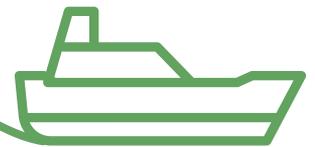




COCHIN SHIPYARD LIMITED



**SAILING
TOWARDS A
SUSTAINABLE
FUTURE.
GREEN VESSELS.
GREENER PLANET.**

ESG Report 2024-25

For over five decades, the sea has shaped who we are and how we work. Every vessel we work on carries a responsibility to the waters it sails and the communities it serves.

At Cochin Shipyard Limited, sustainability is therefore an integral part of how we build, repair and maintain vessels. We recognise that our choices matter. For us, sustainable shipbuilding is about making conscious choices that balance capability with responsibility and care.

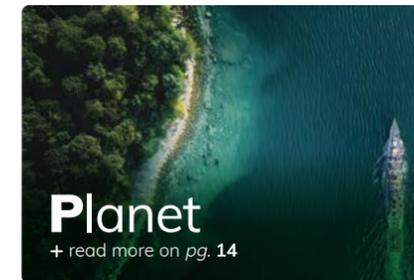
We are advancing this belief by placing heightened emphasis on sustainable vessels, which reduce the environmental footprint. Our focus on green vessels reflect a broader shift in how we view growth. Alongside technological progress, we remain mindful of the people behind the process. Safe workplaces, responsible practices and respect for communities and the environment remain the guiding tenets of our operations.

Looking ahead, we view sustainability as the compass to our voyage towards a sustainable future. As global maritime priorities evolve, we are prepared to meet them with responsibility and resolve. We remain committed to building solutions that serve both present needs and future generations. Our course is clear. Progress, guided by responsibility.

SAILING TOWARDS A SUSTAINABLE FUTURE. GREEN VESSELS. GREENER PLANET.

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.



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During the year, we strengthened our efforts to stay agile, responsible and future-ready. CSL delivered strong performance across shipbuilding, ship repair and emerging high-technology segments, supported by steady progress on major infrastructure projects and a renewed focus on operational excellence.



CSL AT A GLANCE

A Voyage through Our Milestones

With over five decades of distinguished service to India's maritime sector, Cochin Shipyard Limited stands today as a national leader in shipbuilding, ship repair and high-end marine engineering solutions. Incorporated in 1972 as a Government of India enterprise, we have steadily broadened our scope across shipbuilding, ship repair and specialised marine engineering.

Our evolution has been shaped by the changing demands of global shipping and naval requirements, resulting in the delivery of vessels that serve both strategic and commercial imperatives. Advanced infrastructures and a seasoned workforce together allow us to execute complex projects with consistency, attention to safety and technical rigour.

We have built and repaired some of the nation's most advanced vessels, including India's first Indigenous Aircraft Carrier, INS Vikrant, a landmark achievement that reflects our engineering strength and commitment to national capability building. Over the years, we have also strengthened our global presence by delivering vessels to clients across Europe, the Middle East and the Americas, while forging meaningful collaborations with leading international maritime technology partners.

Our operating breadth is supported by subsidiaries, including Udupi Cochin Shipyard Limited and Hooghly Cochin Shipyard Limited, as well as our specialised C-SAS division. Collectively, they extend our reach across shipbuilding, repairs and marine services. This allows us to capitalise on emerging segments while maintaining operational focus. As the industry transitions towards cleaner and more energy-efficient technologies, we are increasingly focusing on hybrid, electric and low-emission vessels, reinforcing our commitment to sustainability and responsible maritime growth.

As a Schedule A CPSE under the Ministry of Ports, Shipping and Waterways, we remain aligned with India's long-term maritime vision. Guided by strong governance, responsible business practices, innovation and a focus on clean energy and indigenisation, we continue to contribute to national priorities under the Maritime India Vision 2030 and the Maritime Amrit Kaal Vision 2047.

₹ 4,820 Crores

Highest ever Turnover

₹ 1,267 Crores

Highest ever EBITDA

₹ 1,125 Crores

Highest ever PBT

₹ 827 Crores

Highest ever PAT

₹ 5,579 Crores

Highest ever Net Worth

CSL Main Yard and HQ, Kochi



CSL Ship Repair Units



ISRF, Kochi



CMSRU, Mumbai



CKSRU, Kolkata



CANSRU, A&N Islands

CSL Subsidiaries



Hooghly-CSL, Howrah

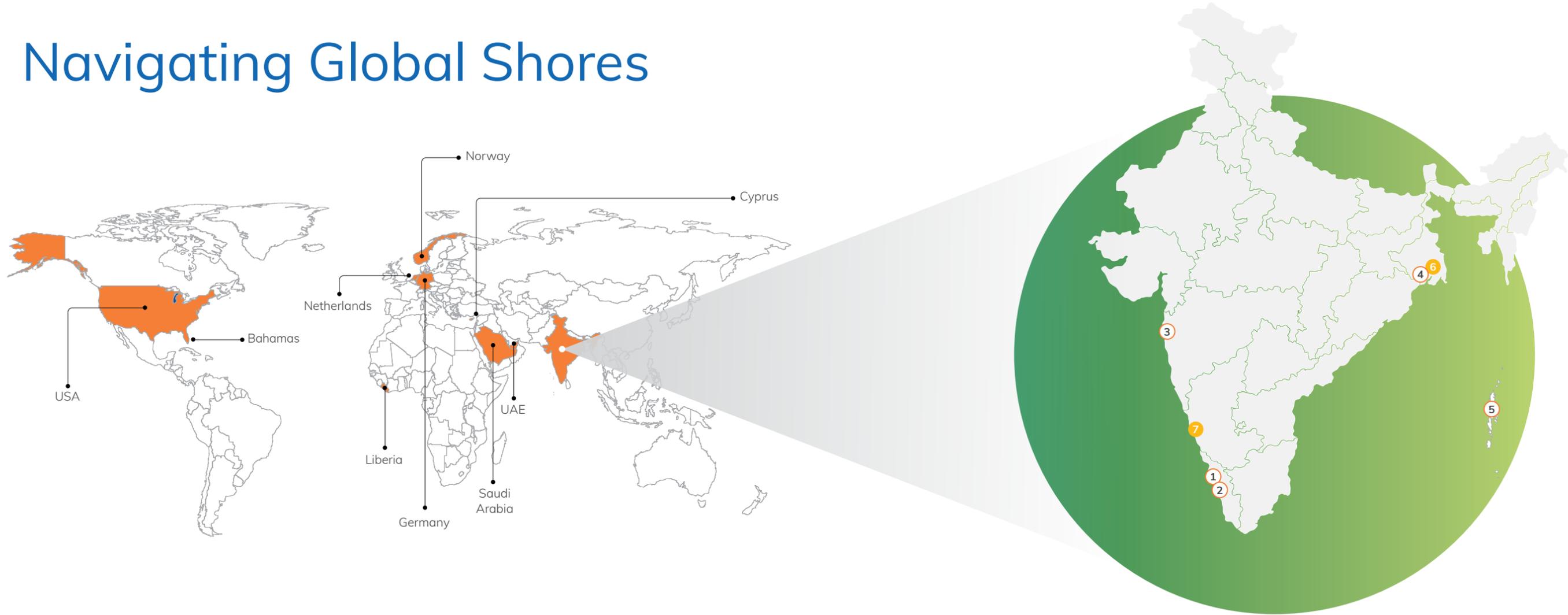


Udupi-CSL, Udupi



WORLDWIDE FOOTPRINT

Navigating Global Shores



Export countries

Country	Number of vessels exported
UAE	2
Bahamas	6
Cyprus	8
Germany	4
Saudi Arabia	9
Netherlands	4
Norway	6
USA	4
Liberia	4

Vessels Built and Delivered (Total as on March 31, 2025)

22
Large Vessels

106
Small & medium vessels

35
Offshore Support vessels

31
Defence vessels

○ Units

1. CSL Main Shipyard at Kochi with 3 Dry Docks (a new large Dry Dock was recently inaugurated in January 2024)
2. International Ship Repair Facility (ISRF) at Cochin Port, Kochi (recently inaugurated in January 2024)
3. CSL Mumbai Ship Repair Unit (CMSRU) at Mumbai Port, Mumbai

4. CSL Kolkata Ship Repair Unit (CKSRU) at Syama Prasad Mookerjee Port, Kolkata
5. CSL Andaman & Nicobar Ship Repair Unit (CANSRU) at Marine Dockyard, Port Blair

● Wholly owned subsidiaries

6. Hooghly Cochin Shipyard Limited (Hooghly-CSL) Howrah, West Bengal
7. Udupi Cochin Shipyard Limited (Udupi-CSL), Udupi, Karnataka



CREATING VALUE FOR OUR STAKEHOLDERS

Harbouring Shared Success

Our 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.

Our 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.

Our 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.



Our Business Ecosystem

Ship Building



Ship Repair

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



Marine Engineering Training

Graduate Mechanical Engineers (GME) Course.



Strategic and 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'.





Strategic Enablers



Large-Scale Shipbuilding

Backed by 175+ vessel deliveries including India's first Indigenous Aircraft Carrier.



Expanded Repair Ecosystem

Supported by 2,500+ ship repair projects executed at Kochi alone.



New Mega Infrastructure

Strengthened by the ₹1,799-crore New Large Dry Dock and the ₹970-crore ISRF inaugurated in 2024.



Skilled Workforce

Team of 3,542 employees driving engineering excellence.



