



**MAZAGON DOCK
SHIPBUILDERS LTD**

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

2024-2025





SECTION A: GENERAL DISCLOSURES



I. Details of the listed entity:

1.	Corporate Identity Number (CIN) of the Listed Entity	L35100MH1934GOI002079						
2.	Name of the Listed Entity	Mazagon Dock Shipbuilders Limited						
3.	Year of incorporation	1934						
4.	Registered office address	Dockyard Road, Mumbai, Maharashtra, India - 400010.						
5.	Corporate address	Dockyard Road, Mumbai, Maharashtra, India - 400010.						
6.	E-mail	investor@mazdock.com						
7.	Telephone	+91 22 2376 2000/ 3000/ 4000						
8.	Website	https://mazagondock.in						
9.	Financial year for which reporting is being done	2024-25						
10.	Name of the Stock Exchange(s) where shares are listed	<table><tr><th>Name of the Exchange</th><th>Stock Code</th></tr><tr><td>NSE</td><td>MAZDOCK</td></tr><tr><td>BSE</td><td>543237</td></tr></table>	Name of the Exchange	Stock Code	NSE	MAZDOCK	BSE	543237
Name of the Exchange	Stock Code							
NSE	MAZDOCK							
BSE	543237							
11.	Paid-up Capital	₹ 2,01,69,00,000						
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Lalatendu Acharya Company Secretary and Compliance Officer Phone No: 022-23762012 Email id: mdlcs@mazdock.com						
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on standalone basis for Mazagon Dock Shipbuilders Limited (MDL).						
14.	Name of assessment or assurance provider	JointValues ESG Services Pvt Ltd						
15.	Type of assessment or assurance obtained	Reasonable Assurance						

Notes:

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

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 Submarines & Ships	95.21
2.	Repair activity	Medium Refit & Life Certification of Submarines & Ships	4.79

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 Submarines & Ships	3011289061000 (HSN code)	95.21



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
National	2	2	4
International	0	2	2

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States & UTs)	Not Applicable*
International (No. of Countries)	3

*Products are supplied to Defence Customers, including the Indian Navy and the Indian Coast Guard. Accordingly, the number of States and Union Territories served (markets served) cannot be ascertained.

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

0.53%

c. A brief on types of customers:

MDL serves both national and international clients in the Defence sector while also engaging in civilian operations. However, its primary business is with the Indian Defence Services, catering mainly to 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):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	975	901	92.41	74	7.59
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	975	901	92.41	74	7.59
WORKERS						
4.	Permanent (F)	1679	1631	97.14	48	2.86
5.	Other than Permanent (G)	3385	3263	96.40	122	3.60
6.	Total workers (F + G)	5064	4894	96.64	170	3.36



b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	31	31	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	31	31	100	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	38	36	94.74	2	5.26
5.	Other than permanent (G)	56	55	98.21	1	1.79
6.	Total differently abled workers (F + G)	94	91	96.81	3	3.19

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	0	0
Key Management Personnel*	5	1	20

*4 out of 7 KMPs are also part of the Board

22. Turnover rate for permanent employees and workers (in percent)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	0.64	1.38	0.73	1.37	5.80	1.70	0.90	1.50	0.94
Permanent Workers	0.17	4	0.28	0.05	0	0.05	0.19	0	0.18

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

23. (a) Names of Holding/ Subsidiary/ Associate companies/ Joint Venture

S. No.	Name of the Holding/ Subsidiary/ Associate companies/ Joint Venture	Indicate whether Holding/ Subsidiary/ Associate companies/ 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 the Companies Act, 2013: Yes

(ii) Turnover (in ₹) – 11,43,188 Lakhs

(iii) Net worth (in ₹) – 7,18,084 Lakhs



VII. Transparency and Disclosure Compliances



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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redressal policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://mazagondock.in/English/Forms/PublicGrievance	6	0	The grievances were resolved promptly	17	0	The grievances were resolved promptly
Investors (other than shareholders)		NA					
Shareholders	Yes https://mazagondock.in/images/pdf/Investor%20Grievance%20Redressal%20Mechanism.pdf	6	0	The grievances were resolved promptly	0	0	NA
Employees and workers	Yes https://mazagondock.in/images/pdf/Process-of-Redress-of-Grievance.pdf	7	0	The grievances were resolved promptly	4	0	The grievances were resolved promptly
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 https://mazagondock.in/English/Forms/PublicGrievance	13	0	The grievances were resolved promptly	1	0	The grievance was resolved promptly

*MDL deals with Defence/Export Customers and therefore all the communications 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 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 implications¹

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	In MDL's shipbuilding and manufacturing operations, energy is a vital input impacting production costs and environmental footprint. Heavy reliance on purchased electricity and fossil fuels exposes the company to volatile energy prices and evolving regulatory requirements, including carbon emissions norms. Managing energy consumption and exploring alternative sources are key to reducing operational risks and securing long-term cost efficiency.	To mitigate the risk associated with energy management, MDL undertook a series of energy conservation and sustainable development measures during FY 2024-25. These included the procurement of inverter-based welding machines and rectifiers, BLDC pedestal and ceiling fans, LED lighting such as flood lights, street lights, and batten lights, Variable Frequency Drive (VFD) and 5-star rated air conditioners to enhance energy efficiency across operations. Additionally, the Company procured green tariff energy to achieve a 50% renewable energy target and signed a Power Purchase Agreement (PPA) with NTPC Vidyut Vyapar Nigam Ltd for the installation of a 1,375 kW rooftop solar plant.	Negative (There has been no negative impact in the reporting period of 2024-25)
2	Waste Management 	Risk	MDL's manufacturing processes generate waste such as metal shavings, plastic waste and non-hazardous waste which require careful handling to comply with environmental laws. Ineffective waste management can lead to regulatory penalties, clean-up liabilities, and harm to local ecosystems, impacting the company's operational continuity and public reputation.	MDL follows a robust waste management strategy by working with authorized vendors to recycle waste, reuse it in its own operations, or sell it through approved channels. This method supports eco-friendly disposal practices and enhances sustainability by reducing waste and fostering a circular economy.	Negative (There has been no negative impact in the reporting period of 2024-25)



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)
3	Data Security 	Risk	Handling sensitive defence contracts and proprietary shipbuilding technologies places MDL at risk of cyberattacks and data breaches. Any compromise of confidential information could result in significant financial losses, legal challenges, and damage to national security interests, highlighting the critical need for robust cybersecurity measures.	The Company has implemented a comprehensive cybersecurity policy in line with government guidelines and has taken several corrective measures to enhance its security framework. Cybersecurity advisories from regulatory bodies such as the Cyber Security Group – Department of Defence Production (CSG-DDP), the Cyber Investigation Research Agency, CERT-In, and the National Informatics Centre are routinely reviewed and shared with employees to promote awareness. Regular Vulnerability Assessment and Penetration Testing (VAPT) audits are carried out to proactively identify and address security risks. The Company also maintains continuous communication with the CSG-DDP, submitting regular reports on its cybersecurity structure, assessed risks, and the actions taken to mitigate emerging threats.	Negative (There has been no negative impact in the reporting period of 2024-25)





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 quality and Safety 	Risk	The high standards required for defence vessels and marine equipment mean that product failures can cause major operational setbacks, legal penalties, and harm to customer trust. Conversely, delivering safe, reliable products can differentiate MDL in a competitive market and build long-term client confidence.	At MDL, long-term product safety is ensured through careful design processes, stringent evaluation of suppliers, and active customer engagement, including support for maintenance and investigations in the event of accidents. These measures help minimize potential financial risks, such as revenue loss, while reinforcing our commitment to maintaining the highest standards of safety and reliability across the industry.	Negative (There has been no negative impact in the reporting period of 2024-25)





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	Employee Health & Safety 	Risk	MDL's workforce faces risks associated with heavy machinery operation, confined spaces, and hazardous materials inherent to shipbuilding. Failure to maintain stringent health and safety standards can lead to workplace accidents, increased compensation costs, and productivity losses, emphasizing the need for a proactive safety culture.	MDL has adopted a comprehensive strategy to uphold workplace health and safety, integrating regular inspections, structured training programs, and continuous awareness initiatives. The Medical & Occupational Health & Safety Department leads health awareness efforts, while biomedical waste is responsibly managed through authorized disposal channels. Daily safety checks, a formal Work Permit System, periodic safety meetings, and ongoing training for employees and subcontractors reinforce the safety framework. Additional measures include employee recognition for safe practices, visible safety signage, strict housekeeping, regular equipment maintenance, a clear incident reporting process, thorough accident investigations, and meticulous documentation of safety-related activities—all aimed at fostering a safe and risk-free work environment.	Negative (There has been no negative impact in the reporting period of 2024-25)



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	MDL's reliance on critical raw materials like steel, aluminium and specialty components exposes it to supply chain vulnerabilities linked to geopolitical instability and market fluctuations. Disruptions or cost increases in sourcing can impact production timelines and financial performance, requiring strategic supply management.	MDL mitigates the financial risks of supply disruptions and fluctuating input prices by reducing reliance on critical materials through the use of alternatives and securing stable supply sources. A stringent vendor vetting process ensures that all suppliers meet high standards of reliability, quality, and ethical conduct, reinforcing operational resilience and supporting long-term financial stability.	Negative (There has been no negative impact in the reporting period of 2024-25)
7	Business Ethics 	Risk	Operating within the defence sector, MDL must navigate complex compliance requirements and ethical standards. Any lapse in anti-bribery or corruption controls can result in severe legal consequences and erode stakeholder trust, making governance and transparency fundamental to business continuity.	By implementing strong governance practices, MDL effectively reduces the risk of violating business ethics laws and facing regulatory penalties or damage to its brand value. Rigorous oversight and a firm commitment to ethical standards enable the Company to ensure compliance while preserving its reputation for integrity and reliability.	Negative (There has been no negative impact in the reporting period of 2024-25)



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)
8	Remanufacturing Design & Services 	Opportunity	Incorporating remanufacturing or refurbishment of ship components offers MDL a way to reduce raw material use and waste, improving resource efficiency. This approach can create new revenue streams and align with growing customer preference for sustainable lifecycle solutions.	NA	Positive
9	Fuel Economy & Emissions in Use-phase 	Opportunity	As environmental regulations tighten and customers demand greener solutions, MDL's development of energy-efficient vessels and equipment presents an opportunity to reduce emissions during operation. Innovations in design can improve compliance, enhance brand value, and open access to emerging markets focused on sustainability.	NA	Positive



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
Policy and management processes									
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 the Board or other competent authorities in accordance with the delegated powers.								
c. Web Link of the Policies, if available	All the SEBI mandated policies could be found at: https://mazagondock.in/English/pages/Policies								

