



## Appendix 6

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## SDG ALIGNMENT

Mazagon Dock Shipbuilders Limited recognizes the imperative of aligning with Sustainable Development Goals as a cornerstone for fostering a sustainable and responsible business model. MDL not only underpins its commitment to making a positive environmental, social, and economic impact but also ensures its operations contribute constructively to the global agenda for 2030. This alignment is not only essential for maintaining MDL's reputation as an industry leader but is integral for promoting long-term growth, innovation, and resilience. As MDL operates in a sector closely tied with national defense and security, its adoption of SDG principles also reflects the broader commitment to safeguarding the planet and its people, setting a precedent for the industry and contributing to the collective global effort to achieve a sustainable future.



The Dockyard Employees Union at MDL exemplified community spirit and commitment to public health by organizing a blood donation camp, aligning with the United Nations Sustainable Development Goal 3. Employees turned out in large numbers, eagerly participating in this act of selflessness to aid those requiring blood transfusions.



5 GENDER EQUALITY



MDL's focus on gender equality and women's empowerment, in line with UN Sustainable Development Goal 5, was evident in an interactive session led by Independent Director, Ms. Neeru Singh, with the company's women employees. During this engagement, Ms. Singh addressed the challenges that women often encounter in the workplace, fostering an open dialogue that also explored opportunities for improvement and growth. Her commitment to advancing the well-being of MDL's female workforce extended to a thorough evaluation of the washroom facilities for women in the yard, ensuring that the company's infrastructure meets the needs and supports the dignity of all employees. Such actions are crucial steps towards creating a more inclusive and equitable work environment.



**6** CLEAN WATER AND SANITATION



**11** SUSTAINABLE CITIES AND COMMUNITIES



The comprehensive cleanliness drive deployed by MDL as part of the Swachhata campaign from 1-31 Oct'23 has made a significant impact in fostering a clean and hygienic environment, aligning harmoniously with several UN Sustainable Development Goals, particularly Goal 6 and Goal 11. Extensive efforts were undertaken to collect scrap and unused materials from Common Stock Stores, workshops, and the Alcock Scrap Yard, enhancing the aesthetics and safety of the work areas. The workshops' washrooms and restrooms benefited from meticulous cleaning, employing cleaning machines for a thorough outcome. Roads and open spaces within and surrounding MDL premises witnessed a transformative cleanliness operation with the use of vacuum cleaners and mechanized cleaning methods, including a truck-mounted road sweeper for the SSA Workshop. The initiative extended beyond the operational zones to residential areas, where debris was removed, garbage bins were placed, and outreach activities raised cleanliness awareness among local residents, marked by the display of posters during the drive.

Strengthening its commitment to hygiene, MDL has also focused on improving sanitation facilities by adding additional ladies' washrooms throughout the workplace. This extensive cleanliness campaign, powered by the collective efforts of 20 Integrated Facility Management Service employees, not only contributes to a healthier and more sustainable environment but also encourages community involvement and awareness in maintaining cleanliness standards.





## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



## 6 CLEAN WATER AND SANITATION



## 13 CLIMATE ACTION



MDL has taken a commendable step towards environmental sustainability and the mitigation of climate change by installing solar panels with a combined capacity of 1850 KWP across various locations within their facilities. This renewable energy initiative is closely aligned with Sustainable Development Goal 7 and Goal 13. The strategic placement of these installations, from the rooftops of workshops and stores to the wide expanse of the Anik Chembur Yards, maximizes the utilization of solar energy, thereby reducing Greenhouse Gas emissions significantly. Complementing these efforts, MDL's introduction of emission-free Electronic Golf cars exemplifies the company's innovative approach to reduce its carbon footprint and promote clean energy use within its operations.

MDL's waste management initiative displays a strong commitment to sustainability, significantly contributing to the attainment of a zero garbage status since the fiscal year 2010-11. This consistent effort demonstrates an alignment with the United Nations Sustainable Development Goals, particularly Goal 12 and 13. By engaging with NGOs/Sahakari Sansthas, MDL ensures the daily removal of refuse from its yards without any financial burden, effectively turning waste into a resource. Establishing separate rate contracts for various types of scrap material, and promoting the sorting and recycling of plastics, MDL sets an example of responsible waste management and resource efficiency. The Disposal Cell's auction system for metal and wooden scrap further underlines the company's dedication to minimizing environmental impact and fostering a circular economy.

MDL's implementation of a Zero Liquid Discharge system in their Submarine Section Assembly workshop is a substantial move toward water conservation and pollution prevention, directly contributing to Sustainable Development Goal 6 and 14, which focuses on clean water and sanitation and conservation of life below water. Initiated in the fiscal year 2016-17, this composite system integrates a Sewage Treatment Plant, Grey Wastewater Treatment Plant, and Oil Water Treatment Plant. These facilities collectively aim to reduce the levels of Biological Oxygen Demand, Chemical Oxygen Demand, and Total Suspended Solids, while ensuring that the treated water is safe for diverse reuse applications such as gardening and toilet flushing. By disinfecting and repurposing domestic sewage, greywater, and oil-contaminated water, MDL not only optimizes water usage but also protects the local waterways from pollution. This ZLD system exemplifies a proactive approach to environmental stewardship, showcasing how industrial processes can be aligned with global sustainability standards.

## 7 AFFORDABLE AND CLEAN ENERGY



## 14 LIFE BELOW WATER





MDL paid homage to Mahatma Gandhi’s vision of cleanliness and environmental stewardship through the launch of the ‘Ek Tareekh, Ek Ghanta, Ek Saath’ campaign. This initiative not only supported the principles of the Swachh Bharat mission but also directly contributed to the United Nations Sustainable Development Goals, particularly Goal 15. Complementing the cleanliness efforts, the tree plantation activity at MDL’s Residential Complex demonstrated a green commitment, signifying the importance of sustainability and care for the planet’s natural resources. The CMD administered the Swachhata Pledge to all employees and three Swachhata teams were flagged off to conduct Shramadaan at different locations, highlighting MDL’s resolve to build a cleaner and more sustainable community.



In observance of World Blood Donor Day on June 14th, MDL demonstrated its commitment to community health and social responsibility by organizing a two-day event to raise awareness about the importance of blood donation. The event featured health talks aimed at educating MDL employees about the lifesaving impact of blood donation and addressing common misconceptions that may deter voluntary contributions. Additionally, a blood donation camp was set up, encouraging employees to actively participate in this altruistic act.





## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity:

1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L35100MH1934GOI002079						
2.	<b>Name of the Listed Entity</b>	Mazagon Dock Shipbuilders Limited						
3.	<b>Year of incorporation</b>	1934						
4.	<b>Registered office address</b>	Dockyard Road, Mumbai - 400 010						
5.	<b>Corporate address</b>	Dockyard Road, Mumbai - 400 010						
6.	<b>E-mail</b>	<a href="mailto:investor@mazdock.com">investor@mazdock.com</a>						
7.	<b>Telephone</b>	+91 22 2376 2000/3000/4000						
8.	<b>Website</b>	<a href="https://mazagondock.in">https://mazagondock.in</a>						
9.	<b>Financial Year for which reporting is being done</b>	2023-2024						
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	<table border="1"> <thead> <tr> <th>Name of the Exchange</th> <th>Stock Code</th> </tr> </thead> <tbody> <tr> <td>NSE</td> <td>MAZDOCK</td> </tr> <tr> <td>BSE</td> <td>543237</td> </tr> </tbody> </table>	Name of the Exchange	Stock Code	NSE	MAZDOCK	BSE	543237
Name of the Exchange	Stock Code							
NSE	MAZDOCK							
BSE	543237							
11.	<b>Paid-up Capital</b>	INR 201,69,00,000/-						
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Smt. Madhavi Kulkarni, Company Secretary ; Phone No.: +91 22 2376 2012; Email id: mdlcs@mazdock.com						
13.	<b>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).</b>	The disclosures under this report are made on standalone basis for Mazagon Dock Shipbuilders Limited (MDL).						
14.	<b>Name of assurance provider</b>	Not Applicable as per the SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.						
15.	<b>Type of assurance obtained</b>	Not Applicable as per the SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.						

Note:

- The numbers have been rationalized, wherever required.
- We/Company/MDL/Mazagon are used interchangeably in the report.