Digitalised Operations

Powered by SAP S/4HANA, 3DEXPERIENCE and an in-house Digital Centre of Excellence.



Strong Financial Base

Consolidated PAT of ₹827.33 crore in FY 2024-25 supporting reinvestment and growth.



R&D Commitment

Investments in R&D/ innovation initiatives to the tune of ₹22.73 crore, accounting for around 2% of the standalone PBT.



High Safety Performance

Achieved 22 million+ safe manhours during construction of the new dry dock.



Capacity to Handle Large Vessels

Equipped to build and repair large commercial and naval vessels with recent capacity enhancement.



Strong Order Execution Capability

Highest-ever shipbuilding income of ₹2,955 crore in FY 2024-25.



Certifications and Accreditations

ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 certified for quality, environmental responsibility and occupational health and safety. First shipbuilding company to secure ISO 27001:2022 certification, for our robust information security and cyber-resilience.



Collaborations and Partnerships

Tie-ups with leading global players enabling enhanced capabilities, innovation, and access to advanced shipbuilding practices.

Our Added Value for Stakeholders



Academic Institutions

We collaborate with academic institutions to create structured training and employment pathways that help develop skilled talent for the future.



Government and Regulators

We work constructively with government bodies and regulators to uphold compliance and contribute to transparent, responsible business practices.



Customers

We remain closely engaged with our customers, addressing shipbuilding and repair requirements with responsiveness and care, while ensuring that projects progress in a predictable and dependable manner.



Community

We contribute to the communities around us through targeted CSR and social initiatives that are designed to create lasting and inclusive outcomes.



Shareholders

We engage with shareholders through timely and transparent communication, supporting informed decision-making and reinforcing trust in our long-term strategic direction.



Employees

We empower our employees by nurturing their growth, encouraging learning at every stage and sustaining a workplace that places safety and well-being at the forefront.



CHAIRMAN'S MESSAGE



“
CSL delivered strong performance across shipbuilding, ship repair and emerging high-technology segments, supported by steady progress on major infrastructure projects and a renewed focus on operational excellence.
 ”

Dear Shareholders,

It is a pleasure to address you on the progress of Cochin Shipyard Limited (CSL). FY 2024–25 has been a year of purposeful growth for Cochin Shipyard Limited (CSL). The maritime industry continues to evolve amidst global sustainability and digital transformation imperatives. During the year, we strengthened our efforts to stay agile, responsible and future-ready. CSL delivered strong performance across shipbuilding, ship repair and emerging high-technology segments, supported by steady progress on major infrastructure projects and a renewed focus on operational excellence. Our approach continues to be guided by a

long-term perspective, where innovation, sustainability and people-centric growth come together to build a resilient organisation contributing meaningfully to India's maritime ambitions.

Environmental Commitment

We continued to strengthen our environmental practices through focused efforts on energy efficiency, conservation and the adoption of renewable energy. During the year, initiatives, such as IoT-based energy monitoring, electric forklifts, in-house

conversion of diesel equipment to electric variants and wider adoption of LED lighting, inverter-based air-conditioning systems and BLDC fans contributed to considerable reduction in energy consumption. Our rooftop solar systems, with an installed capacity of 1,672 kWp, generated 16.83 lakh units of renewable power during the year. This was supplemented by the procurement of an additional 49.34 lakh units through the Green Day Ahead Market. Collectively, these measures resulted in estimated energy savings of 2.60 lakh units. We also made steady progress towards using 100%

renewable energy in our operations, aiming to become India's first shipyard powered entirely by green energy. This initiative reflects our sustained focus on reducing our carbon footprint while building a more resilient and sustainable energy base for the long term.

Social Responsibility and Empowerment

Our people remain the bedrock of our progress. As of March 31, 2025, CSL employed 3,542 personnel. During the year, we strengthened our talent base by training 1,083 individuals through structured development programmes and onboarding over 1,300 new employees to support ongoing and forthcoming projects. Capability building continued to be a key area of focus. More than 3,350 employees benefited from over 200 training programmes spanning 4,650+ training man-days, complemented by leadership initiatives such as Prajyoti and Prajnan. We also made progress in advancing gender diversity. The second batch of the Japan training programme recorded 50% women representation, marking a meaningful step towards a more representative and inclusive workplace.

Employee welfare was further strengthened through measures that address both professional and personal needs. Initiatives such as Child Care Leave and Critical Illness Leave were complemented by sustained support for retirees through schemes, including Shipyard Aswasa Kiranam, Shipyard Santhwana Sparsham and Sayam Prabha. Cashless medical facilities extended this care to over 2,000 beneficiaries. Our CSR outreach covered 108 projects worth ₹17.90 Crores, benefitting communities across Kerala, the north-east and aspirational districts. The impact of these programmes was

acknowledged through recognitions from the National Institute of Personnel Management and FICCI.

Safety remained a critical priority. Training through the HSE Competency Development Centre reinforced safe work practices, while awards such as the Kerala Industrial Safety Award 2024 and the Sreshta Suraksha Puraskar recognised our commitment to workplace safety. CSL also achieved an important milestone by becoming the first Indian shipbuilding Company to secure ISO 27001:2022 certification for our Information Security Management System.

Governance and Ethical Practices

CSL's governance framework rests on the pillars of transparency, accountability and ethical conduct. We continue to adhere to the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the corporate governance guidelines of the Department of Public Enterprises. We maintained regular governance disclosures and provided timely updates to all relevant stakeholders. These practices reflect our sustained emphasis on integrity, responsible business conduct and clear communication with our stakeholders and regulatory bodies.

The Voyage Ahead

Our long-term vision remains anchored in strengthening India's maritime capabilities and expanding CSL's presence in global shipbuilding and ship repair markets. With an order book of nearly ₹21,000 Crores, a pipeline of 75 vessels across the CSL Group and enhanced infrastructure such as the New Large Dry Dock and International

“
CSL also achieved an important milestone by becoming the first Indian shipbuilding Company to secure ISO 27001:2022 certification for our Information Security Management System.
 ”

Ship Repair Facility place us in a strong position to scale operations and capitalise on opportunities that lie ahead. Our strategic roadmap, CRUISE 2030^{2.0}, aligns with national initiatives, such as Maritime India Vision 2030 and Maritime Amrit Kaal Vision 2047, providing a clear direction for capability building, technology adoption and sustainable growth.

I extend my sincere gratitude to our employees, partners, customers and stakeholders for their continued support and dedication. I would also like to thank the Ministry of Ports, Shipping and Waterways, Ministry of Defence and various Central and State Government agencies for their sustained guidance. With collective resolve and effort, CSL will continue to progress towards a future of responsible growth, innovation and enduring impact.

Regards,

Madhu Sankunni Nair
 Chairman & Managing Director



ESG HIGHLIGHTS

Sailing Strong: ESG at a Glance

Environment



13,225.1 GJ
Increase in energy consumption from renewable sources from FY 2024

51,824.62 KL
Reduction in volume of water consumption from FY 2024

6.94
Total Scope 1 and Scope 2 emission intensity in Metric tonnes of CO2 equivalent per rupee crore of turnover

3,266.06 MT
Reduction in waste generation from FY 2024



Our Green Offerings



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

Social



Increased
Budget for employee and workers well-being

0.06
Lost Time Injury Frequency Rate (LTIFR) for workers

₹ 17.90 Crores
CSR expenditure

Increased
Training sessions conducted for employees and workers

Zero
Fatalities and High-consequence work-related injury

108
CSR projects undertaken



Governance



100%
Sustainably sourced raw materials

Zero
Consumer complaints filed

Increased
Share of input material sourced from MSMEs and small producers

Zero
Data breaches



Planet

Each step forward for us begins with an awareness of the world we live in. Our environmental initiatives capture this spirit, i.e., we rethink how we use energy, manage resources and partner with our ecosystem to redefine responsible growth.





Environment



We recognise that long-term progress is achievable only when our business operates in harmony with the environment. This conviction guides our approach to managing resources responsibly and minimising our energy footprint.

We are strengthening our environmental stewardship by transitioning to cleaner energy alternatives, improving operational efficiency and nurturing a culture of sustainability within our workforce. Through these efforts, we seek to reduce emissions, optimise resource utilisation and integrate technologies that contribute to a more sustainable future.



UN SDGs



100%

Inputs were sourced sustainably

16.83 Lakh units

Energy generated from installed solar capacity of 1672 kWp (installed capacity as on March 2025)

49.34 Lakh units

Renewable energy purchased via Open Access (Green Day Ahead Market)

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

We advanced our energy management systems by introducing cleaner mobility solutions, deploying digital monitoring tools and promoting awareness-driven behavioural change across our facilities. These initiatives help reduce emissions and support more efficient energy use. Key actions included:

- Converting an in-house diesel platform truck into an electric vehicle.
- Procuring electric forklifts to replace the conventional models.
- Installing IoT-based remote energy monitoring systems for real-time optimisation.
- Conducting awareness activities through posters, seminars and competitions.