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1	Health, safety and Environment Policy	https://mazagondock.in/images/pdf/H_S_E_M_S_POLICY.pdf	P2, P3, P6
2	Dividend distribution policy	https://mazagondock.in/images/pdf/Dividend-Distribution-Policy-19052022.pdf	P3, P4
3	Process of Grievance Redressal	https://mazagondock.in/images/pdf/Process-of-Redress-of-Grievance.pdf	P3, P5, P9
4	Code of Business conduct and Ethics for board members	https://mazagondock.in/images/pdf/mdl-code-of-conduct-for-director-and-senior-mngt.pdf	P1
5	Policy on Materiality for disclosure of event	https://mazagondock.in/images/pdf/Materiality_policy_on_stock_exchange_disclosure_updated_29022024.pdf	P1, P4, P7
6	CSR Policy	https://mazagondock.in/images/pdf/CSR_Policy_of_MDL_07082023%20(1).pdf	P4, P8
7	Familiarization programme for Independent directors	https://mazagondock.in/images/pdf/Directors%20Familiarisation%20Program%20details%202024-25_28042025.pdf	P1
8	Materiality policy	https://mazagondock.in/images/pdf/policy-on-materiality-mdl05102018-8119.pdf	P1, P7
9	Preservation of documents and Archival Policy	https://mazagondock.in/images/pdf/mdl-policy-on-preservation-of-documents.pdf	P1
10	Related party transaction policy	https://mazagondock.in/images/pdf/related-party-transaction-policy.pdf	P1, P4, P7
11	Code of Conduct for Prohibition of Insider Trading	https://mazagondock.in/images/pdf/Code%20of%20Conduct%20for%20Prohibition%20of%20Insider%20Trading%20in%20dealing%20with%20the%20MDL%20Securities_27032025.pdf	P1
12	Whistle blower policy	https://mazagondock.in/images/pdf/whistle-blower-policy.pdf	P1
13	Equal Opportunity Policy	https://mazagondock.in/images/pdf/MDL_Equal_opportunity_Policy_280325.pdf	P3, P5



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.

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 existing policies do not extend to its value chain partners. However, all vendors working with MDL must comply with the Purchase Manual and procurement guidelines set by 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"> MDL adheres to SEBI regulations and the Corporate Governance Guidelines for Central Public Sector Enterprises (CPSE) issued by the Department of Public Enterprises (DPE), ensuring ethical, transparent, and accountable business practices. (P1) Additionally, MDL's integrated Health, Safety & Environment Management System (HSEMS) is certified under ISO 14001:2015 and ISO 45001:2018, maintaining compliance with the prescribed operational standards. (P2, P6) The company's Quality Management System aligns with ISO 9001:2015, while its Information Security Management System (ISMS) meets the standards of ISO/IEC 27001:2013. (P1, P3, P5, P9) MDL plays a pivotal role in strengthening India's defence manufacturing ecosystem by collaborating with private sector industries, including MSMEs. The company actively supports initiatives such as procurement via the GeM portal, fostering indigenization and the Make in India movement through the Srijan portal, and other efforts to boost domestic industry participation. (P8) 								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	As part of its ESG commitment, MDL aims to set short, medium, and long-term sustainability goals focused on key performance indicators (KPIs) such as climate change mitigation, energy efficiency, water conservation, waste management, air emissions, greenhouse gas (GHG) reduction, and biodiversity protection. For FY 2025-26, MDL has planned the installation of solar panels with a capacity of 1375 KW under the RESCO model. Additionally, MDL has committed to developing the Nhava Yard as a Greenfield Shipyard to support the construction of larger vessels. The project is currently in its early planning phase, marking the beginning of a long-term strategic expansion aligned with its sustainability objectives.								
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:

At Mazagon Dock Shipbuilders Limited (MDL), we recognize that long-term business sustainability is rooted not just in operational excellence, but also in responsible environmental, social, and governance (ESG) practices. As one of India's leading defence public sector undertakings, we are deeply committed to aligning our growth with national priorities such as Make in India, Skill India, and the Sustainable Development Goals (SDGs). Our ESG approach integrates innovation, inclusion, and integrity into every aspect of our operations, ensuring that our progress positively impacts both people and the planet.

During the reporting year, we made significant strides across key ESG pillars. On the environmental front, we continued to advance cleanliness and waste reduction through responsible resource management, cleanliness drives and awareness campaigns. Socially, we strengthened our community development programs, emphasizing nutrition, education, health, and women empowerment, while also deepening our engagement with SC/ST and women entrepreneurs through targeted vendor development initiatives. Governance remains a cornerstone of our ethos, guided by transparency, regulatory compliance, and ethical conduct in all our dealings. Observance of Vigilance Awareness Week further strengthens our commitment to integrity and ethical conduct across the organization.

As we look ahead, MDL remains steadfast in its journey to build a resilient, inclusive, and future-ready enterprise. We will continue to evolve our ESG framework, collaborate with stakeholders, and lead with purpose, ensuring that our legacy is not only measured in ships delivered, but in the positive change we help drive across society.

- Cdr. Vasudev Puranik, IN (Retd.)

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- | | |
|---|---|
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies). | Cdr. Vasudev Puranik, IN (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 established dedicated committees overseeing CSR, the Prevention of Sexual Harassment (POSH) at the workplace, and Risk Management. Additionally, robust internal controls are in place to ensure the effective review and implementation of all other policies. |
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10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	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	The implementation and performance of these policies are periodically reviewed by the Board of Directors, along with relevant committees such as the Nomination and Remuneration Committee, Risk Management Committee, CSR Committee, and Audit Committee, in accordance with statutory requirements.																	
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 Non-Executive Directors, Independent Directors and Woman Director and minimum number of Directors. Since, the Company is a Central Public Sector Enterprise (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. Compliance with statutory requirements is periodically reviewed by the Board of Directors.																	

	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.	MDL reinforces its commitment to policy adherence and governance through a dual-layered approach—regular internal assessments at the Board and Committee levels, complemented by independent evaluations. To ensure transparency and effectiveness, external agencies conduct periodic audits. For this report, Dhir & Dhir Associates, a renowned law firm, conducted a thorough review to assess the implementation and impact of the policies outlined in this section.								

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)									
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

- Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes*
Board of Directors	2	<p>The Board of Directors underwent training on strategic thinking and leadership at IIM Lucknow and during the Strategic Conclave. The training covered key areas including developing a strategic mind-set, enhancing thinking skills for formulating innovative strategies, understanding the strategy formulation process, and aligning strategy with organizational architecture.</p> <p>In line with the requirements of Section 25(7) of the SEBI (LODR) Regulations, 2015 and Schedule IV of the Companies Act, 2013, which mandate that all listed companies conduct familiarization programs for Independent Directors, the Board was also trained on topics such as the nature of the industry, business model, roles, rights, and responsibilities of Independent Directors, along with other relevant information. Accordingly, appropriate training programs were conducted for the Board of Directors.</p>	100
Key Managerial Personnel	4	Key Managerial Personnel were provided with training on a range of topics, including identifying potential risks and guidelines for managing organizational risks, cybersecurity awareness, health and wellness awareness, and ISO standards.	100
Employees other than BoD and KMPs	192	<p>Employees, other than the Board of Directors and Key Managerial Personnel, were provided with a customized Management Development Program at IIM, along with training sessions on a wide range of topics. These included Direct and Indirect Taxes, Investment Planning, Export Management, Design Thinking, Public Procurement, Ethics and Governance, Financial Literacy and Basic Taxation, Wealth Management, Work-Life and Stress Management, Disciplinary Rules and Procedures, Contract Management, and Project Management.</p> <p>Additionally, training was conducted on Team Building, Retirement Planning, Artificial Intelligence, Preventive Vigilance, Hindi Karyashala, Yoga, Cyber Awareness, 5S and Kaizen, Microsoft Excel, Word, PowerPoint, Insider Trading, Industrial Safety, ISO standards, First Aid, Commercial Procedures, and Communication Skills.</p> <p>Various health talks and workshops were also organized, covering topics such as Heat Strokes, Menstrual Cycle Disorders, Diabetes, TB Awareness, Gynaecological and Breast Cancer, and Prostate Cancer, to promote employee well-being and health awareness.</p>	99.07



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	144	<p>Workers were provided with training on various technical and safety-related topics, including AC/DC Drives and Motor Starters, Advanced Welding, Engineering Fitter skills, Modern Techniques of Hazard Identification and Risk Assessment in Industries, Behaviour-Based Safety Management Strategies, and Accident Investigation and Reporting to prevent the recurrence of similar incidents.</p> <p>In addition, they received training on Team Building, Retirement Planning, Hindi Karyashala, Yoga, Cyber Awareness, 5S and Kaizen, Industrial Safety, ISO standards, First Aid, Communication Skills, Fire and Safety, HSE (Health, Safety & Environment) Awareness, and Security Sensitization.</p> <p>To further support their well-being, various health talks and workshops were organized on topics such as Heat Strokes, Menstrual Cycle Disorders, Diabetes, TB Awareness, Gynaecological and Breast Cancer, and Prostate Cancer.</p>	81.10%

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	Directors/ 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. ²				
Settlement					
Compounding Fee					
Non-Monetary					
Imprisonment	Directors/ 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. ³				
Punishment					

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable	

- 2 In line with the SEBI LODR (Third Amendment) dated 12th December 2024, the Company will adopt the revised materiality threshold for fines and penalties, as prescribed under Regulation XXXVIII(i)(a)(6), in its Materiality Policy in the upcoming financial year.
- 3 In line with the SEBI LODR (Third Amendment) dated 12th December 2024, the Company will adopt the revised materiality threshold for fines and penalties, as prescribed under Regulation XXXVIII(i)(a)(6), in its Materiality Policy in the upcoming financial year.



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 Company has a structured framework to address issues of bribery and corruption, governed by the Conduct, Discipline, and Appeal (CDA) Rules of 1980. Permanent and casual employees operate under defined regulations outlined in the Standing Orders. The Company also upholds ethical integrity through its Code of Conduct, which establishes clear expectations for professional behaviour. Additionally, a Whistle Blower Policy enables Directors and Employees to report concerns regarding the Company's operations through a formal channel directed 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 2024-25	FY 2023-24
Directors		
KMPs	Nil	Nil
Employees		
Workers		

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

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

7. Provide details of any corrective action taken or underway on issues related to fines / penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and 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:⁴

	FY 2024-25	FY 2023-24
Number of days of accounts payables	13	18

Note: The average account payable component considered for the calculation is the liability due as on 31st March 2025 (Refer Notes 19 & 23) of the Financial Statements. Accordingly, the figures have been restated for last year.

