MAZAGON DOCK SHIPBUILDERS LTD

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

2025-2026

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**	2025-2026
10.	**Name of the Stock Exchange(s) where shares are listed**	**Name of the Exchange** / **Stock Code**: NSE – MAZDOCK; BSE – 543237
11.	**Paid-up Capital**	Rs. 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: investor@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 contained in this Report have been prepared on a standalone basis for Mazagon Dock Shipbuilders Limited (MDL)
14.	**Name of Assessment or Assurance Provider**	Bureau Veritas India Private Limited
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):

Sl. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing/building/ fabrication	Manufacturing/ building/ fabrication of Submarine & Ships	91.96%
2	Repair activity	Medium Refit & Life Certification of Submarines & Ships	8.04%

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

Sl. No	Product / Service	NIC Code	% of total Turnover contributed
1	Manufacturing/building/fabrication of Submarine & Ships	301	91.96%
2	Repair activity	331	8.04%

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. Market Served by the entity:

a. Number of locations

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

*The Company primarily caters to defence customers, including the Indian Navy and the Indian Coast Guard. Owing to the nature of its operations, the number of States and Union Territories served (markets served) cannot be meaningfully ascertained.

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

0.21%

c. A brief on types of customers

MDL serves a diverse customer base comprising both domestic and international clients in the defence sector, while also undertaking select civilian projects. The Company's principal customers are the Indian Defence Services, primarily 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)	972	896	92%	76	8%
2.	Other than Permanent (E)	9	9	100%	0	0%
3.	**Total employees (D+E)**	981	905	92%	76	8%
	WORKERS					
4.	Permanent (F)	1810	1753	97%	57	3%
5.	Other than Permanent (G)	2979	2870	96%	109	4%
6.	**Total workers (F+G)**	4789	4623	97%	166	3%

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)	32	32	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	**Total differently abled employees (D+E)**	**32**	**32**	**100%**	**0**	**0%**
	Differently Abled Workers					
4	Permanent (F)	46	44	95.65%	2	4.35%
5	Other than Permanent (G)	38	37	97.37%	1	2.63%
6	**Total differently abled workers (F+G)**	**84**	**81**	**96.43%**	**3**	**3.57%**

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11%
Key Management Personnel*	6	0	0%

***KMP includes functional directors and company secretary**

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	0.89	0.00	0.82	0.64	1.38	0.73	1.37	5.80	1.70
Permanent Workers	0.12	0.00	0.11	0.17	4.00	0.28	0.05	0.00	0.05

V. Holding, Subsidiary and Associate Companies (Including Joint Ventures)

23. (a) Name of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Goa Shipyard Limited	Associate	47.21%	No
2	Colombo Dockyard PLC (a company listed on Columbo Stock Exchange, Sri Lanka) ("CDPLC")	Subsidiary	51%	No
3	Dockyard General Engineering Services (Pvt) Ltd. Colombo, Srilanka	Subsidiary*	0%	No
4	Ceylon Shipping Agency (Pte)Ltd. Singapore	Subsidiary*	0%	No
5	Dockyard Total Solution (Pvt) Ltd Colombo, Srilanka	Subsidiary*	0%	No

* Step Down Subsidiaries

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes

(ii) Turnover (in Rs.) 12,83,964 Lakhs

(iii) Net worth (in Rs.) 8,84,316 Lakhs

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025– 26 Current Financial Year			FY 2024– 25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://mazagondock.in/English/Forms/PublicGrievance	1	0	The grievances were resolved promptly	6	0	The grievances were resolved promptly
Investors (other than shareholders)	-	0	0	NA	0	0	NA
Shareholders	Yes https://mazagondock.in/images/pdf/Introduction%20of%20Online%20Dispute%20Resolution%20Portal%20by%20SEBI.pdf	8	1	The grievances were resolved promptly	6	0	The grievances were resolved promptly
Employees and workers	Yes https://mazagondock.in/images/pdf/Process-of-Redress-of-Grievance.pdf	13	0	The grievances were resolved promptly	7	0	The grievances were resolved promptly
Customers	Yes*	All customer concerns and operational feedback received from the Indian Navy are reviewed through established governance forums, including Working Level Meetings and Combined Project Review Meetings, chaired by the Controller of Warship Production and Acquisition (CWP&A). Considering the strategic and confidential nature of defence projects executed for the Ministry of Defence, Government of India, details relating to customer complaints are not disclosed in the public domain.					
Value Chain Partners	Yes https://mazagondock.in/English/Forms/PublicGrievance	10	0	The grievances were resolved promptly	13	0	The grievances were resolved promptly
Other (please specify)	-	0	0	NA	0	0	NA

*As MDL primarily caters to defense and export customers, all customer communications and project-related interactions are conducted through secure and confidential channels in accordance with the contractual requirements and security protocols prescribed by the respective customers. Consequently, such information is not available in the public domain. Customer concerns and project-related issues, wherever applicable, are reviewed through structured engagement mechanisms and periodic review meetings with the customers.

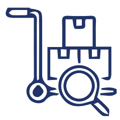
26. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its Financial implications,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

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	Waste Management 	Risk and opportunity	Shipbuilding activities generate metal scrap, plastic waste, and other non-hazardous waste that require responsible management. Inadequate waste handling may result in regulatory non-compliance, environmental liabilities, operational disruptions, and reputational risks.	MDL follows a structured waste management framework comprising segregation, recycling, reuse, and environmentally sound disposal through authorized recyclers and approved disposal mechanisms, promoting resource efficiency and circular economy practices.	Negative: Inadequate waste management may result in regulatory penalties, remediation costs, operational disruptions, and reputational damage, adversely affecting financial performance and business continuity. Positive: Waste Management is identified as a positive material topic due to the company's ability to minimize environmental impacts through waste reduction, segregation, recycling, and scientific disposal of hazardous and non-hazardous waste generated during shipbuilding and ship repair operations. Effective waste management supports resource efficiency, regulatory compliance, pollution prevention, circular economy objectives and strengthening the Company's ESG performance.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Energy Management	Risk and opportunity	MDL's shipbuilding and manufacturing operations are energy-intensive, with significant dependence on purchased electricity and conventional fuels. This exposes the Company to energy price volatility, evolving environmental regulations, and increasing carbon-related compliance requirements. Managing energy consumption and exploring alternative energy sources are critical to mitigating operational risks, enhancing resource efficiency, and securing long-term cost competitiveness.	MDL continues to enhance energy efficiency through the deployment of energy-efficient equipment, including inverter-based welding machines, BLDC fans, LED lighting, Variable Frequency Drives (VFDs), and 5-star rated air conditioners. The Company has also initiated the procurement of green power and entered into a Power Purchase Agreement (PPA) for a 1,375 kW rooftop solar power plant to achieve a 50% renewable energy target.	Negative: Inefficient energy use, and evolving carbon regulations may increase operating costs, reduce profit margins, and require additional capital investments for compliance and energy transition. Positive: Improving energy efficiency and increasing the use of renewable energy can reduce operating costs, lower greenhouse gas emissions, enhance energy security, and support India's transition to a low-carbon economy.

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	Employee Health & Safety	Risk	Shipbuilding operations involve exposure to heavy equipment, confined spaces, and hazardous work environments. Workplace incidents could result in injuries, operational disruptions, increased costs, and regulatory liabilities.	MDL maintains a robust Occupational Health and Safety (OHS) framework comprising regular workplace inspections, structured safety training, employee awareness programmes, and a formal Work Permit System to proactively identify and mitigate workplace risks. The Company's Medical & Occupational Health & Safety Department promotes employee well-being through periodic health awareness initiatives, while biomedical waste is managed through authorized disposal agencies. The safety framework is further strengthened through routine safety audits, incident reporting and investigation, preventive equipment maintenance, high housekeeping standards, safety signage, employee recognition programmes, and continuous engagement with employees and contractors, fostering a strong culture of safety and operational excellence.	Negative: Employee Health & Safety is identified as a negative material topic because the nature of shipbuilding and ship repair operations exposes employees and contractors to significant occupational hazards. Failure to effectively manage workplace health and safety risks could result in injuries, occupational illnesses, fatalities, operational disruptions, regulatory non-compliance, financial losses, and reputational damage. In a shipbuilding and defense manufacturing environment, the inherent operational risks make this a highly material topic.

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	Data Security	Risk	MDL's involvement in strategic defence programmes and management of sensitive information expose the Company to evolving cyber threats. Cybersecurity incidents may result in operational disruptions, financial losses, regulatory action, and reputational damage, making effective cyber risk management critical to business resilience.	MDL has established a robust cybersecurity governance framework supported by a comprehensive Cyber Security Policy and aligned with applicable Government guidelines. The Company strengthens its cyber resilience through regular Vulnerability Assessment and Penetration Testing (VAPT), continuous monitoring of cybersecurity advisories issued by agencies such as the Cyber Security Group–Department of Defence Production (CSG-DDP), CERT-In, the National Informatics Centre (NIC), and other regulatory authorities, along with periodic employee awareness initiatives. Regular reporting to CSG-DDP and proactive implementation of corrective measures further enhance the Company's preparedness against evolving cyber threats.	Negative: Data Security and Cybersecurity are identified as negative material topics because any compromise of confidential information, critical digital infrastructure, or operational systems could result in significant operational disruption, financial losses, regulatory non-compliance, intellectual property theft, reputational damage, and potential national security implications. As a defence shipbuilder, MDL handles highly confidential information relating to naval vessels, engineering designs, procurement, suppliers, employees, and government contracts, making data security a highly material topic.

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	Materials Sourcing 	Risk and opportunity	Dependence on specialized raw materials and critical components exposes the Company to supply chain disruptions, price volatility, and geopolitical uncertainties, potentially impacting project execution and financial performance.	MDL strengthens supply chain resilience through strategic sourcing, supplier diversification, and a rigorous vendor evaluation process to ensure the availability of quality materials from reliable sources. These measures help mitigate the risks associated with supply disruptions, raw material price volatility, and procurement uncertainties, thereby supporting operational continuity and long-term financial stability.	Negative: Supply chain disruptions and volatility in raw material prices may increase procurement costs, delay project execution, affect contract fulfilment, and reduce profitability. Positive: Materials Sourcing is a positive material issue because responsible sourcing of raw materials and components improves operational resilience, product quality, supply chain reliability, environmental performance, and compliance with defence procurement requirements. As shipbuilding depends heavily on specialized materials and long-term supplier relationships, materials sourcing creates long-term value for the company and its stakeholders.

