Action Plan that includes statutory targets, budget allocations and the themes adopted by the Government of India, ensuring alignment with national priorities. This plan is also published on our website for public access.

Approval Process

Our CSR implementation follows a structured three-tier approval process, ensuring that we maintain accountability and effectiveness in our initiatives. This robust system is designed to ensure the timely and efficient execution of our CSR programmes.

TIER-1
COMPANY BOARD

TIER -II
CSR COMMITTEE OF THE BOARD

TIER - III
EXECUTIVE COMMITTEE



CSR Committee

The Corporate Social Responsibility and Sustainable Development Committee (CSR Committee) of the Board recommends CSR projects from time to time for the approval of the Board. The existing CSR Committee, comprising two Independent Directors and two Functional Directors, is chaired by an Independent Director. At present, the following are the CSR committee members of the Board.



SHRI NAHAR SINGH MAHESHWARI

Chairperson

Independent Director



SMT. AMRAPALI PRASHANT SALVE

Member

Independent Director



SHRI BEJOY BHASKER

Member

Director (Technical)



SHRI JOSE V J

Member

Director (Finance)

Corporate social responsibility contd...



Executive Committee

The Executive Committee goes through each project proposal and recommends the projects for the consideration of the CSR Committee. The Executive Committee then undertakes site visits and reviews the performance of the CSR projects undertaken.

Our Executive Committee consists of the following officers from different functions/ departments of the Company-

SHRI SAMBATH KUMAR P N

Advisor (CSR)

Chairman of Committee

SHRI SALEEN A

Asst. General Manager (Safety)

Member

SMT. BINDU KRISHNA

Asst. General Manager (Legal)

Member

SHRI SAIFUDEEN A S

Asst. General Manager (U&M)

Member

SHRI VINU K B

Senior Manager (Civil Engg.)

Member

SHRI JOHNSON K GEORGE

Manager (Finance)

Member



CSR Cell

The CSR cell consists of a professional implementation team. The following officers of the CSR cell function as the frontline professionals within the Company to manage our CSR activities. The Cell is responsible for maintaining records of all project proposals and execution details while also conducting periodic Executive Committee meetings and reporting.

SHRI SAMBATH KUMAR P N

Advisor (CSR) - Head

SHRI P S SASINDRADAS

Manager (CSR)

SHRI YOOSAF A K

Manager (CSR)



Our Focus Areas



Healthcare



Education, Skilling and Empowerment



Environment



Culture



Community development



CSR Impact Assessment

In the year 2023-24, we engaged the School of Management Studies, Cochin University of Science and Technology (CUSAT), to conduct impact assessments of two key CSR initiatives aimed at improving the lives of under-served communities in India.

Impact Assessment of Project Jijamata Hospital and Women's Healthcare Centre at Sindkhed Raja, Buldana District, Maharashtra

Our project supported the primary healthcare system in Sindkhed Raja and surrounding areas by providing affordable medical care services to the rural population. In partnership with the Jijau Srushti Matruteerth Trust, we funded the construction of a hospital and related facilities, including a mobile clinic, which commenced full-scale operations in August 2022.

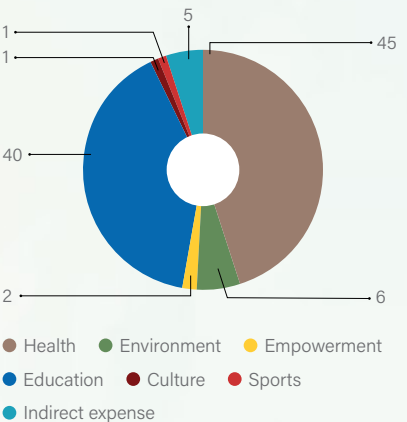
The impact assessment study, conducted using a mixed-method research design, evaluated the project's relevance, coherence, effectiveness, efficiency, impact and sustainability. Findings indicate that the hospital is highly relevant to the needs of the target population, as affordable healthcare was a significant gap in the region. Beneficiaries expressed high satisfaction with the services offered, highlighting the project's effectiveness in delivering quality healthcare at low costs compared to other local facilities. Operational efficiency was evidenced by the cost-effectiveness of services, while sustainability was ensured through the establishment of necessary institutional and financial systems.

Impact Assessment of Construction of Four Model Anganwadis in the Aspirational District – Wayanad

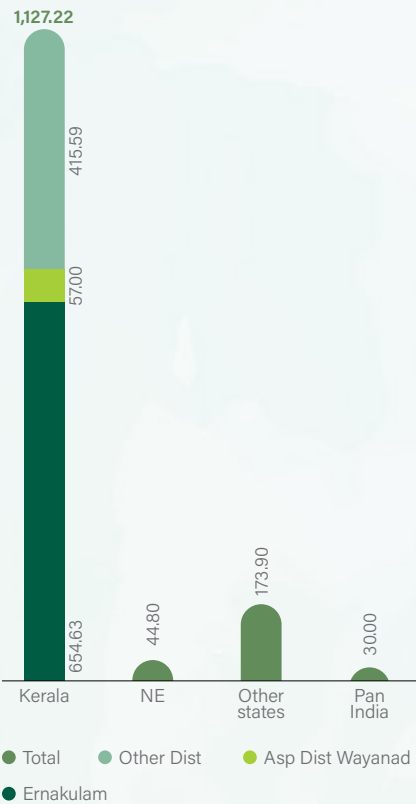
Our intervention in the aspirational district of Wayanad aimed at improving early childhood education, healthcare services and nutritional support for local communities by providing infrastructure for Anganwadis. By upgrading facilities, we sought to create conducive environments for education, health and community engagement.

The mixed-methods study showed significant improvements in attendance rates, health outcomes and overall community engagement. Upgraded facilities, including classrooms, kitchens and sanitation services, have made Anganwadis more functional and welcoming. These improvements have led to higher enrolment and attendance, especially among children and pregnant or lactating mothers, while also encouraging participation in health and nutrition programmes. Stakeholders, including local authorities and beneficiaries, expressed appreciation for the positive changes brought about by the project, highlighting increased community cohesion and improved health outcomes.

Spread in CSR spending (%)



Geographical spread of CSR expenditure (₹ in lakhs)





Corporate social responsibility contd...



Healthcare

Healthcare and Nutrition is the theme adopted by CSL in 2023-24, in line with the national priorities.