### II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing/Building/Fabrication	Manufacturing/Building/Fabrication of Submarine & Ships	97
2.	Repair Activity	Medium Refit & Life Certification of Submarines & Ships	3



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

S. No.	Product/Service	NIC Code	% of Turnover contributed
1.	Manufacturing/building/fabrication of Submarine & Ships	3011289061000 (HSN code)	97.00
2.	Medium Refit & Life Certification of Submarines & Ships	998729 (HSN code)	3.00

**III. Operations**

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

Location	Number of plants	Number of offices	Total
<b>National</b>	Mazagon conducts all its activities from a single site in Mumbai, Maharashtra. It has multiple specialized sections: The North Yard, South Yard, Nhava Yard and the Anik Yard are designated for Shipbuilding. The East Yard is a Submarine Construction Yard. The land next to the South Yard is earmarked for the construction and housing of both Ships and Submarines, including facilities such as the Modular Workshop for Ship construction, Cradle Workshop for Submarine assembly, a Goliath Crane and a Wet Basin.		
<b>International</b>	Nil		

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

**a. Number of locations**

Locations	Number
National (No. of States & UTs)	1 (Maharashtra)
International (No. of Countries)	Nil

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

0.16

**c. A brief on types of customers:**

MDL provides services to both national and international clientele within the Defence sector, alongside civilian operations. Nevertheless, the Company predominantly conducts business with the Indian Defence Services, primarily serving the Indian Navy and the Indian Coast Guard.

**IV. Employees**

**20. Details as at the end of Financial Year:**

**a. Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	946	875	92.49	71	7.51
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	946	875	92.49	71	7.51
<b>WORKERS</b>						
4.	Permanent (F)	1,868	1,816	97.22	52	2.78
5.	Other than Permanent (G)	3,513	3,388	96.44	125	3.56
6.	<b>Total workers (F + G)</b>	5,381	5,204	96.71	177	3.29


**b. Differently abled Employees and Workers:**

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	30	30	100	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total differently abled employees (D + E)</b>	30	30	100	-	-
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	41	39	95.12	2	4.88
5.	Other than permanent (G)	60	58	96.67	2	3.33
6.	<b>Total differently abled workers (F + G)</b>	101	97	96.04	4	3.96

**21. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	1	11.11
Key Management Personnel (Other than BoD)	5*	1	20

\*4 out of 5 KMPs are also part of the Board.

**22. Turnover rate for permanent Employees and Workers (in percent)**

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	1.37	5.80	1.70	0.90	1.50	1.20	0.65	2.96	1.80
<b>Permanent Workers</b>	0.05	-	0.05	0.19	-	0.10	0.33	3.45	1.89

**V. Holding, Subsidiary and Associate Companies (including Joint Ventures)**
**23. (a) Names of Holding/Subsidiary/Associate Companies/Joint Ventures**

S. 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.	Goa Shipyard Limited	Associate	47.21%	No

**VI. CSR Details**
**24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes**

(ii) Turnover (in ₹) – 9,466.58 lakhs

(iii) Net worth (in ₹) – 5,570.68 lakhs



**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) *	FY 2023-24			FY 2022-23			
		(If Yes, then provide web-link for grievance redress policy)	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		17	0	The grievances were resolved promptly	18	0	The grievances were resolved promptly
Investors (other than Shareholders)					NA			
Shareholders	Yes*		0	0	NA	2	0	The grievances were resolved promptly
Employees and workers	Yes		4	0	The grievances were resolved promptly	12	2	The grievances were related to service related matters and resolution of pending grievances is in progress
Customers	Yes**	All the complaints/issues by customer (Indian Navy) are being discussed during Working Level Meetings and Combined Project Review Meetings by Controller of Warship Production and Acquisition (CWP&A). Since the project is carried out for Ministry of Defence, details of complaints cannot be put in public domain.						
Value Chain Partners	Yes		1	0	The grievance was resolved promptly	6	2	Resolution in progress

\* The Stakeholder Relationship Committee of the Company redresses the complaints received from the Shareholders as per SEBI Listing Regulations, hence there is no weblink.

\*\* MDL deals with Defence Customers and therefore all the communication are through confidential mode as per the requirement of Customer and is not part of public domain. The issues have been deliberated in structured meeting with the Customers and have been attended.





26. Overview of the entity's material responsible business conduct 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<sup>1</sup>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Risk	The evolving landscape of regulations that affect emissions and climate change presents a significant risk due to the potentially dangerous nature of the operations we conduct.	Mazagon is committed to renewable energy and has undertaken various initiatives to reduce greenhouse gas emissions. The company has installed solar panels with a total capacity of 1850 KWP. This includes 390 KWP from installations on the rooftops of the MDL SB-Pipe Shop, EY-Pipe Shop, P&A Shop and Bond Store; 350 KWP at the Submarine Workshop in the Alcock Yard; 100 KWP on the SB-Sheet Metal Shop rooftop; 650 KWP across the Anik Chembur Yards, the Cradle Assembly Shop, and the EY Store Building terrace; and 360 KWP on the rooftops of the MDL NY Assembly Shop and the FOB Shop. Additionally, MDL has introduced electric golf cars with 4 and 8 seats, which operate without contributing to greenhouse gas emissions.	Negative (There has been no negative impact during the reporting period)

<sup>1</sup> Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB); this follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Hazardous Waste Management	Risk	In MDL's manufacturing processes, there is a potential for generating hazardous process waste which comprises of heavy metals and sludge from wastewater treatment. Mazagon, like other entities in the industry, encounters regulatory and operational hurdles in waste management. This is due to certain wastes being governed by Regulations concerning their transportation, treatment, storage and disposal.	MDL implements a comprehensive waste management strategy by collaborating with authorized vendors to either recycle waste materials, reuse them within its operations or sell them to authorized vendors. This approach ensures environmentally responsible disposal and promotes sustainability by minimizing waste and contributing to a circular economy.	Negative (There has been no negative impact during the reporting period)
3	Data Security	Risk	MDL operating in the Defence industry develops sensitive naval products and entities in this industry may be at risk for cyber-attacks. A data security breach may be costly for an entity and its clients when information systems are compromised.	Ensuring data security requires defence entities to invest in research and development and increase capital expenditures in the short to medium term to improve the security of systems and products. Significant or frequent disruptions or security breaches may result in regulatory action, legal action or adversely affects the revenue and brand value.  The Company has a well formulated cyber security policy and abides by the guidelines provided by the government.	Negative (There has been no negative impact during the reporting period)



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Product Safety	Risk	Ensuring product safety is paramount for Mazagon, given its significant role in both commercial and military operations within the Defence industry. Incidents related to product safety could lead to various financial repercussions such as escalated expenses regulatory fines or detrimental effects on brand value potentially resulting in decline in the market share. Moreover, Mazagon faces the added risk of safety incidents due to counterfeit components infiltrating the defence supply chain, consequently compromising product quality and safety standards.	At MDL, we ensure the long-term safety of our products through meticulous product design, thorough supplier vetting, and proactive customer engagement including maintenance and accident investigations, if any. By implementing these practices, we mitigate potential financial consequences such as revenue loss and uphold the highest standards of safety and reliability in our industry.	Negative (There has been no negative impact during the reporting period)

- 1 Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB); this follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022.



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Fuel Economy & Emissions in Use-phase	Opportunity	In response to evolving customer preferences and regulatory incentives, Mazagon recognizes a growing demand for energy-efficient and low-emission products within the Defence sector. Many products in this industry rely on fossil fuels resulting in the release of greenhouse gases (GHGs) and other air emissions during operation. As a leading designer and manufacturer of defence transportation fleets worldwide, Mazagon has a unique opportunity to support various industries and government agencies in achieving their goals related to GHG emissions and fuel management. Products engineered for higher fuel efficiency and reduced emissions stand poised to capture a larger market share and better adapt to changing customer preferences and regulatory standards surrounding fuel economy and emissions.	NA	Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Materials Sourcing	Risk	Mazagon, like other defence entities, faces supply chain risk associated with the use of critical material in its products. These materials often lack substitutes and are predominantly sourced from a limited number of countries, exposing Mazagon to geopolitical uncertainties. Moreover, the industry contends with rising global demand for these materials from various sectors leading to potential price hikes and supply disruptions.	By limiting the use of critical materials through the adoption of alternatives and securing a stable supply as well as implementing a rigorous vetting procedure for vendors. MDL can mitigate the financial impacts associated with supply disruptions and volatile input prices. Our vendor vetting process ensures that suppliers meet our stringent standards for reliability, quality and ethical practices, further safeguarding our operations and financial stability.	<b>Negative</b> (There has been no negative impact during the reporting period)
7	Business Ethics	Risk	Mazagon faces potential regulatory scrutiny of its business ethics due to operating and selling products in regions with varying enforcement levels of business ethics laws. Engaging in unethical practices poses risks such as jeopardizing future revenue growth, incurring substantial legal expenses and facing heightened reputational risks.	Implementing robust governance practices helps MDL mitigate the risk of breaching business ethics laws and the resulting regulatory penalties or impact on brand value. Through stringent oversight and adherence to ethical standards, we ensure compliance and maintain our reputation for integrity and trustworthiness.	<b>Negative</b> (There has been no negative impact during the reporting period)