Scope 1 ➤ 2,687.63 tCO₂Eq

Scope 2 ➤ 28,736.33 tCO₂Eq

Energy Conservation

- Smart Lighting and Controls**
 - Installed sensor-based lighting systems in the Ship Repair Service Tunnel
 - Equipped all new buildings with high-efficiency LED fixtures
 - Reduced avoidable energy consumption through automated control mechanisms
- Efficient HVAC Systems**
 - Introduced inverter-based air-conditioning units and VRF systems
 - Improved cooling performance while reducing overall energy consumption
- High-Efficiency Equipment Upgrades**
 - Installed BLDC motor-based fans and man coolers
 - Enhanced operational efficiency through the adoption of energy-efficient equipment
- Operational Efficiency Measures**
 - Conducted regular monitoring and repair of compressed air and gas leaks
 - Maintained a near-unity power factor
 - Switched off air compressors during idle periods to minimise energy wastage

CSL's Transition to 100% Green Energy

CSL is progressing towards operating entirely on green energy through various measures including the phased expansion of rooftop solar capacity from 1.8 MWp to 4 MWp. These initiatives are expected to generate approximately 40 million units of renewable electricity annually, surpassing CSL's current energy requirements. This shift will eliminate Scope 2 emissions and significantly reduce our Company's overall carbon footprint, strengthening its contribution to a sustainable future.

Renewable Energy



Rooftop Solar Generation

Our rooftop solar installations generated clean energy throughout the year, reducing dependence on conventional power sources and supporting our renewable energy strategy.

Green Power Procurement

To further diversify our renewable energy portfolio, we procured green electricity through Open Access mechanisms, supporting our transition to low-carbon operations.

Long-Term Green Energy Vision

We are working towards becoming the first Indian shipyard to operate entirely on green energy. The expansion of rooftop solar capacity, combined with various other measures will enable us to meet our entire energy demand through clean sources.

Waste Management

Industrial waste generated from our operations is managed in compliance with statutory requirements. Disposal is carried out through Kerala Enviro Infrastructure Limited, an authorised agency recognised by the Kerala State Pollution Control Board. All processes comply with applicable environmental regulations, ensuring the safe and responsible handling of waste.



Sustainable Sourcing

We follow a structured vendor selection framework to uphold responsible sourcing practices. The criteria inter alia include ISO 9000 certification, approvals from relevant regulatory bodies, authorised dealership status, adherence to specified material standards and the ability to meet delivery timelines. All vendors undergo annual performance evaluations to assess and monitor their performance. Vendors may be suspended or removed from the approved list if their performance does not meet the required standards.



People

Progress begins with people. Our work is carried forward by people, their skills and their commitment. We recognise this responsibility by placing care, safety and respect at the centre of how we engage with our workforce. Our approach to human capital is guided by the tenets of respect, inclusion and a long-term view of well-being.





Human Resources



Our people remain at the heart of Cochin Shipyard's sustained progress. A skilled, diverse and future-ready workforce continues to be the bedrock of our operational excellence and agility in a dynamic business environment. We remain focused on nurturing this talent through structured initiatives that strengthen capabilities, enhance engagement and support overall well-being.

Our HR practices reinforce a culture of accountability, collaboration and sustained improvement, empowering employees to realise their potential. Aligned with our organisational values, our community-focused efforts further contribute to an inclusive, responsible and value-driven work environment for all stakeholders.



UN SDGs



3,542

Total employee strength as on March 31, 2025

200+

Training programmes conducted in FY 2024-25

ISO

27001:2022

Information Security Management System (First in the shipbuilding sector)

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 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.



Our Workforce

Our human capital brings together executives, supervisors, workmen and contract personnel working across functions and locations. Alongside our core teams, we invest in apprenticeship and internship programmes that help develop emerging talent and practical skills. Across all facets of workforce management, we are steered by principles of inclusivity, merit and fairness, ensuring that opportunities are based on capability and performance.

1,083

Trainees engaged

1,310

New personnel recruited during the year including trainees





Learning and Development

We recognise that learning is essential in an industry shaped by evolving technologies and long project cycles. Our training efforts therefore focus on building functional, technical and leadership capabilities through programmes tailored to different roles and experience levels. Delivered by internal faculty and external experts, these programmes encourage employees to pursue continuous upskilling and equip themselves for emerging roles and technological shifts within the shipbuilding sector.

To further embed a culture of learning, we introduced two leadership dialogue platforms, Prajyoti and Prajnan to encourage reflection and wider engagement. Through interactions with speakers from diverse disciplines, employees are exposed

to new perspectives that expand intellectual horizons and support well-rounded professional growth.

4,650+

Training man-days completed during the year

3,350+

Participants benefited from training programmes



Performance and Talent Management

Our Performance Management System (PMS) enables us to connect individual goals with organisational priorities through clear target-setting and continuous feedback. This system helps us recognise performance, identify potential and plan for leadership continuity. We seek to retain talent by offering meaningful roles, transparent progression opportunities and performance-linked recognition, while maintaining fairness and consistency across the organisation.

bring to the organisation. Our efforts are focused on cultivating an environment where employees across all genders, abilities and backgrounds can thrive and realise their full potential. Through targeted programmes, we support women, persons with disabilities and the wider workforce, with the aim of ensuring fair access to opportunities and mutual respect at work.

Strengthening Women's Participation

We believe that supporting women is essential to building a fair and forward-looking organisation. We are committed to creating a workplace where women can lead, participate and grow with confidence. As part of this effort, we ensured:



Diversity and Inclusion

We remain resolute towards building a workplace where diversity is recognised and inclusion is practised in everyday interactions. We value the different skills, experiences and perspectives our people

- › 50% representation of women in the batch nominated for AOTS training in Japan.
- › Introduced the first phase of the Child Care Leave policy to provide added flexibility and support.
- › Appointed a dedicated Woman Welfare Officer to drive women-focused welfare and empowerment initiatives.
- › Celebrated International Women's Day 2025 with inclusive events recognising women's contributions across CSL.

Our commitment to gender equity remains strong, not only as a policy, but as a core value that strengthens our workforce and supports long-term progress.

314

Women employees as on March 31, 2025

Employee Well-being

We recognise that well-being extends beyond the workplace and across different stages of life. Our employee well-being framework addresses physical, mental and emotional health in a holistic manner. Regular health check-ups, safety awareness sessions, counselling support and recreational activities form an integral part of our engagement efforts. These initiatives

help build a sense of belonging and promote a healthy and energised workforce. We also remain mindful of our responsibility towards retired employees, extending cashless medical facilities for them and their eligible dependents, along with other dedicated schemes that address their needs in later years.



Health, Safety and Environment (HSE) Excellence

CSL remains firmly committed to maintaining the highest standards of Health, Safety and Environment (HSE), with safety embedded as a core organisational value. In 2024, we recorded an 8.9 percent improvement in our organisational HSE Index, demonstrating the strength of our proactive HSE governance framework and the continued strengthening of our safety culture. Our frequency rate for the year stood at 0.13, reflecting our sustained focus on prevention and disciplined reporting.

preparedness and knowledge sharing. We also continued to implement a rigorous subcontractor evaluation system, awarding CSL HSE Star Ratings to ensure that our partners consistently meet our safety expectations.

Capability development and collaboration remained focus areas. Initiatives, such as the 'SAMSRAYA' Safety Conclave and the launch of our dedicated Competency Development Centre (CDC) strengthened internal

CSL, already accredited under its Integrated Management System, achieved an important milestone by becoming the first organisation in the shipbuilding sector to secure ISO 27001:2022 certification for its Information Security Management System. This reinforces our commitment to quality, environmental responsibility, workplace safety and cyber resilience.

ISO 14001:2015

Environmental Management System

ISO 45001:2018

Occupational Health and Safety Management System

ISO 9001:2015

Quality Management System





Corporate Social Responsibility



At CSL, we believe that business progress is meaningful only when it elevates the communities around us. As our operations expand, we seek to apply our resources and expertise in ways that support social development and environmental sustainability.

Our CSR efforts strengthen this linkage between purpose and performance, enabling balanced value creation across economic, social and environmental dimensions.



UN SDGs



₹17.90 Crores
CSR expenditure (2024-25)

108
CSR projects undertaken (2024-25)

Health & Nutrition and Prime Minister's Internship Scheme

Theme for the year 2024-25

CSR Policy

Our Board provides strategic direction to our CSR agenda at CSL, offering valuable guidance on shaping impactful social initiatives. It also ensures that our efforts are anchored in transparency and governed by a strong and articulated CSR Policy. This policy framework enables us to plan and execute initiatives in a structured and consistent manner.

Annual Action Plan

Every year, we prepare an Annual Action Plan that sets out statutory commitments, budgeted resources and priority areas notified by the Government of India. This process helps ensure that our CSR programmes remain aligned with national development priorities. To support transparency and public accountability, the Annual Action Plan is published on our website.

Approval Process

CSR activities at CSL are governed by a well-defined, three-level approval mechanism that upholds rigour and clarity in decision-making. This structured system ensures that projects are evaluated thoroughly and implemented efficiently, reinforcing the effectiveness and timeliness of our CSR interventions.



CSR Committee

The CSR and Sustainable Development Committee plays a crucial role in identifying and proposing CSR projects for consideration by the Board. The Committee is chaired by an Independent Director and comprises of two Independent Directors and two Functional Directors. Effective November 22, 2024, the Committee ceased to exist due to the completion of tenure of the Independent Directors and the subsequent non-appointment of new incumbents by the Government of India. Accordingly, from November 22, 2024 onwards, the CSR proposals were considered directly by the Board of Directors of the Company based on the recommendations of the below Board level CSR Executive Committee. The Composition of the Committee as on November 21, 2024 is given below:



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)



Executive Committee

All CSR project proposals are initially reviewed by the Executive Committee, which evaluates their suitability before recommending them to the CSR Committee. In addition, the Committee undertakes site visits and monitors the implementation and outcomes of ongoing initiatives.