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	Product quality and Safety	Risk	Maintaining the highest standards of product quality, safety, and reliability is critical to MDL's defence operations. While any product failure may result in financial, operational, and reputational consequences, consistently delivering high-quality products strengthens customer confidence, enhances competitive positioning, and supports long-term business growth.	MDL maintains robust product quality and safety standards through rigorous design validation, stringent supplier qualification, comprehensive quality assurance processes, and continuous customer engagement. Post-delivery support, including maintenance assistance and investigation of product-related incidents, further strengthens product reliability, minimizes business risks, and reinforces customer confidence.	Negative: Product quality failures may result in contractual penalties, warranty and rectification costs, project delays, loss of future orders, and reputational damage, adversely impacting revenue and profitability. The "negative" classification reflects the potential adverse impacts if quality and safety risks are not effectively managed, while quality management systems, testing, inspections, and continuous improvement initiatives are the mechanisms used to mitigate those risks.

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)
7	Remanufacturing Design & Services 	Opportunity	Expanding remanufacturing and refurbishment capabilities can improve resource efficiency, reduce material consumption, extend product life cycles, and create additional business opportunities.	-	Positive: Adoption of remanufacturing supports circular economy principles by extending the life of ships, submarines, and critical equipment through repair, refurbishment, retrofitting, modernization, and life-extension services. For a defence shipbuilder, these activities create environmental, operational, and economic value while strengthening customer relationships.
8	Fuel Economy & Emissions in Use-phase 	Opportunity	The increasing focus on decarbonisation and sustainable defence solutions presents an opportunity for MDL to develop energy-efficient, low-emission vessels and marine platforms. Advancements in product design and technology can enhance regulatory readiness, strengthen market competitiveness, and create long-term value through sustainable innovation.	-	Positive: Developing energy-efficient and low-emission vessels can enhance market competitiveness, strengthen customer preference, improve access to emerging sustainable procurement opportunities, and drive long-term revenue growth while reducing lifecycle operating costs for customers.

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)
9	Business Ethics 	Risk	MDL's operations are subject to stringent regulatory and ethical requirements governing the defence sector. Non-compliance with applicable laws or lapses in business ethics could expose the Company to legal liabilities, financial losses, reputational risks, and operational disruptions.	The Company mitigates business ethics risks through a comprehensive governance framework supported by robust internal controls, ethical policies, compliance monitoring, and periodic oversight by the Board and relevant Committees. This framework promotes transparency, accountability, and adherence to applicable regulatory requirements.	Negative: Non-compliance with ethical and regulatory requirements may lead to financial penalties, legal costs, contract restrictions, reputational damage, and reduced stakeholder confidence, impacting long-term business growth.

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, all applicable policies have been approved by the Board or the relevant competent authorities in line with the delegated authority matrix								
c. Web Link of the Policies, if available	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/mdl-familiarisation-programme-for-ind-directors.pdf	P1
8	Preservation of documents and Archival Policy	https://mazagondock.in/images/pdf/mdl-policy-on-preservation-of-documents.pdf	P1
09	Related party transaction policy	https://mazagondock.in/images/pdf/related-party-transaction-policy.pdf	P1, P4, P7
10	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
11	Whistle blower policy	https://mazagondock.in/images/pdf/whistle-blower-policy.pdf	P1
12	Equal Opportunity Policy	https://mazagondock.in/images/pdf/Equal%20Opportunity%20Policy%20for%20Persons%20with%20Benchmark%20Disabilities_20072026.pdf	P3, P5

In addition to the policies disclosed above, the Company has implemented other internal policies, including the IT Policy, which are made available to all employees through the Company's intranet.

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)	Although the Company's policies do not currently extend to its value chain partners, all vendors and suppliers engaged by MDL are required to operate in accordance with the Purchase Manual and the procurement framework prescribed by the Government of India								
4.	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	• The Company operates within the governance framework prescribed by the Securities and Exchange Board of India (SEBI) and the Corporate Governance Guidelines issued by the Department of Public Enterprises (DPE) for Central Public Sector Enterprises (CPSEs). These frameworks guide MDL in upholding high standards of integrity, transparency and accountability across its business operations. (P1) • MDL has implemented an Integrated Health, Safety and Environment Management System (HSEMS) that is certified to ISO 14001:2015 and ISO 45001:2018, demonstrating a structured approach towards environmental management, occupational health and safety, and continual improvement of operational practices. (P2, P6) • The Company's operational excellence is supported by internationally recognized management systems, with its Quality Management System certified to ISO 9001:2015 and its Information Security Management System conforming to ISO/IEC 27001:2022. (P1, P3, P5, P9) • As a strategic contributor to India's defense manufacturing landscape, MDL actively partners with private enterprises, including MSMEs, to enhance indigenous manufacturing capabilities. The Company facilitates domestic vendor participation through Government-led platforms such as the GeM and Make in India movement through the Srijan portal, while supporting national initiatives aimed at advancing self-reliance and strengthening the domestic industrial ecosystem. (P8)								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	For FY 2025–26, Mazagon Dock Shipbuilders Limited (MDL) has planned the installation of a **1,375 kW rooftop solar power plant** under the Renewable Energy Service Company (RESCO) model, reinforcing its commitment to increasing the use of renewable energy and reducing its carbon footprint. In addition, MDL has initiated the development of the **Nhava Yard as a Greenfield Shipyard** to enhance its capacity for the construction of larger and more advanced vessels. The project is currently in progress and represents a key long-term strategic investment aimed at expanding operational capabilities while integrating sustainable infrastructure and supporting the Company's environmental and business growth objectives.								

6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	(a)	The procurement of green tariff electricity demonstrates the Company's strong commitment to increasing the use of renewable energy.
		(b)	Mazagon Dock Shipbuilders Limited (MDL) has entered into a Power Purchase Agreement (PPA) with NTPC Vidyut Vyapar Nigam Limited (NVVN) for the installation of a 1,375 kW rooftop solar power plant. Installation of 750 KW solar panels is in progress .This initiative demonstrates the Company's commitment to increasing the use of renewable energy, reducing Scope 2 greenhouse gas emissions, improving energy efficiency, and supporting India's clean energy transition.
		(c)	The development of MDL's Nhava Yard as a greenfield shipyard is currently in progress, with the objective of enhancing shipbuilding capacity while integrating modern, sustainable, and environmentally responsible infrastructure.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

At Mazagon Dock Shipbuilders Limited (MDL), sustainability is deeply embedded in our corporate philosophy and serves as a key pillar of our long-term growth strategy. As one of India's premier Defence Public Sector Undertakings, we are committed to creating sustainable value by integrating Environmental, Social, and Governance (ESG) principles into our business strategy, operations, and decision-making processes. Our efforts are aligned with national priorities, including Atmanirbhar Bharat, Make in India, and Skill India, as well as the United Nations Sustainable Development Goals (SDGs).

As part of our strategic vision for sustainable growth, we continue to diversify our business by strengthening our capabilities in commercial shipbuilding, offshore engineering, ship repair and refit, lifecycle support services, and export markets. This diversification enhances our operational resilience, expands our revenue base, and positions the Company to capitalize on emerging opportunities in the global maritime and defence sectors.

During FY 2025–26, we further advanced our sustainability journey by embedding ESG considerations across our business functions. Our environmental initiatives remained focused on improving resource efficiency through energy conservation, renewable energy adoption, responsible waste management, water stewardship, and climate-conscious operational practices. Notably, the planned installation of a 1,375 kW rooftop solar power plant under the Renewable Energy Service Company (RESCO) model and the development of the Nhava Yard as a Greenfield Shipyard underscore our commitment to sustainable infrastructure and the transition towards a low-carbon future.

On the social front, we continued to create meaningful value for our stakeholders through initiatives in education, healthcare, nutrition, skill development, sanitation, and women empowerment. We also strengthened our commitment to inclusive and equitable growth by promoting the participation of Micro and Small Enterprises (MSEs), including women-led and SC/ST-owned enterprises, within our procurement ecosystem. The health, safety, well-being, and professional development of our employees remain central to our people strategy, enabling us to foster a safe, diverse, inclusive, and high-performance workplace.

Strong corporate governance continues to be the cornerstone of our business. We remain committed to the highest standards of ethics, integrity, transparency, accountability, and regulatory compliance through robust governance frameworks, effective risk management, sound internal controls, and responsible business practices. These principles reinforce stakeholder confidence and support the Company's long-term sustainable growth.

As we look to the future, we will continue to strengthen our ESG framework, embrace innovation and digital transformation, and collaborate closely with our stakeholders to build a resilient, responsible, and future-ready organization. While our achievements are reflected in the world-class defence platforms we design and deliver, our enduring legacy will be defined by the sustainable value we create for our customers, employees, shareholders, communities, the environment, and the nation.

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (yes).	Cdr. Vasudev Puranik, IN (Retd.) DIN- 09623387 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.	MDL has instituted specialised committees to provide oversight on key areas, including CSR, Prevention of Sexual Harassment (POSH), and Risk Management. The Company has also implemented comprehensive internal governance mechanisms to ensure consistent execution and regular evaluation of its policy framework.

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 Board of Directors, supported by its respective committees, periodically evaluates the implementation and effectiveness of the Company's policies. Such oversight is carried out through the Audit Committee, Risk Management Committee, CSR Committee, and Nomination and Remuneration Committee, in accordance with the applicable legal and regulatory framework.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company has substantially complied with the applicable statutory requirements, except in relation to the composition of the Board of Directors as prescribed under the SEBI (LODR) Regulations, 2015. The non-compliance pertains to vacancies in the positions of Non-Executive Directors, Independent Directors, the Woman Director, and the minimum required Board strength. As a Central Public Sector Enterprise (CPSE), the appointment of Directors falls within the purview of the Administrative Ministry. Accordingly, the matter has been taken up with the Ministry of Defence (MoD) for the appointment of the requisite Directors, and the same is currently under consideration by the MoD/Department of Public Enterprises (DPE). Compliance with applicable statutory and regulatory requirements is subject to periodic review 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	CARE Analytics and Advisory Private Limited is currently reviewing the policies								

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

a.	The entity does not consider the principles material to its business (Yes/No)	Not Applicable
b.	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	
c.	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	
d.	It is planned to be done in the next financial year (Yes/No)	
e.	Any other reason (please specify)	

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”.