We believe that access to healthcare is a fundamental right and even under-served communities should not bear the brunt of limited medical facilities in rural regions. Through our CSR initiatives, we are committed to improving health outcomes and raising awareness about critical health issues such as cancer, tuberculosis and palliative care. By supporting mobile medical units, providing nutritional support and enhancing healthcare infrastructure, we bring essential services directly to those in need. Our focus on providing quality healthcare stems from our dedication to improving lives and ensuring the well-being of the communities in which we operate.

UN SDG goals



STORIES OF IMPACT

STORY 01

Fighting Tuberculosis, NIKSHAY BHARAT District

We have supported the Government of India's Pradhan Mantri TB Mukht Bharat Abhiyaan by organising medical camps and providing nutritional support to tuberculosis (TB) patients in Ernakulam and Wayanad districts. In Ernakulam, we have distributed nutrition kits to TB patients to improve their health and facilitate better treatment outcomes. In Wayanad, we have supported the TB diagnosis by providing a TrueNaat machine, which accelerates testing and enables quicker diagnosis and treatment. Nutritional support, especially for the tribal population, was also a key component of the initiative, addressing malnutrition, which exacerbates TB.

250

Nutrition kits distributed among TB patients



STORY 02

Mobile Vans for Organising Cancer Awareness and Screening Camps

We collaborated with the Bhagwan Mahaveer Cancer Hospital & Research Centre, Jaipur and assisted them in procuring a fully equipped mobile medical coach to conduct cancer awareness and screening camps across Rajasthan. This mobile facility allowed us to extend critical healthcare services to under-served communities in remote regions. The primary objective was to raise awareness about cancer prevention, promote early detection and encourage timely interventions.

STORY 03

Seva Nilayam Palliative Care Centre for Patients and Bystanders

Through our Seva Nilayam Palliative Care Centre at Kottayam Medical College, we offer comprehensive care to terminally ill patients and their families, with a focus on both medical and emotional support. This centre accommodates up to 40 patients and their families, offering holistic care that includes subsidised ambulance services, health guidance, counselling and recreational activities. We ensure that those suffering from terminal illnesses receive the support they need, creating a sense of dignity and peace during their final stages. The project exemplifies our approach to healthcare as a multifaceted service, addressing both the physical and emotional needs of patients and their families in times of crisis.

STORY 04

CSL's Contribution to Enhancing Healthcare at the Sri Ramakrishna Charitable Dispensary

We have significantly improved healthcare infrastructure in Thukalassery, Thiruvalla, through our CSR initiative at the Sri Ramakrishna Charitable Dispensary. The project involved the setup of a state-of-the-art surgical room and clinical laboratory, as well as the procurement of essential surgical equipment, addressing the critical need for advanced medical facilities in the region. By providing modern surgical tools and technologies, CSL has enhanced the dispensary's ability to conduct a wide range of surgeries, improving healthcare access for the local community.





Corporate social responsibility contd...



Education, Skilling and Empowerment

We believe education is a catalyst for societal transformation. Our CSR efforts focus on enhancing access to quality learning, renovating schools and providing specialised training for under-served groups, including visually impaired individuals. By investing in education, we pave the way for brighter futures and drive holistic social and economic growth in the communities we serve.

UN SDG goals



STORIES OF IMPACT

STORY 01

Upgrading the Employability Training Centre at Kerala Blind School Society, Aluva

Aiming to empower through skill development, we have renovated an existing building at the Kerala Blind School Society in Aluva to empower visually challenged individuals with specialised employability training. The project involved the installation of modern amenities, assistive technologies and the creation of an accessible learning environment. By providing tailored skill development opportunities, we supported the independence and livelihood of visually challenged individuals and promoted societal inclusion by challenging stereotypes and encouraging workforce integration.

STORY 02

Children's Fest by Cochin Shipyard Recreation Club

The Children's Fest, organised by CSL's Recreation Club, brought together thousands of school children from across Kerala. The event focused on fostering creativity and cultural awareness through art and cultural competitions. It also emphasised environmental sustainability, demonstrating the importance of adopting eco-conscious practices. The fest encouraged a spirit of camaraderie by offering children from diverse backgrounds the opportunity to collaborate and showcase their talents. This initiative enabled us to nurture young minds and support the overall well-being and development of children in our local communities.

STORY 03

CSL's Mathematics Mast – Support for Setting up a Mathematics Lab at Government Higher Secondary School, Ernakulam

In alignment with the National Education Policy 2020, we at CSL contributed to the establishment of a mathematics lab at the Government Girls Higher Secondary School in Ernakulam. Partnering with C-HED and P-Learn, we introduced an experiential learning environment that leveraged tech-enabled resources and interactive tools. This lab helps create a deeper understanding of mathematics, enhance problem-solving skills and stimulate critical thinking among students. The project seeks to transform the traditional approach to teaching mathematics and empower students with the skills needed for future success in an increasingly knowledge-driven world.

STORY 04

Improving Infrastructure Facilities at Louis Braille Memorial Model School for the Blind

CSL's CSR initiative at the Louis Braille Memorial Model School for the Blind focused on improving infrastructure to create a more accessible and inclusive learning environment. Collaborating with the Kerala Federation of the Blind, we renovated and constructed facilities such as tactile pathways, ramps and accessible restrooms. Additionally, the introduction of smart classrooms and a library equipped with advanced technology enhanced the quality of education.

STORY 05

Renovating the Government Model Higher Primary School and Primary Health Centre, Udipi

We have launched our CSR project in Udipi (where CSL's subsidiary company UCSL is located), which focuses on revamping the Government Model Higher Primary School and improving the Primary Health Centre at Malpe. The initiative was undertaken in collaboration with HRDS India, with CSL providing financial support for materials and expenses. The renovation included the upgrading of facilities and the introduction of modern equipment, enhancing both educational and healthcare services. These upgrades ensure that the community has access to better learning environments and healthcare services, contributing to long-term empowerment.





Corporate social responsibility contd...



Environment

As a responsible corporate entity, we seek to protect our environment for future generations. We continue to encourage the adoption of eco-friendly practices that help restore the health of the planet. From improving waste management to supporting wildlife rescue operations and implementing rainwater harvesting systems, our emphasis remains on addressing pressing environmental challenges. This deep-rooted commitment to environmental stewardship preserves biodiversity and helps mitigate the impact of climate change, shaping a cleaner, healthier future for all.