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Yes, the policies are approved by Board/Competent authorities as per the delegated powers.								
c. Web Link of the policies, if available	All the SEBI mandated policies could be found at: <a href="https://mazagondock.in/English/pages/Policies">https://mazagondock.in/English/pages/Policies</a>								

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1	Health, Safety and Environment Policy	<a href="https://mazagondock.in/images/pdf/H_S_E_M_S_POLICY.pdf">https://mazagondock.in/images/pdf/H_S_E_M_S_POLICY.pdf</a>	P2, P3, P6
2	Dividend Distribution Policy	<a href="https://mazagondock.in/images/pdf/Dividend-Distribution-Policy-19052022.pdf">https://mazagondock.in/images/pdf/Dividend-Distribution-Policy-19052022.pdf</a>	P3, P4
3	Process of Grievance Redressal	<a href="https://mazagondock.in/images/pdf/Process-of-Redress-of-Grievance.pdf">https://mazagondock.in/images/pdf/Process-of-Redress-of-Grievance.pdf</a>	P3, P5, P9
4	Code of Business Conduct and Ethics for Board Members	<a href="https://mazagondock.in/images/pdf/mdl-code-of-conduct-for-director-and-senior-mngt.pdf">https://mazagondock.in/images/pdf/mdl-code-of-conduct-for-director-and-senior-mngt.pdf</a>	P1
5	Policy on materiality for Disclosure of Event	<a href="https://mazagondock.in/images/pdf/Materiality_policy_on_stock_exchange_disclosure_updated_29022024.pdf">https://mazagondock.in/images/pdf/Materiality_policy_on_stock_exchange_disclosure_updated_29022024.pdf</a>	P1, P4, P7
6	CSR Policy	<a href="https://mazagondock.in/images/pdf/Revised-CSR-and-Sustainability-Policy-of-MDL-approved-on-17-06-2019.pdf">https://mazagondock.in/images/pdf/Revised-CSR-and-Sustainability-Policy-of-MDL-approved-on-17-06-2019.pdf</a>	P4, P8
7	Familiarization programme for Independent Directors	<a href="https://mazagondock.in/images/pdf/mdl-familiarisation-programme-for-ind-directors.pdf">https://mazagondock.in/images/pdf/mdl-familiarisation-programme-for-ind-directors.pdf</a>	P1
8	Materiality Policy	<a href="https://mazagondock.in/images/pdf/policy-on-materiality-mdl05102018-8119.pdf">https://mazagondock.in/images/pdf/policy-on-materiality-mdl05102018-8119.pdf</a>	P1, P7
9	Preservation of Documents and Archival Policy	<a href="https://mazagondock.in/images/pdf/mdl-policy-on-preservation-of-documents.pdf">https://mazagondock.in/images/pdf/mdl-policy-on-preservation-of-documents.pdf</a>	P1
10	Related Party Transactions policy	<a href="https://mazagondock.in/images/pdf/related-party-transaction-policy.pdf">https://mazagondock.in/images/pdf/related-party-transaction-policy.pdf</a>	P1, P4, P7
11	Code of Internal Procedures and Conduct	<a href="https://mazagondock.in/images/pdf/Insider-Trading-Policy-MDL-05082019.pdf">https://mazagondock.in/images/pdf/Insider-Trading-Policy-MDL-05082019.pdf</a>	P1
12	Whistle Blower Policy	<a href="https://mazagondock.in/images/pdf/whistle-blower-policy.pdf">https://mazagondock.in/images/pdf/whistle-blower-policy.pdf</a>	P1

Additionally, the company maintains a few other policies such as IT Policy that is available on the Intranet and the same is accessible to all employees.



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your Value Chain partners? (Yes/No)	The company's current policies do not encompass its value chain partners. However, all vendors associated with MDL are required to adhere to the Purchase Manual and procurement guidelines of the Government of India.								
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.	<ul style="list-style-type: none"> <li>SEBI Regulations and Guidelines on Corporate Governance for Central Public Sector Enterprises (CPSE) issued by Department of Public Enterprises (DPE) ensuring ethical, transparent and accountable business conduct among others are followed by MDL.</li> <li>MDL's integrated Health, Safety &amp; Environment Management System (HSEMS) is certified for ISO 14001:2015 and ISO 45001:2018 and follows required operational standards accordingly.</li> <li>MDL's Quality Management Systems are conforming to the ISO 9001:2015, further MDL's Information Security Management System (ISMS) is conforming to ISO/IEC 27001:2013.</li> <li>MDL has been instrumental in developing a defence manufacturing ecosystem in the country through engaging with Indian Private Industries including MSMEs, procurement through GeM portal, making available the opportunities for indigenization and Make in India through Srijan portal and other initiatives for supporting Indian Industry</li> </ul>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	In its ESG Journey, MDL looks forward to set short, medium and long term targets for sustainability KPIs related to climate change, energy, water, waste management, air emission reduction, GHG reduction and biodiversity protection.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

### Governance, leadership and oversight

7. Statement by Director responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements:

*As a defence enterprise, we are deeply committed to Environmental, Social and Governance (ESG) principles. Our environmental efforts include rigorous monitoring of emissions and waste generated during extensive sea trials, where diesel engines are tested, ensuring compliance with Pollution Control Board Regulations. We actively engage in environmental conservation activities to build a sustainable future for the community.*

*On the social front, we drive socio-economic renewal through targeted CSR initiatives, including healthcare efforts, skill development for job creation and self-employment, educational support, sanitation improvements, provision of drinking water, environmental sustainability projects and sports development.*

*In terms of governance, as a Central Public Sector Enterprise (CPSE), the appointment of our Directors is managed by the Government of India, which means the Company must adhere to Government Regulations and timelines for filling vacancies, ensuring transparency and accountability in our operations.*

- Cdr. Vasudev Puranik, IN (Retd.)



8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies). Cdr. Vasudev Puranik, Indian Navy (Retd.)  
Director (Corporate Planning and Personnel)  
+91 22 2376 4022  
Email Id : dcppoffice@mazdock.com
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. The Company has dedicated committee for CSR, Sexual Harassment of Women at the Workplace and Risk Management. For the other policies, the Company has adequate internal control on their review and implementation.
10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was under taken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Performance against above mentioned policies and follow up action is reviewed by the Board of Directors, Nomination and Remuneration Committee, Risk Management Committee, CSR Committee and Audit Committee as applicable and as per statutorily mandated periodicity.																	
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Complied except with respect to composition of the Board of Directors under SEBI (LODR) Regulations, 2015 due to non- appointment of Independent Directors. Since, the Company is a CPSE, the appointment of directors has to be made by the concerned Administrative Ministry. Hence, the matter has been referred to the MoD for filling up the post and the same is awaited with MoD/DPE.																	

	P1	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.	In addition to periodic internal evaluation at Board and Committee level assurance, comfort is sought by MDL on its policies/procedures/codes through periodic audits by external agencies. For the purpose of this report through an extensive exercise, assessment of operationalization and effectiveness of policies mentioned in this section, is done by Dhir & Dhir Associates, an eminent Law firm.								

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

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





## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.**

### Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the Financial Year:

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes*
<b>Board of Directors</b>	3	The Board of Directors received training focused on strategic decision-making aligned with the Company's values, understanding the role of Human Resources leadership in achieving self-reliance (Atmanirbhar Bharat) and comprehensive familiarization for Independent Directors on their roles and the industry as mandated by the Securities and Exchange Board of India and the Companies Act, 2013.	89.00
<b>Key Managerial Personnel</b>	27	Key Managerial Personnel were provided with training on the topics of Industry Awareness, Woman Empowerment (self-defence and leadership), Business Communication and Presentation skills, Core Values of the organization, Procurement through GEM portal, National and International Defence sector, role of IO and PO, Enterprise Risk Management, Wealth Management, Yoga and Health, Cyber Security, Accounting procedures, Leadership skills, Time and stress management, and Preventive Vigilance, Ethics & Governance. They were also provided customized management development program, and training on digital workspaces, role of women in public sector, mind and money management, present HR practices, recent developments in RTI, team building among various stakeholders, transparency audit and Corporate Social Responsibility.	91.00
<b>Employees other than BoD and KMPs</b>	32	Employees other than BoD and KMPs were provided with customized management development program at IIM, online investment program from SEBI and trainings on topics of project management, Intellectual Property Rights, Cyber Security, Preventive Vigilance, 5S Six Sigma and Kaizen, Artificial Intelligence, Business Communication and Presentation skills, Direct and Indirect tax, basics of accounting procedure, Procurement through Gem portal, energy efficiency and renewable energy, Leadership skills, Enterprise Risk Management, core values of the organization, time and stress management, Yoga and Health, Woman Empowerment (self-defence and leadership), Industry awareness, renewal of QA certification, digital workplace. They were also provided training on the role of women in the public sector, mind and money management, international marketing, vigilance, project management, public procurement and team building. Additionally, a cross functional training on Design, Planning, Commercial and Production was also provided.	86.00



Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes*
Workers	14	Workers were given training on mind and money management, team building, core trade, safety, first aid, fire fighting and fire hazards, capacity building, core values of the organization, preventive vigilance, ethics and governance, 5S, Six Sigma and Kaizen, energy efficiency and renewable energy, time and stress management, health, women empowerment (leadership and self-defence).	85.00

\*The percentage of persons in respective category covered by the awareness programmes has been calculated as an average

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

The Company, its Directors and/or KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the Financial Year.