4 The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



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:⁵

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Nil	Nil
	b. Number of dealers/distributors to whom sales are made		
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors		
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties/Total Sales)	90.23%*	95.47%*
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/ Total Investments made)	100%*	100%*

*Please refer Note 45 of the Financial statements on Related Party Disclosure

⁵ The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



Leadership Indicators

1. 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
89	Seminar on Srijan Defence Portal. Training programs for Indian Navy Personnel and CISF employees were on the following topics: Boat Davits (03), Modular galley Equipment, Laundry Equipment, Cold & Cool Room MODULAR, Bridge Windows, AC HE System, Stores Lift, Accommodation Ladders, RTM Ladder, RTM Stanchions on weather deck, Helo Landing System, Boats 7.3 m, Boats 4.7 m, Modular Accommodation Compt-WET, Modular Accommodation Compt-DRY, Helo Traversing System, Modular Accommodation Compt-VIP, Hangar Door, Safety Net, OBM for GEMINI Craft, GEMINI Craft, Anchor Capstan, Mouring Capstan, STP, HEALTH TALK-MUSICAL MEDITATION, Boat Davits (03), Bridge Windows, AC HE System, Boats 7.3 m, Hangar Door, Anchor Capstan, Mouring Capstan, STP, Helo Traversing System, Cold & cool Room Modular, GEMINI Craft, OBM for GIMINI Craft, 1MWDA, STEERING, AC Plant, HPAC, STABILIZER, REF.PLANT, AVCAT SEPARATOR, AVCAT ABSORBER, DD FIRE PUMP, SALVAGE, OWS, SCREW PUMPS, CENTRIFUGAL PPS, RO PLANT, FW PPS&HYDRO, DD COMPRESSOR, INCINERATOR, BHD SPRINKLING, 6 KW EDA, HIFR, CO2, MSB & EDC, Fire and Flood Alarm System, SDN, IBS, ICS & HDCS, EM Log & Echo Sounder, Electric Whistle, Fleet Broadband, CMS, LED LIGHT FITTINGS, C&C SWITCH BOARD, SP Telephone, Main Broad Cast, DDU, Rec TV, Auto Telephone, ICCP, APMS, UASS, IPMS, Rukmini, LAN, Air Whistle, Auto Plotter, Sonar Humsa -Directing Gear, ITTL, IRL, Brahmos, EW Shakti, Nayan.	The percentage is not quantifiable. MSMEs/ vendors attended the Seminar on Srijan Defence Portal. Additionally, training programs were also provided to Indian Navy Personnel and CISF employees.

2. 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, as mandated by the Companies Act, 2013, and the Company's Code of Conduct, Board members must:

- i. Promptly disclose any changes in their directorships, business affiliations, or any factors that could compromise their ability to discharge their responsibilities effectively or influence Board decisions, in accordance with DPE Guidelines.
- ii. Abstain from engaging in situations that may create a conflict of interest unless prior approval is obtained from the unaffected Board members.
- iii. Maintain the highest standards of integrity by ensuring their position is not used for personal advantage.

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

- 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.

	2024-25	2023-24	Details of Improvements in environmental and social impacts
R&D	27.20%	34.29% (Total – ₹7.33 Crore allocated for R&D)	<ul style="list-style-type: none"> 24PAX fuel cell electric boat Greenfield Shipyard Nhava Infrastructure
Capex	8.78%	3.36% (Total – ₹309.94 Crore allocated for Capex)	<ul style="list-style-type: none"> Replacement of old Ceiling fans with BLDC fans Firefighting equipment Hard strand with drainage facilities

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

No. MDL's contractual terms and conditions for vendor engagements incorporate all necessary legal compliance requirements as per Central and State Government labor laws. These include, but are not limited to, the Inter-State Migrant Workmen (Regulation of Employment and Conditions 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; and The Apprentices Act, applicable in both its 1961 and 1970 versions, along with any subsequent amendments or re-enactments in force.

Furthermore, MDL prioritizes procurement from local suppliers, Micro and Small Enterprises (MSEs), and start-ups, in alignment with the Government's 2012 procurement policy and the Purchase Preference for the Make in India initiative. Contracts valued at less than INR 200 crores are exclusively awarded to indigenous vendors or executed through domestic procurement channels.

Company has limited bandwidth of vendor pool due to specific requirements from defence customers. Majority of vendors are shortlisted through bidding/tender process as per laid down procedures and Govt. guidelines.

- 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.

- 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 Company specializes in the production of Destroyers, Frigates, and Submarines, primarily for strategic and national security purposes. Once delivered, these vessels generally do not return to MDL, except for scheduled refits, after which they remain beyond the Company's reclaim. However, MDL has implemented a structured process to manage and dispose of waste and scrap generated during manufacturing activities.

- 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

- 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

- 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
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Not Applicable as the company is currently not conducting LCA for its services.

- 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 2024-25	FY 2023-24

Due to stringent quality and performance requirements for defence ships, recycled or reused input materials cannot be used in manufacturing.

- 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 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	As mentioned earlier, once delivered, the products do not return to the company, except for periodic refits. As a result, MDL does not have the capability to reclaim them post-delivery.					
E-waste						
Hazardous Waste						
Other waste						

- 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
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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										
	Health Insurance			Accident Insurance		Maternity Benefits ⁶		Paternity Benefits		Day Care facilities	
	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	901	901	100	901	100	NA	NA	901	100	0	0
Female	74	74	100	74	100	74	100	NA	NA	74	100
Total	975	975	100	975	100	74	100	901	100*	74	7.59
Other than Permanent Employees											
Male	Nil.										
Female	There are no "other than permanent employees" in the company										
Total											

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

	% of workers covered by										
	Health Insurance*			Accident Insurance		Maternity Benefits**		Paternity Benefits**		Day Care facilities	
	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1631	1631	100	1631	100	NA	NA	1631	100	0	0
Female	48	48	100	48	100	48	100	NA	NA	48	100
Total	1679	1679	100	1679	100	48	100	1631	100	48	2.86
Other than Permanent workers											
Male	3263	3263	100	3263	100	NA	NA	3263	100	0	0
Female	122	122	100	122	100	122	100	NA	NA	122	100
Total	3385	3385	100	3385	100	122	100	3263	100	122	3.60

*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

6 Percentage of (D) – Maternity benefit is calculated as 100% as per FAQ's on BRSR issued by NSE dt. May 10, 2024



- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:⁷

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.66	0.90

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	NA	100	100	NA
ESI	100	100	Y	100	100	Y

Note: Since all eligible employees are included in the applicable retirement benefit schemes, the coverage is 100 percent.

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 strive to create a workplace that is welcoming, safe, and supportive for all employees and workers. To ensure accessibility, the company provides essential infrastructure such as ramps, handrails, and wheelchairs for individuals with disabilities. Additionally, MDL remains proactive in enhancing facilities and will introduce further accommodations as needed.

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.

In line with the Rights of Persons with Disabilities Act, 2016, Mazagon Dock Shipbuilders Limited (MDL) is committed to fostering a workplace that promotes inclusivity, fairness, and equal opportunity. All employment decisions are based solely on merit, with a strict policy of non-discrimination on the grounds of race, gender, religion, nationality, age, or disability. In furtherance of this commitment, MDL has formulated an Equal Opportunity Policy to ensure compliance with the Act.

Weblink of the Policy: https://mazagondock.in/images/pdf/MDL_Equal_opportunity_Policy_280325.pdf

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	100	100
Female	100	100	100	100
Total	100	100	100	100

⁷ The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	<p>MDL has had a structured employee grievance redressal mechanism in place since December 9, 1985. This system operates through standing committees, each appointed by the Competent Authority to address concerns raised by both Executives and Non-Executives. These committees, led by a President and comprising 3-4 members from Middle and Senior Management across different departments, ensure that grievances are systematically reviewed and resolved.</p> <p>The various standing committees for redressal of grievance are as below:</p> <ul style="list-style-type: none"> • 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
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	975	874	89.64	946	824	87.10
Male	901	816	90.57	875	770	88
Female	74	58	78.38	71	54	76.06
Total Permanent Worker	1679	1679	100	1868	1868	100
Male	1631	1631	100	1816	1816	100
Female	48	48	100	52	52	100



8. Details of training given to employees and workers: *

	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety measures		On Skill upgradation*		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	901	575	63.82	887	98.45	875	692	79.09	4631	529.26
Female	74	73	98.65	74	100	71	53	74.65	506	712.68
Total	975	648	66.46	961	98.56	946	745	78.75	5137	543.02
Workers										
Male	4894	3134	64.04	2272	46.42	5204	3518	67.60	4283	82.30
Female	170	169	99.41	125	73.53	177	171	96.61	842	475.70
Total	5064	3303	65.23	2397	47.33	5381	3689	68.56	5125	95.24

* 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 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	901	901	100	875	875	100
Female	74	74	100	71	71	100
Total	975	975	100	946	946	100
Workers						
Male	4894	4894	100	5204	5204	100
Female	170	170	100	177	177	100
Total	5064	5064	100	5381	5381	100

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?

MDL has established a robust Health, Safety, and Environmental Management System that is seamlessly integrated across all its divisions, covering 46 sections and departments. The company's commitment to maintaining high standards in environmental sustainability and workplace safety is further reinforced by its certifications in ISO 14001:2015 and ISO 45001:2018.

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

Each section and department within MDL undergoes a structured **Hazard Identification & Risk Assessment (HIRA)** process, with findings documented in their respective departmental manuals. To systematically identify and mitigate risks, the company has implemented the following measures:

- Collecting and analyzing workplace data to detect potential or existing hazards.
- Conducting routine inspections to identify emerging risks and recurring safety concerns.
- Investigating incidents, including injuries, illnesses, and near misses, to determine root causes and pinpoint gaps in safety protocols.



- Reviewing patterns in reported hazards, injuries, and illnesses by analyzing similar occurrences.
- Evaluating risks associated with emergency situations and non-routine operations to enhance preparedness.
- Determining the likelihood and severity of each identified hazard, ensuring corrective actions are prioritized based on potential impact.

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

Yes. MDL has a structured **Incident Report System** in place, allowing all stakeholders to promptly notify the designated authorities about any identified hazards or incidents. This system ensures timely intervention and appropriate corrective actions to maintain a safe working environment.

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

MDL provides comprehensive medical facilities along with an Occupational Health & Safety Center, accessible to all stakeholders within its premises. For further details, reference can be made to Note (i) under Essential Indicator 1.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.04	0.29
Total recordable work-related injuries	Employees	0	0
	Workers	1	8
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

MDL has implemented a comprehensive approach to ensuring workplace health and safety, incorporating structured programs, routine inspections, and awareness initiatives.

Key safety and health measures include:

- The **Medical & Occupational Health & Safety Department** conducts regular health awareness sessions and educational talks.
- **Bio-medical waste** is systematically disposed of through M/s. SMS Envoclean, an agency authorized by MCGM.
- **Daily safety checks** are carried out, complemented by a structured Work Permit System, periodic Safety Committee Meetings, and ongoing safety training for employees and subcontractors. Additionally, **Safety Week** is observed annually, featuring competitions to promote awareness.

Further efforts to strengthen workplace safety include:

- Structured **safety training** programs for employees.
- Recognition and rewards for employees demonstrating **safe work practices**.
- Safety-related **posters and slogans** prominently displayed across the premises.
- Strict adherence to **high housekeeping standards** within the factory.
- Regular **maintenance and inspection** of tools and equipment.
- A well-defined **incident reporting system** to promptly address safety concerns.