UN SDG goals



STORIES OF IMPACT

STORY 01

Liquid Waste Management Project in Ernakulam

We have partnered with CDD India to address sanitation and waste management challenges in Mambra Nalucent Colony, Ernakulam. The project focused on the upgradation of septic tanks, the installation of compound fencing and the development of vegetable gardens to promote sustainable living. A key aspect of the initiative was the implementation of Decentralised Wastewater Treatment Systems (DEWATS) technology, which significantly reduced pollution and enhanced the community's waste management.

STORY 02

Promoting the Manufacturing of Root Drain Coir Pots

We have partnered with the Amrita Viswavidyapeetham in Kollam to manufacture root drain coir pots, offering an eco-friendly alternative to plastic grow-bags. This initiative, launched in Amritapuri, seeks to combat environmental pollution and promote sustainable livelihoods by leveraging coir—a biodegradable, renewable material. The project not only addresses the ecological challenges of plastic waste but also empowers rural communities, particularly women, through skill development and entrepreneurship opportunities. By repurposing coir waste for production, CSL and Amrita Viswavidyapeetham are driving social change, creating jobs and contributing to the United Nations Sustainable Development Goals.

STORY 03

CSL's Mission to Address Wildlife Rescue Needs

In collaboration with the Forest Development Agency, Vazhachal, we have initiated a CSR project to procure a specialised animal rescue vehicle. This initiative underscores our commitment to wildlife conservation and environmental protection. The vehicle is equipped with advanced tools and technology necessary for the safe and efficient capture, transport and treatment of injured or endangered animals. By enhancing the rescue capabilities of the Forest Development Agency, we ensure swift responses to animal distress calls, improving the chances of survival and recovery for wildlife in distress. Beyond its immediate impact on wildlife welfare, this project raises awareness about the importance of biodiversity conservation and strengthens our role in promoting ecological balance.

STORY 04

Encouraging Rainwater Harvesting in Athikkadavu Paniya Colony, Wayanad

We are enhancing climate resilience in Wayanad's Athikkadavu Paniya Colony through the implementation of a rainwater harvesting project. In collaboration with the Centre for Water Resources Development and Management (CWRDM), we invested ₹25 lakhs to introduce rooftop rainwater harvesting-recharge and run-off conservation systems.

The project mitigated the adverse effects of climate change, particularly water scarcity, in the vulnerable Paniya community. By enhancing access to clean water for domestic use and agriculture, this initiative significantly improved water availability and promoted sustainable water management practices. Additionally, the initiative included educating the community about advanced irrigation systems, fostering a long-term understanding of climate adaptation strategies.





Corporate social responsibility contd...



Culture

Culture binds us, preserving our shared heritage and inspiring future generations. We are committed to safeguarding Kerala's rich traditions by revitalising landmarks such as the Folklore Cultural Theatre and supporting local art forms. These efforts celebrate cultural identity, foster unity and instil pride in our vibrant heritage, ensuring it thrives for years to come.

UN SDG goals



STORIES OF IMPACT

STORY 01

Reviving Folklore Culture by Renovating the Folklore Cultural Theatre, Fort Kochi

We have taken a significant step in preserving the rich cultural heritage of Kerala through our CSR initiative aimed at renovating and reopening the Folklore Cultural Theatre in Fort Kochi. In collaboration with the District Tourism Promotion Council (DTPC) of Ernakulam, we sought to restore this historically important venue, which had fallen into disrepair due to a lack of resources.

The Folklore Cultural Theatre, located in the heart of Fort Kochi, is a significant cultural landmark, often serving as a platform for traditional Kerala arts and performances. However, the theatre's dilapidated state threatened its ability to continue serving the community and preserving

local folklore. Recognising the value of this cultural asset, CSL stepped in to support its renovation, ensuring that the theatre would once again become a vibrant centre for artistic expression and cultural exchange.

The project involved comprehensive restoration efforts to modernise the facility while maintaining its traditional charm. The upgraded theatre is designed to be accessible, with enhanced infrastructure that can accommodate a wide range of cultural events and performances. By investing in the restoration, CSL has created a space where traditional art forms can be showcased, helping foster a sense of pride and cultural identity within the local community.



Community Development

At the heart of our ESG endeavours lies a commitment to sustainable community development. By addressing diverse needs—such as improving sanitation, expanding green spaces, empowering women and promoting entrepreneurship—we seek to create a lasting positive impact. By working hand-in-hand with local stakeholders, we aim to contribute to the holistic development of the communities we serve.

UN SDG goals



STORIES OF IMPACT

STORY 01

Park Panacea – Assisting in the Maintenance and Management of Subash Park

In collaboration with C-Hed, the development arm of the Kochi Municipal Corporation, we have revitalised Subash Park, a cherished green space in Kochi. The project aimed to restore the park's infrastructure, preserve its cultural heritage and create a space for community engagement.

Our involvement in the rejuvenation of Subash Park is aligned with our dedication to environmental stewardship and community welfare. By integrating sustainability principles into the project, we ensured the long-term ecological health of the park, fostering a space for recreation, cultural activities, and social interactions. Furthermore, we engaged with local stakeholders, including authorities and park visitors, to ensure that the park met the needs and aspirations of the community.

STORY 02

Contributing to the Armed Forces Flag Day Fund (AFFDF)

We are deeply committed to supporting our Armed Forces and their families. As part of this commitment, we have contributed to the Armed Forces Flag Day Fund (AFFDF), a vital initiative that honours martyrs and provides assistance to soldiers and their families. In line with the appeal made by Hon'ble Raksha Mantri, Shri Rajnath Singh, we understand the importance of corporate contributions in supporting the rehabilitation and welfare of ex-servicemen, widows and families of martyrs. Through our contribution, we aim to ease their burdens and ensure they live with dignity. Our support for the AFFDF is an attempt to recognise the sacrifices made by our Armed Forces and underscores our dedication to fulfilling our corporate social responsibilities.



Corporate social responsibility contd...

STORY 03

Prioritising Urban Sanitation by Setting Up a Container Toilet Near Queens Walkway

We have focused on urban sanitation through the establishment of a container toilet near the Queens Walkway in Kochi in collaboration with the CREDAI Clean City Movement. Following the success of similar projects on MG Road and Jos Junction, the establishment of the container toilet near Queens Walkway further solidified our role in promoting cleanliness and sustainability in urban environments. The use of re-purposed shipping containers for the toilet facility reflects our focus on promoting eco-friendly solutions, reducing waste and minimising the environmental footprint while meeting societal needs.

This CSR project addressed urban sanitation challenges by providing essential sanitation facilities, enhancing the hygiene standards of the city and contributing to creating a cleaner and safer environment for residents and visitors. The initiative will improve the quality of life in urban areas through innovative and sustainable public infrastructure.