While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	6	Orientation program for Directors, Corporate Governance, Business Valuation Masterclass, Cybersecurity, Strategic Conclave	100%
Key Managerial Personnel	10	Business Valuation Masterclass, Cybersecurity, Strategic Conclave, Financial Planning, Prohibition of Insider Trading	100%
Employees other than BoD and KMPs	159	Artificial Intelligence, Financial Planning, Professional Grooming & Office Etiquette, Fire Fighting and Safety, Hindi Karyashala, Mentoring & Succession Planning, Corporate Governance, The Four Labour Codes, Cyber Security, “Wellness, Health & Fitness”	100%
Workers	74	Artificial Intelligence, Fire Fighting, Industrial Safety, Preventive Vigilance, Team Building, Stress Management, Motivation	87.14%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

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	During the financial year, no fines, penalties, punishments, awards, compounding fees, or settlement amounts meeting the materiality thresholds prescribed under the Company’s Materiality Policy were imposed on the Company, on any Director or Key Managerial Personnel (KMP).				
Settlement					
Compounding Fee					
Non-Monetary					
Imprisonment	During the financial year, no fines, penalties, punishments, awards, compounding fees, or settlement amounts meeting the materiality thresholds prescribed under the Company’s Materiality Policy were imposed on the Company, on any Director or Key Managerial Personnel (KMP)				
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	

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 instituted a comprehensive governance framework to prevent bribery, corruption, and unethical conduct across its operations. Employee conduct is governed by the Conduct, Discipline and Appeal (CDA) Rules, 2017, while the terms and conditions applicable to permanent and casual employees are prescribed under the Certified Standing Orders. Further, the Company's Code of Conduct establishes the principles and standards expected of all employees in the discharge of their professional responsibilities. To promote transparency and enable the reporting of unethical practices, the Company has implemented a Whistle Blower Policy that provides Directors and employees with a formal mechanism to report concerns relating to the Company's affairs directly to the Audit Committee for appropriate review and action.

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not applicable

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	10	13

#The above disclosures have been prepared using the computation methodology prescribed under 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, in accordance with Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122

For the purpose of the above calculation, the average accounts payable has been determined based on the liabilities outstanding as at March 31, 2026 (refer Notes 20 and 24 to the Financial Statements).

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:

Parameter	Metrics		FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
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)	86.27%*	90.23%*
	c.	Loans & advances (Loans & advances given to related parties / total loans and advances)	Nil	Nil
	d.	Investments (Investments in related parties / total investments made)	100%	100%*

#The above disclosures have been prepared using the computation methodology prescribed under 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, in accordance with Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC 2/P/CIR/2023/122

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

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	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
98	Fire Fighting and Safety, Industrial Safety, Mental Health, Obesity and Its management, Security Sensitization, Stress Management, yoga therapy, Medical-Healthy Heart Beats, Precaution and Management of Cardiac Emergency, HSE Awareness, Brain Stroke and Cardiac Arrest, Atmanirbhar Submarine Ecosystem Conclave for increasing the indigenous content for future submarine projects. Vendor development programs for SC/ST & Women Entrepreneurs; Training conducted for Shipstaff of Mahendragiri.	Due to the nature of the business the Company is currently unable to quantify this metric, as it does not maintain a consolidated database of value chain partners in terms of the number of businesses. Consequently, the required information cannot be reported in quantitative or percentage terms.

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. In accordance with the provisions of the Companies Act, 2013, the applicable Department of Public Enterprises (DPE) Guidelines, and the Company's Code of Conduct, Directors are required to uphold the highest standards of integrity, transparency, and ethical conduct in the discharge of their responsibilities. Directors are required to promptly disclose any changes in their directorships, business interests, or other circumstances that may impair their independence or result in an actual or potential conflict of interest. They are also required to refrain from participating in matters where such conflicts exist, unless duly approved in accordance with the prescribed governance framework. Further, Directors are required to ensure that their position and authority are exercised solely in the interests of the Company and are not used to derive any undue personal or professional benefit. 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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	60.14%	27.20%	• Energy efficient BEE (Bureau of Energy Efficiency) certified 5 Star Rating AC Units.
Capex	6.57%	8.78%	• Hard Stand with Land Ties, Brackets and Service Trench including allied Electrical works at Nhava Yard, MDL • Development of Greenfield Shipyard Infrastructure at Nhava • Upgradation of Fire Protection and Firefighting Systems • The Solar Electric Hybrid Boat developed by Mazagon Dock Shipbuilders Limited (MDL) is an eco-friendly passenger vessel designed to reduce dependence on fossil fuels and support sustainable inland and coastal water transport. It combines solar photovoltaic (PV) panels, battery energy storage, and electric propulsion to provide a low-emission alternative to conventional diesel-powered boats

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

No. MDL incorporates comprehensive statutory compliance requirements within its contractual terms governing vendor and contractor engagements. Vendors are required to comply with all applicable Central and State labour legislations, including, but not limited to, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, Employment of Children Act, 1938, Employees' Compensation Act, 1923, Factories Act, 1948, Minimum Wages Act, 1948, Contract Labour (Regulation and Abolition) Act, 1970, and the Apprentices Act, along with all amendments, modifications, and statutory re-enactments in force from time to time.

The Company's procurement framework also promotes indigenous sourcing in line with the Public Procurement Policy for Micro and Small Enterprises (MSEs) and the Public Procurement (Preference to Make in India) Order issued by the Government of India. Accordingly, procurement contracts valued below ₹200 crore are awarded exclusively to domestic suppliers or executed through indigenous procurement channels.

Given the specialized nature of defence shipbuilding and the stringent technical and security requirements prescribed by defence customers, the Company operates with a relatively limited pool of qualified vendors. Supplier selection is undertaken through a transparent bidding and tendering process in accordance with established procurement procedures and applicable Government guidelines.

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

At present, the Company does not maintain data on the value or proportion of inputs sourced from sustainable sources. MDL will assess the feasibility of establishing an appropriate tracking and reporting mechanism and will consider disclosing this information in the coming years.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

(a)	Plastics (including packaging)	MDL is engaged in the construction of defence platforms, including destroyers, frigates, and submarines, which are supplied for strategic and national defence purposes. As these assets remain under the ownership and control of the customer after delivery, the Company does not undertake end-of-life product reclamation, except for undertaking scheduled refit and maintenance activities. However, MDL follows a structured waste management system for the safe handling, recycling, recovery, and disposal of waste and scrap generated from its manufacturing operations, in compliance with applicable statutory and environmental requirements.
(b)	E-waste	
(c)	Hazardous waste	
(d)	Other waste	

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

   No

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
At present, Life Cycle Assessments (LCA) are not conducted for the Company's products and services. As part of its continuous improvement and sustainability journey, MDL will assess the relevance and feasibility of implementing an LCA framework and consider its adoption in future reporting periods.					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable. The Company does not currently undertake Life Cycle Assessments (LCA) for its services. Accordingly, the related disclosure is not applicable.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-2025 Previous Financial Year
In view of the stringent quality, safety, and performance standards applicable to defence shipbuilding, the use of recycled or reused input materials in the manufacturing process is not feasible.		

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Upon delivery, ownership and operational control of the vessels are transferred to the customer. Except for planned refit and maintenance assignments, these assets do not return to the Company. Accordingly, MDL does not have a mechanism to reclaim or recover its products at the end of their service life.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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**		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	896	896	100%	896	100%	NA	NA	896	100%	896	100%
Female	76	76	100%	76	100%	76	100%	NA	NA	76	100%
Total	972	972	100%	972	100%	76	8%	896	92%	972	100%
Other than Permanent employees											
Male	9	9	100%	9	100%	NA	NA	9	100%	9	100%
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	9	9	100%	9	100%	0	0%	9	100%	9	100%

*Permanent employees and workers are provided access to healthcare services through the Occupational Health Centre (OHC) established at the Company's premises. Cases requiring advanced medical attention are referred to empanelled healthcare institutions, with the corresponding hospitalization expenses met by the Company.

**Coverage for maternity and paternity benefits has been determined based on the total eligible female and male employee population, respectively. Consistent with the FAQs on BRSR issued by the National Stock Exchange (NSE) on May 10, 2024, maternity benefit coverage has been disclosed as 100%, wherever applicable.

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	1753	1753	100%	1753	100%	NA	NA	1753	100%	1753	100%
Female	57	57	100%	57	100%	57	100%	NA	NA	57	100%
Total	1810	1810	100%	1810	100%	57	3%	1753	97%	1810	100%
Other than Permanent workers											
Male	2870	2870	100%	1753	61%	NA	NA	2870	100%	2870	100%
Female	109	109	100%	57	52%	109	100%	NA	NA	109	100%
Total	2979	2979	100%	1810	61%	109	4%	2870	96%	2979	100%

*Permanent employees and workers are provided access to healthcare services through the Occupational Health Centre (OHC) established at the Company's premises. Cases requiring advanced medical attention are referred to empanelled healthcare institutions, with the corresponding hospitalization expenses met by the Company.

**Coverage for maternity and paternity benefits has been determined based on the total eligible female and male employee population, respectively. Consistent with the FAQs on BRSR issued by the National Stock Exchange (NSE) on May 10, 2024, maternity benefit coverage has been disclosed as 100%, wherever applicable.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company*	0.53	0.66

*The above figures have been derived using the methodology prescribed under 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 (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

Benefits	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	NA	100	100	NA
ESI	100	100	Y	100	100	Y
Others	-	-	-	-	-	-

*The coverage under the applicable retirement benefit schemes is reported as 100%, as all eligible employees are enrolled in the respective schemes.

3. 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.

Creating an inclusive and accessible workplace remains an integral part of the Company's people practices. MDL has implemented essential accessibility measures, including ramps, handrails, and wheelchairs, to facilitate mobility and ease of access for persons with disabilities. The Company periodically evaluates its infrastructure and is committed to undertaking further improvements to enhance accessibility and ensure an equitable workplace for all.

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.

MDL is committed to cultivating an inclusive workplace that upholds the principles of equality, dignity, and equal opportunity, in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016. The Company follows a merit-based approach to all employment-related decisions and does not discriminate on the basis of race, gender, religion, nationality, age, disability, or any other protected characteristic. To reinforce its commitment to an equitable and accessible work environment, MDL has adopted an Equal Opportunity Policy that aligns with the requirements of the Act and promotes fair treatment across all stages of employment.

Weblink of the Policy

https://mazagondock.in/images/pdf/Equal%20Opportunity%20Policy%20for%20Persons%20with%20Benchmark%20Disabilities_20072026.pdf

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

	Permanent employees		Permanent workers	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	100.00	100.00	100.00	100.00
Female	100.00	100.00	100.00	100.00
Total	100.00	100.00	100.00	100.00

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.