Monetary					
	NGRBC Principle	Name of the Regulatory/ Enforcement Agencies/ Judicial Institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement			Nil		
Compounding Fee					
Non-Monetary					
Imprisonment					
Punishment			Nil		

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

Case Details	Name of the Regulatory/Enforcement Agencies/Judicial Institutions
	Not Applicable

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.

Yes, the Conduct, Discipline and Appeal (CDA) Rules, 1980 address instances of bribery and corruption. Both permanent and casual workers adhere to established procedures detailed in the Standing Orders. Additionally, the Company's Code of Conduct outlines the ethical principles and behavioral standards for the Company and its personnel. Moreover, a Whistle Blower Policy has been established to offer a structured process for Directors and Employees to relay legitimate concerns about the Company's operations to the Audit Committee.

Web Link: <https://mazagondock.in/images/pdf/whistle-blower-policy.pdf>



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

	FY 2023-24	FY 2022-23
<b>Directors</b>	Nil	Nil
<b>KMPs</b>		
<b>Employees</b>		
<b>Workers</b>		

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
<b>Number of complaints received in relation to issues of Conflict of Interest of the Directors</b>	Nil		Nil	
<b>Number of complaints received in relation to issues of Conflict of Interest of the KMPs</b>				

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 there was no fines/penalties/action taken by any regulators/law enforcement authority during the Financial Year.

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

	FY 2023-24	FY 2022-23
<b>Number of days of Accounts Payables</b>	322	368

9. Open-ness of Business

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

Parameters	Metrics	FY 2023-24	FY 2022-23
<b>Concentration of Purchases</b>	<b>Purchases from Trading houses as % of total purchases</b>	Nil	
	<b>Number of trading houses where purchases are made from</b>		
	<b>Purchases from top 10 trading houses as % of total purchases from trading houses</b>		
<b>Concentration of Sales</b>	<b>Sales to dealers/distributors as % of total sales</b>	Nil	
	<b>Number of dealers/distributors to whom sales are made</b>		
	<b>Sales to top 10 dealers/distributors as % of total sales to dealers/distributors</b>		



Parameters	Metrics	FY 2023-24	FY 2022-23
Share of RPTs in	<b>Purchases (Purchases with related parties/Total Purchases)</b>	Please refer Note No. 44 of the Financial Statements on Related Party Disclosure	Please refer Note No. 42 of the Financial Statements on Related Party Disclosure
	<b>Sales (Sales to related parties/Total Sales)</b>		
	<b>Loans &amp; advances (Loans &amp; advances given to related parties/Total loans &amp; advances)</b>		
	<b>Investments (Investments in related parties/Total Investments made)</b>		

#### Leadership Indicators

- Awareness programmes conducted for value chain partners on any of the Principles during the Financial Year:

Total number of awareness programmes held	Topic/Principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
42	MSME Conclave (Awareness Programme on Indigenization for MSME vendors, Fire Safety, Cyber Security, Women Empowerment, Health, Safety, Technical training)	We are currently unable to provide the data required in %. MDL shall take adequate measure to calculate this data from the upcoming years.

- Does the entity have processes in place to avoid/manage conflict of interests involving Members of the Board? **(Yes/No)**. If yes, provide details of the same.

Yes, in line with the applicable sections of the Companies Act, 2013 and the Code of Conduct, the Board Members are required to:

- Provide notification of alterations in their positions on other boards, any associations with different businesses and any other events or circumstances that might hinder their capacity to fulfill their duties on the Board or Board Committees or that may impact the judgement of the Board and the Guidelines of DPE.
- Commit to refraining from any apparent conflicts of interest without the prior consent of the disinterested Members of the Board.
- Refrain from leveraging their professional roles for personal gain.

For further details, please refer to the Code of Conduct for Directors and Senior Management available at: <https://mazagondock.in/images/pdf/mdl-code-of-conduct-for-director-and-senior-mngt.pdf>



## PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

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

	2023-24	2022-23	Details of Improvements in Environmental and Social Impacts
<b>R&amp;D</b>	34.29% (Total - ₹ 7.33 Crore allocated for R&D)	12.59% (Total - ₹ 96.52 Crores allocated for R&D)	<ul style="list-style-type: none"> <li>Solar Powered Electric Boat</li> <li>24 Pax Electric Boat</li> </ul>
<b>Capex</b>	3.36% (Total - ₹ 309.94 Crore allocated for Capex)	10.57% (Total - ₹ 114.98 Crores allocated for Capex).	<ul style="list-style-type: none"> <li>Lithium ion battery</li> <li>Desk studies for creation of a greenfield Shipyard at MDL's Nhava Yard</li> <li>Commissioning of inverter based welding rectifier of 600 Amps</li> <li>Artificial Intelligence enabled robotic welding inspection using advanced phased array technique to replace manual radiography</li> </ul>

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

The Contractual Standard Terms & Conditions set by MDL for dealing with vendors encompass all pertinent legal compliance obligations from Central and State Government laws related to labor employment, including but not limited to, the Inter-state Migrant Workmen Act (Regulation of Employment and Condition of Service) Act, 1979; the Employment of Children Act, 1938; the Workmen's Compensation Act, 1923; the Factories Act, 1948; the Minimum Wages Act, 1948; the Contract Labour (Regulation & Abolition) Act, 1970; the Apprentices Act, 1970; the Apprentices Act, 1961 along with any amendments or re-enactments currently effective.

Additionally, MDL offers a purchase preference to local suppliers, Micro and Small Enterprises and Startups in line with the prevailing Government Policy of 2012 as well as the purchase preference to Make in India Initiative. Procurements below the value of ₹200 Crores are specifically sourced from indigenous vendors or through domestic contracts.

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

The value/percentage of inputs pertaining to sustainable source is currently not captured by the Company. However, the same shall be assessed and taken up by MDL accordingly in the upcoming years.

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

The primary products manufactured by the Company include Destroyers, Frigates and Submarines, which are primarily destined for Strategic/National Security purposes. Typically, these products do not return to the company once delivered, except when they are due for refits, which means that the Company is unable to reclaim the products thereafter. Nevertheless, MDL has established a specific procedure for the disposal of any waste or scrap that results from its manufacturing operations.

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

EPR is not applicable to Company's operations.



**Leadership Indicators**

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format

NIC Code	Name of Product/Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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The company is currently not conducting LCA for its products/services. However, the same would be assessed in the coming years and taken up accordingly.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/Service	Description of the Risk/Concern	Action Taken
Not Applicable as the company is currently not conducting LCA for its services.		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23

Metal scraps are being used at MDL. However, the same is currently not being quantified.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled and safely disposed, as per the following format:

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
<b>Plastics (including packaging)</b>	As previously stated, the products once delivered rarely return to the company, with the exception of scheduled refits. Consequently, the company is not equipped to reclaim the products after delivery.					
<b>E-waste</b>						
<b>Hazardous Waste</b>						
<b>Other waste</b>						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category
Not Applicable	


**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: #

	% of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity* Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
<b>Male</b>	875	875	100	875	100	NA	NA	875	100	NA	NA
<b>Female</b>	71	71	100	71	100	71	100	NA	NA	71	100
<b>Total</b>	946	946	100	946	100	71	100	875	100	71	100
<b>Other than Permanent Employees</b>											
<b>Male</b>	Nil. There are no 'other than permanent Employees' in the company										
<b>Female</b>											
<b>Total</b>											

\*Percentage of (D) – maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dt. May 10, 2024 as it is computed as percentage of only female employees.