STORY 05

Community Hall Renovation in Kannur

We have undertaken a transformative CSR project by renovating three community halls in Peralassery, Vengad and Chembilode Grama Panchayats in Kannur District. This initiative enhanced local social infrastructure and provided functional, contemporary spaces for various community activities. Our work included structural repairs, interior upgrades and the installation of essential amenities to ensure accessibility for all. By improving these community hubs, CSL is fostering social cohesion, cultural exchange and educational opportunities.

STORY 07

Supporting the Construction of Gandhi Ashram in Palakkad

We have played a key role in the construction of Gandhi Ashram in Palakkad as part of the Azadi ka Amrit Mahotsav, in collaboration with Sarvodaya Kendram. This CSR initiative reflects our commitment to community empowerment and preserving the legacy of Mahatma Gandhi. The ashram not only serves as a historical and cultural symbol but also as a hub for education and social empowerment for marginalised communities. By supporting this project, CSL has facilitated access to educational opportunities, fostered inclusivity and contributed to the revitalisation of cultural heritage.

STORY 04

She Power, CSL's Support for Skill Development of Women

In collaboration with the Hema Balakrishnan Women's Empowerment Centre in Palakkad, we have launched the Capacity Building for Women Skill Development and Manufacturing Centre. This initiative was designed to empower women by providing training in eco-friendly manufacturing, focusing on creating paper and cloth bags, while also fostering entrepreneurship skills. Our goal was to equip women with marketable skills to build economic independence while contributing to a greener economy. The project focused on technical training and comprehensive entrepreneurship education, covering business management, financial planning, marketing and customer relations. This holistic approach has transformed women, who once had limited economic opportunities, into confident entrepreneurs capable of running successful businesses. By offering market access and exposure, we ensured that these women could expand their businesses and integrate into broader economic networks.

STORY 06

Driving Women Empowerment

We have initiated a project aimed at empowering economically disadvantaged women in the Tripunithura Municipality, Ernakulam District, through the distribution of menstrual cups. In collaboration with HLL Management Academy, this initiative has reached women and promoted menstrual health while addressing environmental concerns. By reducing the use of sanitary napkins, our project helped lower carbon footprint and waste management costs while offering an affordable, reusable alternative that lasts for up to five years. The initiative has been implemented to provide better hygiene and encourage greater participation of women in daily activities, including sports and work—thereby enhancing their overall well-being.

10,000

Women benefited

Awards and Accolades



► Cochin Shipyard Limited won the Best Performance Award for the year 2023-24 for its initiatives in empowering communities. We were recognised for setting up IT and ITES training facilities for the neurodivergent.



► CSL received the Best Performer Award from the National Institute of Personnel Management for the meaningful CSR initiatives undertaken in 2023-24.

Prosperity

Robust Governance Driving Shared Value Creation

A sound governance framework is integral to our organisational structure. It enables a unified approach to strategy, sustainability, risk management and performance evaluation in every aspect of our business. Under the direction of our Board, we continue to abide by a methodical and cohesive approach to sustainability and governance issues.

Further, we strive to be transparent and prioritise open communication with stakeholders. It not only helps us sustain the trust of our stakeholders but also paves the path for shared value creation.



Governance Structure

Composition of the Board

4

Executive
Directors

2

Nominee
Directors

6

Independent
Directors

Policies in Place

We prioritise adherence to the highest ethical standards. To achieve this, we have established a robust framework of policies that govern our daily operations. These policies ensure compliance with all applicable laws and regulations and enable us to operate in an ethical manner. This approach fosters a culture of transparency and accountability, empowering informed decision-making across all organisational levels.



Board Profile



SHRI MADHU SANKUNNY NAIR

Chairman & Managing Director



SHRI BEJOY BHASKER

Director (Technical)



SHRI JOSE V J

Director (Finance) & Chief Financial Officer



Prosperity contd...



SHRI SREEJITH K NARAYANAN

Director (Operations)



SHRI RAJESH KUMAR SINHA IAS

Part-time official (Nominee) Director



SHRI BIJU PRABHAKAR IAS

Part-time official (Nominee) Director



SMT. AMRAPALI PRASHANT SALVE

Non-official (Independent) Director



SHRI NAHAR SINGH MAHESHWARI

Non-official (Independent) Director



SHRI ASHOK SHARMA

Non-official (Independent) Director



SHRI PRITHIVIRAJ HARICHANDAN

Non-official (Independent) Director
(upto May 01, 2024)



SHRI VENKATESAN M

Non-official (Independent) Director



SHRI ABHIJIT BISWAS

Non-official (Independent) Director

Committees

Audit Committee	●
Stakeholders Relationship Committee	●
Risk Management Committee	●
Corporate Social Responsibility and Sustainable Development (CSR) Committee	●
Nomination and Remuneration Committee	●

Committees of the Board

Audit Committee

Responsible for overseeing the process of financial reporting and making sure that the Company's financial statements are accurate, sufficient and credible.

Nomination and Remuneration Committee

Determining the annual bonus or variable pay pool and its distribution policy for executives and non-unionized supervisors, formulating/ modifying perks and allowance schemes, introducing new compensation schemes such as medical or pension plans for the work force.

Stakeholders Relationship Committee

Responsible for resolving issues raised by stakeholders, including investors and shareholders of the Company.

Corporate Social Responsibility and Sustainable Development (CSR) Committee

In charge of creating the Company's CSR Policy and annual action plan for approving CSR projects and activities and routinely monitoring its execution.

Risk Management Committee

Responsible for developing a comprehensive Risk Management Policy, including the Business Continuity Plan, for overseeing the implementation of the risk management policy and assessment of risks.

Environment, Social and Governance (ESG) Working Group

Aids the Management in fulfilling its Environment, Social and Governance (ESG) objectives after reviewing policies, standards and guidelines related to the sustainable development of the Company's projects and operations.





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	0484 2501306
8	Website	www.cochinshipyard.in
9	Financial year for which reporting is being done	2023-2024
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	Syamkamal N Tel: 0484 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 assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Ship Building	72.39
2.	Service	Ship Repair	27.61

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Ship Building	301	72.39
2.	Ship Repair	331	27.61

III. Operations

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

Sr. 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

Sr. No.	Locations	Number
1	National (No. of states) ⁽¹⁾	11
2	International (No. of countries) ⁽²⁾	8

⁽¹⁾ 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.