- In-depth **accident investigations** to determine causes and prevent recurrence.
- Comprehensive **record-keeping** of first aid interventions, safety training, and inspections.
- Frequent **workplace safety inspections** to identify and mitigate risks.
- Periodic **safety meetings** aimed at continuous improvement in occupational safety standards.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessments for the year:

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

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

Not Applicable

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).

The Company provides the following schemes to its employees and workers:

There are various schemes applicable to employees in the event of death of (A) Employees & (B) Workers.

i) MDL Financial Assistance Scheme

“MDL Financial Assistance Scheme” is applicable to the dependent of Employee died in harness and to the employee prematurely retired on account of incapacitation before attaining 55 yrs. The details are as follow:

Categories	Maximum Amount (in Lakhs)
Executives including Board level	8
Non-executives	
ID-05 to ID10	7
ID-01 to ID04	6
Fixed-term employee	6



ii) Group Personal Accident Policy

Group Personal Accident Policy provides Social Security Coverage to the bereaved family member / nominee in the event of unfortunate death of an employee due to an accident.

Categories	Capital Sum Insured Per Employee (in Lakhs)	Coverage
Executives	40	24 Hours and World wide
Non-executives-Permanent	40	
Non-Executives – Fixed term	30	
Apprentices	20	Period of duty Only
Outsourced Persons	20	
Visitors	10	Within MDL Premises

iii) Employees & Employers Contribution

In the event of death, each worker contributes a specific amount (mentioned below), which is matched by the company.

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

iv) Mazagon Dock Executive Contributory Death Benefit Scheme

Mazagon Dock Executive Contributory Death Benefit Scheme is also in existence wherein executives, voluntarily, contributes ₹2000 each to the dependent of deceased executives.

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

MDL has established stringent measures to ensure that its value chain partners adhere to statutory compliance regarding deductions and remittances. These measures include:

- Mandating that all vendors and contractors possess a **valid Permanent Account Number (PAN)**.
- Requiring vendors and contractors to be **duly registered under the Goods and Services Tax (GST) Act** and comply with all relevant regulations.
- Processing payments to suppliers and contractors **only after verifying their adherence to statutory obligations**.

- 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 are 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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	Nil	Nil	Nil
Workers	Nil	1	Nil	Nil*

*Financial assistance was provided to the family of the deceased contract employee in relation to the fatality reported in FY 2023-24.

- 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 has structured provisions in place for both Executive and Non-Executive employees. The company's **consultancy policy** enables the re-employment of retired executives on a contractual or fixed-term basis, ensuring continued professional engagement post-retirement.



5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	The Company includes specific requirements within its tender documents that suppliers are expected to comply with. However, it does not currently carry out formal assessments of its value chain partners. The same shall be analysed and be taken up accordingly in the coming years.
Working Conditions	

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

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.

MDL adopts a structured **stakeholder identification process**, beginning with the recognition of key internal and external stakeholders. This involves evaluating their influence on the company and how MDL's operations, in turn, impact them. By analyzing these interactions, MDL prioritizes its primary stakeholders to better understand their expectations and concerns.

Engagement with stakeholders is a **continuous and evolving process**, where MDL actively fosters meaningful relationships through open communication and collaboration. By maintaining transparency, ethical governance, and accountability, the company ensures that stakeholder feedback is integrated into decision-making. This approach not only strengthens trust but also helps align business strategies with stakeholder needs, creating long-term value.

MDL's core stakeholder groups include **Customers, Vendors/Suppliers, Employees and workers, Shareholders, Regulators & Statutory Bodies, Communities, Media, and Industry Associations.**

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
Customers	No	Email, Letters, Meeting	Monthly, Quarterly, Half Yearly, as and when required	Issues related to Technical, Logistic, timelines, terms and condition etc
Vendors / Suppliers	No	Website, Emails, MDL e-portal, Meeting	Against Specific Tender Monthly, Quarterly, Yearly	Tenders are hosted on website
Shareholders/ Investors	No	Website, Email, Letters, Meetings, Newspaper Publication, Annual Reports	As and when required	Shareholders meeting and Resolution of grievance
Employees and Workers	No	Employee portal, E-Newsletter, circulars	Monthly, Weekly, Occasionally and Fortnightly	Information on Company activities
Regulators and statutory bodies	No	Email, Letters, Meeting	As and when required	Compliance of applicable laws



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
Communities	Yes	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.
Media	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.
Industry Associations	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.

MDL is committed to incorporating stakeholder perspectives into its decision-making process. To ensure that concerns are thoroughly addressed, the company evaluates issues through **structured discussions**, which, when required, are escalated to the **Board level** for further review. Additionally, during the AGM, the shareholders have the platform to interact with the board.

By actively engaging with stakeholders, MDL strives to implement **mutually beneficial solutions**, reinforcing transparency and collaboration across all interactions.

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.

Yes, Stakeholders at MDL have **clear avenues** to express their concerns, ensuring that any raised issues are promptly addressed. While no such instances occurred during the reporting period, the Company remains committed to **engaging in dialogue** whenever necessary to resolve concerns effectively.

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

MDL's **CSR initiatives** strictly follow the company's **CSR Policy**, with a focus on **education, skill development, healthcare, sanitation, nutrition, and rural development**. These efforts aim to uplift **marginalized and vulnerable communities**, ensuring meaningful social impact. While previous years have seen **decisions shaped by stakeholder discussions**, no such instances were reported in the current period.



PRINCIPLE 5: Businesses should respect and promote human rights



Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	975	975	100	946	946	100
Other than permanent	0	0	0	0	0	0
Total Employees	975	975	100	946	946	100
Workers						
Permanent	1679	1679	100	1868	1868	100
Other than permanent	3385	3385	100	3513	423	12.04
Total Workers	5064	5064	100	5381	2291	42.58

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

Category	FY 2024-25					2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	975	0		975	100	946	0		946	100
Male	901			901	100	875			875	100
Female	74			74	100	71			71	100
Other than Permanent	NA					NA				
Male										
Female										
Workers										
Permanent	1679	0		1679	100	1868	0		1868	100
Male	1631			1631	100	1816			1816	100
Female	48			48	100	52			52	100
Other than Permanent	3385	0		3385	100	3513	0		3513	100
Male	3263			3263	100	3388			3388	100
Female	122			122	100	125			125	100



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
Board of Directors (BoD)	4	81,22,607.5	0	0
Key Managerial Personnel	4*	81,22,607.5	1	30,28,460
Employees other than BoD and KMP	897	29,14,266.0	73	21,46,990
Workers	4894	8,24,677.5	170	4,98,677.5

*part of Board of Directors

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:⁸

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	3.87	3.67

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, responsibility for addressing human rights impacts or concerns arising from business operations rests with the **Head of the Human Resources Department**. This individual serves as the designated focal point, ensuring that any such issues are appropriately managed and addressed.

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

MDL upholds a strict zero-tolerance policy against any form of retaliation, discrimination, or harassment towards employees who report concerns through the **Vigil Mechanism** or participate in related investigations. The **Whistle Blower Policy, Code of Conduct, and Grievance Policy** reinforce this commitment by ensuring strict confidentiality and safeguarding the identity of whistle blowers throughout the process. Additionally, an **Internal Complaints Committee**, established as per legal mandates, is responsible for addressing cases of sexual harassment, while the **Works Committee** oversees matters related to workplace safety and conditions. To provide a structured approach for employees to report and resolve grievances, the company has a well-defined **Grievance Redressal Policy** in place.

To further support employee rights and workplace fairness, MDL has constituted multiple grievance redressal committees, including:

- 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

⁸ The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil	Nil		2	0	Exonerated
Discrimination at workplace				Nil	Nil	
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:⁹

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	2
Complaints on POSH as a % of female employees / workers	0	0.87
Complaints on POSH upheld	0	0

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

To ensure that individuals reporting discrimination or harassment are fully protected from any negative consequences, the Company has enacted robust safeguarding measures. These protections are provided through the following policies:

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

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

MDL ensures that its contractual agreements require full compliance with applicable labor laws and government regulations at both the central and state levels. Alongside these existing provisions, the company is currently evaluating further enhancements to strengthen compliance clauses within its business agreements.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100
Forced/involuntary labour	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100

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

Not Applicable

⁹ The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints
- MDL upholds an open-door policy, ensuring employees and stakeholders can freely raise concerns. The company remains dedicated to revising its processes whenever necessary to strengthen human rights protections. However, during the reporting period, no pressing need arose that warranted modifications to existing procedures.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

While the company has not yet incorporated a formal human rights due diligence process, it remains open to evaluating its significance and exploring potential implementation in the future.

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 has taken proactive measures to ensure accessibility for differently-abled visitors by providing essential infrastructure support. This includes the installation of ramps at entry and exit points to facilitate smooth movement, wheelchair availability for those who require mobility assistance, and railings strategically placed throughout the premises to offer additional support and stability. The Company remains committed to enhancing its facilities further to create a more inclusive and barrier-free environment.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company includes specific requirements within its tender documents that suppliers are expected to comply with. However, it does not currently carry out formal assessments of its value chain partners. The same shall be analysed and be taken up accordingly in the coming years.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	

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:¹⁰

Parameter	FY 2024-25 (Mega joules)	FY 2023-24 (Mega joules)
From renewable sources		
Total electricity consumption (A)	1,63,99,104.23	50,14,671.78
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total Energy consumption from renewable sources (A+B+C)	1,63,99,104.23	50,14,671.78
From non-renewable sources		
Total electricity consumption (D)	3,96,57,540.60	4,90,76,112.64
Total fuel consumption (E)	14,46,680.28	21,30,528.45
Energy consumption through other sources (F)	-	-
Total Energy consumption from non-renewable sources (D+E+F)	4,11,04,220.87	5,12,06,641.09
Total energy consumed (A+B+C+D+E+F)	5,75,03,325.10	5,62,21,312.87
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations) (MJ/ Rupee)	0.00050	0.00059
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)¹¹ (MJ/ USD)	0.010	0.013
Energy intensity in terms of physical output¹²	Currently, production/physical output is not quantifiable by the Company.	
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

This does not apply to the Company, as it does not fall under the category of Designated Consumers required to comply with the PAT Scheme mandates.

10 The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

11 The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

12 The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



3. Provide details of the following disclosures related to water, in the following format:¹³

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	6,000	6,000
(iii) Third party water	3,75,718	3,37,928
(iv) Seawater / desalinated water	-	6,000
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,81,718	3,49,928
Total volume of water consumption*(in kilolitres)	77,414.80	70,984
Water intensity per rupee of turnover (Water consumed / Revenue from operations) (KL/ Rupee)	0.00000068	0.00000075
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) ¹⁴ (KL/ USD)	0.000014	0.000017
Water intensity in terms of physical output ¹⁵	Currently, production/physical output is not quantifiable by the Company.	
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*The consumption is calculated on the basis of assumption that 20% of total water withdrawn is consumed.