The Committee is represented by officers from diverse departments, as listed below:

Shri Sambath Kumar P N Advisor (CSR) Chairman of Committee	Shri Saleen A Member Dy. General Manager (Safety)	Smt. Bindu Krishna Member Asst. General Manager (Legal)
Shri Saifudeen A S Member Asst. General Manager (U&M)	Shri Vinu K B Member Senior Manager (Civil Engg.)	Shri Johnson K George Member Manager (Finance)

CSR Cell

Our CSR Cell is supported by a dedicated professional team that manages the day-to-day execution of our CSR initiatives. The officers listed below serve as the primary coordinators for all CSR activities within CSL. The cell is responsible for maintaining project documentation, tracking implementation progress and facilitating periodic meetings of the Executive Committee, along with required reporting.

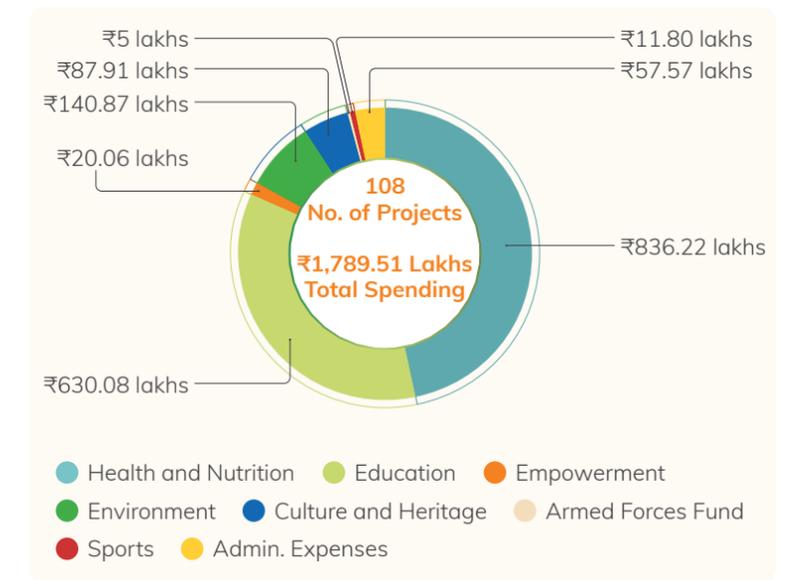
Shri Sambath Kumar P N Advisor (CSR) Head	Shri P S Sasindradas Manager (CSR)	Shri Yoosaf A K Manager (CSR)
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FY 2024-25

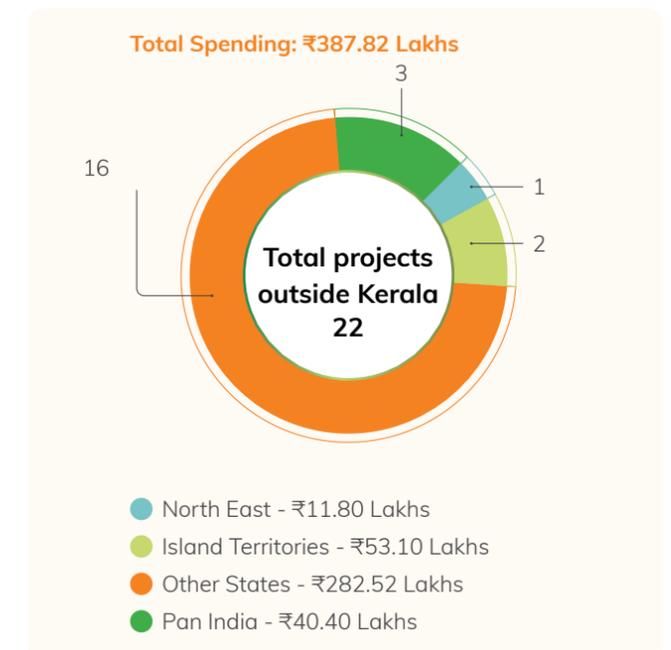
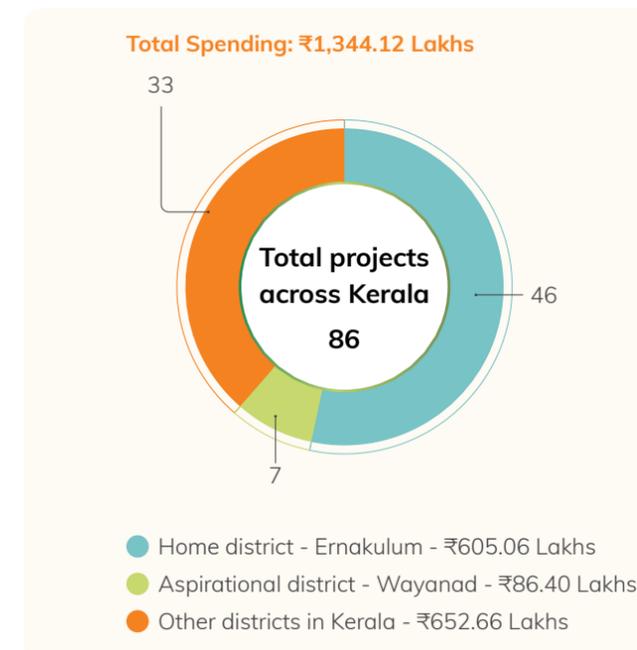
CSR Focus Areas



Segment Wise CSR Expenditure



Region Wise CSR Projects





Healthcare and Nutrition

Guided by our belief that quality healthcare should reach every individual, especially those in underserved rural areas, we have strengthened primary healthcare services. This includes upgrading medical infrastructure, supplying modern equipment and establishing facilities where basic services are limited. We also prioritise the prevention and management of infectious diseases through targeted TB interventions and broader health awareness drives. In parallel, we empower community wellbeing by providing nutrition support, improving sanitation, enabling access to clean water and extending palliative care services.

Impact story 1

Empowering communities through improved healthcare facilities



Kalloorkad, a rural village in the Muvattupuzha taluk of Ernakulam district, relies heavily on its local Ayurvedic dispensary for primary healthcare. The facility serves residents across four neighbouring panchayats, many of whom belong to economically weaker sections and BPL families. Over time, the dispensary building has deteriorated, limiting its ability to meet the growing healthcare needs of the community.

To address this, the Grama Panchayat proposed the demolition of the old

structure and the construction of a new, well-equipped Ayurvedic dispensary. We supported this initiative as part of our commitment to expanding healthcare access for underserved communities.

With improved infrastructure and a hygienic environment, more patients will have timely access to quality care. Through this project, we are improving the healthcare landscape of Kalloorkad and surrounding regions, reaffirming our dedication to inclusive growth and community wellbeing.

Impact story 2

Strengthening rural oral healthcare



As part of our focus on healthcare in rural and underserved regions, we extended support to the Government Dental College, Thrissur. Established in 2015, this institution provides essential oral healthcare to communities across Thrissur, Palakkad and Malappuram, particularly those from economically weaker sections.

We assisted in upgrading the minor operation theatre with new dental chairs and essential equipment, crucial for efficient treatment, better patient comfort and the smooth conduct of routine procedures.

With these enhancements, the college is now better equipped to serve more patients, improve treatment outcomes and provide safer, more reliable oral care.

Impact story 3

Bridging the gap in paediatric cardiac care



Across the Andaman Islands, children with congenital heart disease often face delayed treatment due to limited medical infrastructure, high travel costs and the financial burden of life-saving surgeries. Many families in Port Blair and nearby regions are unable to access or afford the specialised care their children urgently need.

To bridge this gap, Amrita Heartcare Foundation (AHF), a public charitable trust supporting paediatric cardiac treatment at AIMS Cochin, partnered with us to enable timely surgeries for underprivileged children. Through our

CSR programme, we supported 75% of the cost of each surgery, ensuring that finance does not prevent a child from receiving critical care.

Under this initiative, ten children diagnosed with congenital heart defects received comprehensive treatment, including pre-operative evaluation, surgery, post-operative care and follow-up support. These interventions have led to significant improvements in their cardiac health, physical growth and overall wellbeing, allowing them to return to daily life free from the burden of constant medication.

Impact story 4

Timely transport, healthier lives

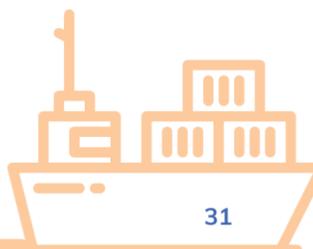


Lakshadweep's dispersed geography makes access to medical care extremely challenging, especially for patients who depend on routine dialysis. On islands such as Androth and Amini, the absence of reliable medical transport often caused treatment delays and increased health risks for vulnerable patients.

Thanal Charitable Organisation in Kavaratti has long supported the community by offering free dialysis services. However, without dedicated ambulances, reaching these centres

remained a major barrier for many patients. Recognising this urgent need, we supported Thanal by providing two medical ambulances under our CSR programme.

These ambulances now ensure safe, timely and uninterrupted transport for dialysis patients, strengthening the overall healthcare system in the region. They also offer faster emergency response, ensuring that critical cases receive immediate attention, which was previously difficult due to limited transport options.



Impact story 5

Providing care beyond treatment



In Wayanad, several tribal families face major barriers to accessing specialised medical care. To address this, we completed two key healthcare projects, focusing on strengthening the District Cancer Centre at the Tribal Speciality Hospital in Nalloorad.

To address the need for continued care after cancer treatment, we have established an oncology rehabilitation unit. Earlier, patients from poor and tribal communities had to travel long distances to access rehabilitation. The new unit, now fully operational with essential equipment, is helping survivors regain mobility, manage pain and lymphedema and rebuild independence.