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

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

6.35%

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, Denmark/Bahamas, Saudi Arabia and UAE. 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):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	637	558	87.60	79	12.40
2	Other than Permanent (E)	168	133	79.17	35	20.83
3	Total Employees (D+E)	805	691	85.84	114	14.16
WORKERS						
4	Permanent (F)	1496	1363	91.11	133	8.89
5	Other than Permanent (G)	1099	1044	95.00	55	5.00
6	Total Workers (F+ G)	2595	2407	92.76	188	7.24

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently-abled Employees						
1	Permanent (D)	10	9	90.00	1	10.00
2	Other than Permanent (E)	1	1	100.00	0	0.00



Business Responsibility and Sustainability Report contd...

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
3	Total differently abled employees (D+E)	11	10	90.91	1	9.09
	Differently-abled Workers					
4	Permanent (F)	43	37	86.05	6	13.95
5	Other than Permanent (G)	8	8	100.00	0	0.00
6	Total differently abled workers (F+G)	51	45	88.24	6	11.76

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

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

Particulars	FY 2024 (Turnover rate in current FY)			FY 2023 (Turnover rate in previous FY)			FY 2022 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.63	2.65	5.27	5.78	4.00	5.56	8.49	1.49	7.64
Permanent Workers	1.27	0.78	1.22	2.09	1.83	2.06	2.85	3.03	2.86

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

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

Sr. 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/No)

Yes

ii. Turnover (in ₹)

36,45,27,96,855.60

iii. Net worth (in ₹)

50,25,87,09,125.96

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 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, https://cochinshipyard.in/grievance-cell	14	0	-	8	0	-
Investors (other than shareholders)	Yes, https://cochinshipyard.in/grievance-cell	0	0	-	0	0	-
Shareholders	Yes, https://cochinshipyard.in/grievance-cell	17	2	-	17	0	-
Employees and workers	Yes, CSL Intranet	0	0	-	0	0	-
Customers	Yes, https://cochinshipyard.in/grievance-cell	0	0	-	0	0	-
Value Chain Partners	Yes, https://cochinshipyard.in/grievance-cell	0	0	-	0	0	-

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

Sr. 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.	CSL has already embarked on Green Shipping initiatives. CSL has already built and delivered India's first indigenously built Hydrogen Fuel Cell 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.	Negative implication



Business Responsibility and Sustainability Report contd...

Sr. 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)
			The increasing awareness of climate change across the globe will reduce the demand for such vessels and affect the operations of CSL.	CSL is building 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. 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.	
2	Climate Change	Opportunity	Increase in demand for zero emission vessels	<p>Aligned with the global shift toward maritime green transitions, the company has developed and built India's first indigenous hydrogen-fuelled electric 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.</p> <p>The Ministry of Ports, Shipping, and Waterways has already initiated several measures toward 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. 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.</p>	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
https://cochinshipyard.in/investor/investor_titles/68								

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.

P1	Model Code of Business Conduct and Ethics for Board Members and Senior Management, Conduct Discipline And Appeal Rules, Central Vigilance Commission Guidelines And Manual.
P2	ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System and ISO 45001:2018 Health and Safety Management System standards.
P3	ISO 45001:2018 Health and Safety Management System Standards, Employee Welfare and Skill Development Measures as More Specifically Mentioned In Directors' Report.
P4	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.
P5	CSL is aligned with all the applicable national laws, principles and norms with regard to human rights.



Business Responsibility and Sustainability Report contd...

P6

ISO 14001:2015 Environmental Management System.

P7

Not Applicable.

P8

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.

P9

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
CSL is setting up a wind-solar hybrid power plant with a total capacity of about 17 MW and is expanding rooftop solar installations from 1.5 MWp to 4 MWp in a phased manner. This project aims to generate around 40 million units of green energy annually, exceeding CSL's present average annual energy consumption of 33.5 million units. By transitioning to renewable energy, CSL plans to operate on 100% green energy, ensuring a stable energy supply, meeting its energy needs, and supporting its commitment to sustainable energy practices. This move will help CSL reduce its carbon footprint and contribute to a more sustainable future.								

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
CSL monitors key parameters and use it for augmenting the policies, wherever found necessary.								

Governance, Leadership & 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)

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-fuelled electric vessel to the Inland Waterways Authority of India (IWAI) and have so far delivered 15 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 17 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 Sankunny 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 Sankunny 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

	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	Director	CSL is in compliance with the extant regulations as applicable.
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)	P1 P2 P3 P4 P5 P6 P7 P8 P9	Quarterly	A Statutory Compliance Certificate on applicable laws is provided by the CMD & Director (Finance) 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.

P1	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.
P2	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-GL on an annual basis.
P3	Yes, ISO 45001:2018 Health and Safety Management System standard is evaluated by DNV-GL on an annual basis.
P4	Yes, 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, which is audited by the Comptroller and Auditor General of India.



Business Responsibility and Sustainability Report contd...

P5	Yes, CSL is in compliance with all the applicable national laws, principles and norms with regard to Human Rights, which is monitored by the Comptroller and Auditor General of India.
P6	Yes, ISO 14001:2015 Environmental Management System standard is evaluated by DNV-GL on an annual basis.
P7	Not Applicable.
P8	Yes, CSL's CSR projects are audited by both statutory auditors of the Company as well as the Comptroller and Auditor General of India.
P9	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-GL 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:

Not Applicable.

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:

Segment	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	5	1*^	58.33
Key Managerial Personnel	1	1^	100.00
Employees other than BoD and KMPs	1	1^	100.00
Workers	1	1^	100.00

* Capacity Building Program for Directors- Enterprise Risk Management at IIM Bangalore;

* Familiarisation programme for Independent Directors by Indian Institute of Corporate Affairs (IICA);

* Orientation programme for capacity building of functional Directors by the Department of Public Enterprises (DPE);

^ Awareness programs were provided as part of observance of Vigilance Awareness Week 2023 in CSL during October 30, 2023 to November 05, 2023.

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					
Sr. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Nil	N.A.	Nil	Nil	N.A.	N.A.

Non-Monetary				
Sr. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Nil	N.A.	Nil	N.A.	N.A.

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:

Sr. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil	N.A.	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>

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 (Current Financial Year)	FY 2023 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0



Business Responsibility and Sustainability Report contd...

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

	FY 2024 (Current Financial Year)		FY 2023 (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.