<table>
<tr><th></th><th>Yes/No (If Yes, then give details of the mechanism in brief)</th></tr>
<tr><td>Permanent Workers</td><td rowspan="4">MDL has established a grievance redressal framework to ensure the timely and impartial resolution of employee concerns. The framework, in place since December 9, 1985, is administered through dedicated standing committees constituted by the Competent Authority. These committees cater to both Executive and Non-Executive employees and comprise a President along with 3-4 representatives from middle and senior management across various functional departments. The framework is designed to facilitate fair, transparent, and systematic resolution of employee grievances while promoting a positive and inclusive work environment.

The Company has constituted the following standing committees under its grievance redressal framework:
• 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</td></tr>
<tr><td>Other than Permanent Workers</td></tr>
<tr><td>Permanent Employees</td></tr>
<tr><td>Other than Permanent Employees</td></tr>
</table>

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent						
Employees	972	872	90%	975	874	89.64%
Male	896	812	91%	901	816	90.57%
Female	76	60	79%	74	58	78.38%
Total Permanent						
Workers	1810	1810	100%	1679	1679	100%
Male	1753	1753	100%	1631	1631	100%
Female	57	57	100%	48	48	100%

8. Details of training given to employees and workers:

	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	905	582	64.31%	905	100%	901	575	63.82%	887	98.45%
Female	76	76	100%	76	100%	74	73	98.65%	74	100%
Total	981	658	67.07%	981	100%	975	648	66.46%	961	98.56%
Workers										
Male	4623	2813	60.85%	3498	76%	4894	3134	64.04%	2272	46.42%
Female	166	166	100%	166	100%	170	169	99.41%	125	73.53%
Total	4789	2979	62.21%	3664	77%	5064	3303	65.23%	2397	47.33%

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	905	905	100%	901	901	100%
Female	76	76	100%	74	74	100%
Total	981	981	100%	975	975	100%
Workers						
Male	4623	4623	100%	4894	4894	100%
Female	166	166	100%	170	170	100%
Total	4789	4789	100%	5064	5064	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 such system?

Health, safety, and environmental stewardship are embedded within MDL's operational framework through an integrated Health, Safety and Environment Management System (HSEMS) implemented across all business divisions, covering 46 sections and departments. The Company's environmental and occupational health and safety management practices are independently certified to ISO 14001:2015 and ISO 45001:2018, reflecting alignment with globally accepted management system standards.

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

MDL adopts a proactive risk management approach to safeguard the health and safety of its workforce. A comprehensive Hazard Identification and Risk Assessment (HIRA) is carried out across all operational sections and departments, with the assessment outcomes incorporated into departmental operating manuals. The process enables the systematic identification of workplace risks, evaluation of their potential impact, and implementation of appropriate control measures to eliminate or minimize associated hazards.

The measures undertaken encompasses:

- Continuous surveillance of workplace activities and operating conditions to identify potential health, safety, and environmental risks.

- Planned inspections and safety audits to detect unsafe acts, unsafe conditions, and opportunities for preventive action.
- Root cause analysis of accidents, occupational illnesses, injuries, and near-miss events to strengthen existing control measures.
- Review of incident trends and recurring observations to facilitate continual improvement in risk management practices.
- Risk evaluation for emergency situations, maintenance activities, and other non-routine operations to enhance operational preparedness and resilience.
- Risk prioritization based on the probability of occurrence and the potential consequences, enabling timely implementation of appropriate mitigation measures.

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

Yes. MDL follows a well-defined incident management process designed to support the early identification and reporting of workplace hazards and safety-related incidents. All reported cases are reviewed through an established governance mechanism to facilitate timely response, root cause analysis, and implementation of suitable mitigation measures.

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

The Company has put in place a dedicated Occupational Health Centre (OHC) supported by comprehensive medical care services to promote the health and well-being of employees, workers, and other eligible stakeholders. Further details regarding the healthcare facilities may be referred to in Note (i) under Essential Indicator 1.

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

Safety Incident/Number	Category	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	**Employees**	0.00	0
	Workers	0.13	0.04
Total recordable work-related injuries	**Employees**	0.00	0
	Workers	13	1
No. of fatalities	**Employees**	0.00	0
	Workers	1.00	0
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 workplace.

MDL follows a comprehensive occupational health and safety management framework aimed at preventing workplace injuries, promoting employee well-being, and fostering a strong safety culture across its operations. The Company integrates preventive measures, capacity-building initiatives, regular monitoring, and continuous improvement practices into its day-to-day operations to ensure a safe and healthy working environment.

As part of this framework, the Medical and Occupational Health & Safety Department conducts periodic health awareness programmes and sensitization sessions to promote employee well-being. Biomedical waste generated from the Company's operations is disposed of through M/s. SMS Envoclean, an agency authorized by the Municipal Corporation of Greater Mumbai (MCGM), ensuring compliance with applicable statutory requirements. Workplace safety is further strengthened through daily safety surveillance, a robust Permit-to-Work system, periodic Safety Committee meetings, and regular safety training programmes for employees and contract personnel. In addition, the Company observes National Safety Week every year through awareness campaigns and employee engagement activities.

To further reinforce its safety culture, MDL undertakes a range of preventive and monitoring initiatives, including:

- Conducting regular safety training programmes for employees
- Recognizing and encouraging exemplary safety performance through structured reward and recognition initiatives.
- Promoting safety awareness through visual communication materials displayed across operational areas.
- Maintaining high standards of workplace housekeeping to minimize operational risks.
- Carrying out preventive maintenance and periodic inspection of machinery, equipment, and tools.
- Operating a formal mechanism for reporting hazards, unsafe conditions, and incidents.
- Undertaking systematic investigations of workplace incidents to identify root causes and implement preventive actions.
- Maintaining comprehensive records of first-aid cases, safety training programmes, inspections, and incident investigations.
- Conducting periodic workplace audits and safety inspections to identify improvement opportunities and strengthen risk controls.
- Reviewing occupational health and safety performance through regular safety meetings to drive continual improvement across the organization.

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

	FY 2025-26 Current Financial Year			**FY 2024-25 Previous Financial Year**		
	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**
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

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 has instituted multiple employee welfare and social protection initiatives to provide financial security to employees, workers, and their dependents during unforeseen circumstances.

i. MDL Financial Assistance Scheme

Under the MDL Financial Assistance Scheme, financial support is extended to the dependents of employees who pass away during service, as well as to employees who are retired prematurely due to permanent incapacitation before attaining 55 years of age. The quantum of assistance is determined based on the employee category.

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

ii. Group Personal Accident Policy

To strengthen the social security framework, the Company maintains a Group Personal Accident Insurance Policy that provides insurance benefits to the nominee or legal beneficiary in the event of an employee's accidental death.

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. Employee Welfare Contribution Scheme

The Company also administers a contributory welfare arrangement for workers, under which financial assistance is mobilized through contributions from fellow employees, with an equivalent contribution made by the Company. The prescribed contribution is ₹50 per employee in cases of accidental death and ₹25 per employee in cases of natural death.

iv. Mazagon Dock Executive Contributory Death Benefit Scheme

The Mazagon Dock Executive Contributory Death Benefit Scheme is a voluntary employee-funded welfare initiative for executives. Under this arrangement, participating executives contribute ₹2,000 each.

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

MDL has instituted a robust vendor compliance framework to ensure that suppliers, contractors, and other value chain partners fulfil their statutory and regulatory obligations. The Company undertakes appropriate due diligence and compliance verification as part of its procurement and payment processes to promote responsible business practices and regulatory adherence. Key elements of this framework include:

- Requiring all vendors and contractors to possess a valid Permanent Account Number (PAN) as a prerequisite for engagement.

- Ensuring that suppliers and contractors are registered under the Goods and Services Tax (GST) regime and remain compliant with the applicable provisions of the GST laws.
- Releasing payments only after verifying compliance with the prescribed statutory requirements, including applicable tax and regulatory obligations.

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

	Total no. of affected employees/ workers		**No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment**	
	FY 2025-26 Current Financial Year	**FY 2024-25 Previous Financial Year**	**FY 2025-26 Current Financial Year**	**FY 2024-25 Previous Financial Year**
Employees	Nil	Nil	Nil	Nil
Workers	1	Nil	Nil	Nil

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

   Yes. MDL has put in place a structured framework to facilitate post-retirement engagement of its workforce. Through its Consultancy Policy, eligible retired executives may be re-engaged on a contractual or fixed-term basis, allowing the Company to retain critical expertise and ensure continuity of specialized knowledge, while offering avenues for continued professional contribution.

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	MDL integrates prescribed compliance obligations into its procurement documentation, requiring suppliers and contractors to adhere to the applicable contractual and statutory requirements. Although the Company has not yet established a formal assessment process for evaluating the sustainability or governance practices of its value chain partners, it proposes to review this aspect and consider the phased implementation of an appropriate assessment framework in the future.
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.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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:

   Mazagon Dock Shipbuilders Limited (MDL) recognizes stakeholder engagement as an important part of its corporate governance and sustainability approach. The Company engages with its stakeholders to understand their expectations, address relevant concerns, and foster transparent and constructive relationships. Stakeholder feedback is considered, wherever relevant, in business operations, decision-making, and sustainability initiatives, supporting the Company's long-term growth and value creation.

   MDL's key stakeholder groups include customers, suppliers and vendors, employees and workers, shareholders and investors, regulators and statutory authorities, local communities, media, and industry associations. The Company remains committed to maintaining regular engagement with these stakeholders and strengthening relationships through open communication and responsible business practices.

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
1	Employees and Workers	No	Employee portal, E-Newsletter, circulars	Monthly, Weekly, Occasionally and Fortnightly	Information on Company activities
2	Shareholders/ Investors	No	Website, Email, Letters, Meetings, Newspaper Publication, Annual Reports	As and when required	Shareholders meeting and Resolution of grievance
3	Regulators and statutory bodies	No	Email, Letters, Meeting	As and when required	Compliance of applicable laws
4	Vendors / Suppliers	No	Website, Emails, MDL e-portal, Meeting	Against Specific Tender Monthly, Quarterly, yearly	Tenders are hosted on website
5	Customers	No	Email, Letters, Meeting	Monthly, Quarterly, Half Yearly, as and when required	Issues related to Technical, Logistic, timelines, terms and condition etc
6	Industry Associations	No	Email, letters, meeting	As and when required	Compliance of applicable laws
7	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.