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 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment	3,04,303.20*	2,78,944*
- With treatment – please specify level of treatment		
(v) Others	0	0
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	3,04,303.20	2,78,944

*The discharge is calculated on the basis of assumption that 80% of total water withdrawn is discharged.

- 13 The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.
- 14 The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.
- 15 The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



*For FY 2023–24, the quantity of water treated through the STP (2 m³/hour) and the grey water facility (4 m³/hour) has been excluded from discharge calculations based on an operational assumption of 4 hours of use per week (i.e., 2 hours twice a week). For FY 2024–25, the actual measured quantity of water treated has been considered, ensuring a more accurate calculation of both water withdrawal and discharge. This treated water is assumed to be fully recycled, and the corresponding volume is excluded from total water withdrawal for water discharge calculations.

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, a Zero Liquid Discharge (ZLD) mechanism has been implemented within the Submarine Section Assembly workshop since FY 2016–17 to ensure responsible wastewater management and reuse. The system includes dedicated facilities for treating different types of effluents, such as a Sewage Treatment Plant (STP), a Grey Water Treatment Unit, and an Oil-Contaminated Water Treatment System.

The STP handles up to 2 m³/hour of domestic sewage, focusing on reducing contaminants like BOD, COD, and suspended solids. Treated water is disinfected using a hypochlorite solution and is suitable for non-potable reuse, such as toilet flushing and gardening.

The grey water facility processes up to 4 m³/hour of wastewater, incorporating disinfection and advanced filtration through sand and activated carbon filters to enable water reuse within operations.

The oil-water separation system is equipped to treat up to 5 m³/hour of oil-laden wastewater. It features critical components such as a collection sump, transfer pumps, corrugated plate interceptor, oil sensors, and a final holding tank, effectively enabling the recycling of water that would otherwise be discarded.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NO _x		Stack emissions are currently not being quantified. However, the Company shall assess this and take it up as per requirement in the upcoming years.	
SO _x			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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:¹⁶

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions ¹⁷ (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)*	Metric tonnes of CO ₂ equivalent	594.84	505.30
Total Scope 2 emissions ¹⁸ (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	10,282.39	9,760.69
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent/ Rupees	0.00000010	0.00000011
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) ¹⁹	Metric tonnes of CO ₂ equivalent/ USD	0.00000020	0.00000024
Total Scope 1 and Scope 2 emissions intensity in terms of physical output ²⁰		Currently, production/physical output is not quantifiable by the Company.	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

*Off-road vehicles such as forklifts, cherry pickers, SPMTs, and cranes have not been included in the Scope 1 emissions calculations due to the unavailability of distance travelled data. To maintain consistency and avoid applying mixed methodologies, these vehicles have been omitted from the current emission estimates.

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.

1. Energy Conservation Measures:

In alignment with its commitment to reducing greenhouse gas emissions and enhancing energy efficiency, Mazagon Dock Shipbuilders Limited (MDL) implemented a range of energy conservation initiatives during the financial year 2024-25. These initiatives are aimed at minimizing the company's carbon footprint through the adoption of energy-efficient technologies and practices. Key measures include:

Deployment of Inverter-Based Welding Equipment: Adoption of inverter-based welding machines and rectifiers, which consume less power compared to conventional equipment, thereby improving operational efficiency and reducing electricity consumption.

Introduction of BLDC (Brushless Direct Current) Fans: Procurement of energy-efficient BLDC pedestal and ceiling fans across facilities, leading to a substantial decrease in power usage while maintaining performance.

- 16 The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.
- 17 For the calculation of Scope 1 emissions from company-owned vehicles (mobile combustion), emission factors have been sourced from the document titled "India-Specific Road Transport Emission Factors" published by the India GHG Program.
- 18 The above calculations as per the updated emission factors provided in the CO₂ Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.
- 19 The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.
- 20 The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



LED Lighting Upgrade: Transition from traditional lighting to energy-efficient LED solutions, including floodlights, streetlights, and batten lights. This shift significantly reduces power consumption and improves illumination quality.

Installation of Variable Frequency Drives (VFDs): VFDs have been procured to optimize the energy use of motors and pumps, allowing precise control of motor speed and reducing unnecessary energy waste.

Use of High-Efficiency Air Conditioning Systems: Installation of 5-star rated air conditioning units that consume less electricity and reduce greenhouse gas emissions associated with cooling operations.

2. Sustainable Development Projects:

To further strengthen its environmental stewardship and commitment to renewable energy, MDL undertook the following sustainable development projects during FY 2024-25:

Adoption of Green Energy Tariff: In a significant move toward decarbonisation, MDL has initiated the procurement of green electricity to achieve a targeted 50% share of renewable energy in its overall power mix. This strategic action directly supports emission reduction goals and aligns with national sustainability directives.

Solar Rooftop Project with NTPC Vidyut Vyapar Nigam Ltd: A Power Purchase Agreement (PPA) has been executed with NTPC Vidyut Vyapar Nigam Ltd for the installation of a 1,375 kW rooftop solar power plant. This project will contribute substantially to the company's renewable energy capacity, lower dependency on fossil fuels, and result in long-term emission reductions.

9. Provide details related to waste management by the entity, in the following format:²¹

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	161.00	10.30
E-waste (B)	-*	5.33
Bio-medical waste (C)	0.10	0.13
Construction and demolition waste (D)	66,000	26,000
Battery waste (E)	2.20	1.60
Radioactive waste (F)	-	-
Other Hazardous waste. Please Specify, if any. (G) 1. Used Oil (lubricant)	-	-
Other Non-hazardous waste generated (H). Please specify, if any.	-	-
1. Wood waste (Scrap, wood logs)	625.80	182.92
2. Steel Waste (MS Scrap, SS Scrap)	2,894.68	1,171.88
3. Aluminum Waste (Scrap, Cable waste)	18.68	10
4. Copper Waste (Scrap, Cable Scrap)	16	54
5. Brass Scrap	-	0.50
6. Cu-Ni Scrap	8	8
7. Rubbish and Refuse (Excluding Plastic waste)	646	100
Total (A+B + C + D + E + F + G + H)	70,372.45	27,544.66
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/ Rupee)	0.00000062	0.00000029

²¹ The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



Parameter	FY 2024-25	FY 2023-24
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) ²² (MT/USD)	0.000013	0.0000065
Waste intensity in terms of physical output ²³	Currently, production/ physical output is not quantifiable by the Company	
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)		
Category of waste – Plastic Waste, E-Waste, Battery Waste & Other Non-Hazardous Waste		
(i) Recycled - Plastic Waste & Rubbish and Refuse	645.60	1,527.30
(ii) Re-used	-	-
(iii) Other recovery operations- Sold to MPCB Contractors (Battery Waste)	2.20	1.60
(iv) Other recovery operations- Buyback or Auctioned (E-Waste)	-	5.33
Total	647.80	1,534.23
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste- Biomedical Waste, Construction & Demolition Waste and Other Non-Hazardous Waste		
(i) Incineration- Biomedical Waste & Rubbish & Refuse	161.50	0.13
(ii) Landfilling	-	-
(iii) Other disposal operations- Auctioned (Wood Waste, Steel Waste, Aluminium Waste, Copper Waste, Brass Scrap, Cu-Ni Scrap)	3,563.15	1,427.30
(iv) Other disposal operations- Collected and taken back by the contractor (Construction & Demolition Waste)	66,000	26,000
Total	69,724.65	27,427.43

* E-waste generated for this year is currently collected but is pending disposal. The same shall be disposed in the upcoming year and the data would then be disclosed.

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

The Company has put in place a systematic and community-driven approach to waste management across its facilities. Since FY 2010-11, day-to-day solid waste generated within the yards has been effectively managed in partnership with NGOs, without any financial outlay, enabling the organisation to maintain a zero-garbage status.

A structured system is in place for the segregation and disposal of various types of scrap and waste materials. Dedicated rate contracts are assigned for the clearance of accumulated scrap, including ferrous and non-ferrous metals, wood, aluminium, copper, furniture, rubber, and paper. Plastic waste is collected on a daily basis by contracted personnel or NGOs, who then facilitate sorting and channel it for reuse or recycling.

22 The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

23 The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



To support this segregation, labelled bins have been installed across the premises for different scrap categories like wood, metal, and non-ferrous materials. Items such as metal and wood scrap are monetised through an internal auction mechanism operated by the Disposal Cell, ensuring safe and traceable disposal.

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.
	None of the Company's offices or facilities are located in ecologically sensitive zones. As a result, it is not required to obtain environmental approvals or clearances typically mandated 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
Not Applicable. No project attracting provisions of EIA 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
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 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil, The Company does not withdraw, consume and discharge in areas of water stress	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater/ desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
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		



Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Nil, The Company does not withdraw, consume and discharge in areas of water stress	
- 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		
Total water discharged (in kilolitres)		

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

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) - Limited	Metric tonnes of CO ₂ equivalent	316.19	Scope 3 was not quantified for the FY 2023-24
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ Equivalent/ Rupee	0.0000000028	
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

*Scope 3 GHG emissions have been calculated based on Business Travel. All flights have been considered as one-way trips.

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	Dry waste, including plastics and other recyclables, is collected on a daily basis through the support of NGOs or contractors. These agencies are responsible for sorting the waste for recycling or reuse, operating the service on a no-profit, no-loss basis to support sustainability goals.	Notable decrease in the volume of dry waste sent to landfills.
2	Sewage Treatment Plant	<p>To manage wastewater generated on smaller ships, commercial fleets, and defence vessels, specialised treatment units are installed that offer a compact and efficient solution. These systems are engineered to treat onboard sewage in a manner that ensures the final discharge meets environmental regulations, with output quality significantly exceeding the limits prescribed under MARPOL Annex IV and MEPC 227(64).</p> <p>Instead of relying on traditional chemical-based disinfection methods, the technology operates on a proprietary process involving electrolytic oxidation. This approach removes the need to store or use hazardous chemicals altogether. Additionally, the units are equipped with automated features and remote access capabilities, enabling real-time monitoring.</p>	Improved water quality with significantly reduced levels of BOD, COD, and suspended solids, ensuring minimal environmental impact.
3	Oil-Water Separation System	<p>Oil-water separators (OWS) play a crucial role in both maritime and industrial settings, functioning to extract oil and other pollutants from water before it is discharged. These systems contribute meaningfully to environmental protection for several key reasons:</p> <ol style="list-style-type: none"> 1. Environmental Safeguarding – By ensuring that only treated, clean water is released, OWS units help reduce the environmental risks associated with oil contamination, thereby protecting aquatic ecosystems and minimizing harm to biodiversity and human well-being. 2. Adherence to Global Standards – As per mandates from the International Maritime Organization (IMO), vessels are required to have OWS units in place to restrict oil discharges into marine environments within the permissible range of 5 to 15 parts per million (ppm). 3. Conservation of Marine Biodiversity – The presence of oil in water bodies can severely disrupt marine ecosystems, impacting organisms from microscopic plankton to large marine animals. OWS systems help reduce the occurrence and impact of such pollution events. 4. Protection of Public Health – Preventing the release of oil into water sources reduces the risk of water contamination, thereby supporting safer conditions for communities relying on these resources. 5. Innovation in Environmental Technology – The continuous evolution of OWS systems drives forward advancements in pollution control methods, contributing to the development of more reliable, efficient, and environmentally friendly technologies. 	Enhanced marine protection through reduced oil discharge, better regulatory compliance, and overall support for sustainable operations.