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

	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Number of days of accounts payables	91	69

9. Openness of business

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

Parameter	Metrics	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	6.05	14.32
	b. Number of trading houses where purchases are made from	8470	7016
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	50.13	39.68
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)	0.68%	2.40%
	b. Sales (Sales to related parties/ Total Sales)	0.00%	0.05%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	42.83%	45.28%
	d. Investments (Investments in related parties/ Total Investments made)	99.96%	99.97%

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**

	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)	Details of improvements in environmental and social impacts
R & D	68.13	54.97	Green shipping initiatives expected to result in reduction of emissions.
Capex	0.14	0.35	Considerable energy savings achieved.

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

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, 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)** Wastes are disposed off through government authorised external agency.

b. **E-waste** Wastes are disposed off through government authorised external agency.

c. **Hazardous waste** Wastes are disposed off through government authorised external agency.

d. **Other waste** Wastes are disposed off through government authorised external agency.

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.



Business Responsibility and Sustainability Report contd...

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	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
		(B)	(B/A)	(C)	(C/A)	(D)	(D/A)	(E)	(E/A)	(F)	(F/A)
Permanent employees											
Male	558	558	100.00	558	100.00	N.A.	N.A.	558	100.00	558	100.00
Female	79	79	100.00	79	100.00	79	100.00	N.A.	N.A.	79	100.00
Total	637	637	100.00	637	100.00	79	100.00	558	100.00	637	100.00
Other than Permanent employees											
Male	133	133	100.00	133	100.00	N.A.	N.A.	133	100.00	133	100.00
Female	35	35	100.00	35	100.00	35	100.00	N.A.	N.A.	35	100.00
Total	168	168	100.00	168	100.00	35	100.00	133	100.00	168	100.00

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
		(B)	(B/A)	(C)	(C/A)	(D)	(D/A)	(E)	(E/A)	(F)	(F/A)
Permanent workers											
Male	1363	1363	100.00	1363	100.00	N.A.	N.A.	1363	100.00	1363	100.00
Female	133	133	100.00	133	100.00	133	100.00	N.A.	N.A.	133	100.00
Total	1496	1496	100.00	1496	100.00	133	100.00	1363	100.00	1496	100.00
Other than Permanent workers											
Male	1044	1044	100.00	1044	100.00	N.A.	N.A.	1044	100.00	1044	100.00
Female	55	55	100.00	55	100.00	55	100.00	N.A.	N.A.	55	100.00
Total	1099	1099	100.00	1099	100.00	55	100.00	1044	100.00	1099	100.00

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

	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.15	0.30

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

Sr. No.	Benefits	FY 2024 Current Financial Year			FY 2023 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.)
1	PF	100.00	100.00	Y	100.00	100.00	Y
2	Gratuity	100.00	100.00	Y	100.00	100.00	Y
3	ESI	0.00	0.00	N.A.	0.00	0.00	N.A.
4	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.

Equity, inclusivity and fairness has been imbibed in all the employee processes like recruitment, job selection, transfer, rotation, training, promotion, appraisals and compensation and benefits and the HR policies of the Company can be accessed by employees on CSL intranet. Further, the Company does not discriminate and gives equal opportunities to all individuals irrespective of gender, religion, caste, race, age, community, physical ability or sexual orientation, etc. The Company also follows the directives and guidelines issued by the Government of India on the subject from time to time.

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	92	100	98.59
Female	100	100	100	100
Total	100	93.10	100	98.65

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	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.
Other than Permanent Workers	
Permanent Employees	The detailed framework of this mechanism is available in CSL intranet.
Other than Permanent Employees	



Business Responsibility and Sustainability Report contd...

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

Category	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	Total employees/workers in respective category(A)	No. of employees/workers in respective category, who are part of association(s) or Union(B)	%(B/A)	Total employees/workers in respective category(C)	No. of employees/workers in respective category, who are part of association(s) or Union(D)	%(D/C)
Total Permanent Employees	637	637	100.00	635	635	100.00
Male	558	558	100.00	555	555	100.00
Female	79	79	100.00	80	80	100.00
Total Permanent Workers	1496	1496	100.00	1315	1315	100.00
Male	1363	1363	100.00	1198	1198	100.00
Female	133	133	100.00	117	117	100.00

8. Details of training given to employees and workers:

Category	FY 2024 (Current Financial Year)					FY 2023 (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	691	72	10.42	417	60.35	684	139	20.32	256	37.43
Female	114	18	15.79	70	61.40	101	13	12.87	51	50.50
Total	805	90	11.18	487	60.50	785	152	19.36	307	39.11
Workers										
Male	2407	312	12.96	175	7.27	2156	2156	100.00	142	6.59
Female	188	59	31.38	24	12.77	180	106	58.89	17	9.44
Total	2595	371	14.30	199	7.67	2336	2262	96.83	159	6.81

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

Category	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	Total (A)	No.(B)	%(B/A)	Total (C)	No.(D)	%(D/C)
Employees						
Male	691	691	100.00	684	684	100.00
Female	114	114	100.00	101	101	100.00
Total	805	805	100.00	785	785	100.00
Workers						
Male	2407	2407	100.00	2156	2156	100.00
Female	188	188	100.00	180	180	100.00
Total	2595	2595	100.00	2336	2336	100.00

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.

- 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.

- 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 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	Employees	0	0
	Workers	0.2777	0.2667
Total recordable work-related injuries	Employees	8	0
	Workers	354	364
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	1	0
	Workers	4	4

* Including in 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.



Business Responsibility and Sustainability Report contd...

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 our rigorous HSE policies and standards. We 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, we provide constructive feedback to facilitate improvement.

Recognizing the significance of subcontractors' HSE performance, we have implemented a robust evaluation process to ensure alignment with our 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:

Category	FY 2024 (Current Financial Year)			FY 2023 (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	0	0	-	0	0	-
Health & Safety	1532	291	Refer note below	550	42	Refer note below

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:

	% 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 in consultation with the company's management are: customers, employees, shareholders, academic institutions, suppliers, industry bodies such as Indian Shipbuilders Association, Indo Japan Chamber of Commerce, Confederation of Indian Industry (CII), Cochin Chamber of Commerce and Industry, All India Management Association, 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.

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

Sr. 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 statements in IndAS; earnings call; exchange notifications; Continuous: Investors page on the CSL website Annual: Annual General Meeting; Annual Report	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.



Business Responsibility and Sustainability Report contd...