	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
8	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.

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 has governance framework to ensure that stakeholder perspectives are duly considered in its decision-making processes. Feedback and concerns received from stakeholders are evaluated through appropriate internal forums and governance mechanisms, with matters of strategic significance being escalated to the Board of Directors, wherever required, for guidance and oversight. The Company also provides shareholders with an opportunity to engage directly with the Board during the AGM, fostering transparent communication and constructive dialogue.

Through regular stakeholder engagement and responsive governance practices, MDL seeks to address stakeholder expectations in a fair and timely manner.

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. MDL has established formal mechanisms through which stakeholders can communicate their concerns, suggestions, and grievances. The Company ensures that all representations received are reviewed through the appropriate channels and addressed in a timely and transparent manner. During the reporting period, no significant stakeholder concerns requiring resolution were reported. Nevertheless, MDL remains committed to maintaining open communication and constructive engagement with its stakeholders to address any issues that may arise and to strengthen long-term stakeholder relationships.

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

The Company's CSR interventions are undertaken in alignment with its approved CSR Policy and are focused on creating sustainable social value through initiatives in education, healthcare, sanitation, nutrition, skill development, and rural development. These programmes are implemented with the objective of enhancing the well-being of disadvantaged and vulnerable sections of society. No material stakeholder concerns influencing CSR programme implementation were reported during the reporting period.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	972	972	100%	975	975	100%
Other than permanent	9	9	100%	0	0	0%
Total Employees	981	981	100%	975	975	100%
Workers						
Permanent	1810	1810	100%	1679	1679	100%
Other than permanent	2979	2979	100%	3385	3385	100%
Total Workers	4789	4789	100%	5064	5064	100%

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	972	0	0%	972	100%	975	0	0%	975	100%
Male	896	0	0%	896	100%	901	0	0%	901	100%
Female	76	0	0%	76	100%	74	0	0%	74	100%
Other than permanent	9	0	0%	9	100%	0	0	0%	0	0%
Male	9	0	0%	9	100%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent	1810	0	0%	1810	100%	1679	0	0%	1679	100%
Male	1753	0	0%	1753	100%	1631	0	0%	1631	100%
Female	57	0	0%	57	100%	48	0	0%	48	100%
Other than permanent	2979	0	0%	2979	100%	3385	0	0%	3385	100%
Male	2870	0	0%	2870	100%	3263	0	0%	3263	100%
Female	109	0	0%	109	100%	122	0	0%	122	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)	9	7029737	0	0
Key Managerial Personnel	6	6962160.5	0	0
Employees other than BoD and KMP	899	3176511	76	2319079
Workers	4623	842244.5	166	544314

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	4.22%	3.87%

*The above disclosures have been prepared by applying the methodology prescribed under Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly developed by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

Yes. The Company has designated the Head of the Human Resources Department as the nodal authority responsible for overseeing matters relating to human rights. Any actual or potential human rights concerns arising from the Company's operations are routed through the Human Resources function for appropriate evaluation, resolution, and monitoring in accordance with the established governance framework.

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

MDL is committed to maintaining a workplace founded on integrity, fairness, and respect, and does not tolerate any form of victimization, discrimination, or adverse action against individuals who report concerns in good faith or assist in investigations. The Company's governance framework, supported by the Whistle Blower Policy, Code of Conduct, and Grievance Redressal Policy, provides secure reporting channels while ensuring confidentiality and appropriate protection for individuals raising concerns.

To strengthen its employee grievance management framework, the Company has established dedicated committees and institutional mechanisms to address specific workplace matters. The Internal Committee, constituted in accordance with the applicable statutory provisions, is responsible for the prevention, prohibition, and redressal of sexual harassment at the workplace. The Works Committee facilitates dialogue between management and employees on matters relating to working conditions, employee welfare, and workplace issues. In addition, the Company has implemented a structured Grievance Redressal Policy that provides employees with a transparent and accessible mechanism for reporting concerns and seeking timely resolution.

To further promote an equitable and inclusive workplace, MDL has constituted the following grievance redressal committees:

- Redressal of Public Grievances Committee
- Grievance Redressal of Executives for all Yards of MDL Committee
- Grievance Redressal Cell for SC/ST Employees Committee

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

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	**Pending resolution at the end of year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
Sexual harassment	1	0	Resolved	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other Human Rights related issues	0	0	NA	0	0	NA

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees / workers	0.41	0
Complaints on POSH upheld	0	0

*The above disclosures have been prepared by applying the methodology prescribed under Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly developed by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

MDL is committed to fostering a workplace where concerns relating to discrimination, harassment, or unethical conduct can be reported without fear of retaliation. To uphold this commitment, the Company has implemented formal protection mechanisms that ensure confidentiality, safeguard the interests of complainants, and promote impartial redressal of reported matters. These safeguards are governed through the following policies:

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

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

Yes, MDL incorporates statutory labour and employment compliance requirements into its contractual and procurement framework, requiring business partners to adhere to the applicable Central and State legislations governing labour practices. The Company periodically reviews its contractual provisions and is exploring opportunities to further strengthen compliance-related clauses

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
Others – please specify	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.

Leadership Indicators

1 Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

MDL promotes a culture of openness and accountability by providing employees and stakeholders with accessible channels to communicate concerns relating to human rights and workplace practices. The Company periodically reviews its policies and processes to identify opportunities for strengthening its human rights framework and aligning with evolving regulatory and stakeholder expectations. During the reporting period, no material concerns or circumstances were identified that necessitated revisions to the existing procedures.

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

The Company has not yet implemented a formal human rights due diligence framework across its operations. However, MDL recognizes the importance of such an approach and intends to evaluate its applicability and feasibility as part of its ongoing efforts

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?

MDL is committed to fostering an inclusive and accessible environment for all visitors, including persons with disabilities. To support ease of access and mobility across its premises, the Company has implemented various accessibility features, including ramps at key access points, wheelchairs for individuals requiring mobility assistance, and handrails at appropriate locations to enhance safety and convenience. The Company remains committed to undertaking further improvements to strengthen accessibility and promote a barrier-free environment for all stakeholders.

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	MDL embeds applicable compliance obligations within its tender and procurement documentation, requiring suppliers and contractors to meet the prescribed contractual and statutory requirements. Formal assessments of value chain partners are not presently undertaken. However, the Company proposes to review this aspect and explore the phased adoption of an appropriate assessment framework to further strengthen value chain governance in the coming years.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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: (MJ)*

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	2,74,69,619.93	1,63,99,104.23
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	2,74,69,619.93	1,63,99,104.23
From non-renewable sources		
Total electricity consumption (D)	3,22,83,407.99	3,96,57,540.60
Total fuel consumption (E)	34,59,190.53	14,46,680.28
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	3,57,42,598.52	4,11,04,220.87
Total energy consumed (A+B+C+D+E+F)	6,32,12,218.44	5,75,03,325.10
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (MJ/ Rupee)	0.00049	0.00050
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) (MJ/USD)**	0.010	0.010
Energy intensity in terms of physical output #	MDL executes multiple warship, submarine, and repair projects simultaneously in a shared shipyard. As electricity and other resources are used across different projects, it is not possible to measure energy consumption for each product separately. Therefore, the Company reports overall energy intensity based on its total turnover.	
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*The above disclosures have been prepared by applying the methodology prescribed under Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly developed by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**The above disclosures have been prepared by applying the methodology prescribed under Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly developed by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

#The above disclosures have been prepared by applying the methodology prescribed under Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly developed by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

Bureau Veritas India Private Limited

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 requirement is not applicable to the Company, as MDL is not covered under the ambit of the PAT Scheme and, accordingly, is not required to comply with the obligations prescribed thereunder.

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	6,000
(iii) Third party water	3,32,489^	3,75,718
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**3,32,489**	**3,81,718**
Total volume of water consumption (in kilolitres)*	**66,497.80**	**77,414.80**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/ Rupee)	0.00000052	0.00000068
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL/ USD)# (Total water consumption / Revenue from operations adjusted for PPP)	0.000011	0.000014
Water intensity in terms of physical output	Water consumption cannot be measured on a product-wise basis as multiple projects are executed simultaneously using shared resources. Therefore, the Company reports water intensity based on its overall turnover.	
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*The reported water consumption has been derived using the assumption that 20% of the total water withdrawn is consumed by the Company.

#The above disclosures have been prepared by applying the methodology prescribed under Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly developed by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

^March 2026 water consumption has been estimated based on the average consumption of the preceding 11 months, as the actual data for March 2026 was not available at the time of submission of the BRSR report.

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

Bureau Veritas India Private Limited

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
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*	2,65,991.20	3,04,303.20
- With treatment – please specify level of treatment		
(v) Others (Municipal Sewers)	0	0
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	**2,65,991.20**	**3,04,303.20**

*The reported water discharged has been derived using the assumption that 80% of the total water withdrawn is discharged by the Company.

The FY 2024–25 and FY 2025-26 water disclosures are based on the actual measured volume of treated water. In the reporting methodology adopted by the Company, treated water is considered to be fully recycled and is consequently excluded from the total water withdrawal while determining the quantity of water discharged, thereby improving the accuracy of the reported figures.

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

Bureau Veritas India Private Limited

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

Yes. To promote responsible water stewardship and minimize wastewater discharge, MDL has been operating a Zero Liquid Discharge (ZLD) system at its Submarine Section Assembly Workshop since FY 2016–17. The facility is designed to maximize water recovery and reuse through dedicated treatment systems like Sewage Treatment Plant (STP), a Grey Water Treatment Unit, and an Oil-Contaminated Water Treatment System.

The wastewater treatment infrastructure includes a Sewage Treatment Plant (STP) with a treatment capacity of 2 m^3/hour, which treats domestic sewage by reducing key pollutants, including BOD, COD, and Suspended Solids. Following disinfection using a hypochlorite dosing system, the treated water is reused for non-potable applications.

Grey water generated within the facility is treated through a dedicated system with a capacity of 4 m^3/hour. The treatment process comprises disinfection followed by multi-stage filtration using sand and activated carbon filters, enabling the recovered water to be reused for operational purposes.

In addition, the Company operates an Oil-Contaminated Water Treatment System with a treatment capacity of 5 m^3/hour to process oily wastewater generated during operations. The system incorporates a collection sump, transfer pumps, a corrugated plate interceptor, oil detection sensors, and a treated water holding tank, facilitating efficient separation of oil from water and enabling the recovery and reuse of treated water that would otherwise be discharged.

