



गार्डेन रीच शिपबिल्डर्स एंड इंजीनियर्स लिमिटेड Garden Reach Shipbuilders & Engineers Ltd.

(भारत सरकार का उपक्रम, रक्षा मंत्रालय)
(A Government of India Undertaking, Ministry of Defence)
CIN NO.: L35111WB1934GOI007891

SECY/GRSE/BD-69/CA/34/25-26

26 Aug 2025

To,

National Stock Exchange of India Limited

Exchange Plaza

Bandra Kurla Complex, Bandra (E),

Mumbai – 400 051

Symbol: GRSE

BSE Limited

Phiroze Jeejeebhoy Towers,

Dalal Street,

Mumbai – 400 001

Scrip Code: 542011

**Sub: Business Responsibility and Sustainability Report (BRSR) of Garden Reach
Shipbuilders & Engineers Limited for the financial year 2024-25**

Dear Sir / Madam,

1. In terms of Regulation 34(2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and circulars issued by the Stock Exchanges, we are submitting herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2024-25.
2. The BRSR being part of the Annual Report 2024-25 is also uploaded on the website of the Company at www.grse.in.
3. This is for your information and record.

Thanking You,

Yours faithfully,

For Garden Reach Shipbuilders & Engineers Limited

SANDEEP
MAHAPATRA
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Digitally signed by
SANDEEP
MAHAPATRA
Date: 2025.08.26
16:09:54 +05'30'

Sandeep Mahapatra

Company Secretary and Compliance Officer
ICSI Membership No. ACS 10992

Encl: BRSR - 2024-25

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	: L35111WB1934GOI007891
2.	Name of the Listed Entity	: Garden Reach Shipbuilders & Engineers Limited
3.	Year of incorporation	: 26 Feb 1934
4.	Registered office address	: GRSE Bhavan, 61, Garden Reach Road, Kolkata, West Bengal – 700 024
5.	Corporate address	: GRSE Bhavan, 61, Garden Reach Road, Kolkata, West Bengal – 700 024
6.	E-mail	: co.sec@grse.co.in
7.	Telephone	: 033-2469 8101
8.	Website	: www.grse.in
9.	Financial year for which reporting is being done	: 2024-25
10.	Name of the Stock Exchange(s) where shares are listed	: 1. National Stock Exchange of India Limited (NSE) 2. BSE Limited (BSE)
11.	Paid-up Capital	: ₹1,14,55,20,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	: Shri Sandeep Mahapatra (Company Secretary), Garden Reach Shipbuilders & Engineers Limited, GRSE Bhavan, 61, Garden Reach Road, Kolkata - 700024, Telephone: 033-2469 8545 E-mail: co.sec@grse.co.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	: Standalone Basis
14.	Name of assurance provider	: NA
15.	Type of assurance obtained	: NA

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
01.	Manufacturing	(i) Shipbuilding	93.81
		(ii) Engineering	2.95
		(iii) Diesel Engine	1.00
02.	Service	(iv) Ship Repair	2.24

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
01.	Shipbuilding	301	93.81
02.	Engineering	281	2.95
03.	Diesel Engine	711	1.00
04.	Ship Repair	331	2.24

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	7 (Seven)	6 (Six)	13 (Thirteen)
International	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Our product reach covers the entire Indian Territory through our Defence Forces.
International (No. of Countries)	Around 11 countries

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

1.45%

c. A brief on types of customer

GRSE supplies to both national and international customers catering to the Defence as well as Civil operations. The majority of the Company's supplies are directed towards the Indian Defence Services namely, Indian Navy (IN), Indian Coast Guard (ICG), Indian Army (IA), and Border Road Organisation (BRO). In addition, GRSE also serves various government agencies such as Central Public Works Department (CPWD), State Public Works Departments (State PWDs), and State Government bodies.

IV. Employees

20. Details as at the end of Financial Year: 2024-25

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)	593	541	91.23	52	8.77
2.	Other than Permanent (E)	116	105	90.52	11	9.48
3.	Total employees (D + E)	709	646	91.11	63	8.89
WORKERS						
4.	Permanent (F)	930	906	97.42	24	2.58
5.	Other than Permanent (G)	46	46	100	0	0
6.	Total workers (F + G)	976	952	97.54	24	2.46

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)	14	13	92.86	1	7.14
2.	Other than Permanent (E)	1	1	100	0	0
3.	Total differently abled employees (D + E)	15	14	93.33	1	6.67
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	34	32	94.12	2	5.88
5.	Other than permanent (G)	4	4	100	0	0
6.	Total differently abled workers (F + G)	38	36	94.74	2	5.26

21. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67
Key Management Personnel	1	0	0

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.50 %	1.90%	1.50 %	3.20 %	3.92%	3.30 %	2.60 %	0	2.60 %
Permanent Workers	0	0	0	0	0	0	0	0	0

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	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)
01	NA	NA	NA	NA

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

- Turnover - ₹5,07,568.77 lakh
- Net worth - ₹2,07,926.24 lakh

VII. Transparency and Disclosures Compliances**25. Complaints/ Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

During the financial year 2024-25, investor complaints/grievances received by the Company and through SEBI Scores Platform, NSE, BSE and Registrar & Transfer Agent have been resolved within the prescribed time.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes (www.pgportal.gov.in)	17	3	These complaints are tracked through Centralised Public Grievance Redress and Monitoring System (CPGRAMS) portal under the Ministry of Personnel, Public Grievances & Pensions, the Department of Administrative Reforms and Public Grievances	19	6	These complaints are tracked through Centralised Public Grievance Redress and Monitoring System (CPGRAMS) portal under the Ministry of Personnel, Public Grievances & Pensions, the Department of Administrative Reforms and Public Grievances
Investors (other than shareholders)	No	0	0	NA	0	0	NA

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes*	5	0	NA	0	0	NA
Employees and workers	Yes (Grievances are received through email or letters. Hence, there is no web link available)	0	0	Service related matters	1	1	Service related matters
Customers	Yes**	0	0	The issues have been deliberated in Structured Meeting with Customers and have been attended.	0	0	The issues have been deliberated in Structured Meeting with Customers and have been attended.
Value Chain Partners	Yes (No web link available)	-	-	NA	-	-	NA
Other (please specify)	-	-	-	-	-	-	-

* Shareholders queries / complaints are being handled by the Company both directly and with the support of RTA. Further, the Company has Stakeholder Relationship Committee to redress the complaints received from the shareholders as per SEBI Listing Regulations. Hence, there is no web link

** GRSE deals with Defence Customers and therefore all the communication is through confidential mode as per the requirement of Customer. So, there is no web link.

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

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

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.	Environmental Footprint – Water Management	Risk	Inadvertent non-compliance with existing and emerging regulations around recycling can result in economic penalties and reputation damage	Reduction in waste generation, maximization of recycling and reuse.	Negative
2.	Regulatory Compliance	Risk	Violating regulatory compliance often results in legal punishment, including fines and penalties	1. Creating a strong ethical organisational culture with focus on transparency and compliance 2. Regularly carrying out risk assessments to identify areas of potential exposure to compliance-related risks	Negative

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.	Corporate Governance - Board composition	Risk	GRSE, being a CPSE, the appointment of Directors are made by Govt. of India through Presidential orders. The Company has no control over filling up of the vacancy within the stipulated time frame specified under the Act/ Rules / Regulations, to comply the same.	The Company is taking advance action with Administrative Ministry, i.e. Ministry of Defence to appoint Directors in time.	Negative
4.	Sustainable supply chain and sourcing	Opportunity	Ensuring a green, local, and socially sound supply chain can contribute to stability and diversity while also creating local employment	Not Applicable	Positive
5.	Human Capital Development	Opportunity	Investment in employee /talent development & retention leads to improvement in productivity and innovation.	Not Applicable	Positive
6.	Positive Labour practices	Opportunity	Enhancing workplace and industrial relations lead to improvement in productivity and organizational harmony.	Not Applicable	Positive
7.	Health and Safety	Risk	Health & safety at Workplace is an integral part of managing a business. Risk assessment is necessary to put measures in place to effectively control them to ensure that the hazards and risk do not cause harm to employees and workers.	Training, awareness programs, technological upgrades, and regular senior-level reviews.	Negative
8.	Waste Management	Opportunity	Opportunity to reduce waste generation, ensure compliance with statutory requirements and enhance resource efficiency.	Not Applicable	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Policies are uploaded on the website of the Company at https://grse.in/policies/ and on the Company's Intranet portal.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Provisions of SEBI Regulations and DPE Guidelines	ISO 9001: 2015, ISO 14001: 2015, ISO 45001: 2018	ISO 45001: 2018 and DPE Guidelines	Section 135 of Companies Act, 2013, DPE Guidelines and SDGs	DPE Guide-lines and SDGs	ISO 14001: 2015 and ISO 50001: 2018	DPE Guidelines and SDGs	Section 135 of Companies Act, 2013 and DPE Guide-lines	ISO 9001: 2015 and SDGs
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	MoU has been signed between GRSE and Ministry of Defence for financial, non-financial targets and compliance parameters for the year 2024-25 with weightage of 100 marks.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	MoU for the year 2024-25 is under evaluation. On the completion of evaluation, the same will be submitted to MoD/DPE for further evaluation and award of rating.								
7. Governance, leadership and oversight									
Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements <i>(listed entity has flexibility regarding the placement of this disclosure)</i>									
At GRSE, sustainability is deeply embedded in our operational ethos. Over the years, we have made investments to adopt the renewable energy, conservation of natural resources, responsible treatment and disposal of both solid and liquid waste, and optimize the use of water.									
We have implemented various process improvements and worked towards installation of Effluent Treatment Plants, Fume Extractors, Chillers/Air Conditioning systems, and energy-efficient LED Lighting, contributing to enhanced operational efficiency and environmental compliance.									
On the Social front, we are committed to upholding human rights, fostering human capital development, and ensuring the health and safety of our employees, contractors, customers, and other stakeholders.									
On the Governance side, as a CPSE, we are compliant with the applicable rules, regulations, and best practices prescribed by local and national regulatory bodies and have robust governance mechanisms to address the governance-related issues. Our strong governance framework ensures accountability, transparency, and effective oversight across the areas of operation.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	DIN Number				10205285				
	Name				DIG Subrato Ghosh, ICG (Retd.)				
	Designation				Director (Personnel)				
	Telephone No.				033-24691040				
	Email ID				dp@grse.co.in				
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. Management Committee.								