Principle 5

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	637	73	11.46	635	21	3.31
Other than permanent	168	0	0	150	0	0
Total Employees	805	73	9.07	785	21	2.68
Workers						
Permanent	1496	12	0.80	1315	0	0
Other than permanent	1099	0	0	1021	0	0
Total Workers	2595	12	0.46	2336	0	0

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

Category	FY 2024 (Current Financial Year)					FY 2023 (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	637	0	0	637	100	635	0	0	635	100
Male	558	0	0	558	100	555	0	0	555	100
Female	79	0	0	79	100	80	0	0	80	100
Other than permanent	168	0	0	168	100	150	0	0	150	100
Male	133	0	0	133	100	129	0	0	129	100
Female	35	0	0	35	100	21	0	0	21	100
Workers										
Permanent	1496	0	0	1496	100	1315	0	0	1315	100
Male	1363	0	0	1363	100	1198	0	0	1198	100
Female	133	0	0	133	100	117	0	0	117	100
Other than permanent	1099	0	0	1099	100	1021	0	0	1021	100
Male	1044	0	0	1044	100	958	0	0	958	100
Female	55	0	0	55	100	63	0	0	63	100

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BoD)	11	4468708	1	-
Key Managerial Personnel	5	4402347	0	-
Employees other than BoD and KMP	686	1290929	114	1241937
Workers	2407	606740	188	612323

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

	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Gross wages paid to females as % of total wages	10.69	11.53

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:

	FY 2024 (Current Financial Year)			FY 2023 (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	2	1	-	0	0	-
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	-



Business Responsibility and Sustainability Report contd...

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

	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	0
Complaints on POSH as a % of female employees/ workers	0.66	0
Complaints on POSH upheld	1*	0

*The proceedings w.r.t the other complaint is going on.

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

	% 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

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	FY 2024 (Current Financial Year)		FY 2023 (Previous Financial Year)	
	Value	Unit	Value	Unit
From renewable sources				
Total electricity consumption (A)	9852.94	GJ	7811.01	GJ
Total fuel consumption (B)	0	GJ	0	GJ
Energy consumption through other sources (C)	0	GJ	0	GJ
Total energy consumed from renewable sources (A+B+C)	9852.94	GJ	7811.01	GJ

Parameter	FY 2024 (Current Financial Year)		FY 2023 (Previous Financial Year)	
	Value	Unit	Value	Unit
From non-renewable sources				
Total electricity consumption (D)	114729.02	GJ	111807.87	GJ
Total fuel consumption (E)	16598.63	GJ	8236.93	GJ
Energy consumption through other sources (F)	0	GJ	0	GJ
Total energy consumed from non-renewable sources (D+E+F)	131327.65	GJ	120044.8	GJ
Total energy consumed (A+B+C+D+E+F)	141180.59	GJ	127855.81	GJ
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.000003872970091	GJ/rupee	0.000005486293364	GJ/rupee
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	0.00007831145524	GJ/rupee	0.00011093285182	GJ/rupee
Energy intensity in terms of physical output	Not Applicable	-	Not Applicable	-

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.

Not Applicable

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

Parameter	FY 2024 (Current Financial Year)		FY 2023 (Previous Financial Year)	
	Value	Unit	Value	Unit
Water withdrawal by source (in kilolitres)				
(i) Surface water	-	Kilolitres	-	Kilolitres
(ii) Groundwater	6228.2	Kilolitres	823.25	Kilolitres
(iii) Third party water	616776.4	Kilolitres	1077620	Kilolitres
(iv) Seawater/ desalinated water	452.02	Kilolitres	74	Kilolitres
(v) Others	-	Kilolitres	1843	Kilolitres
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	623456.62	Kilolitres	1080360.25	Kilolitres
Total volume of water consumption (in kilolitres)	609744.62	Kilolitres	1058886.75	Kilolitres
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)	0.000016726963981	Kilolitres/ rupee	0.0000454368363	Kilolitres/ rupee
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	0.000338219211696	Kilolitres/ rupee	0.000918732829986	Kilolitres/ rupee
Water intensity in terms of physical output	Not Applicable	-	Not Applicable	-

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.



Business Responsibility and Sustainability Report contd...

4. Provide the following details related to water discharged:

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
	Value	Value
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water	20	327.5
- No treatment	20	262.5
- Primary treatment	0	65
- Secondary treatment	0	0
- Tertiary treatment	0	0
(ii) To Groundwater	6200	12450
- No treatment	0	0
- With treatment	6200	12450
- Primary treatment	6200	12450
- Secondary treatment	0	0
- Tertiary treatment	0	0
(iii) To Seawater	7512	8382
- No treatment	0	16
- With treatment	7512	8366
- Primary treatment	0	57
- Secondary treatment	7512	8309
- Tertiary treatment	0	0
(iv) Sent to third-parties	0	135
- No treatment	0	0
- With treatment	0	135
- Primary treatment	0	135
- 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
Total water discharged (in kilolitres)	13732	21294.5

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	FY 2024 (Current Financial Year)		FY 2023 (Previous Financial Year)	
	Value	Please specify unit	Value	Please specify unit
NOx	0	MT	0	MT
SOx	0	MT	0	MT
Particulate matter (PM)	0	MT	0	MT
Persistent organic pollutants (POP)	0	MT	0	MT
Volatile organic compounds (VOC)	0	MT	0	MT
Hazardous air pollutants (HAP)	0	MT	0	MT

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 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Total Scope 1 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2211.21	546.96
Total Scope 2 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	28920.51	28488.68
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 ₂ equivalent/rupee	0.000000854028333	0.000001232852259
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 ₂ equivalent/rupee	0.000017268452893	0.000024928272677
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	Not Applicable	Not Applicable

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.



Business Responsibility and Sustainability Report contd...

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

CSL is setting up a wind-solar hybrid power plant with a total capacity of about 17 MW and is expanding rooftop solar installations from 1.5 MWp to 4 MWp in a phased manner. This project aims to generate around 40 million units of green energy annually, exceeding CSL's present average annual energy consumption of 33.5 million units. By transitioning to renewable energy, CSL plans to operate on 100% green energy, ensuring a stable energy supply, meeting its energy needs, and supporting its commitment to sustainable energy practices. This move will help CSL reduce its carbon footprint and contribute to a more sustainable future.