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

Parameter	Please specify unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
NOx	-	Shipbuilding activities generate minimal emissions. However, the Company monitors ambient air quality parameters, including SOx, NOx, CO, PM10, and PM2.5, on a quarterly basis.	
Sox	-		
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: *

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) **	Metric tonnes of CO2 equivalent	270.56	594.84
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) ***	Metric tonnes of CO2 equivalent	6367.01	10,282.39
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in Cr.)	Metric tonnes of CO2 equivalent / Rs.	0.000000050	0.00000010
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) #	Metric tonnes of CO2 equivalent / USD	0.0000011	0.0000020
Total Scope 1 and Scope 2 emission intensity in terms of physical output ##	-	As shipbuilding primarily involves fabrication activities, stack emissions are insignificant and therefore not monitored. However, the Company monitors ambient air quality parameters, including SOx, NOx, CO, PM10, and PM2.5, on a quarterly basis as part of its environmental management practices.	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

*The above disclosures have been prepared by applying the methodology prescribed under Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly developed by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**The quantification of Scope 1 emissions associated with mobile combustion sources has been carried out using the emission factors prescribed in the "India-Specific Road Transport Emission Factors" published by the India GHG Program, and it also includes the emissions from refilling of refrigerants. Emissions from off-road equipment, including forklifts, cherry pickers, SPMTs, and cranes, have not been included in the Scope 1 inventory, as the required activity data, specifically distance travelled, was not available. To ensure methodological consistency across the emission inventory, these sources have been excluded from the current reporting boundary.

*** The methodology adopted for the above calculations is based on the updated grid emission factors specified in the CO_2 Baseline Database for the Indian Power Sector – User Guide (Version 20.0, December 2024) issued by the Central Electricity Authority (CEA), Ministry of Power, Government of India

#The above disclosures have been prepared by applying the methodology prescribed under Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly developed by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

##The above disclosures have been prepared by applying the methodology prescribed under Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly developed by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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. - Bureau Veritas India Private Limited

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

1. Energy Efficiency and Conservation Initiatives

As part of its commitment to improving energy performance and reducing greenhouse gas (GHG) emissions, Mazagon Dock Shipbuilders Limited (MDL) continues to implement initiatives focused on optimizing energy consumption across its operations. The Company has adopted several energy-efficient technologies and operational improvements aimed at enhancing resource efficiency and supporting its decarbonization objectives. Key initiatives include:

- **Deployment of Energy-Efficient Welding Equipment:** Conventional welding machines have progressively been replaced with inverter-based welding equipment and rectifiers, resulting in improved energy efficiency and lower electricity consumption.
- **Installation of BLDC Fans:** Energy-efficient Brushless Direct Current (BLDC) ceiling and pedestal fans have been installed across various facilities to reduce electricity consumption while maintaining operational performance.
- **Transition to LED Lighting:** The Company has expanded the use of LED lighting solutions, including floodlights, streetlights, and batten lights, to improve energy efficiency, reduce electricity demand, and enhance lighting performance.
- **Installation of Variable Frequency Drives (VFDs):** Variable Frequency Drives have been introduced for motors and pumps to optimize equipment performance by regulating motor speed in accordance with operational requirements, thereby minimizing energy losses.
- **Adoption of High-Efficiency Air Conditioning Systems:** The installation of 5-star rated air conditioning units has contributed to lower energy consumption and improved operational efficiency while reducing indirect greenhouse gas emissions associated with electricity use.

2. Renewable Energy and Sustainable Development Initiatives

- MDL continues to strengthen its transition towards low-carbon operations through investments in renewable energy and sustainable infrastructure. During the financial year 2025-26 the Company undertook the following initiatives to enhance the share of clean energy in its operations and support its long-term climate commitments:
- **Procurement of Green Power:** The Company has initiated the procurement of electricity under a green energy tariff with the objective of increasing the share of renewable electricity to 50% of its overall power consumption. This initiative supports the Company's decarbonization strategy and contributes to the reduction of Scope 2 greenhouse gas emissions.
- **Rooftop Solar Power Project:** MDL has entered into a Power Purchase Agreement (PPA) with NTPC Vidyut Vyapar Nigam Limited (NVVN) for the installation of a 1,375-kW rooftop solar power plant. The project is expected to enhance the Company's renewable energy portfolio, reduce dependence on fossil fuels, and contribute to long-term energy security and emissions reduction.

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	134	161
E-waste (B)	-	-**
Bio-medical waste (C)	0.061	0.10
Construction and demolition waste (D)	7,535^	66,000
Battery waste (E)	7.02	2.20
Radioactive waste (F)	-	-
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil). Please specify, if any. (G)	27.46	-
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
1. Wood waste (Scrap, wood logs)	86.495	625.80
2. Steel Waste (MS Scrap, SS Scrap)	2782.02	2,894.68
3. Aluminium Waste (Scrap, Cable waste)	47.325	18.68
4. Copper Waste (Scrap, Cable Scrap)	62.17	16.00
5. Brass Scrap	5	-
6. Cu-Ni Scrap	-	8.00
7. Rubbish and Refuse (Excluding Plastic waste)	787.93	646
Total (A+B + C + D + E + F + G + H)	**11474.48**	**70,372.46**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/ Rupee)	0.000000089	0.00000062
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)# (Total waste generated / Revenue from operations adjusted for PPP) (MT/ USD)	0.0000018	0.000013
Waste intensity in terms of physical output##	MDL executes multiple warship, submarine, and repair projects simultaneously within a shared shipyard facility. As infrastructure and resources are common across projects, waste generation cannot be accurately allocated to individual products. Accordingly, product-wise waste intensity cannot be determined. However, the Company reports waste intensity based on its overall turnover.	
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)		

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Category of waste - Plastic Waste, E-Waste, Battery Waste & Other Non-Hazardous Waste		
(i) Recycled - Plastic Waste & Rubbish and Refuse	407.06	645.60
(ii) Re-used	35.9	-
(iii) Other recovery operations - Sold to MPCB Contractors (Battery Waste)	7.029	2.20
Total	**449.98**	**647.80**
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
(ii) Landfilling	-	-
(iii) Other disposal operations - Auctioned (Wood Waste, Steel Waste, Aluminium Waste, Copper Waste, Brass Scrap, Cu-Ni Scrap)	3252.075	3,563.15
(iv) Other disposal operations- Collected and taken back by the contractor (Construction & Demolition Waste)	7,772.425	66,000
Total	**11,024.5**	**69,724.65**

* The above disclosures have been prepared by applying the methodology prescribed under Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly developed by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

** The e-waste generated during the reporting period has not yet been disposed of and is currently being stored for disposal through authorized channels. The corresponding disposal data will be reported once the disposal process is completed in the subsequent reporting period.

#The above disclosures have been prepared by applying the methodology prescribed under Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly developed by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

##The above disclosures have been prepared by applying the methodology prescribed under Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly developed by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

^No significant construction or demolition activities were carried out during the reporting year; consequently, the generation of construction and demolition waste was lower than that of the previous year.

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: Bureau Veritas India Private Limited

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

MDL has adopted a systematic approach for managing waste generated across its operations. Since FY 2010–11, municipal solid waste generated within the shipyard has been managed in collaboration with non-governmental organizations (NGOs), enabling the Company to maintain a zero-garbage status without incurring additional expenditure.

The Company has established defined procedures for the segregation, collection, storage, and disposal of different categories of waste and scrap generated during its operations. Dedicated contracts are in place for the periodic disposal of accumulated scrap, including ferrous and non-ferrous metals, aluminum, copper, wood, rubber, paper, furniture, and other recyclable materials. Plastic waste is collected separately on a regular basis through authorized service providers and NGO partners for subsequent sorting, recycling, and resource recovery.

To facilitate effective source segregation, appropriately labelled collection bins have been deployed across the premises for various categories of recyclable waste. Recyclable materials such as metal and wood scrap are disposed of through a structured internal auction process managed by the Company's Disposal Cell, ensuring transparency, traceability, and compliance with the applicable waste management practices.

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

Sl. No	Location of operations/offices	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
The Company's operations are not situated within or in the vicinity of any ecologically sensitive or environmentally protected areas. Accordingly, MDL is not subject to the environmental approvals, permissions, or regulatory clearances that are specifically applicable to projects located in such notified zones.			

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. During the reporting period, the Company did not undertake any projects requiring environmental clearance under the applicable Environmental Impact Assessment (EIA) framework.					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Sl. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes. The Company complies with the applicable environmental laws, regulations, and statutory requirements governing its operations 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 Nil

(ii) Nature of operations Nil

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil. The Company does not undertake water withdrawal, consumption, or discharge from operations located in water-stressed areas.	
(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		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Nil. The Company does not undertake water withdrawal, consumption, or discharge from operations located in water-stressed areas.	
- 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 : Bureau Veritas India Private Limited

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

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)#	Metric tonnes of CO_2 equivalent	463.71	316.19
Total Scope 3 emissions per rupee of turnover (Total Scope 3 emissions / Revenue from operations in Cr.)	Metric tonnes of CO_2 equivalent / Rs.	0.0000000036	0.0000000028
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

*The Scope 3 GHG inventory currently covers emissions arising from business travel. The calculation methodology assumes that all air travel undertaken during the reporting period represents one-way flight journeys.

#It has been assumed that all air travel is undertaken in economy class

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

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

   Not Applicable. The Company does not have any operational facilities or offices located within or in the vicinity of 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:

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Sewage Treatment System	The Company has deployed advanced sewage treatment systems to manage wastewater generated from smaller ships, commercial vessels, and defence vessels. These compact treatment units are designed to produce treated effluent that complies with, and substantially exceeds, the discharge quality requirements prescribed under MARPOL Annex IV and MEPC 227(64). The treatment process utilizes electrolytic oxidation technology, eliminating the need for chemical disinfectants and associated storage of hazardous chemicals. The system is further supported by automated controls and remote monitoring capabilities to enhance operational reliability and efficiency.	Improved quality of treated wastewater through substantial reduction in Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD), and Total Suspended Solids (TSS), thereby minimizing environmental impact.
2	Recycling of Solid Waste	MDL has established a systematic waste segregation and recycling mechanism for dry waste generated across its facilities. Recyclable materials, including plastics, are collected on a daily basis through authorized contractors and NGO partners, who undertake segregation and channel the waste for recycling or reuse under a no-profit, no-loss model. This collaborative approach promotes resource recovery while reducing the environmental footprint of waste disposal.	Significant reduction in the quantity of dry waste disposed of at landfill sites.