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

	% of Employees covered by										
	Total (A)	Health Insurance*		Accident Insurance		Maternity Benefits**		Paternity Benefits**		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Worker</b>											
<b>Male</b>	1816	1816	100	1816	100	NA	NA	1816	100	NA	NA
<b>Female</b>	52	52	100	52	100	52	100	NA	NA	52	100
<b>Total</b>	1868	1868	100	1868	100	52	100	1816	100	52	2.79
<b>Other than Permanent Worker</b>											
<b>Male</b>	3388	3388	100	3388	100	NA	NA	3388	100	NA	NA
<b>Female</b>	125	125	100	125	100	125	100	NA	NA	125	100
<b>Total</b>	3513	3513	100	3513	100	125	100	3388	100	125	3.56

\*Medical needs of Permanent Employees/Workers have been taken care by Company. Occupational Health Centre (OHC) set up in the Company premises. In case of hospitalization, Employees/Workers are referred to empanelled hospitals and expenses are borne by the Company.

\*\*Percentage for Maternity & Paternity Benefits represented as a percentage of total female & male employees respectively

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

	FY 2023-24	FY 2022-23
<b>Cost incurred on well-being measures as a % of Total Revenue of the Company</b>	1.00	1.00



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

Benefits	FY 2023-24			FY 2022-23		
	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.)
<b>PF</b>	100.00	100.00	Y	100.00	100.00	Y
<b>Gratuity</b>	100.00	100.00	NA	100.00	100.00	NA
<b>ESI</b>	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.

We are committed to fostering an inclusive atmosphere where our staff and workers feel secure and supported. To support this commitment, the company offers various amenities such as ramps, railings and wheelchairs to accommodate employees and workers with disabilities. Furthermore, the Company is prepared to add any additional facilities, whenever they become necessary.

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.

At MDL, we are dedicated to ensuring every individual has access to equal employment opportunities without discrimination based on race, gender, religion, nationality, age or disability. Our ongoing efforts are to cultivate a just and inclusive work environment where all employees feel appreciated and are given the chance to thrive. While we are yet to formalize these practices into a written policy, our commitment remains to do so in the future. Moreover, we adhere to the Rights of Persons with Disabilities Act, 2016.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
<b>Male</b>	100	100	100	100
<b>Female</b>	100	100	100	100
<b>Total</b>	100	100	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.

	<b>Yes/No (If Yes, then give details of the mechanism in brief)</b>
<b>Permanent Workers</b>	Yes, since December 9, 1985, MDL has an established employee grievance redress system. The system includes Standing Committees appointed by the Competent Authority for both Executives and Non-Executives including a President and 3-4 Members drawn from Middle and Senior Management from various departments.  The various standing committees for redressal of grievance are as below: - Redressal of Public Grievances - Grievance Redressal of Executives - Grievance Redressal of Staff/Sub-Staff and Workmen - Grievance Redressal Cell for SC/ST employees - Redressal of Complaints of Sexual Harassment - Redressal of Problems of Minority Community - Grievance Redressal Cell for Physically Challenged Employees - Grievance Redressal Cell for Other Backward Class (OBC) Employees - Management Representatives on the Bargaining Council
<b>Other than Permanent Workers</b>	
<b>Permanent Employees</b>	
<b>Other than Permanent Employees redressal</b>	

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

Category	FY 2023-24			FY 2022-23		
	Total Employees/Workers in respective category (A)	No. of Employees/Workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total Employees/Workers in respective category (C)	No. of Employees/Workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	946	824	87.10	941	815	86.61
Male	875	770	88.00	874	766	87.64
Female	71	54	76.05	67	49	73.14
<b>Total Permanent Worker</b>	1,868	1868	100.00	2046	2046	100.00
Male	1,816	1816	100.00	1992	1992	100.00
Female	52	52	100.00	54	54	100.00



8. Details of training given to employees and workers:

	FY 2023-24					FY 2022-23				
	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)
<b>Employees</b>										
<b>Male</b>	875	692	79.09	4,631	529.26	874	287	32.84	874	100.00
<b>Female</b>	71	53	74.65	506	712.68	67	9	13.43	67	100.00
<b>Total</b>	946	745	78.75	5137	543.02	941	296	31.46	941	100.00
<b>Workers</b>										
<b>Male</b>	5,204	3,518	67.60	4,283	82.30	4826	1226	25.40	1144	23.70
<b>Female</b>	177	171	96.61	842	475.71	147	147	100.00	147	100.00
<b>Total</b>	5,381	3,689	68.56	5125	95.24	4973	1402	28.19	1417	28.49

\* Multiple training on skill upgradation were given to employee/worker. Hence, the percentage at some places is exceeding 100

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
<b>Male</b>	875	875	100	874	874	100
<b>Female</b>	71	71	100	67	67	100
<b>Total</b>	946	946	100	941	941	100
<b>Workers</b>						
<b>Male</b>	5,204	5,204	100	4,826	2,176	45.09
<b>Female</b>	177	177	100	147	129	87.76
<b>Total</b>	5,381	5,381	100	4973	2,346	47.17

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 of such system?

Yes, MDL has achieved certification for ISO 14001:2015 and ISO 45001:2018. In addition, the company has an integrated Health, Safety and Environmental Management System in place which is applied across all its divisions, encompassing 46 sections or departments.

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

For every individual section or department within the organization, Hazard Identification & Risk Assessment ('HIRA') processes have been conducted and are detailed within their specific departmental manuals. The following procedures have been established to recognize and evaluate potential hazards:

- Gathering and analyzing relevant data concerning possible or existing hazards in the work environment.
- Performing regular and systematic inspections of the workplace to identify both new and recurring hazards.
- Investigating occurrences that result in injury, illness or near misses to ascertain their root causes and any deficiencies within the safety and health programs.



- Aggregating similar incidents to spot trends in reported hazards, injuries and illnesses.
  - Addressing potential hazards that might arise during emergency scenarios or non-routine operations.
  - Assessing the potential severity and probability of outcomes from each identified hazard, using this information to prioritize the implementation of corrective measures.
- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
- Yes. There is an established Incident Report system which enables all stakeholders to report any potential hazards or incidents to the designated authorities.
- d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)
- Yes, the company offers medical facilities and an Occupational Health & Safety Center available to all stakeholders within the premises. Note (i) provided under Essential Indicator 1 above may be referred to.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
<b>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</b>	<b>Employees</b>	-	-
	<b>Workers</b>	0.29	0.18
<b>Total recordable work-related injuries</b>	<b>Employees</b>	-	-
	<b>Workers</b>	8	4
<b>No. of fatalities</b>	<b>Employees</b>	-	-
	<b>Workers</b>	1	-
<b>High consequence work-related injury or ill-health (excluding fatalities)</b>	<b>Employees</b>	-	-
	<b>Workers</b>	-	-

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

The Company implements the following measures to maintain a safe and healthy workplace:

- (i) The Medical & Occupational Health & Safety Department organizes various health talks and awareness sessions.
- (ii) There is a routine disposal of bio-medical waste, handled by the MCGM-authorized agency M/s. SMS Envoclean.
- (iii) Daily safety inspections are conducted, adhering to the Work Permit System, holding Safety Committee Meetings, and providing safety training for all employees, including subcontractors. Safety Week is also observed, with various competitions held to encourage a culture of safety.

Moreover, a few additional steps taken to ensure workplace safety and health include:

- a. Employees receiving training focused on safety practices.
- b. Safe behaviors are acknowledged and rewarded among employees.
- c. Posters and slogans promoting safe practices are prominently displayed.
- d. The factory maintains high standards of housekeeping.
- e. Jobs are provided with the proper tools and equipment which undergoes regular inspections.
- f. An incident reporting procedure is established and actively used.
- g. Thorough accident investigations are carried out.
- h. Detailed records of first aid treatments, inspections and training activities related to safety are maintained.
- i. Workplace safety is regularly inspected.
- j. Frequent safety meetings are conducted to discuss and improve workplace safety.



13. Number of Complaints on the following made by Employees and Workers:

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Working Conditions</b>	0	0	Nil	1	0	The complaint was regarding Action on replacement of Gas stove despite BER and several reminders and the same has been resolved.
<b>Health &amp; Safety</b>	0	0	Nil	0	0	Nil

14. Assessments for the year:

<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>	
<b>Health and Safety Practices</b>	100.00 (Safety Audit at MDL is conducted by the Directorate of Industrial Safety and Health (DISH) approved auditor)
<b>Working Conditions</b>	

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.

Central Safety Committee Meeting is held on Quarterly basis wherein preventive measures regarding incident are discussed. Also, there is display of Safety Chart on happening of any incident so as not to repeat the similar incident. Further Regular training are also being imparted for Safety.

#### Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, MDL offers Group Personal Accident Insurance and has a financial assistance scheme for employees who pass away or who retire early due to incapacitation before reaching the age of 55. Moreover, in the event of death, each worker contributes a specific amount, which is matched by the company:

- For accidental death - ₹ 50 per employee
- For natural death - ₹ 25 per employee

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

MDL has implemented the following steps to guarantee that statutory obligations are properly deducted and remitted by its value chain partners:

- All vendors and contractors are required to have a valid Permanent Account Number.
- All vendors and contractors must be registered in accordance with the Goods and Services Tax Act and its applicable regulations.
- Payments to suppliers and contractors are processed only after confirming that they have complied with the necessary statutory requirements.



3. Provide the number of Employees/Workers having suffered high consequence work- related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family Members have been placed in suitable employment:

	Total no. of affected Employees/ Workers		No. of Employees/Workers that are rehabilitated and placed in suitable employment or whose family Members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
<b>Employees</b>	Nil	Nil	Nil	Nil
<b>Workers</b>	Nil	Nil	Nil	Nil

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

Yes, MDL offers provisions for both Executive and Non-Executive personnel. The company has a consultancy policy that allows for the re-engagement of retired executives on a fixed tenure or contractual basis.

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
<b>Health and safety practices</b>	The Company provides for certain mandates in the tender that the supplier needs to follow. However, the Company currently, do not conduct the assessment of its value chain partners. The same shall be analysed and be taken up accordingly in the coming years.
<b>Working Conditions</b>	

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable since the company currently does not undertake any assessment for its value chain partners.

#### 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.

Our Stakeholder identification protocol includes recognizing essential internal and external stakeholders, followed by an assessment of how each stakeholder group impacts our business operations and how our business affects them in turn. Through this evaluation, we prioritize our primary stakeholders to better comprehend their expectations and apprehensions.

By regularly engaging with our stakeholders through various communication channels, we've been able to fortify our rapport and refine our organizational strategy. MDL's stakeholder engagement is a continuous effort with the company engaging with its stakeholders at different tiers to acknowledge and meet their expectations and to work collaboratively in creating shared value.

The Company has fostered positive relationships with all stakeholders, underpinned by mutual trust, transparency, ethical standards and accountability. Ongoing dialogues with stakeholders, coupled with their input on various aspects of the company's functioning, have been instrumental in forming enduring connections.

Key stakeholders for the company include Customers, Suppliers, Employees, Shareholders and Government along with Regulatory & Statutory Bodies.



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

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
<b>Customers</b>	No	Email, Letters, Meeting	Monthly, Quarterly, Half Yearly as and when required	Issues related to technical, logistic, timelines, terms and condition etc
<b>Vendors/ Suppliers</b>	No	Website, Emails, MDL e-portal, Meeting	Against Specific Tender Monthly, Quarterly, Yearly	Tenders are hosted on website
<b>Shareholders/ Investors</b>	No	Website, Email, Letters, Meetings, Newspaper Publication, Annual Reports	As and when required	Shareholders meeting and Resolution of grievance
<b>Employees</b>	No	Employee portal, E-Newsletter, circulars	Monthly, Weekly, Occasionally and Fortnightly	Information on Company activities
<b>Regulators and Statutory bodies</b>	No	Email, Letters, Meeting	As and when required	Compliance of applicable laws
<b>Communities</b>	No	As and when required: Governance, periodic reporting; RFIs/RFPs; Presentation project meetings; reviews; due diligence; calls and meetings; conference and seminars; press conferences; media interviews and quotes; sponsored events, Analyst meetings	Monthly, Quarterly, Half Yearly	Communicate Performance and strategy; Share and contribute to insight into public and business concerns; Discuss response to responsible business issues of MDL.
<b>Media</b>	No	As and when required: Governance, periodic reporting; RFIs/RFPs; Presentation project meetings; reviews; due diligence calls and meetings; conference and seminars; press conferences; media interviews and quotes sponsored events, Analyst meetings	Monthly, Quarterly, Half Yearly	Communicate Performance and strategy; Share and contribute insight into public and business concerns; Discuss response to responsible business issues of MDL.
<b>Industry Associations</b>	No	Email, letters, meeting	As and when required	Compliance of applicable laws

**Leadership Indicators**



1. Provide the processes for consultation between stakeholders and the Board on Economic, Environmental and Social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company places great importance on stakeholder feedback. When an issue is raised, the Company engages in thorough consultations with the relevant stakeholders including board-level discussions if necessary. The goal is to implement changes that provide mutual benefits for all parties involved.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

At MDL, stakeholders have open channels to raise any concerns or issues. When an issue is brought up, the Company promptly engages in discussions to address and resolve it. Even though there were no such instance in the reporting period, in the past years decisions based on such discussion were taken.

3. Provide details of instances of engagement with and actions taken to address the concerns of vulnerable/marginalized stakeholder groups.

The Company's CSR initiatives are designed to benefit those who are disadvantaged, vulnerable and marginalized in society. All CSR projects conform to the Company's CSR Policy. The key areas of concentration for the Company's CSR commitment are Health, Nutrition & Sanitation, Skill Development, Education and Rural Development.

Even though there were no such instance in the reporting period, in the past years decisions based on such discussion were taken.

#### PRINCIPLE 5: Businesses should respect and promote Human Rights

##### Essentials Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
<b>Permanent</b>	946	946	100	941	158	16.80
<b>Other than permanent</b>	-	-	-	-	-	-
<b>Total Employees</b>	946	946	100	941	158	16.80
<b>Workers</b>						
<b>Permanent</b>	1,868	1,868	100	2,046	-	-
<b>Other than permanent</b>	3,513	423	12.04	2,927	151	5.10
<b>Total Workers</b>	5,381	2291	42.58	4,973	151	3.00



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

Category	FY 2023-24				FY 2022-23					
	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)
<b>Employees</b>										
<b>Permanent</b>	946			946	100.00					
<b>Male</b>	875	Nil		875	100.00	941	Nil		941	100.00
<b>Female</b>	71			71	100.00	67			67	100.00
<b>Other than Permanent</b>										
<b>Male</b>			NA					NA		
<b>Female</b>										
<b>Workers</b>										
<b>Permanent</b>	1,868			1,868	100.00					
<b>Male</b>	1,816	Nil		1,816	100.00	1,992			1,992	100.00
<b>Female</b>	52			52	100.00	54	Nil		54	100.00
<b>Other than Permanent</b>	3,513			3,513	100.00					
<b>Male</b>	3,388		Nil	3,388	100.00	4,225	3199	75.72	1,026	24.28
<b>Female</b>	125			125	100.00	359	124	34.54	235	65.46

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

- a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ Salary/Wages of respective category	Number	Median remuneration/ Salary/Wages of respective category
<b>Board of Directors (BoD)</b>	8	92,95,369	1	NA
<b>Key Managerial Personnel</b>	-	-	1	27,51,976
<b>Employees other than BoD and KMP</b>	871	26,17,436	70	19,48,175
<b>Workers</b>	5,204	7,13,998	177	4,57,824

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

	FY 2023-24	FY 2022-23
<b>Gross wages paid to females as % of total wages</b>	3.67%	3.71%

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, the Head of the Human Resources Department serves as the focal point responsible for managing and responding to any human rights impacts or issues that the business has caused or contributed to.





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

The Company has a steadfast commitment to prevent any discrimination, retaliation or harassment against employees who file reports through the Vigil Mechanism or are involved in any subsequent investigations. The Whistleblower Policy, Code of Conduct and Grievance Policy all uphold a firm pledge to protect the identity of those reporting concerns and to ensure confidentiality throughout the investigation process.

An Internal Complaints Committee, established in accordance with legal requirements, is dedicated to addressing and resolve sexual harassment issues. The works committee addresses complaints related to working conditions and safety, while the grievance redressal policy offers a structure for reporting and resolving employee grievances.

MDL has constituted the following committees to address grievances associated with human rights:

- Redressal of Public Grievances Committee
- Grievance Redressal of Executives for all Yards of MDL Committee
- Grievance Redressal Cell for SC/ST Employees Committee
- Grievance Redressal of Staff/Sub-staff & Workmen of MDL Committee
- Redressal of Complaints of Sexual Harassment Committee
- Women/WIPS Cell Committee
- Redressal of problems of Minority Communities Committee
- Grievance Redressal Cell for Physically Challenged Employees Committee
- Grievance Redressal Cell for Other Backward Class (OBC) Employees Committee

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
<b>Sexual Harassment</b>	2	2	Exonerated	1	0	Resolved
<b>Discrimination at workplace</b>	Nil			Nil		
<b>Child Labour</b>						
<b>Forced Labour/Involuntary Labour</b>						
<b>Wages</b>						
<b>Other Human Rights related issues</b>						

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

	FY 2023-24	FY 2022-23
<b>Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)</b>	2	1
<b>Complaints on POSH as a % of female employees/workers</b>	0.80	0.47
<b>Complaints on POSH upheld</b>	0	0



8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases  
 The Company has implemented the following policies to safeguard complainants from adverse repercussions in cases of discrimination and harassment:

- Public Interest Disclosure & Protection of Informer
- Whistle Blower Policy

9. Do human rights requirements form part of your business agreements and contracts?

Yes, the Company's contract agreements include necessary compliance obligations with respect to all pertinent Central and State Government laws and ordinances related to the employment of personnel. Further, MDL is in process of reviewing the additional strictures that can be incorporated in its business agreements.