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action																		
	Directors									Policies are reviewed periodically or on a need basis from time to time and necessary updates are made wherever required.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances*																		
	Directors									As and when required.								

* Complied, except for the composition of the Board of Directors & constitution of its Committee under SEBI (LODR) Regulations, due to non-appointment of Independent Directors. As the Company is a CPSE, appointment of directors are made by Government of India through Presidential orders. Accordingly, the matter has been referred to the Administrative Ministry i.e. the Ministry of Defence (MoD), for nomination of directors and filling up the vacant post. The same is currently under consideration.

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.									
		No external evaluation was undertaken; however, the policies, processes and compliances are subject to scrutiny/ reviews by internal & external auditors, regulators, Parliamentary Committees, Administrative Ministry, etc. Policies are periodically accessed and updated by respective department and business heads, with the necessary approval from the management and/ or the Board of the Company.								
12.	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
	The entity does not consider the Principles material to its business (Yes/No)	As the company has formulated policies based on all the nine Principles, hence Not Applicable.								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
	It is planned to be done in the next financial year (Yes/No)									
	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	1	Corporate Governance, Finance, Risk Management, Strategic Management, etc.	25
Key Managerial Personnel	2	ESG and Governance	100
Employees other than BoD and KMPs	107	Training / Awareness Programs pertaining to wellness of the employees, CDA, safety, environment & sustainability, etc.	31.47
Workers	40	Training / Awareness Programs will enable the employees to acquire the knowledge / skills for enhancement of their capabilities.	51.54

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	1	NSE* BSE*	25,87,740 25,87,740	During FY 2024–25, the Company could not comply with Regulation 17(1) of the SEBI (LODR Regulations), 2015 relating to the composition of the Board of Directors. This non-compliance arose due to the non-appointment of the requisite number of Independent Directors, including a Woman Independent Director, by the Government of India. As a result, the Audit Committee (from 27 Dec 2024) and the Nomination and Remuneration (from 11 Dec 2024) remained not constituted till 31 Mar 2015, leading to non-compliance of Regulations 18(1) and 19(1)/ 19(2) of the SEBI (LODR) Regulation, 2015. As a CPSE, the Company does not have the authority to appoint Directors. Such appointments are made by the Government of India through Presidential Orders. The matter has been referred to our Administrative Ministry, i.e., the Ministry of Defence, and is currently under consideration.	Yes
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding Fee	NIL	NIL	NIL	NIL	NIL