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
3	Oil-Water Separation System	MDL utilizes Oil-Water Separation (OWS) systems to treat oil-contaminated wastewater generated during shipbuilding and related operations before its discharge. The systems are designed to efficiently separate oil and other contaminants from wastewater, thereby minimizing the risk of marine pollution and protecting aquatic ecosystems. The treated effluent complies with the discharge limits prescribed by the International Maritime Organization (IMO), restricting the oil content in discharged water to the permissible range of 5–15 parts per million (ppm). By preventing the release of oil-contaminated water into the environment, the OWS systems support the conservation of marine biodiversity, safeguard water resources, and contribute to the protection of public health. The Company also continues to leverage advancements in oil-water separation technology to enhance treatment efficiency, strengthen environmental performance, and ensure compliance with applicable environmental regulations.	Improved marine environmental protection through reduced oil discharge, enhanced compliance with applicable environmental regulations, and strengthened sustainable operational practices.

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

Yes. MDL has established a comprehensive Business Continuity and Disaster Management Framework to strengthen organizational resilience and ensure the continuity of critical operations during disruptive events. The framework is founded on a systematic assessment of operational risks, potential emergency scenarios, and business-critical functions. The framework outlines a structured incident response and recovery process, supported by clearly defined governance protocols, escalation mechanisms, communication procedures, and role-based responsibilities for designated response teams. Depending on the nature, severity, and scale of an incident, the plan may be activated either partially or in its entirety to facilitate coordinated response, effective resource deployment, and timely restoration of normal business operations. The plan incorporates a structured governance framework that clearly defines communication channels, decision-making responsibilities, and the deployment of designated personnel, ensuring a coordinated and effective response during emergency situations. In addition, the Company has developed a confidential Long-Term Business Continuity Vision Plan extending up to 2033, which aligns with the strategic priorities and operational 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.

No material environmental impacts associated with the Company's value chain activities were observed during the reporting period. As part of its commitment to responsible business conduct, MDL continues to strengthen environmental oversight through ongoing stakeholder engagement, periodic evaluation of environmental risks, and collaboration with value chain partners to promote compliance, resource efficiency, and sustainable environmental practices.

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: *

a. By the listed entity

6,755,608

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

Identification of value chain partners being implemented for future.

* The above information has been disclosed in compliance with the requirements specified under SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42, dated March 28, 2025.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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.

   6

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

Sl. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
1	Confederation of Indian Industry (CII)	National
2	Society of Defence Technologists (SODET)	National
3	Indian Shipbuilders Association (ISBA)	National
4	Society of Indian Defence Manufacturers (SIDM)	National
5	Federation of Indian Chambers of Commerce & Industry (FICCI) (Delhi)	National
6	Bombay Chambers of Commerce & Industry	State

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable. The Company did not receive any adverse orders from regulatory or statutory authorities concerning anti-competitive conduct during the reporting period. Accordingly, there are no reportable instances under this disclosure.		

Leadership Indicators

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

Sl. 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
During the reporting year, the Company did not engage in any activities relating to public policy advocacy.					

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable. During the reporting year, the Company did not undertake any projects that required a Social Impact Assessment (SIA) under the applicable regulatory framework.					

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

Sl. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable. The Company did not undertake any projects during the reporting period that attracted the applicability of Rehabilitation and Resettlement (R&R) requirements.						

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

The Company has established appropriate grievance redressal mechanisms to enable members of the local community residing in the vicinity of its operations to raise concerns through the Public Grievance Portal. MDL remains committed to fostering positive community relationships and safeguarding the well-being of neighbouring communities through continuous engagement and responsible operational practices.

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

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs/ small producers	33.53	34.32
Directly sourced within India	64.83	56.26

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

Location	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100.00	100.00

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(Place categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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: *

Sl. No	State	Aspirational District	Amount spent (In INR)
1	Maharashtra	Nandurbar	34,73,100/-*

*Note: It includes Rs 23,96,404/- transferred to Unspent CSR Account

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

Yes. MDL implements the Public Procurement Policy for Micro and Small Enterprises (MSEs) in accordance with the applicable Government of India guidelines. The Company's procurement framework promotes the participation of Micro and Small Enterprises by providing equitable access to procurement opportunities and ensuring compliance with the prescribed procurement targets. In line with the policy, due consideration is also extended to MSEs owned by women entrepreneurs and members of the Scheduled Castes (SC) and Scheduled Tribes (ST), thereby fostering supplier diversity and inclusive economic development. Through these measures, the Company supports the growth of the domestic MSME ecosystem while strengthening a resilient, competitive, and sustainable supply chain.

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

The Company's procurement practices are aligned with the Public Procurement Policy, which provides preferential procurement opportunities to Micro and Small Enterprises (MSEs), Scheduled Caste (SC) and Scheduled Tribe (ST) entrepreneurs and women entrepreneurs.

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

During the reporting year, 33.53% of the Company's total procurement was sourced from Micro and Small Enterprises (MSEs). Of the total procurement, purchases from SC/ST-owned MSEs and women-owned MSEs represented 0.08% and 1.73%, 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:

Sl. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
It is submitted that no monetary or non-monetary benefits have been derived from such intellectual properties to date. Consequently, no benefit-sharing arrangement or distribution has been undertaken.				

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

Name of authority	Brief of the Case	Corrective action taken
Not applicable		

6. Details of beneficiaries of CSR Projects:

Sl. No	Project Title	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Support for Health, Medical and Nutrition project of Maharashtra State Women Council (M.S.W.C.) Asha Sadan Balgruha & Adhar Gruha at Umerkhadi, Mumbai.	150	100%
2	Salaries towards support staff/ manpower for Intellectually Disabled Children at Home for The Mentally Deficient Children, Mumbai	265	100%
3	Supporting treatment and surgeries for 150 children suffering from Congenital Heart Disease (CHD) at Sri Sathya Sai Sanjeevani Hospital in Navi Mumbai	150	100%
4	Supporting treatment and surgeries for 150 children suffering from Congenital Heart Disease (CHD) at Sri Sathya Sai Sanjeevani Hospital in Raipur	150	100%
5	Support for 950 meals everyday in Govt. Hospital in Mumbai	49550	70%
6	Nutrition support for Cancer Patients and its attendant at Sion, Mumbai	9720	90%
7	Support towards running expenses of Shelter Home for Cancer Patients at Kharghar, Navi Mumbai	1627	90%
8	Construction of Dining Hall at Sainik School (Netaji Subhash Chandra Bose Military Academy) at Silvassa	323	55%
9	Support towards Equipping Therapy Units at Aastha's Centre of Excellence for Persons with Disabilities at Mapusa-Goa	550	100%
10	Support for Cavitatory Ultrasonic Suction and Aspirator – CUSA to the Department of Surgical Gastroenterology & Multiplatform laser Department of Plastic Surgery of Seth G.S. Medical College & KEM Hospital, Mumbai.	110	70%
11	Support for Conventional Transbronchial Needle Aspiration (C-TBNA) for Mediastinal Lymph node sampling at Respiratory Medicine Dept. of LTMG Sion Hospital, Mumbai	0*	-
12	Procurement & Distribution of Digital Hemoglobinometers to ANCs & Health Sub centres with test strips for ASHAs in Nandurbar District to address Anaemia	41666	90%
13	Support for Robotic Surgery Instruments and Laparoscopic Instruments at Tata Memorial Hospital, Mumbai	580	60%
14	Support towards various health projects planned in units under Western Naval Command for veterans, widows of naval personnel and dependents	40000	60%
15	Support for 02 units of ALS Ambulances at Jila Rogi Kalyan Samiti (JRKS), Civil Hospital, Harda district (M.P.)	220	70%
16	Support towards procurement of 15 High End Patient Trolleys at AIIMS Raipur.	3600	70%
17	Supporting Education of 41 Students (MDL Super 25) from Kharade Area to Bhonsala Military School (BMS) Nagpur	41	100%
18	Care & Education for 150 Orphan & Poor Children in Goa	150	100%
19	Support for running of 110 Abhyasikas (Tuition Centres) in rural and urban slum in urban & rural slums in Vijayawada and Krishna, Eluru, Guntur & NTR Districts in Andhra Pradesh	3300	100%

Sl. No	Project Title	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
20	Support for Wax Museum & Video Film Display of Historical Leaders in East Champaran in Bihar for educating and creating awareness amongst youth	15000	@
21	Support towards digitalisation of 15 Rural Schools in Harda district (M.P.) by Madhav Gram Bharti Siksha Samiti.	1751	90%
22	Stipend Support and Trainers' Salary at Apprentice Training School (ATS) in MDL & PM Internship Scheme	220	46%
23	Expansion of Sakhi Cell Building at Naval Civilian Housing Colony (NCHC), Powai	0*	-
24	Support for skilling of 200 Women: Incubation, Skilling & Entrepreneurship in Mumbai	200	70%
25	Support for Academic Block at CUSAT, Kochi	0*	-
26	Research based projects for developing defence ecosystem with IIT Bombay	0#	-
27	Research based project for developing defence ecosystem with IIT Hyderabad	0#	-
28	Research based projects for developing defence ecosystem with IIT Indore	0#	-
29	Construction of State of the art circulating water tank tunnel at IIT Madras	0#	-
30	Support to National Maritime Foundation (NMF) for Research based project	0#	-
31	Swachh Bharat & Environment Conservation activities near MDL	600	90%
32	Contribution for National Maritime Heritage Complex in Lothal, Gujarat	0^	-
33	Contribution to PMCARES Fund	0$	-
34	Contribution to Swachh Bharat Kosh, GoI	0$	-
35	Contribution to Clean Ganga Fund, GoI	0$	-

Note 1: * Multiyear/ ongoing projects which have not attained any measurable stage as on 31.03.2026 and hence number of beneficiaries can't be ascertained at this stage.

Note 2: # Research based projects, number of beneficiaries can't be ascertained.

Note 3: ^ The project was not completed as on 31.03.26 and number of beneficiaries can't be ascertained at this stage.

Note 4: $ Contribution to Govt of India funds, for which number of beneficiaries can't be ascertained.

Note 5: @ percentage of beneficiaries from vulnerable and marginalized groups can't be ascertained as it is a facility in a public park.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

   The Company has established a structured customer grievance and feedback management framework in alignment with the protocols and procedures prescribed by the Indian Navy. Customer feedback and operational concerns are addressed through periodic review meetings and established communication channels to facilitate timely resolution and continuous improvement. In addition, dedicated Guarantee Officers are appointed to oversee warranty and guarantee obligations, ensuring that post-delivery defects and performance-related issues are addressed in accordance with the applicable contractual commitments.