10. Assessments for the year:

<b>% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)</b>	
<b>Child Labour</b>	100.00
<b>Forced/involuntary labour</b>	100.00
<b>Sexual Harassment</b>	100.00
<b>Discrimination at workplace</b>	100.00
<b>Wages</b>	100.00

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, no adverse remarks have been raised in the assessment.

**Leadership Indicators**

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints  
 The Company is committed to make changes in the processes as and when required and has an open door policy towards all employees and stakeholders. However, no such compelling case for process modification has arisen during the reporting period.

2. Details of the scope and coverage of any Human rights due-diligence conducted.  
 The Company currently does not undertake any Human rights due diligence, However, it is open to assessing the relevance of it and implementing it in the upcoming years.

3. Is the premise/office of the entity accessible to differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016?  
 The Company provides infrastructure support to differently abled visitors i.e., ramps, wheelchair and railings.

4. Details on assessment of value chain partners:

<b>% of value chain partners (by value of business done with such partners) that were assessed</b>	
<b>Sexual Harassment</b>	The Company provides for certain mandates in the tender that the supplier needs to follow. However, the Company currently does not conduct the assessment of its value chain partners. The same shall be analysed and taken up accordingly in the coming years.
<b>Discrimination at workplace</b>	
<b>Child Labour</b>	
<b>Forced Labour/Involuntary Labour</b>	
<b>Wages</b>	



5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.

Not Applicable.

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**

**Essential Indicators**

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

Parameter	FY 2023-24 (Mega joules)	FY 2022-23 (Mega joules)
<b>From Renewable Sources</b>		
Total electricity consumption (A)	50,14,671.78	53,93,679.98
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
<b>Total Energy consumption from renewable sources (A+B+C)</b>	<b>50,14,671.78</b>	<b>53,93,679.98</b>
<b>From Non-Renewable Sources</b>		
Total electricity consumption (D)	4,90,76,112.64	5,58,26,768.10
Total fuel consumption (E)	21,30,528.448	35,13,320.16
Energy consumption through other sources (F)	0.00	0.00
<b>Total Energy consumption from non-renewable sources (D+E+F)</b>	<b>5,12,06,641.09</b>	<b>5,93,40,088.26</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>5,62,21,312.87</b>	<b>6,47,33,768.24</b>
Energy intensity per rupee of turnover (Total energy consumption/Revenue from Operations)	0.00059	0.00083
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	0.013	0.018
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency: No

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

Not applicable, since the Company is not in the category of Designated Consumers mandated under PAT Scheme



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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	6000	7,500
(iii) Third party water	3,37,928	3,18,448
(iv) Seawater/desalinated water	6,000.00	6,000.00
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>3,43,928</b>	<b>3,31,948</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>3,43,928</b>	<b>3,31,948</b>
Water intensity per rupee of turnover (Water consumed/Revenue from operations)	0.000004	0.000004
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	0.00008	0.00009
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency. No

4. Provide the following details related to water discharged

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
<b>(i) To Surface water</b>	This data is not quantified for the reporting year.	Nil
- No treatment		
- With treatment – please specify level of treatment		
<b>(ii) To Groundwater</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(iii) To Seawater</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(iv) Sent to third-parties</b>		
- No treatment		3,28,448
- With treatment – please specify level of treatment		Nil
<b>(v) Others</b>		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		3,28,448

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

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

Yes, MDL has established a Zero Liquid Discharge system within their Submarine Section Assembly workshop in the FY 2016-17. This system comprises a Sewage Treatment Plant, Grey Wastewater Treatment Plant and an Oil Water



Treatment Plant. The Sewage Treatment Plant has the capacity to treat up to 2 cubic meters per hour of domestic sewage and ensures the output water quality is suitable for discharge or reuse in flushing and gardening. The plant aims to reduce biological oxygen demand, chemical oxygen demand and total suspended solids levels and disinfects the treated water using a hypochlorite solution.

The Grey Water Treatment Plant treats up to 4 cubic meters per hour of wastewater for reuse. It reduces BOD, COD and TSS levels, disinfects the water and employs a pressure sand filter and activated carbon filter to further purify the water.

The Oil Water Treatment Plant is capable of processing up to 5 cubic meters per hour of oil-contaminated water for reuse. It consists of components such as a collection sump, raw sewage transfer pumps, a corrugated plate interceptor, a final holding tank, an oil sensor unit and transfer pumps.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
<b>NOx</b>		Stack emission are currently not being quantified. However, the Company shall assess this and take it up as per requirement in the upcoming year.	Nil
<b>SOx</b>			
<b>Particulate matter (PM)</b>			
<b>Persistent organic pollutants (POP)</b>			
<b>Volatile organic compounds (VOC)</b>			
<b>Hazardous air pollutants (HAP)</b>			
<b>Others – please specify</b>			

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency – No

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions <b>(Break-up of the GHG into CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, if available)</b>	Metric tonnes of CO <sub>2</sub> equivalent	505.30	589.13
Total Scope 2 emissions <b>(Break-up of the GHG into CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, if available)</b>	Metric tonnes of CO <sub>2</sub> equivalent	9760.69	12561.02
Total Scope 1 and Scope 2 emissions per rupee of turnover <b>(Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)</b>	Metric tonnes of CO <sub>2</sub> equivalent/ Rupees	0.0000001	0.0000002
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) <b>(Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)</b>		0.0000024	0.0000037
Total Scope 1 and Scope 2 emissions intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – <b>the relevant metric may be selected by the entity</b>		-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency – No

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

Yes, the Company has established Solar Panels with a total capacity of 1850 KWP as a part of their renewable energy initiatives to lower greenhouse gas emissions. The energy provided includes 390 KWP from installations on the rooftops



of the MDL SB-Pipe Shop, EY-Pipe Shop, P&A Shop and Bond Store; 350 KWP at the Submarine Workshop in the Alcock Yard; 100 KWP on the SB-Sheet metal shop rooftop and 650 KWP across the Anik Chembur Yards, the Cradle Assembly Shop and the EY Store Building terrace. Additionally, 360 KWP has been installed on the rooftops of the MDL NY Assembly Shop and the FOB Shop.

MDL has introduced Electronic Golf carts of 4 and 8 seats, which operate without contributing to greenhouse gas emissions.

Furthermore, MDL towards its commitment to environment has provided environment friendly features in the Ships i.e. Oil Water Separator System, Sewage Treatment Plant and Infrared Suppression System (IRSS) for diesel engines to minimize engine exhaust.

9. Provide details related to Waste Management by the entity, in the following format:

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	10.3	-
E-waste (B)	5.332	-
Bio-medical waste (C)	0.13	0.075
Construction and demolition waste (D)	26,000.00	19,073.01
Battery waste (E)	1.6	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please Specify, if any. (G) 1. Used Oil (lubricant)	0.00	44.1
Other Non-hazardous waste generated (H). Please specify, if any.		
<b>1. Wood waste (Scrap, wood logs)</b>	182.92	386.1
<b>2. Steel Waste (MS Scrap, SS Scrap)</b>	1,171.88	2,118.54
<b>3. Aluminum Waste (Scrap, Cable waste)</b>	10.00	10.5
<b>4. Copper Waste (Scrap, Cable Scrap)</b>	54.00	18.67
<b>5. Brass Scrap</b>	0.50	0.96
<b>6. Cu-Ni Scrap</b>	8.00	8
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>27,444.662</b>	<b>21,662.955</b>
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.0000003	0.0000003
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.0000006	0.0000006
Waste intensity in terms of physical output	-	-
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
<b>Category of waste</b>		
(i) Re-cycled	1,427.3	2,542.77
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>1,427.3</b>	<b>2,542.77</b>



Parameter	FY 2023-24	FY 2022-23
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency – No

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

Since the FY 2010-11, MDL has been successfully managing the disposal of rubbish and refuse from its yards on a daily basis with the assistance of NGOs/Sahakari Sansthas, without incurring any charge or payment. This initiative has enabled MDL to attain a zero garbage status by collaborating with these organizations.