Delays in accessing blood transfusions had often hindered treatment, especially for anaemic patients. We also supported the creation of a modern blood storage unit to ensure timely chemotherapy. With a functional storage facility offering 24/7 availability and compatibility testing, patients now receive transfusions without delay, improving treatment outcomes and reducing stress on families.

Both projects were executed through strong coordination among the District Medical Office, District Nirmithi Kendra, and the Hospital Management Committee. These additions have significantly enhanced cancer care in Wayanad, allowing tribal and rural communities to access essential services within their own district.

Impact story 6

Reaching the unreachable



Wayanad, home to Kerala's largest tribal population, continues to register a large number of Tuberculosis cases. TB incidence in tribal communities is significantly higher than in the general population, driven by limited healthcare access, undernutrition, low health-seeking behaviour, indoor air pollution and substance use. These barriers delay diagnosis and disrupt treatment, making TB a persistent public health challenge in the district.

To address this, we partnered with the District Medical Office, Wayanad, in alignment with the National TB Elimination Programme. Our support focused on strengthening infrastructure and improving patient nutrition.

Through this initiative, we helped establish molecular testing facilities to enable faster and more accurate diagnosis and supported the provision of sample-storage equipment to ensure timely processing. We also strengthened outreach services, allowing TB health workers to reach remote tribal settlements efficiently. To improve treatment adherence, we provided nutritional support packages to patients currently under medication.

These efforts have expanded access to TB services, reduced delays in diagnosis, and supported better recovery outcomes. By combining improved infrastructure with patient-centred support, the initiative has brought essential care closer to vulnerable communities and moved Wayanad a step further towards its goal of eliminating TB.



Education and Skill Development

CSL recognises education as a vital pillar of sustainable development and a primary tool for community empowerment. As a community, if we cease to learn, we will cease to thrive; it is all about finding the lessons in our mistakes and gaining new knowledge to keep growing stronger day and day.

Our CSR initiatives are designed to create an inclusive learning ecosystem that reaches marginalised groups, including tribal populations, coastal communities and individuals with special needs. As we built on our previous efforts, this fiscal year we also

focused on opening new frontiers for creating an ecosystem of sustainable growth for all. By fostering an optimal learning environment and ensuring the quality of pedagogical tools, we aim to bridge educational gaps and foster long-term socio-economic mobility.

Infrastructural Support

Impact story 1

Turning inclusion into everyday practice



Children with special needs in Changanassery and Thuravoor often face a lack of specialised care and accessible educational facilities. Many schools struggled to provide proper toilet facilities, therapy equipment and accessible infrastructure required to make inclusive education a reality. At Gayathri Vidya Mandir in Changanassery, the absence of renovated classrooms and suitable therapy tools limited opportunities for shared learning and integration with mainstream peers.

In partnership with Sukrutham Charitable Trust, we worked to create a truly inclusive learning environment. We supported the construction of a dedicated toilet complex and supplied essential therapy equipment, ensuring accessible and supportive spaces for students with diverse needs. These upgrades have supported skill development, encouraged social interaction and built confidence among students, advancing inclusion both within the school and in the wider community.

Impact story 2

Creating spaces for joy and growth



A holistic education integrates the joy of play and hands-on activities, both of which are crucial for cognitive, social and physical development. Children at Nazareth House Balabhavan, many of whom come from traumatic backgrounds, lacked a dedicated space for outdoor recreation. Managed by the Institute of Sisters of Nazareth, the house lacked dedicated recreational infrastructure for the children, limiting opportunities for physical, emotional and social growth.

CSL funded the design, development and maintenance of a playground with age-appropriate facilities and open areas. This space has enabled therapeutic play, peer relationships and physical activities, thereby enhancing the children's overall well-being and boosting staff satisfaction.

Impact story 3

Making room for every learner



SHGUPS Karthedom in Malipuram, Ernakulam, a leading upper primary school serving coastal communities, experienced overcrowding due to limited classroom space. This resulted in higher student-teacher ratios and increased the risk of dropouts.

Recognising that the school had no additional land for expansion, CSL stepped in to support vertical growth. We facilitated the construction of a new second floor with well-lit

classrooms. In partnership with Ernakulam Social Service Society, four additional classrooms were built, featuring improved ventilation and lighting to enhance concentration and learning. This expansion has enabled the school to accommodate more students, strengthened teacher-student interactions and elevated overall academic morale.

Impact story 4

Clearing the path to learning



Sree Sankara Vidyaneketan Upper Primary School in Wayanad district witnessed significant transportation struggles, particularly from children travelling from remote and tribal areas. This was further exacerbated by inadequate classroom infrastructure, which disrupted regular attendance and effective learning.

We provided the school with vehicles and supported the construction of a two-storey building with modern furniture. These interventions reduced commuting challenges and created comfortable, student-friendly learning spaces. As a result, the school has seen increased enrolment and improved retention rates, leading to better academic outcomes and a stronger community appreciation for education.

Impact story 5

Inclusive spaces for growing minds



Fr. Tezza Special School, established in 1982 in Wayanad district, Kerala, provides vital support to girls with intellectual disabilities through therapies and training aimed at fostering cognitive, functional and creative development. However, the school's inadequate infrastructure had restricted the availability of safe and engaging spaces, restricting students' mobility and hindering recreational activities in a region prioritising sustainable development.

We at CSL supported renovations that included upgrading the roads, constructing a children's park and creating a fishpond. These improvements have not only made daily navigation easier for students but have also expanded their recreational opportunities. More importantly, these changes have contributed to their holistic development, helping to boost their self-esteem and promote integration into the wider community.

Impact story 6

From ruins to renewal



For many underprivileged communities, local hubs serve as the only accessible spaces for learning and development. In Ernakulam, the Pulaya community's Knowledge Centre remained unfinished and was severely damaged by devastating floods. CSL stepped in to restore these vital community anchors. We funded the completion and repair of the Pulaya Knowledge Centre, including

office space, a multipurpose hall and flood damage restoration, transforming it into a vibrant hall for learning and engagement. Today, these facilities serve as centres of education and community engagement, strengthening access to learning and supporting long-term community development.

Impact story 7

Where every journey leads to growth



Sanjoe Sadan, a centre established in 1992 in Ernakulam for children with intellectual disabilities, lacked reliable transport and physiotherapy tools. This limitation impacted attendance and hindered physical rehabilitation for underprivileged students.

CSL funded a specialised school bus and the purchase of necessary equipment. The bus ensures safe access to the school, promoting integration and growth, while the tools support children's physical well-being and participation in society.



Qualitative Support

Impact story 1

Bridging the digital divide for all



Neurodivergent individuals in Ernakulam faced barriers to digital education and employment due to limited access to tailored IT training. Reliance on outdated learning methods further reduced opportunities for workforce inclusion.

CSL partnered with Welfare Services Ernakulam to train 52 selected participants across five centres in computer literacy, programming and job readiness, including trainer programmes. The trainees acquired skills suitable for gig-based roles, boosting confidence and enabling more inclusive employment opportunities.



Impact story 2

Inspiring girls to lead the way in STEM



Girl students from tribal and coastal areas of Thiruvananthapuram district encountered barriers to accessing STEM access due to socio-economic challenges, cultural factors and geographical isolation. These constraints adversely affected their academic performance and limited their future career aspirations.

CSL supported KANAL Innovations Charitable Trust in selecting 25 Class 9 girls to participate in interactive STEM sessions and hands-on workshops. The programme enhanced their reasoning skills, academic performance and motivation, helping to narrow gender gaps in the community.

Impact story 3

Bringing robotics and critical thinking to every classroom



Public schools in Ernakulam and Alappuzha districts faced gaps in experiential STEM learning due to the absence of robotics tools and limited training opportunities for secondary students. This hindered the development of critical and technical skills.

CSL collaborated with KITE to supply Arduino-based kits to Little KITEs clubs, along with structured mentoring for both teachers and students. The initiative has increased technology engagement, fostered interdisciplinary abilities and supported the sustainable integration of STEM into school curricula.

Impact story 4

Healthy kids, bright futures



Many rural areas lacked integrated early childhood care that combined nutrition, value and play-based education. As a result, children were vulnerable to malnutrition and developmental delays.

CSL backed Vivekananda Kendra's Balwadis by funding annual nutrition programmes, teacher training, medical

check-ups and community engagement activities across multiple villages. The initiative has enabled to track growth, promote harmony and reinforce home-school connections, laying a strong foundation for early childhood development in the coastal belts of Kanyakumari district of Tamil Nadu.

Impact story 5

Paving the path to self-reliance



Orphaned students in Maharashtra, upon leaving institutional care at the age of 18, often lacked financial support, guidance and essential learning materials for higher education. This placed them at risk of social exclusion and economic hardships.

CSL funded scholarships through the TARPAN Foundation for 53 students,

along with mentorship, ethics training and educational supplies. All beneficiaries successfully enrolled in higher education, demonstrating improved academic performance, confidence and self-reliance, enabling them to contribute meaningfully to society.

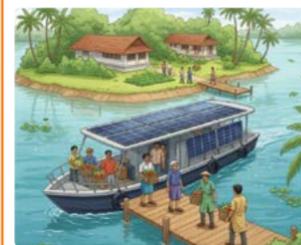


Environment

As we work towards a sustainable tomorrow, we recognise the paramount challenge of safeguarding the environment for generations to come. Our efforts span improved waste management, support for wildlife rescue and conservation as well as the implementation of rainwater harvesting systems to enhance resource efficiency. By addressing critical environmental challenges, we contribute to biodiversity conservation while playing a role in mitigating the impacts of climate change.