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

Yes, the entity has a well-defined Business Continuity and Disaster Management Plan, developed through a detailed evaluation of potential risks and emergency scenarios. The primary objective of the plan is to minimise the impact of unexpected events such as accidents, fires, explosions, or natural disasters on human safety and physical infrastructure.

The plan provides a structured approach for managing disruptions and restoring normal operations. It includes clear procedures for incident response, enabling management to take timely preventive and corrective actions. Depending on the nature and extent of the event, the plan can be activated either in part or in full. It clearly defines the roles and responsibilities of key personnel, outlines communication protocols, and specifies the presence required from designated teams during emergency situations.

The plan is structured around three key questions: who needs to be informed, who is responsible for specific actions, and where each team member is required to be during a crisis.

In addition, the entity follows a confidential Long-Term Business Continuity Vision Plan, which extends until 2033 and is aligned with the strategic directives of the Ministry of Defence, Government of India.

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?

The entity has not observed any major adverse environmental impacts resulting from its value chain activities. Nevertheless, it remains committed to continuously monitoring its operations and working proactively with value chain partners to uphold environmental standards and reduce potential risks.

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

Not Applicable

8. How many Green Credits have been generated or procured:²⁴

- a. By the listed entity

Nil

- b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

Nil

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.

Five

- 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.

S. 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
5	Society of Indian Defence Manufacturers (SIDM)	National

²⁴ The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.



- 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 action 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

- 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

- 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.					

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

S. No	Name of Project for which R&R is ongoing	State	District	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.						

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

Residents living near the company's operational areas can voice their concerns through the Public Grievance Portal, ensuring their issues are acknowledged and addressed. The company remains dedicated to safeguarding community well-being through continuous efforts.

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

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	34.32	27.66
Sourced directly from within India	56.26	59.28



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 cost²⁵

Location	FY 2024-25	FY 2023-24
Rural	-	-
Semi-Urban	-	-
Urban	-	-
Metropolitan	100	100

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:

S. No	State	Aspirational District	Amount spent (In INR)
1	Maharashtra	Gadchiroli	1,60,55,231
2	Maharashtra	Nandurbar	60,11,265

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 adheres to the Public Procurement Policy for Micro and Small Enterprises (MSE), as mandated by the government. This policy is designed to promote and support MSEs by ensuring their participation in procurement opportunities. It establishes guidelines for a certain percentage of procurement to be sourced from MSEs, including those owned by women and entrepreneurs from Scheduled Castes (SC) and Scheduled Tribes (ST). The Company actively implements these provisions, creating a more inclusive and competitive procurement ecosystem that fosters growth and sustainability for small businesses.

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

In accordance with the Public Procurement Policy, priority is extended to Micro and Small Enterprises (MSEs), with special consideration given to those owned by Scheduled Caste (SC), Scheduled Tribe (ST) entrepreneurs, and women.

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

MSE's constitute almost 34.32% of the total procurement. Procurement from SC/ST MSEs & Women MSEs were 0.10% and 0.88% 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:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Nil				

²⁵ The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



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
	Nil	

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	Supply of Medical Equipments to Department of Respiratory Medicine at LTMMC & GH Sion Hospital	3600	The majority of beneficiaries are always from the under-privileged, marginalized, vulnerable and backward communities of the society
2	Supporting Education of 24 Students from Kharade Area to Bhonsala Military School Nagpur	24	
3	Supporting Education of 20 New Students from Shahapur Taluka to Bhonsala Military School Nagpur	20	
4	Proposal for Giftmilk- Providing 200 ml of Fortified flavoured milk to Govt. School Students in Gadchiroli district in Maharashtra	5571	
5	Nutrition support for Cancer Patients and its attendant at Sion, Mumbai	7500	
6	Support towards Shelter Home for Cancer Patients at Jagannath Cancer Aid Foundation at Navi Mumbai	480	
7	Support towards payment of salary of 20 staff at Bharatratna Dr. A.P.J. Abdul Kalam Divyang Mulanche Balgruh, Mankhurd (Mumbai)	265	
8	Stipend Support and Trainers' Salary at Apprentice Training School (ATS) in MDL	200	
9	Swachh Bharat & environment conservation activities in nearby areas of MDL	2040	
10	Support for Assistive Aids for Person with Disabilities (PWDs) in Aspirational District Gadchiroli, Maharashtra	292	
11	Support for 600 meals daily for relatives of patients admitted at BYL Nair Charitable Hospital, Mumbai	24000	
12	Construction of State of the art circulating water tank tunnel at IIT Madras	300	
13	Support for Augmentation & Enhancement of Museum Ship Khukri at Diu	7800	
14	Support towards purchase of Medical Equipment at KEM Hospital to the Dept. of Urology of Seth G. S. Medical College & KEM Hospital, Mumbai	1000	
15	Supply of Medical Equipment to the General Medicine, Anesthesiology & Psychiatry Dept at BYL Nair Charitable Hospital, Mumbai	60360	
16	Supply of Medical Equipment to Dept. of Genetic Lab, Microbiology & Blood Bank at Sir J J Group of Hospital, Mumbai	178188	
17	Support for Health, Medical and Nutrition project of M.S.W.C. Asha Sadan Balgruha & Adhar Gruha at Byculla, Mumbai	150	
18	Cervical Cancer Mukta Bharat Abhiyan- Vaccinating 2800 Adolescent Girls between 9-14 Years across Maharashtra	2800	
19	Support for Necessary Treatment & required Insulin for Small Children suffering from Type I Diabetes in Saurashtra region of Gujarat	143	
20	Cataract Surgery in of 4000 persons in Gadchiroli, Chandrapur, Gondia and other neighboring districts in Vidarbha region, Maharashtra	4000	



S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
21	Infrastructure Upgradation of Mumbai Utkal English High School (Computer, Library, Water Cooler, Fees etc.) at Kurla, Mumbai	1000	
22	Financial Assistance to 200 or more cancer patients under treatment at Tata Memorial Hospital, Parel, Mumbai	200	
23	Thalassemia Mukta Bharat - To adopt 105 Thalassemia Major Warriors affiliated with The Wishing Factory, supporting them with their monthly healthcare needs across Maharashtra	105	
24	Support for a School Bus at Vijnana Vihara English Medium High School, Nutakki, Guntur district (A.P.)	59	
25	Construction of 2nd Floor of Rural Youth Development center at Nutakki, Vijayawada (A.P.)	200	
26	Construction of Assembly Hall at Sri Saraswathi Sisu Mandir, Thumulu, Guntur district (A.P.)	550	
27	Expansion of facilities at Sri Saraswati Sisu Mandir High School, Sattenapalli, Palnadu district (A.P.)	300	
28	Support for procurement of one unit of Mobile Medical Van at Guntur district (A.P.)	19200	
29	Support for running of 100 Abhyasikas in rural and urban slum of Vijayawada (A.P.)	3000	
30	Supporting treatment and surgeries for 75 children suffering from Congenital Heart Disease (CHD) at Sri Sathya Sai Sanjeevani Hospital, Navi Mumbai	75	
31	Supply of Bunk Beds at Sadguru Madhyamik Ashram Shala, Shirala, Sangli district, Maharashtra	240	
32	Arunodaya - Providing life skills, rehabilitation, and literacy to 50 blind children from marginalized communities in Maharashtra	50	
33	CSR Activities at NHAVA Gram Panchayat in Raigad District (Maharashtra)	2600	
34	Support for Medical Equipment at Pulmonary Medicine Dept. of BYL Nair Charitable Hospital, Mumbai	120	
35	Support for purchase of Trima Accel Automated Blood Collection System at Indian Red Cross Society, Gwalior (M.P.)	350	
36	Support for purchase of equipment's for Community Hospital of SEARCH in Gadchiroli District, Maharashtra	50000	
37	Support for procurement of medical equipment at Dr Mane Medical Foundation & Research Centre, Rahuri, Ahmed Nagar district, Maharashtra	1080	
38	Support for 1000 Cataract surgeries in slums /urban areas and support for school students for eye screening in Mumbai & nearby areas	1146	
39	Procurement of Mobile Clinic under Primary Healthcare Centre at Village Kakrana, Sondwa Tehsil, Dist. Alirajpur (M.P.)	4800	
40	Stipend support to 500 apprentices under PM Internship Scheme FY 2024-25	5	
41	Supporting treatment and surgeries for 100 children suffering from Congenital Heart Disease (CHD) at Sri Sathya Sai Sanjeevani Hospital, Navi Mumbai & Raipur	100	



S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
42	Water Sanitation & Hygiene (WASH) Program at KMS Dr Shirodkar High School, Parel and SSM MCM Girls School & Shivaji Vidhyalaya Boys School, Cotton Green, Mumbai	2400	
Note 1: For CSR contribution to Govt funds i.e. Swachh Bharat Kosh, Clean Ganga Fund and PMCARES Fund number of beneficiaries can't be ascertained.			
Note 2: Number of Beneficiaries for Research Based Projects with IIT Bombay, IIT Indore & IIT Hyderabad can't be ascertained at this stage.			

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner



Essential Indicators

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

The Company follows a structured approach to handling consumer complaints and feedback, aligning with the Indian Navy's established system for issue resolution. Regular meetings are conducted to address concerns, and a designated guarantee officer is assigned to manage any defects covered under warranty or guarantee, even after product delivery. These processes ensure that any issues are systematically addressed. Given the sensitive nature of the documentation involved, all records remain confidential as per Indian Navy protocols.

- 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

Safe and responsible usage

100%

Recycling and/or safe disposal

- Number of consumer complaints in respect of the following:

	FY 2024-25			Remarks	FY 2023-24		
	Received during the Year	Pending resolution at end of year			Received during the Year	Pending resolution at end of year	Remarks
Data Privacy	Nil	Nil	Nil		Nil	Nil	Nil
Advertising	Nil	Nil	Nil		Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil		Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil		Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil		Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil		Nil	Nil	Nil
Other	Nil	Nil	Nil		Nil	Nil	Nil
Total	Nil	Nil	Nil		Nil	Nil	Nil

- 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.

The Company has implemented a comprehensive cyber-security policy designed to safeguard its digital infrastructure and sensitive data. The policy is readily accessible on the company's intranet, allowing all employees to stay informed about their responsibilities in maintaining cyber security.