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

a. Total Waste generated

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
	Value	Value
Total Waste generated (in metric tonnes)		
Plastic waste	5.87	1.1
E-waste	47.37	126.46
Biomedical waste	0.0306	0.0081
Construction and demolition waste	740	40
Battery waste	784.19	548.1
Radioactive waste	0	0
Other Hazardous waste		
Glass Waste	0.032	0.041
Used or Spent Oil	0.6	0
Waste or Residue Containing Oil	175.9	479.68
Process Waste or Residue	0	0
Oil & Grease skimming	0	0
Equipment Retiral Waste	2.04	0.02
Paint Sludge	0.12	1
Anode	1.51	6.18
Waste Oil	2.4	74.12
Copper Cables	10	0
Used Copper Slag	6916.50	7644.17
Empty Paint Tin	10.21	0.3
Empty Oil Barrel	0	0
Other Non-hazardous waste		
Food Waste	3.8	92.24
Metal Waste	0	205.97
Paper and Cardboard Waste	0.4014	0.6759
Aluminium Waste	4.2	1
Miscellaneous Waste	40	600.2
Steel Scrap	4016.39	968.79
Industrial Waste	2909.47	1831.66
Total Waste Generated	15671.03	12621.72
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.000000429899	0.000000541598
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	0.00000869255778	0.00001095111156
Waste intensity in terms of physical output	Not Applicable	Not Applicable

- 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 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Total Waste		
(i) Recycled	6.32	0.0048
(ii) Re-used	0	0
(iii) Other recovery operations	2.76	35.05
Total	9.08	35.06

Category-wise breakdown		
Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Plastic waste		
(i) Recycled	5.72	0.0048
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	5.72	0.0048

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: E-waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Biomedical waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0



Business Responsibility and Sustainability Report contd...

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Construction and demolition waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Battery waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Radioactive waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Other Hazardous waste

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Glass Waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Used or Spent Oil		
(i) Recycled	0.6	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0.6	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Waste or Residue Containing Oil		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Process Waste or Residue		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Oil & Grease skimming		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0



Business Responsibility and Sustainability Report contd...

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Equipment Retiral Waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Paint Sludge		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Anode		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Waste Oil		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Copper Cables		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Used Copper Slag		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Empty Paint Tin		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Empty Oil Barrel		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0



Business Responsibility and Sustainability Report contd...

Other Non-hazardous waste		
Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Food Waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	2.7	35.05
Total	2.7	35.05

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Metal Waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Paper and Cardboard Waste		
(i) Recycled	0	0
(ii) Re-used	0.06	0
(iii) Other recovery operations	0	0
Total	0.06	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Civil Waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Aluminium Waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Miscellaneous Waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Steel Scrap		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste: Industrial Waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0



Business Responsibility and Sustainability Report contd...

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

Total Waste		
Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Total Waste		
(i) Incineration	0	0
(ii) Landfilling	719	0
(iii) Other disposal operations	20963.94	17095.55
Total	21682.94	17095.55

Category-wise breakdown		
Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Plastic waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: E-waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	47.37	126.46
Total	47.37	126.46

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Biomedical waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0.0306	0.0081
Total	0.0306	0.0081

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Construction and demolition waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	719	0
Total	719	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Battery waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Radioactive waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Glass Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0



Business Responsibility and Sustainability Report contd...

Other Hazardous waste		
Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Used or Spent Oil		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Waste or Residue Containing Oil		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Process Waste or Residue		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Oil & Grease skimming		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Equipment Retiral Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	2.04	0
Total	2.04	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Paint Sludge		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0.12	0
Total	0.12	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Anode		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0.12	0
Total	0.12	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Waste Oil		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	2.4	339.2
Total	2.4	339.2



Business Responsibility and Sustainability Report contd...

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Copper Cables		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	195.75
Total	0	195.75

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Used Copper Slag		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	6916.5	9640.72
Total	6916.5	9640.72

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Empty Paint Tin		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	9099.13	44.06
Total	9099.13	44.06

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Empty Oil Barrel		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	500	0
Total	500	0

Other Non-hazardous waste

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Food Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	216.22	115.92
Total	216.22	115.92

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Metal Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	8.35	0
Total	8.35	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Paper and Cardboard Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0.06
Total	0	0.06

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Civil Waste		
(i) Incineration	0	0
(ii) Landfilling	719	0
(iii) Other disposal operations	0	0
Total	719	0



Business Responsibility and Sustainability Report contd...

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Aluminium Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Miscellaneous Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Steel Scrap		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	1262.2	1003.53
Total	1262.2	1003.53

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Industrial Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	2909.47	5629.78
Total	2909.47	5629.78

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:

Sr. 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:

Sr. 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). If not, provide details of all such non compliances, in the following format:

Sr. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the noncompliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
			Not Applicable	



Business Responsibility and Sustainability Report contd...

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.

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- 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

Sr. No.	Name of the trade and industry chambers associations	Reach of trade and industry chambers/ associations (State/National)
1	Indo Japan Chamber of Commerce – Kerala (INJACK)	International
2	Indian Shipbuilders' Association (ISBA)	National
3	Confederation of Indian Industry (CII)	National
4	All India Management Association	National
5	Standing Conference of Public Enterprises (SCOPE)	National
6	Society of Indian Defence Manufacturers (SIDM)	National
7	Indian Institute of Welding	National
8	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
9	Federation of Indian Chamber of Commerce and Industry (FICCI)	National
10	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

Name of authority	Brief of the case	Corrective action taken
	Not Applicable	

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.

Sr. 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
1.	Jija Mata Primary Health Centre, Aurangabad – Supported in construction of Jija Mata Hospital and Women's Health Care Centre.	-	-	Yes	Yes	https://cochinshipyard.in/uploads/Jijamatha.pdf

Sr. 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
2.	THALIR Anganwadi Project - Set up smart anganwadi in each Block Panchayaths such as Kalpetta, Sultan Bathery, Mananthavadi, Panamaram. The project aims at attracting children to the anganwadis, help the holistic development of child, providing health awareness classes to pregnant and lactating mothers and thereby decrease the maternal child death rates, identify severely malnourished children and timely introduction of complementary foods at six months and children at the age of 6 – 24 months. Creating awareness for hygienic feeding practices, full immunization and vitamin supplementation with de-worming. It can also act as sub-centre of health services.	-	-	Yes	Yes	https://cochinshipyard.in/uploads/Thalir.pdf

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

Sr. 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:

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	9.87	30.18
Directly from within India	18.32	53.02



Business Responsibility and Sustainability Report contd...

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**

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Rural	0.60	0.74
Semi-urban	0.00	0.00
Urban	95.18	94.93
Metropolitan	4.22	4.33

(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 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:**

	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:**

	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the 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:

	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 has put in place a detailed Information Security Policy, and the same is available in CSL 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:

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

Notes

[illegible]



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