Impact story 1

Sailing towards sustainability



The State Seed Farm at Aluva, a 120-year-old agricultural institution and India's first carbon-neutral organic seed farm, relies entirely on water transport due to its island location. With no road access, fuel-powered boats had traditionally been the sole means of transporting people and produce, creating logistical challenges and conflicting with the farm's sustainability goals.

To address this, we supported the development of a hybrid solar-powered boat through our CSR programme, in collaboration with the District Panchayat,

Ernakulam. The vessel was designed and technically developed by the Department of Ship Technology, Cochin University of Science and Technology (CUSAT), enabling it to operate primarily on solar energy and provide reliable connectivity between the farm and the mainland.

The hybrid solar-powered boat has improved access, reduced dependence on fossil fuels and strengthened the farm's carbon-neutral operations. It has eased daily logistics while serving as a practical demonstration of renewable energy solutions in rural infrastructure.

Impact story 2

From waste to resource



We continue to advance environmental sustainability through targeted CSR initiatives that strengthen urban infrastructure, promote responsible waste management and encourage the adoption of clean energy solutions.

In Kochi, we supported the construction of a modern public toilet complex at Koithara Park, improving sanitation, accessibility and hygiene in a high-footfall public space. The facility has enhanced user comfort while contributing to better public health outcomes and urban cleanliness.

To address the growing challenge of waste management, we facilitated the installation of a 5-TPD Resource Recovery Facility at Ravipuram. The facility enables efficient segregation and processing of dry waste, particularly plastics, reducing the burden on landfills while creating livelihood opportunities for marginalised communities.



Impact story 3

Conservation through collective action and awareness



As part of Swachhata Hi Seva 2024, we organised beach clean-up drives aimed at protecting coastal ecosystems and promoting environmental responsibility. The initiatives were conducted at Chellanam, Andhakaranazhi, and Puthu Vypin beaches in collaboration with MPEDA NETFISH, Jain University, Haritha Karma Sena and local community groups.

More than 100 volunteers, including students, environmental groups and

Panchayat representatives, participated in waste removal and awareness activities focused on marine conservation and responsible waste management.

These efforts led to visibly cleaner coastlines and strengthened community engagement. Encouraged by the positive response, local bodies expressed interest in continued collaboration, reinforcing our commitment to sustainable, community-led environmental action.

Impact story 4

Recycling today, sustaining tomorrow



The growing volume of plastic waste in Kochi posed serious environmental risks and highlighted the need for sustainable waste management solutions. To address this challenge, we partnered with The Serve Rural to establish a 5 TPD Resource Recovery Facility at Ravipuram.

The facility enables scientific segregation and recycling of dry waste while providing employment opportunities for individuals from marginalised communities. By reducing reliance on landfills and promoting responsible recycling practices, the initiative supports a cleaner city and a more inclusive approach to environmental sustainability.



Community Well-being

CSL believes in delivering solutions that foster positive change in communities. By improving access to sanitation and clean drinking water, creating spaces for physical fitness and supporting centres for meditation and mental wellness, we aim to enhance everyday quality of life. Through close collaboration with local stakeholders, we support holistic well-being across the regions we serve.

Impact story 1

Fitness for all ages, wellness for all



Recognising the lack of affordable fitness facilities in many neighbourhoods, we supported the development of an open gym designed for people of all age groups. By transforming an available open area into a wellness space, the facility now offers outdoor fitness equipment, encouraging regular physical activity in a safe and inclusive environment.

The installation of aerobic composting units at the site further reinforces our commitment to sustainable and responsible infrastructure. Beyond physical fitness, the open gym has become a shared community space that supports mental wellbeing, stress relief and social interaction.

Impact story 2

Safe drinking water for every household



Communities in the coastal villages of Durbachati, Paschim Surendranagar and Krishnapur in West Bengal's Patharpratima block face severe shortages of safe drinking water due to high salinity and contaminated surface sources. With groundwater available only at extreme depths, access to potable water remained out of reach for most households. It has forced families, especially women and children, to travel long distances every day.

To address this challenge, we partnered with South Sundarban Janakalyan

Sangha (SSJS) to install three deep tube wells across the identified villages. Designed with elevated platforms to prevent flood-related contamination, the wells ensure reliable access to safe drinking water.

The initiative has improved water access for 1,697 beneficiaries, reducing daily hardship and lowering health risks associated with unsafe water. In addition to infrastructure support, community awareness sessions on hygiene and sanitation have strengthened long-term health outcomes.

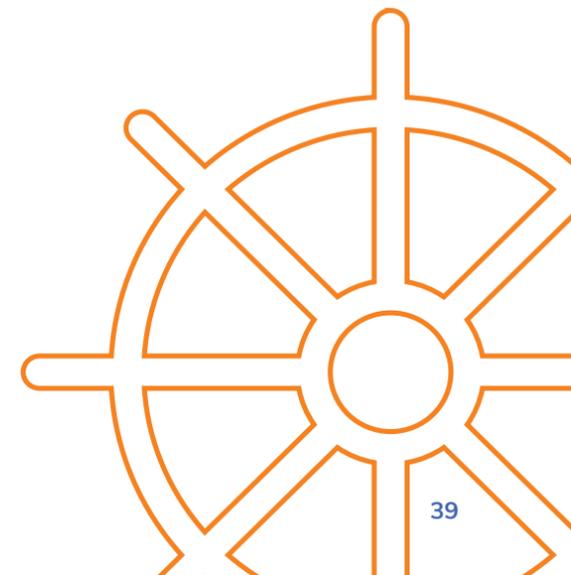
Impact story 3

Expanding capacity for personal transformation



The Vipassana Centre at Kasane, Mumbai, plays a vital role in promoting meditation and self-development, particularly for individuals from marginalised communities. As participation in Vipassana courses increased, limited kitchen and dining facilities failed to accommodate all attendees efficiently.

To address this, we partnered with the Vipassana Centre to upgrade and expand its kitchen and dining infrastructure. These improvements have enabled the Centre to accommodate more participants and ensure uninterrupted meditation programmes. By strengthening this essential infrastructure, we take another step forward in upholding our commitment to meaningful and sustainable community development.



Progress



Anchored in robust governance, we have transcended time to build a company that has stood at the helm of India's maritime journey. For us, progress means exploring new opportunities, scaling up productively and continually strengthening our capabilities. As we grow, we remain firmly committed to transparency, accountability and integrity. We believe that true progress is rooted in honesty, strong ethical values and the alignment of actions with principles. This approach fosters trust, sustainability and purpose, reflecting our enduring commitment to long-term value creation for all stakeholders.





Governance



Strong governance is central to how we operate and earn trust in this dynamic environment. It enables us to protect our people, deliver complex projects safely and maintain discipline over schedules and costs.

As a shipyard executing large public sector and defence programmes, we hold ourselves to the highest standards of governance. Decisions are taken with clear accountability across the Board and management, are thoroughly documented, and are designed to withstand scrutiny. Robust escalation mechanisms and effective oversight ensure that risks and issues are addressed early and addressed responsibly. Our governance standards extend beyond our own operations. We expect the same levels of quality, compliance and integrity from our suppliers and partners across the value chain.

Sustainability Governance Structure

Our sustainability governance is led by the Chairman and Managing Director, who provides the highest level of oversight for implementing our Business Responsibility Policy and serves as the final decision maker on sustainability matters. Sustainability initiatives are delivered through the relevant functions, according to the scope of each project, with progress consolidated for leadership review.



UN SDGs



Ethics, Integrity and Vigilance

Our ethics and integrity framework is articulated through a set of documented codes and policies that define expected standards of behaviour for the Board, senior management, employees and third parties operating within our shipyards. The framework is underpinned by the Model Code of Business Conduct and Ethics for Board Members and Senior Management, the Conduct, Discipline and Appeal Rules for employees and the guidelines and manual issued by the Central Vigilance Commission. In addition, we have put in place a robust Whistle Blower and Fraud Prevention Policy that enables reporting of suspected misconduct in a safe and transparent manner.



Upholding responsibility at every stage





Reporting Channels and Protection

Our Whistle Blower and Fraud Prevention Policy provides employees and other stakeholders with a safe and confidential channel to report concerns related to misconduct or policy violations. Vigilance reporting channels and related information are also available through CSL's vigilance webpage.



Training and Awareness

Ethics and integrity expectations are reinforced through targeted training and awareness programmes, with specific emphasis on roles with higher exposure



to risks, including procurement and contract management. These initiatives ensure the consistent application of conduct requirements in tendering, vendor interactions, contracting and invoice processing.

Key Policies

Our governance framework is underpinned by Board- and management-approved policies that provide guidance on conduct, oversight, risk management and compliance.



Code of Conduct for Board and Senior Management



Corporate Social Responsibility Policy



IT and Cybersecurity Governance Framework



Board Diversity Policy



Policy on Prevention of Sexual Harassment of Women at Workplace



Ethics and Integrity Training Programs



Whistleblower and Fraud Prevention Policy



Insider Trading Code



Policy on Related Party Transactions



Equal Opportunity Policy for Persons with Disabilities



Risk Management Policy



Nomination and Remuneration Policy

Board Composition (As on March 31, 2025)



Shri Madhu Sankunny Nair

Experience ~37 years

Profile

Shri Madhu Sankunny Nair has served as Chairman and Managing Director since January 01, 2016. He holds a BTech in Naval Architecture and Ship Building from CUSAT and an MEng in Naval Architecture and Ocean Engineering from Osaka University, Japan. He has also completed shipbuilding systems training at IHI Shipyard, Kure, Japan and specialised training through JICA in Tokyo and Osaka.