MDL has established separate rate contracts for the removal of accumulated scrap materials such as metal, wood, copper, aluminum and furniture, in addition to other waste materials like rubber and paper. Plastic waste is collected daily by an NGO or contractor who then sorts it for reuse and recycling. MDL has also provided distinct bins for sorting wooden, metal, ferrous and non-ferrous scrap to ensure safe and efficient disposal. Additionally, various other types of scrap including metal and wood are sold off through the Disposal Cell's auction system.

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

S. No.	Location of operations/offices	Types 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.
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The Company does not have any facilities or offices situated near ecologically sensitive zones. Therefore, the Company is not subject to obtaining environmental approvals or clearances that are required for operations in such areas.

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

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
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Not Applicable no project attracting provisions of EIA was undertaken in the reporting year.

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, and Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	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
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Yes, the Company adheres to all relevant environmental laws, regulations and guidelines in India.



**Leadership Indicators**

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility/plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater/desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kilolitres)</b>		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed/turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

Nil, the company does not withdraw, consume and discharge in areas of water stress

Nil, the company does not withdraw, consume and discharge in areas of water stress

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





2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

The company did not measure its Scope 3 emissions in the reporting year. However, it is working towards providing the relevant data in the upcoming years

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

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable, the Company has no operations/offices in/around ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Recycling of rubbish/garbage	Waste collection, which encompasses all forms of dry waste such as plastic, is carried out daily by an NGO or contractor. The collected waste is then sorted by them for potential reuse and recycling. The NGO or contractor provides this waste management service on a break-even basis, without profit or loss.	Significant reduction in percentage of dry waste.
2	Sewage Treatment Plant	Sewage treatment units (STP) offer a unique approach to waste water treatment on smaller Vessel, commercial Ships & defence Vessel. Sewage treatment units provides safe and effective treatment of the waste-waters on board your Vessel. The system results in discharge effluent quality well below the MARPOL Annex IV and MEPC 227.64 requirement.  The sewage treatment system uses a proprietary, forced oxidation electrolytic disinfection technology. The system eliminates storage, handling and purchasing of hazardous chemicals normally required with other treatment technologies. STP helps in environmental monitoring and compliance by remote sensing & automation and continuous monitoring system	Diminishing levels of biological oxygen demand, chemical oxygen demand and total suspended solids leads to minimal contamination and enhanced quality of water.



Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
3	Oil water separator	<p>An oil water separator (OWS) is an essential device in maritime operations and various industries designed to separate oil and other contaminants from water. Its role in environmental sustainability is significant for several reasons:</p> <ol style="list-style-type: none"> <li>1. Pollution Prevention - OWS ensure that only clean water is discharged, they mitigate the harmful effects of oil on aquatic life, ecosystems and human health.</li> <li>2. Compliance with Regulation – International Maritime Organization (IMO) requires Ships to install OWS systems to limit (5ppm - 15ppm) oil discharge into to the sea.</li> <li>3. Protection of marine life - Oil spills and discharge can be devastating to marine life, affecting everything from plankton to large marine mammals. OWS helps in such incidents, thereby protecting marine habitats and species.</li> <li>4. Public Health – By preventing oil contamination in water sources, OWS units contribute to protection of human health.</li> <li>5. Technological advancement – The development and improvement of OWS technologies drive innovation in environmental engineering, encouraging the creation of more efficient and effective systems for pollution control.</li> </ol>	<p>OWS unit plays a critical role in promoting environmental sustainability by reducing oil pollution, protecting marine ecosystems and ensuring compliance with environmental regulations. Continuous improvement in technology and stricter enforcement of regulations further enhances which their effectiveness in safeguarding our water resources.</p>

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.

Yes, MDL's Contingency Plan is developed from an in-depth evaluation of potential threats and risks that the organization could encounter, with the main objective of limiting the repercussions of an anticipated incident that might result in damage to assets or harm to personnel. The plan laid out offers ample opportunity for executive leaders to carry out preventative measures to return to normalcy in the event of adverse situations such as accidents, fires, explosions, natural disasters, etc. The plan can be activated in whole or in part based on the specific circumstances. It provides detailed guidance on the actions management should take when circumstances depart from normalcy or present challenges to law and order, including clear instructions on notification procedures, designated responsibilities and required presence of personnel. The essential elements of the contingency plan are centered around 'Who needs to be informed' 'Who is to do what,' and 'Who needs to be where.'

Additionally, there is a confidential Long Term Business Continuity Vision Plan that extends until 2033, which is steered by the Government of India under the auspices of the Ministry of Defence.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

There has not been any significant adverse impact to the environment arising from the value chain of the entity

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

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.

Four

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/Associations (State/National)
1	Standing Conference of Public Enterprises (SCOPE)	National
2	Confederation of Indian Industry (CII)	National
3	Society of Defence Technologists (SODET)	National
4	Indian Shipbuilders Association (ISBA)	National

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

Name of authority	Brief of the case	Corrective active taken
Not Applicable. There were no issues identified related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities hence, it is not applicable to us.		

**Leadership Indicators**

1. Details of public policy positions advocated by the entity:

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/ Others - please specify)	Web Link, If available
The Company did not engage in any public policy advocacy during the reporting year.					

**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.

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
Not Applicable no project attracting SIA was undertaken in the reporting year.					

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

Sr. No	Name of Project for which R&R is ongoing	State	District	No. of Project affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable no project attracting R&R was undertaken by the Company in the reporting year.						



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

The company acknowledges the necessity of persistent efforts to safeguard the well-being of communities in proximity to the company's operational zones. Residents have the opportunity to voice any concerns via the Public Grievance Portal.

Weblink: <https://mazagondock.in/English/Forms/PublicGrievance>

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	27.66	34.20
Sourced directly from within India	59.28	63.72

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 2023-24	FY 2022-23
Rural	-	-
Semi-Urban	-	-
Urban	-	-
Metropolitan	100.00	100.00

**Leadership Indicators**

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable.	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No	State	Aspirational District	Amount spent (In INR)
1	Maharashtra	Nandurbar	2,94,48,744/-

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

Yes, the Company has a Government mandated Public Procurement Policy for Micro and Small Enterprises (MSE)

- (b) From which marginalized/vulnerable groups do you procure?

As per the Public Procurement Policy, preference is given to MSEs, MSEs owned by Schedule Caste/Schedule Tribes (SC/ST) & Women

- (c) What percentage of total procurement (by value) does it constitute?

MSME's constitute almost 27.66% of the total procurement. Procurement from SC/ST MSEs & Women MSEs were 0.00% and 0.43% respectively.



4. Details of the benefits derived and shared from the Intellectual Properties owned or acquired by your entity (in the current Financial Year), based on traditional knowledge:

Sr. No	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
	Not applicable since no benefits have been derived from the Intellectual Properties based on traditional knowledge.			

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

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

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Education	5,210	100%. The beneficiaries are always from the under privileged, marginalized, vulnerable and backward community of the society.
2	Health	3,23,712	
3	Nutrition	5,675	
4	Sanitation	2,040	
5	Skill Development	2,011	

#### 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.  
Indian Navy has a well-established structure and periodic meetings for raising issues. Warranty/guarantee defects are also addressed post-delivery of the products by deputing a guarantee officer. Same is being followed and complied by the Company. These documents are treated as confidential by Indian Navy.
2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	MDL provides elaborate Standard Operating Procedures for all its products. The same specifies safe and responsible usage of the product.
Safe and responsible usage	
Recycling and/or safe disposal	



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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-Security	Nil	Nil	NA	01	Nil	Reported to CERT-In & CIRA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA
<b>Total</b>	Nil	Nil	NA	Nil	Nil	NA

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Nil

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.

Yes, the company has a Cyber-Security policy formulated. The same is available on the intranet portal and is accessible to all employees.

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.

The company has implemented the following corrective measures:

- Advisory notices pertaining to Cyber Security from the Cyber Security Group- Department of Defence Production, the Cyber Investigation Research Agency, CERT-In and the National Informatics Center are disseminated and employees are made aware of them.
- Regular Vulnerability Assessment and Penetration Testing Audits are carried out.
- Updates on Cyber Security Status and the actions undertaken are consistently reported back to CSG-DDP.

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



### Leadership Indicators

1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).

The information on the company's products and services can be found on our website and social media handles. The link to the same are as follows:

Website - <https://mazagondock.in/>

Twitter: <https://x.com/MazagonDockLtd?mx=2>

Facebook: <https://www.facebook.com/MDLMumbai>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

By way of our comprehensive standard operating procedures and guides, we make certain that our customers are provided with the essential understanding and abilities to utilize our products and services in a secure manner.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

The consumers are informed of any risk of disruption/discontinuation of essential services via periodical meetings where consumer is updated about status of project.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

No.