   Given the strategic and confidential nature of defense projects, all customer interactions, records, and related documentation are maintained with strict confidentiality in accordance with the security protocols and guidelines of the Indian Navy.

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

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

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

	FY 2025-26 Current Financial Year		Remarks	FY 2024-25 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA
Total	**Nil**	**Nil**	**Nil**	**Nil**	**Nil**	**Nil**

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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls		

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

   Yes, MDL has a framework & policy on cyber security and risks related to data protection & privacy .MDL has implemented a comprehensive cyber security and data privacy framework aligned with ISO 27001:2022. The framework includes information classification, data loss prevention, role-based access controls, encryption, secure removable media management, periodic security audits and VAPT, employee awareness programmes, regular risk assessments, vendor cyber risk management, centralized patch management, and continuous monitoring through a SIEM platform to protect information assets and minimize cyber security risks.

Considering the confidential and strategic nature of the information contained in the policy, it is intended solely for internal use and is therefore not hosted in the public domain. Accordingly, a web link to the policy has not been provided. The policy is available on the company's intranet for information of all employees.

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

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 customers*

Nil

c. Impact, if any, of the data breaches

The incidents reported to CERT-IN are only for suspicious mails and have been identified as spam mail with no impact.

* The above disclosures have been prepared by applying the methodology prescribed under Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly developed by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Leadership Indicators

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

The Company provides stakeholders with multiple digital communication platforms to facilitate access to information on its products, services, and business developments. Relevant updates, product-related information, technical specifications, and corporate announcements are disseminated through the Company's official website.

Website- https://mazagondock.in/

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

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

The Company is committed to promoting the safe, efficient, and responsible use of its products and services throughout their operational lifecycle. To support this objective, MDL provides comprehensive operational guidance through detailed Standard Operating Procedures (SOPs) and user manuals. These documents outline the prescribed operating practices, safety requirements, maintenance procedures, and handling guidelines.

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

The Company maintains a structured stakeholder communication mechanism to ensure timely dissemination of information regarding any potential disruptions to critical products or services. Customers and relevant stakeholders are kept informed through periodic review meetings and established communication channels, where project progress, potential risks, and expected service implications are discussed.

4 Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/) 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

INDEPENDENT PRACTITIONER'S DRAFT REASONABLE ASSURANCE REPORT

To

The Board of Directors of
Mazagon Dock Shipbuilders Limited

Introduction and objectives of work

The Board of Directors of **Mazagon Dock Shipbuilders Limited** (the 'Company') have engaged Bureau Veritas (India) Private Limited to undertake an Independent Assurance of the company's Sustainability / Non-Financial Performance disclosures in its Business Responsibility & Sustainability Report (BRSR), in accordance with requirements of SEBI and its circular's *"SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July12, 2023 & SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024 and Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026"*, for the financial year ended 31st March 2026 and to provide Reasonable and Limited Assurance Statement on the BRSR report – FY 2025-26.

Intended User

The assurance statement is made solely for "Mazagon Dock Shipbuilders Limited (herein after MDL) and its stakeholders" as per the governing contractual terms and conditions of the assurance engagement contract between "MDL" and "Bureau Veritas". To the extent that the law permits, we owe no responsibility and do not accept any liability to any party other than "MDL" for the work we have performed for this assurance report or our conclusions stated in the paragraph below.

Scope of Work

We have performed the Reasonable Assurance engagement for BRSR (Core) parameters and Limited Assurance for non-core parameters in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and in line with the requirements of Bureau Veritas's standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

The reporting boundaries considered for this reporting period is on 'Standalone basis'.

As part of its independent reasonable assurance, we assessed the appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported. In this process, we undertook the following activities:

Assessment was conducted by means of physical site visits Head Office and Manufacturing Unit on 16th July 2026. Bureau Veritas interviewed personnel of Mazagon Dock Shipbuilders Limited's including Human Resource, Legal, Sustainability, Finance and Accounts, Maintenance & Central Maintenance System, Production Team, Environment, Health & Safety (EHS), Purchase, Accounts, Yard Upkeep Cell and other relevant departments.

The assurance process involved carrying out an Assessment by experienced assessors from Bureau Veritas. The Company has submitted performance data on reported BRSR topics. The data pertaining to each location visited was assessed by Bureau Veritas through the process above described.

Data on various BRSR disclosures were assessed. Later, it was confirmed that the same assessed data went into preparation of the final data within the BRSR Report, FY 2025-26.

The Scope of Sustainability Assurance includes:

- An assessment of the methods used for data collection and reporting for the selected sustainability performance indicators.
- Verification of such systems, including related internal controls.
- Verification on a sample basis, of evidence supporting the data.
- Verification of the sample data and information on selected material topics reported by the organization for the defined reporting period.
- Assessment of the consistency between the data for the selected sustainability performance indicators and the related written comments in the narrative of the Report.
- The Company's compliance with legal obligations/ disclosures.
- The General and topic specific disclosures subject to assurance.

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the BRSR report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation of BRSR Report. Our sole responsibility is to provide independent Reasonable and Limited assurance on the BRSR report for the financial year ended 31st March 2026.

Our Findings

On the basis of our methodology and the activities described above,

- Nothing has come to our attention to indicate that the BRSR disclosures are inaccurate or that the information included therein is not fairly stated.
- It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures in the BRSR.
- The BRSR Report provides a fair representation of the Company's activities as included therein.
- The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over the Company and status during the reporting period.

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period.
- Positional statements (expressions of opinion, belief, aim or future intention by Mazagon Dock Shipbuilders Limited and statements of future commitment.
- Competitive claims in the report claiming, "first company in India", "first time in India", "first of its kind", etc.

Our assurance does not extend to the activities and operations of Mazagon Dock Shipbuilders Limited outside of the scope and geographical boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 198 years history. Its assurance team has extensive experience in conducting assessment over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Mazagon Dock Shipbuilders Limited.

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Restriction on use of Our Report

Our Reasonable assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

Sd/-
Senthil Kumar. V
Lead Assuror
Bureau Veritas (India) Private Limited
Bengaluru, India
Date: 28/07/2026

Sd/-
Munji Rama Mohan RAO
Technical Reviewer
Bureau Veritas (India) Private Limited
Hyderabad, India
Date: 30/07/2026

Annexure 1

Reasonable level of assurance is provided for following '9 Indicators included in BRSR-Core Attributes'

Sr. No.	Attributes	Parameter	Alignment / Cross Reference	Data reported in MDL's BRSR Report
1	Green-house gas (GHG) footprint	Total Scope 1 emissions	Principle 6, Question 7 of Essential Indicators	270.56
		Total Scope 2 emissions		6367.01
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover		0.00000005
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		0.0000011
2	Water footprint	Total water consumption (in KL)	Principle 6, Question 3 of Essential Indicators	66497.8
		Water intensity per rupee of turnover		0.00000052
		Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		0.000011
3	Energy footprint	Total energy consumed from renewable sources	Principle 6, Question 1 of Essential Indicators	27469619.93
		Total Energy consumed		63212218.44
		Energy intensity per rupee of turnover		0.00049
		Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		0.010
		How many Green Credits have been generated or procured.		a. By the listed entity: 6755608 b. Value Chain Partners : Nil

Sr. No.	Attributes	Parameter	Alignment / Cross Reference	Data reported in MDL's BRSR Report
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	Principle 6, Question 9 of Essential Indicators	134
		E-waste (B)		-
		Bio-medical waste (C)		0.061
		Construction and demolition waste (D)		7535
		Battery waste (E)		7.02
		Radioactive waste (F)		-
		Other Hazardous waste. (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil)		27.46
		Total Hazardous waste generated in MT		7703.54
		Other Non-hazardous waste generated (H) in MT	Principle 6, Question 9 of Essential Indicators	1. Wood waste (Scrap, wood logs) - 86.495 2. Steel Waste (MS Scrap, SS Scrap) - 2782.02 3. Aluminium Waste (Scrap, Cable waste) - 47.325 4. Copper Waste (Scrap, Cable Scrap) - 62.17 5. Brass Scrap - 5 6. Cu-Ni Scrap - 0 7. Rubbish and Refuse (Excluding Plastic waste) - 787.93 Total Non-Hazardous = 3770.94 MT
		Total Non-Hazardous Waste generated in MT		3770.94
		Total waste generated ((A+B + C + D + E + F + G + H) in MT		11474.48
		Waste intensity	Principle 6, Question 9 of Essential Indicators	0.000000089 0.0000018
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations		449.98 MT
		For each category of waste generated, total waste disposed by nature of disposal method		11024.5 MT (Other disposal operations)

Sr. No.	Attributes	Parameter	Alignment / Cross Reference	Data reported in MDL's BRSR Report
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	Principle 3, Question 1(c) of Essential Indicators	0.53%
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Principle 3, Question 11 of Essential Indicators	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) Employees: 0.00 Workers: 0.13
				Total recordable work-related injuries Employees: 0.00 Workers: 13
				No. of fatalities Employees: 0.00 Workers: 1.00
				High consequence work-related injury or ill-health (excluding fatalities) Employees: 0 Workers: 0
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	Principle 5, Question 3(b) of Essential Indicators	4.22%
		Complaints on POSH	Principle 5, Question 7 of Essential Indicators	Complaint (resolved): 01 Complaints on POSH as a % of female employees / workers: 0.41 Complaint upheld: 0
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – *Directly sourced from MSMEs/ small producers and from within India*	Principle 8, Question 4 of Essential Indicators	Directly sourced from MSMEs/ small producers : 33.53 % Directly sourced within India: 64.83%
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Principle 8, Question 5 of Essential Indicators	Rural : 0 Semi-urban: 0 Urban: 0 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	Principle 9, Question 7 of Essential Indicators	Nil
		Number of days of accounts payable	Principle 1, Question 8 of Essential Indicators	10 Days

Sr. No.	Attributes	Parameter	Alignment / Cross Reference	Data reported in MDL's BRSR Report
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Principle 1, Question 9 of Essential Indicators	Concentration of Purchases (a to c) is Nil Concentration of Sales (a to c) is Nil Share of RPTs (a & c) is Nil b. Sales (Sales to related parties/ total sales) - 86.27% d. Investments (Investments in related parties / total investments made) -100% (Refer: Note 45 of the financial statements on Related Party Disclosure).