Areas of expertise

- › Shipyard operations and management across shipbuilding and ship repair
- › Naval architecture and shipbuilding systems
- › International technology tie ups and order acquisition
- › Multi unit yard expansion and oversight



Shri Bejoy Bhasker

Experience ~37 years

Profile

Shri Bejoy Bhasker has served as Director (Technical) since April 05, 2018. He holds a BTech in Mechanical Engineering from the University of Kerala, where he secured first rank and a gold medal, an MTech in Mechanical Engineering from IIT Madras and an Advanced Diploma in Management from IGNOU.

Areas of expertise

- › Ship design and engineering deliverables
- › Shipbuilding execution and integration
- › Outfitting planning and coordination
- › Ship repair technical management



Shri Jose V J

Experience ~34 years

Profile

Shri Jose V J has served as Director (Finance) and Chief Financial Officer since August 2019. He is a member of the Institute of Cost Accountants of India and holds a law degree from Government Law College, Ernakulam. In addition, he oversees the Information Systems Department.

Areas of expertise

- › Corporate finance and treasury oversight
- › Budgeting and cost control systems
- › Forex exposure and risk controls
- › Enterprise information systems governance



Shri Sreejith K Narayanan

Experience ~37 years

Profile

Shri Sreejith K Narayanan has served as Director (Operations) since July 21, 2022. He holds a BTech in Mechanical Engineering from Regional Engineering College, Calicut and an MBA from CUSAT.

Areas of expertise

- > Shipbuilding production oversight
- > Ship repair yard execution
- > Operations planning and delivery coordination
- > Cross functional interface with design and repair teams



Shri Rajesh Kumar Sinha IAS

Profile

Shri Rajesh Kumar Sinha has served on the Board as Government Nominee Director since November 21, 2022. He is a 1994-batch IAS officer of the Kerala cadre, serving as Special Secretary, Ministry of Ports, Shipping and Waterways (MoPSW), Government of India. He also holds the additional charge of Chief Vigilance Officer of MoPSW.

Areas of expertise

- > Public administration and governance
- > Infrastructure and maritime sector policy
- > Finance and power sector administration
- > Urban development and energy management
- > Vigilance and regulatory oversight



Shri Biju Prabhakar IAS (Retd.)

Profile

Shri Biju Prabhakar has served on the Board as Government Nominee Director since January 02, 2023. He is a retired IAS officer, having retired as Secretary (Industries & Transport), Government of Kerala on April 30, 2025. He holds a BTech in Chemical Engineering, an MBA and a law degree.

Areas of expertise

- > State level industries and transport administration
- > Public infrastructure programme oversight
- > Governance and compliance oversight in public sector boards
- > Multi agency coordination and policy execution

Business Responsibility and Sustainability Report





BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L63032KL1972GOI002414
2	Name of the Listed Entity	Cochin Shipyard Limited
3	Year of incorporation	1972
4	Registered office address	Cochin Shipyard Limited, Administrative Building, Cochin Shipyard Premises, Perumanoor, Kochi – 682015, Kerala, India
5	Corporate address	Cochin Shipyard Limited, Administrative Building, Cochin Shipyard Premises, Perumanoor, Kochi – 682015, Kerala, India
6	E-mail	secretary@cochinshipyard.in
7	Telephone	+91 484 2501306
8	Website	www.cochinshipyard.in
9	Financial year for which reporting is being done	April 01, 2024 to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹1,31,54,03,900
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Syamkamal N Tel: +91 484 2501306 E-mail: secretary@cochinshipyard.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone
14	Name of assessment or assurance provider	Not applicable*
15	Type of assessment or assurance obtained	Not applicable*

*Not mandatory as per extant Regulations.

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Ship Building	58.82
2.	Service	Ship Repair	41.18

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

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

III. Operations

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

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

19. Markets served by the entity:

a. Number of locations

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

⁽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, Bahamas, Saudi Arabia, UAE, Liberia and UK.

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

11.80%

c. A brief on types of customers

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



IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total(A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
Employees						
1	Permanent (D)	695	605	87.05	90	12.95
2	Other than Permanent (E)	199	152	76.38	47	23.62
3	Total employees (D+E)	894	757	84.68	137	15.32
Workers						
4	Permanent (F)	1445	1317	91.14	128	8.86
5	Other than Permanent (G)	1202	1153	95.92	49	4.08
6	Total workers (F+G)	2647	2470	93.31	177	6.69

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total(A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
Differently-abled Employees						
1	Permanent (D)	12	11	91.67	1	8.33
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	Total differently abled employees (D+E)	12	11	91.67	1	8.33
Differently-abled Workers						
4	Permanent (F)	38	34	89.47	4	10.53
5	Other than Permanent (G)	8	8	100.00	0	0.00
6	Total differently abled workers (F+G)	46	42	91.30	4	8.70

21. Participation/ Inclusion/ Representation of women:

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

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

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

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

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

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

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

VI. CSR Details

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

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

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

VII. Transparency and Disclosures Compliances

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

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

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



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

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change	Risk	Majority of the ship building projects undertaken by CSL are fuelled by fossil fuels. The increasing awareness of climate change across the globe will reduce the demand for such vessels and affect the operations of CSL.	CSL has embarked on Green Shipping initiatives. CSL has already built and delivered India's first indigenously built Hydrogen Fuel Cell Catamaran Vessel. Further, CSL has also built and delivered 2 Autonomous Electric Vessels for ASKO Maritime AS, Norway. The 67 Mtr. Long vessels were delivered as Full-Electric Transport Ferries powered by 1846 kWh capacity battery. CSL has built and delivered 19 out of 23 Hybrid Electric Catamaran Hull Vessels for the Kochi Water Metro Project, which is one of its kind, modern, technologically advanced, energy efficient and environment friendly vessel. CSL has built and delivered 2 out of 8 Hybrid Electric Catamaran Passenger Vessels for Inland Waterways Authority of India. Further, CSL is also building 2 Commissioning Service Operation Vessels, 2 Zero Emission Feeder Container Vessels and 2 Hybrid Service Operation Vessels for various European clients.	Negative implication
2	Climate Change	Opportunity	Increase in demand for zero emission vessels	Aligned with the global shift towards maritime green transitions, the Company has developed and built India's first indigenous Hydrogen Fuel Cell Catamaran Vessel, a pioneering project funded by the Ministry of Ports, Shipping and Waterways (MoPSW). This pilot project, based on Low Temperature Proton Exchange Membrane (LT-PEM) technology - also known as Fuel Cell Electric Vessel (FCEV) was spearheaded by CSL's C-SAS division in collaboration with KPIT Technologies Limited, which handled the technological aspects of the design, development, and construction. This initiative is part of India's broader efforts to embrace innovative, sustainable, and cost-effective alternative fuel technologies. The project was executed in collaboration with Indian partners.	Positive implication

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Climate Change	Opportunity	Increase in demand for zero emission vessels	<p>The Ministry of Ports, Shipping and Waterways has already initiated several measures towards this objective, with CSL leading the charge in Green Shipping initiatives to reduce marine pollution. As part of these green initiatives, CSL is constructing 23 Hybrid Electric Catamaran Hull Vessels for the Kochi Water Metro Project. This project represents a modern, technologically advanced, energy-efficient, and environmentally friendly solution that will enhance the urban water transport system, providing seamless transportation for Kochi's citizens. Further, CSL is also building 8 Hybrid Electric Catamaran Passenger Vessels for Inland Waterways Authority of India. CSL's dedication to green initiatives is further evidenced by its delivery of two Autonomous Electric Vessels to ASKO Maritime AS, Norway. Additionally, CSL is building two Commissioning Service Operation Vessels, two Zero Emission Feeder Container Vessels, and two Hybrid Service Operation Vessels for various European clients.</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	The ISO/IEC 27001:2022 standard for Information Security Management Systems (ISMS), Model Code of Business Conduct and Ethics for Board Members and Senior Management, Conduct Discipline and Appeal Rules, Central Vigilance Commission Guidelines and Manual.
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. CSL's commitment to human rights is incorporated in the Code of Business Conduct & Ethics for Board Members and Senior Management, which explicitly addresses adherence to human rights principles.

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

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

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

Governance, Leadership & Oversight

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

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

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

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

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



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

Shri Madhu 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

Particulars	Principles	Performance against above policies and follow up action	Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	P1	The ISO certifications are reviewed annually by the external agencies. The review of which is overseen by the concerned functional Director. The Government of India's directives on reservation for Scheduled Caste (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), Economically Weaker Sections (EWS), and Persons with Benchmark Disabilities (PwBD) are reviewed at the time of every recruitment by HR Department of CSL which is overseen by the Director in charge of HR function of CSL.	CSL is in compliance with the extant regulations as applicable.
	P2		
	P3		
	P4		
	P5		
	P6		
	P7		
	P8		
	P9		
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)	P1	Affirmation of the Model Code of Business Conduct and Ethics for Board Members and Senior Management are taken annually. Performance against Conduct Discipline and Appeal Rules are monitored on a continuous basis by the HR Department. Performance against Central Vigilance Commission Guidelines and Manual are reviewed by the Chief Vigilance Officer on an ongoing basis. CSL has a separate Board level Committee to monitor the CSR projects and activities. The CSR performance of CSL is considered on a quarterly basis by the CSR Committee as well as the Board of Directors.	A Statutory Compliance Certificate on applicable laws is provided by the CMD & Director (Finance) on a quarterly basis to the Board of Directors.
	P2		
	P3		
	P4		
	P5		
	P6		
	P7		
	P8		
	P9		

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 on an annual basis.
P3	Yes, ISO 45001:2018 Health and Safety Management System standard is evaluated by DNV on an annual basis.