For confidentiality and security reasons, the cyber security policy is made available to the employees through Company's intranet only, hence the web-link is not provided.

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.

Nil

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 customers²⁶

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).

Customers and stakeholders can explore detailed information about the company's products and services through multiple digital platforms. These include the official website and social media channels, where updates, specifications, and key announcements are regularly shared:

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.

To ensure the safe and responsible use of its products and services, the Company provides comprehensive guidance through detailed Standard Operating Procedures (SOPs) and user manuals. These resources equip consumers with the necessary knowledge and best practices for proper utilization, ensuring safety, efficiency, and compliance with operational protocols.

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

In the event of any potential disruption or discontinuation of essential services, consumers are proactively kept informed through structured and periodic meetings. These meetings provide status updates on ongoing projects, discuss potential risks, and ensure that stakeholders remain well-informed about any anticipated changes in service availability.

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.

²⁶ The above calculations are in accordance with Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



Independent Assurance Practitioners' Statement

To,

Mazagon Dock Shipbuilders Limited
Dockyard Road, Mazagaon, Mumbai – 400010

JointValues ESG Services Pvt. Ltd. (hereinafter referred to as “JointValues”) was appointed and engaged by the management of Mazagon Dock Shipbuilders Limited (hereinafter referred to as “the Company”) for performing an independent assurance of the nine core attributes as mentioned in SEBI’s BRSR Core¹ format² for information pertaining to environmental, social, and governance performance disclosed by the Mazagon Dock Shipbuilders Limited in the Business Responsibility and Sustainability Report (BRSR) for the ‘reporting period’ April 1, 2024 to March 31, 2025 considering related regulation^{3, 4, 5, 6} for listed entities issued by the SEBI.

JointValues performed the engagement through a multidisciplinary team of experienced professionals and subject-matter specialists, on attributes pertaining to environmental, social, and governance performance of the Company reported through BRSR Core, to obtain sufficient evidences to support the professional judgement, and provide the basis for conducting reasonable assurance within the defined scope and boundary of the engagement.

The Assurance team applied professional judgement, skills, and techniques with professional scepticism in a systematic engagement process to arrive at an independent opinion about the subject matters within the scope and boundary of the engagement.

Methodology, Scope and Boundary of Assurance

JointValues conducted this reasonable assurance of the company in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* issued by the International Auditing and Assurance Standards Board (IAASB).

JointValues conducted the engagement process with adherence to ethical requirements, professional standards, and compliance with applicable legal and regulatory requirements, in line with the International Standards on Quality Management (ISQM), *Quality Management for Firms that Perform Audits or Reviews of Financial Statements or Other Assurance or Related Services Engagement* issued by IAASB.

During the engagement, the assurance team complied with the JointValues’s Code of Conduct, that defines independence and other ethical requirements and aligns with the best practices and the International Code of Ethics (ICE) for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

The **scope** of this engagement, as agreed upon by JointValues and the company, was to provide Reasonable assurance on the non-financial sustainability disclosure covered under nine core attributes of the BRSR Core format, as provided by the company to JointValues in the BRSR format. The values related to the nine core attributes of BRSR Core as provided by the company are mentioned in Annexure-I to the assurance statement.

The reporting **boundary** of the company’s BRSR is “standalone basis” as disclosed in Question 13 of Section A of the SEBI’s BRSR format for the reporting period from April 1, 2024, to March 31, 2025.

Limitations and Exclusions

- Reducing engagement risk to zero is rarely attainable; therefore, “reasonable assurance” is less than absolute assurance.
- Preparing the company’s BRSR information requires management to set the criteria, decide what information is relevant to include, and make estimates and assumptions that impact the reported information.

¹ Annexure-I in SEBI’s circular number SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023

² Annexure-II in SEBI’s circular number SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023

³ Regulation 34(2)(f) of SEBI’ Listing Obligations and Disclosure Requirements (SEBI LODR).

⁴ SEBI vide circular number SEBI/HO/CFD-PoD-2/CIR/P/0155 dated 11th November, 2024

⁵ SEBI circular number SEBI/HO/CFD-PoD-1/D/CIR/2024/177 dated 20th December, 2024

⁶ Circular number SEBI/HO/CFD-PoD-1/CIR/2025/42 dated 28th March, 2025



- Calculating and measuring certain amounts and BRSR Core metrics, such as GHG emissions, water, waste and energy footprint, involves assumptions/estimations and inherent measurement uncertainty. Even though we obtain sufficient appropriate evidence to support our opinion, it does not eliminate the uncertainty in these amounts and metrics.
 - Evaluation, verification and assessment of any company's financial performance and data have been out of the scope of this engagement, except relying on the company's third-party audited financial reports as provided to us during the course of engagement, wherever materially required concerning the nine core attributes of the BRSR core. The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
 - Aspects of the BRSR and the data and information (qualitative or quantitative) other than the Identified Sustainability Information.
 - The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
 - The assurance does not extend to mapping the BRSR with reporting frameworks other than those specifically mentioned. This engagement does not consider assessments or comparisons with frameworks beyond the specified ones.
 - The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.
- Performed analytical procedures to analyse trends in the historical data and accordingly ascertain the reasonableness of the data reported in the current year.
 - Performed substantive testing on a sample basis of the identified sustainability indicators, to verify that the data had been appropriately measured with the underlying documents recorded, collated and reported, including returns and internal monitoring reports filed to various authorities by the company and relied upon by us. This includes assessing records and performing testing, including recalculation of sample data.

The selection of the assurance approach was based on our professional judgment, considering the nature, timing, data availability, evidence produced and the extent required to assess the risks of the information for material misstatement or deliberate misrepresentation by the company. Our opinion on the continuing effectiveness of the company's internal controls is out of the scope of this assurance statement. Our responsibilities under those standards are further described in this statement's "Our responsibilities" section.

Our Responsibilities

Planning and performing the engagement to obtain reasonable assurance that the disclosures about the BRSR Core are free from material misstatement.

Exercising professional scepticism, judgement, skills and techniques in systematic engagement process.

Forming an independent opinion about the underlying subject matter within the scope and boundary of the engagement based on the procedures performed and the evidence obtained.

Other Information

Our reasonable assurance engagement was with respect to the information for the period April 1, 2024- March 31, 2025 only and not on any other elements included in the BRSR or any report linked to BRSR and, therefore, do not express any conclusion thereon.

Independence, Quality Control and Competence

JointValues is independent of the company and has no financial interest other than the independent assurance of the non-financial sustainability information disclosed in the BRSR.

The independent assurance opinion statement has been prepared for the stakeholders of the company only for the purpose of verifying its non-financial sustainability information relating to Environment, Social and Governance disclosures as required in the SEBI's BRSR core format, particularly described in the scope above.

Procedures Followed:

Given the circumstances of the engagement, in performing the procedures listed above, we have:

- Interviewed relevant personnel of Company's management responsible for Sustainability, Environmental Social Governance (ESG) and their team through a combination of virtual and physical meeting interactions for understanding the process of collecting, collating the subject matter as per SEBI Circular for BRSR Core.
- Assessed the appropriateness of various assumptions, estimations and materiality thresholds used by the Company for data analysis.



Opinion

Based on the reviews and procedures followed, JointValues expresses its opinion that the nine core attributes as per the BRSR Core format, covered under the scope of this assurance, are disclosed by the Company in material respect through the BRSR format for the reporting boundary mentioned above.

Responsibilities of Management at the Company

By publishing this assurance statement, the management of the Company acknowledges and understands that they are, inter-alia, responsible for the information provided in the BRSR for:

- Designing, implementing, and maintaining internal controls to ensure the information is free from material misstatement, including preventing deliberate misrepresentation.
- Selecting or establishing suitable criteria for preparing the information, considering applicable laws and regulations, identifying key aspects, engaging with stakeholders, and preparing and presenting the information according to the reporting criteria.
- Disclosing the applicable criteria used for preparation in the relevant report or statement.
- Preparing and calculating the information in accordance with the reporting criteria.
- Ensuring the reporting criteria are available to intended users with relevant explanations.
- Establishing targets, goals, and performance measures and implementing actions to achieve them.
- Providing details of the management personnel responsible for the disclosed information
- Ensuring compliance with laws, regulations, or applicable contracts and preventing fraud.
- Identifying and describing inherent limitations in measuring or evaluating information according to the reporting criteria.
- Selecting the content of the information, including identifying and engaging with intended users to understand their needs.

Limitation of Liability and Legal Disclaimer

In no event, the assurance agency and assurance practitioners, for the opinion in this assurance statement, shall be liable to any party for any direct, indirect, incidental, compensatory, punitive, special, or consequential damages, costs, expenses, legal fees, or losses (including, without limitation, lost income or lost profits and opportunity costs or losses caused by negligence) in connection with any use of the content in this assurance statement. This assurance statement is not intended to be produced by any user in any court of law. The assurance practitioners and the agency absolve themselves from legal or other representation to any third party for any consequences arising from using this assurance statement.

The intended use or purpose of this assurance statement

The information provided by the company related to BRSR Core in the BRSR and our reasonable assurance statement is intended only for users who have reasonable knowledge of the BRSR Core attributes and who have read the information with reasonable diligence and understand that the attributes are prepared and assured at appropriate levels of materiality.

Except for the publication along with the BRSR as part of the annual report by the Company, this assurance statement is not intended to be used by anyone for the publication of any selected paragraphs or excerpts elsewhere, nor should the design or content be altered for any purpose.

This document is intended to be used in its original form without modification by the management of MDL. JointValues will not be responsible for monitoring disclosures made by MDL after the date of issuance of assurance. In the event that any material deviation comes to the attention, JointValues, may bring it to the notice of MDL and, if considered necessary in the context of regulatory expectations, also communicate the same to relevant stakeholders and authority concerned.

In sections where BRSR has specific requirements to indicate if any independent assessment / evaluation / assurance has been carried out by any external agency and if any reference has been made to JointValues, such should be interpreted as reasonable assurance provided by JointValues, if such requirements, form a part of BRSR Core on which JointValues has given its opinion.



For and on behalf of
JointValues ESG Services Pvt. Ltd.