P4	CSL is in compliance with the Presidential directives and guidelines on reservation for Scheduled Caste (SC)/ Scheduled Tribes (ST)/ Other Backward Classes (OBC)/ Economically Weaker Sections (EWS) and Persons with Benchmark Disabilities (PwBD) issued by the Government of India from time to time. However, no external agency has carried out an independent assessment/ evaluation of the same.
P5	CSL is in compliance with all the applicable national laws, principles and norms with regard to Human Rights. However, no external agency has carried out an independent assessment/ evaluation of the same.
P6	Yes, ISO 14001:2015 Environmental Management System standard is evaluated by DNV 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 on an annual basis.

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

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	No	No	No	No	No	No	Yes	No	No
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	No	No	No	No	No	No	Yes	No	No
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	No	No	No						
It is planned to be done in the next financial year (Yes/No)	No	No	No						



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1

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

Essential Indicators

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

6. Details of complaints with regard to conflict of interest

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

7. Provide details of any corrective action taken or underway on issues related to fines/ penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

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

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

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

9. Openness of business

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

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



Principle 2

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

Essential Indicators

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively

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

- Does the entity have procedures in place for sustainable sourcing?

Yes

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

100 percent.

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

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

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

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

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

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

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

Principle 3

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

Essential Indicators

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

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

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No. (A)	%(B/A)	No. (C)	%(C/A)	No. (D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent workers											
Male	1317	1317	100.00	1317	100.00	N.A.	N.A.	1317	100.00	1317	100.00
Female	128	128	100.00	128	100.00	128	100.00	N.A.	N.A.	128	100.00
Total	1445	1445	100.00	1445	100.00	128	100.00	1317	100.00	1445	100.00
Other than Permanent employees											
Male	1153	1153	100.00	1153	100.00	N.A.	N.A.	1153	100.00	1153	100.00
Female	49	49	100.00	49	100.00	49	100.00	N.A.	N.A.	49	100.00
Total	1202	1202	100.00	1202	100.00	49	100.00	1153	100.00	1202	100.00

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

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



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

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

3. Accessibility of workplaces

Are the premises/ offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes

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

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

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	95.24	100	100
Female	100	100	100	100
Total	100	95.45	100	100

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

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

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

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

8. Details of training given to employees and workers:

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

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

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total (A)	No.(B)	% B/A	Total (C)	No.(D)	% D/C
Employees						
Male	757	757	100.00	691	691	100.00
Female	137	137	100.00	114	114	100.00
Total	894	894	100.00	805	805	100.00
Workers						
Male	2470	2470	100.00	2407	2407	100.00
Female	177	177	100.00	188	188	100.00
Total	2647	2647	100.00	2595	2595	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 for the main facility at Kochi.

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

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

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

Yes

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

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

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

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

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

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

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

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

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

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

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

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

14. Assessments for the year:

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

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

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



Principle 4

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

Essential Indicators

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

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

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

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

Principle 5

Businesses should respect and promote human rights

Essential Indicators

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

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

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

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



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

a. Median remuneration/ wages:

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

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

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

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

Yes

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

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

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

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

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

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

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

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

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

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

Yes

10. **Assessments for the year**

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

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

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



Principle 6

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

Essential Indicators

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

Parameter	Unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A)	GJ	23078.04	9852.94
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	23078.04	9852.94
From non-renewable sources			
Total electricity consumption (D)	GJ	142298.17	114729.02
Total fuel consumption (E)	GJ	15026.95	16598.63
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	157325.12	131327.65
Total energy consumed (A+B+C+D+E+F)	GJ	180403.16	141180.59
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	GJ/ rupee crore	39.84	38.73
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	GJ/ Mio USD	82.32	80.02
Energy intensity in terms of physical output	-	Not applicable*	Not applicable*

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

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

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

No, CSL internally monitors the energy consumption.

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

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

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

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

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

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

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

No, CSL internally monitors the water consumption.

4. Provide the following details related to water discharged:

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water	620	20
- No treatment	0	20
- With treatment	620	0
- Primary treatment	0	0
- Secondary treatment	620	0
- Tertiary treatment	0	0
(ii) To Groundwater	5400	6200
- No treatment	0	0
- With treatment	5400	6200
- Primary treatment	5400	6200
- Secondary treatment	0	0
- Tertiary treatment	0	0



Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
(iii) To Seawater	10014	7512
- No treatment	0	0
- With treatment	10014	7512
- Primary treatment	0	0
- Secondary treatment	10014	7512
- Tertiary treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment	0	0
- Primary treatment	0	0
- Secondary treatment	0	0
- Tertiary treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment	0	0
- Primary treatment	0	0
- Secondary treatment	0	0
- Tertiary treatment	0	0
Total water discharged (in kilolitres)	16034	13732

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

No, CSL internally monitors the water discharge.

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

No

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

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

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

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

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

Parameter	Unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Scope 1 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2687.63	2211.21
CO ₂	Metric tonnes of CO ₂ equivalent	685.13	662.97
CH ₄	Metric tonnes of CO ₂ equivalent	7.33	0.3021
N ₂ O	Metric tonnes of CO ₂ equivalent	1517.35	5.1
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	28736.33	28920.51
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent/ rupee crore	6.94	8.54
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/ Mio USD	14.34	17.65
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	Not applicable*	Not applicable*

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

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

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

No, CSL internally monitors the GHG emissions.

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

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



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

a. Total Waste generated

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

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

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

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

Total Waste

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
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	15	6.32
(ii) Re-used	334.23	219.88
(iii) Other recovery operations	0	0
Total	349.23	226.20

Category-wise breakdown

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	15	5.72
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	15	5.72

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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, Biomedical waste, Construction and demolition waste, Battery waste and 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 2025 (Current Financial Year)	FY 2024 (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	0.6
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0.6



Parameter	FY 2025 (Current Financial Year)	FY 2024 (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, Waste or Residue Containing Oil, Oil & Grease skimming, Equipment Retiral Waste, Paint Sludge, Anode, Waste Oil, Copper Cables, Used Copper Slag, Empty Paint Tin and Empty Oil Barrel.		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

Other Non-hazardous waste

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	334.23	219.82
(iii) Other recovery operations	0	0
Total	334.23	219.82

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	0.06
(iii) Other recovery operations	0	0
Total	0	0.06

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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, Aluminium Waste, Miscellaneous Waste, Steel Scrap and Industrial Waste.		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

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

Total Waste

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
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	1467.30	719
(iii) Other disposal operations	14883.42	20963.94
Total	16350.72	21682.94

Category-wise breakdown

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	18.37	47.37
Total	18.37	47.37

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	0.045	0.0306
Total	0.045	0.0306

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	1467.30	719
(iii) Other disposal operations	179.33	0
Total	1646.63	719

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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, Battery waste and Radioactive waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0



Other Hazardous waste

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	65	2.04
Total	65	2.04

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	6.19	0.12
Total	6.19	0.12

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	18.50	0.12
Total	18.50	0.12

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	820.04	2.40
Total	820.04	2.40

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	7366.52	6916.50
Total	7366.52	6916.50

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	48.24	9099.13
Total	48.24	9099.13

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	7.42	500
Total	7.42	500

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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, Used or Spent Oil, Waste or Residue Containing Oil, Oil & Grease skimming and Copper Cables.		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Other Non-hazardous waste

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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, Paper and Cardboard Waste, Aluminium Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	0	8.35
Total	0	8.35



Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	113.84	0
Total	113.84	0

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	3193.63	1262.20
Total	3193.63	1262.20

Parameter	FY 2025 (Current Financial Year)	FY 2024 (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	3046.29	2909.47
Total	3046.29	2909.47

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

No, CSL internally monitors the waste management.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes

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

11. If the entity has operations/ offices in/ around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/ clearances are required, please specify details in the following format:

Sl. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	CSL, Perumanoor, Kochi, Kerala	Shipbuilding and Ship Repair	Y
2.	ISRF, Willingdon Island, Kochi, Kerala	Ship Repair	Y
3.	CMSRU, Mumbai, Maharashtra	Ship Repair	N- No environmental approval/ clearance is required.
4.	CKSRU, Kolkata, West Bengal	Ship Repair	N- No environmental approval/ clearance is required.
5.	CANSRU, Andaman & Nicobar Islands	Ship Repair	N- No environmental approval/ clearance is required.

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

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

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N): Yes

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

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



Principle 7

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

Essential Indicators

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

9

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

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

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

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

Name of authority	Brief of the case	Corrective action taken
	Nil	

Principle 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

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

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

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

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

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

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

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/ on contract basis) in the following locations, as % of total wage cost

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



Principle 9

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

Essential Indicators

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

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

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

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

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

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

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

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

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

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

Weblink for certificate: https://cochinshipyard.in/uploads/ISO-IEC_27001-ENG-C718609-0-20250324.pdf

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/ action taken by regulatory authorities on safety of products/ services

No significant concerns/ complaints/ penalties/ regulatory actions were identified during the year.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches

Nil

- b. Percentage of data breaches involving personally identifiable information of customers

Nil

- c. Impact, if any, of the data breaches

Nil



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