Sd/-
J. S. Kamyotra
Verifier and Assurer
Date: 27th July, 2025

Sd/-
Ritu A Tomar
Contract Signatory



Annexure-I: Cross-reference to the indicators in BRSR of the Mazagon Dock Shipbuilders Limited [MDL]

BRSR Core Attribute	Parameter	BRSR of MDL	Values Reported by the Company in BRSR
1 Greenhouse gas (GHG) footprint	Total Scope 1 emissions	Principle (P)6, Question (Q)7	594.84 tCO ₂ e
	Total Scope 2 emissions	P6 Q7	10,282.39 tCO ₂ e
	GHG Emission Intensity (Scope 1 + 2)	P6 Q7	0.0000020 tCO ₂ e per USD of Revenue from operations adjusted for PPP
	GHG Emission Intensity in terms of physical output (Scope 1+2)	P6 Q7	-
2 Water Footprint	Total water consumption	P6, Q3	77,414.80 KL
	Water consumption intensity	P6 Q3	0.000014 KL per USD of Revenue from operations adjusted for PPP
	Water Discharge by destination and levels of Treatment	P6 Q4	3,04,303.20 KL
3 Energy footprint	Total energy consumed	P6, Q1	5,75,03,325.10 Mega Joules (MJ)
	% of the energy consumed from renewable sources	P6 Q1	28.52%
	Energy intensity	P6 Q1	0.010 Mega Joules (MJ) per USD of Revenue from operations adjusted for PPP
	Energy Intensity in terms of physical output	P6 Q1	-
Green Credits	How many Green Credits have been generated or procured?	P6, LI 8	Green Credits generated or procured: a. By the listed entity: NIL b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: NIL



BRSR Core Attribute		Parameter	BRSR of MDL	Values Reported by the Company in BRSR
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	P6, Q9	161.00 Metric Tonne (MT)
		E-waste (B)	P6, Q9	-
		Bio-medical waste (C)	P6, Q9	0.10 Metric Tonne (MT)
		Construction and demolition waste (D)	P6, Q9	66,000.00 Metric Tonne (MT)
		Battery waste (E)	P6, Q9	2.20 Metric Tonne (MT)
		Radioactive waste (F)	P6, Q9	-
		Other Hazardous waste. Please specify, if any. (G)	P6, Q9	-
		Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	P6, Q9	1. Wood waste (Scrap, wood logs): 625.80 Metric Tonne (MT)
				2. Steel Waste (MS Scrap, SS Scrap): 2,894.68 Metric Tonne (MT)
				3. Aluminum Waste (Scrap, Cable waste): 18.68 Metric Tonne (MT)
				4. Copper Waste (Scrap, Cable Scrap): 16.00 Metric Tonne (MT)
				5. Brass Scrap: -
				6. Cu-Ni Scrap: 8.00 Metric Tonne (MT)
				7. Rubbish and Refuse (Excluding Plastic waste): 646.00 Metric Tonne (MT)
				Total: 4,209.16 Metric Tonne (MT)
		Total waste generated (A+B + C + D + E + F + G + H)	P6, Q9	70,372.45 Metric Tonne (MT)
		Waste intensity	P6, Q9	0.000013 MT per USD of Revenue from operations adjusted for PPP
		Waste intensity in terms of physical output	P6, Q9	-
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	P6, Q9	647.80 Metric Tonne (MT)



BRSR Core Attribute	Parameter	BRSR of MDL	Values Reported by the Company in BRSR
	For each category of waste generated, total waste disposed by nature of disposal method.	P6, Q9	(i) Incineration- Biomedical Waste & Rubbish & Refuse: 161.50 Metric Tonne (MT) (ii) Landfilling: - (iii) Other disposal operations - Auctioned (Wood Waste, Steel Waste, Aluminium Waste, Copper Waste, Brass Scrap, Cu-Ni Scrap): 3,563.15 Metric Tonne (MT) (iv) Other disposal operations- Collected and taken back by the contractor (Construction & Demolition Waste): 66,000.00 Metric Tonne (MT) Total: 69,724.65 Metric Tonne (MT)
5	Enhancing Employee Wellbeing and Safety	P3, Q1(c)	0.66%
	Spending on measures towards wellbeing of employees and workers – cost incurred as a % of the total revenue of the company		
	Details of safety-related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	P3, Q11	1. Number of Permanent Disabilities: Employees - 0 Workers - 0 2. Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked): Employees - 0 Worker - 0.04 3. No. of fatalities: Employees - 0 Worker - 0
6	Enabling Gender Diversity in Business	P5 Q3(b)	3.87 %
	Gross wages paid to females as % of wages paid		
	Complaints on POSH	P5, Q7	0



BRSR Core Attribute		Parameter	BRSR of MDL	Values Reported by the Company in BRSR
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	P8, Q4	Directly sourced from MSMEs/ small producers: 34.32% Sourced directly from within India: 56.26%
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost	P8, Q5	Rural: - Semi-urban: - Urban: - Metropolitan: 100%
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events.	P9, Q7	Nil
		Number of days of accounts payable.	P1, Q8	13 days
9	Open-ness of business	Concentration of purchases G sales done with trading houses, dealers, and related parties Loans and advances G investments with related parties	P1, Q9	Share of RPTs in A. Purchases (Purchases with related parties/ Total Purchases): Nil B. Sales (Sales to related parties/ Total Sales): 90.23% C. Loans & advances (Loans & advances given to related parties/ Total loans & advances): Nil D. Investments (Investments in related parties/ Total Investments made): 100.00% And Ref: Note 45 of the Audited Financial Statement



PRIORITY SDGS

At Mazagon Dock Shipbuilders Limited (MDL), sustainability is not just a compliance goal—it is a core part of our operational ethos and social commitment. Our efforts are aligned with the United Nations Sustainable Development Goals (SDGs), which serve as a global blueprint for a better and more equitable future. By integrating these goals into our CSR initiatives, workplace practices, and community outreach programs, MDL strives to drive measurable impact across health, education, environment, gender equality, and inclusive growth. The following sections outline how our key initiatives contribute to advancing specific SDGs, reflecting our dedication to responsible business and nation-building.

SDG 3: Good Health and Well-being



Health and well-being are foundational to sustainable development, and MDL has consistently prioritized physical, mental, and emotional wellness across communities. Through its SUPOSHANA Program and partnership with Seva Bharati, MDL supports child nutrition and holistic development, particularly for children from economically weaker sections. The company has also funded 75 pediatric cardiac surgeries, providing life-saving interventions for children who otherwise lack access to critical care. In partnership with HelpAge India, MDL has restored sight to 4,000 senior citizens through cataract surgeries, significantly enhancing their quality of life.

Further supporting families during health crises, MDL distributed free meals to caregivers at government hospitals, alleviating financial and emotional burdens. On the workplace wellness front, initiatives such as musical therapy sessions during International Women's Day promoted emotional well-being for subcontract women workers. Regular blood donation camps, Yoga Day celebrations, and safety awareness skits foster a culture of care, health, and safety across the organization and surrounding communities.



PRIORITY SDGS

SDG 4: Quality Education



Access to quality education empowers individuals and catalyzes societal progress. MDL's collaboration with Seva Bharati Vijayawada aims to bridge educational inequities by supporting academic and innovation-focused activities for children from underserved communities. These efforts help nurture creativity, critical thinking, and lifelong learning among youth who often face barriers to opportunity.

SDG 5: Gender Equality



Promoting gender equality and empowering women are essential to inclusive development. On International Women's Day 2025, MDL conducted musical therapy sessions and financial literacy workshops specifically tailored for subcontract women workers, supporting their emotional resilience and economic empowerment. Furthering its commitment to inclusivity in business, MDL organized a vendor development program targeting women entrepreneurs, helping women-led businesses access procurement opportunities and grow their enterprises.

SDG 6: Clean Water and Sanitation



Clean water and sanitation are vital for public health and environmental sustainability. MDL's active participation in the Swachhata Hi Seva campaign and Special Campaign 4.0 involved extensive sanitation work in public spaces—including garbage clearance, fogging, and drain cleaning—to prevent disease outbreaks and improve hygiene in local communities.



PRIORITY SDGS



SDG 8: Decent Work and Economic Growth

Fostering safe, inclusive, and empowering workplaces is key to economic resilience. During Safety Week, MDL promoted a strong safety culture through skits and awareness sessions. A financial literacy initiative for subcontract women workers enabled informed economic participation, while vendor development programs for SC/ST and women entrepreneurs encouraged supply chain diversity. MDL's presence at the Oil, Gas & Power World Expo 2025 further highlighted its role in industrial growth and its position as a competitive, responsible employer in India's engineering and shipbuilding sectors.



SDG 9: Industry, Innovation and Infrastructure

MDL plays a key role in advancing sustainable industrial growth and technology. Its presence at the Oil, Gas & Power World Expo 2025 reflected a focus on innovation in surface engineering. A seminar on the Srijan Portal further promoted indigenous manufacturing and reduced import reliance. MDL also engages with institutions like NSTI to build a future-ready, skilled workforce aligned with Make-in-India goals.



SDG 10: Reduced Inequalities

Reducing inequalities means ensuring fair access to services and opportunities for all, especially the underserved. MDL supports this through the SUPOSHNA Program with Seva Bharati, offering nutrition and education to underprivileged children. It funds heart surgeries for children and cataract surgeries for seniors, providing essential healthcare. To promote economic inclusion, MDL has organized vendor development programs for SC/ST and women entrepreneurs, encouraging greater diversity in business.



PRIORITY SDGS

SDG 11: Sustainable Cities and Communities



Building inclusive and sustainable communities requires attention to cleanliness, public health, and resilience. MDL's commitment to this goal is evident in its active role in Swachhata campaigns, where employees and volunteers participated in large-scale clean-up drives, fogging, and waste removal efforts in and around its operational areas. These initiatives directly support healthier urban environments and promote community ownership of public hygiene.

SDG 12: Responsible Consumption and Production



Promoting sustainable consumption and production practices is essential to reducing waste and conserving resources. MDL demonstrated its commitment to this goal through #SpecialCampaign4, where it cleared out old files from the Service Block on October 3, 2024. These files were responsibly shredded and donated to the Cancer Patient Aids Association, a registered charitable NGO, reflecting MDL's focus on waste reduction and social responsibility.

SDGs 13 & 15: Climate Action & Life on Land



Protecting the environment requires both immediate and long-term action on climate change and biodiversity. MDL's tree plantation drive, #EkPedMaaKeNaam, organized across various locations supports reforestation, enhances urban green cover, and contributes to carbon sequestration. This initiative is a tribute to maternal care and environmental stewardship alike, aligning with global goals for climate action and conservation of terrestrial ecosystems.



PRIORITY SDGS



SDG 16: Peace, Justice and Strong Institutions

Strong institutions are built on transparency, ethics, and civic participation. During Vigilance Awareness Week, MDL organized street plays and outreach programs that addressed corruption and promoted integrity among employees and local residents. These engagements not only reinforce ethical values within the organization but also help build trust in public institutions.



SDG 17: Partnerships for the Goals

MDL recognizes that partnerships are essential to advancing the Sustainable Development Goals. Throughout its initiatives, the company has worked with a variety of NGOs, government bodies, and industry platforms to expand impact and promote collective action. Collaborations with Seva Bharati for child development, HelpAge India for cataract surgeries, and NSTI for skill development exemplify MDL's multi-stakeholder approach. The #EkPedMaaKeNaam campaign brought together municipal bodies, students, and community members, while the blood donation drives and Swachhata campaigns relied on strong coordination with public health authorities and civic agencies. These partnerships underscore MDL's commitment to cooperative, cross-sectoral action in pursuit of sustainable development.