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred (Yes/ No)
Imprisonment	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
<p>During FY 2024–25, monetary penalties were levied by the Stock Exchanges due to non-compliance with 17(1) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI LODR Regulations”), arising from non-availability of the adequate number of Independent Directors including Women Independent Director on the Board of the Company.</p> <p>As a result, the Company was also unable to reconstitute the Audit Committee and the Nomination and Remuneration Committee in accordance with Regulations 18(1) and 19(1)/ 19(2) of the SEBI LODR Regulations. Specifically, the Company did not have a duly constituted Nomination and Remuneration Committee from 11 Dec 2024 to 31 Mar 2025, and the Audit Committee from 27 Dec 2024 to 31 Mar 2025.</p> <p>As a CPSE, the Company does not have the authority to appoint Directors, which is the prerogative of the Government of India through Presidential Orders. The matter has been referred to the Administrative Ministry, i.e., the Ministry of Defence, and is currently under consideration. The delay in appointments and the resulting non-compliance is beyond the control of the Company.</p> <p>In reply to the penalty notices, the Company submitted quarter wise response to the Stock Exchanges through letters dated 22 Aug 2024, 22 Nov 2024, 18 Mar 2025, and 30 May 2025, requesting waiver of the penalties. However, as per SOP of SEBI, the Stock Exchanges are unable to consider such requests until the underlying non-compliances are complied/ resolved.</p>	NSE & BSE

4. Does the entity have details in brief and if available, provide a web-link to the policy.

Yes. The Company believes in the conduct of the affairs of its constituents in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity and ethical behavior. To this end, the Company has adopted the code of conduct, which lays down the principles and standards that guide and governs the actions of the Company and its employees. In line with this, a Whistle Blower Policy has been formulated in the Company, providing a mechanism for employees to report and potential violations of the Code directly to the Chairman of the Audit Committee. The Web link of the policy is <https://grse.in/wp-content/uploads/2022/04/Whistle-Blower-Policy-1.pdf>.

Further, to ensure transparency and integrity in procurement and contracting processes, GRSE has adopted Integrity Pact with all vendors / suppliers / contractors / service providers for all Orders / Contracts of value ₹200 lakh and above. This Integrity Pact enables the bidders to raise any issues with respect to high value tenders floated from time to time with the Independent External Monitor (IEM). IEMs are appointed by the Central Vigilance Commission (CVC), who oversee implementation of the Integrity Pact.

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

	FY 2024-25	FY 2023-24
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	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.

No fines/penalties/actions were imposed by regulators/law enforcement agencies or judicial institutions on cases related to corruption and conflict of interest on GRSE during the financial year.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	90	107

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

*GRSE material procurement is made through qualified suppliers, i.e., either directly through OEMs or their authorized distributor/ stockiest.

Leadership Indicators

1. Awareness programs conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programs held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
NIL	NA	NIL

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, the Company has established processes to manage and avoid conflicts of interest involving Board members/ the disclosures/declarations regarding Directorship, Committee positions, and shareholding is obtained from Board Members upon appointment and annually thereafter.

Before entering into any transactions involving related parties or potentially interested individuals/ entities, the Company ensures that all requisite approvals are in place. Additionally, Directors are who deemed to be interested Directors in any agenda item abstain from participating in discussions or voting on such matters at Board/Committee Meetings.

PRINCIPLE 2:**BUSINESS SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE****Essential Indicators**

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

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	NIL	NIL	NA
Capex	2.34%	4.68%	Improvement in Green Energy

2. **(a) Does the entity have procedures in place for sustainable sourcing?**

Yes. The Company follows the Government of India's "Make in India" policy, which mandates a minimum of 20% local content in supplies. Additionally, if there is an MSME among the bidders, subject to purchase preference margin conditions, they will be considered for 25% of procurement of the tender quantity. 3% from within the 25% target is earmarked for procurement from Micro and Small Enterprises owned by women.

All bidders are required to adhere to a code of conduct that promotes ethical behavior and explicitly prohibits bribery. Furthermore, for procurements valued ₹2 crore, Integrity Pact is signed to ensure transparency and accountability.

- (b) If yes, what percentage of inputs were sourced sustainably?**

While formal compliance with sustainable sourcing standards is not a mandatory requirement, for all vendors, many suppliers have voluntarily adopted such practices. During FY 2024-25, 74% of the total procurement value was sourced from supply chain partners who have implemented sustainable practices.

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

GRSE primarily manufactures capital goods such as Warships, Vessels, Bailey Bridges, Ship Engines and other accessories, which have a long operational life, often exceeding 25 years. These products are intended for strategic and national security use and do not return to the Company after sale.

At the end of their lifecycle, these products are typically deemed unfit for reuse and are disposed as scrap by respective owners. As such, the Company does not have direct involvement in the reclamation or disposal process of these goods.

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

EPR is not applicable to GRSE's activities.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
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Not applicable – The Company primarily manufactures ships, which are long-life capital goods. Once delivered, these products do not return to the Company, and therefore, Life Cycle Assessments (LCA) are not conducted.

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
NIL		

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 2024-25	FY 2023-24
	NIL	NIL

The Company's manufacturing processes generates a certain amount of metal scrap. Engineering measures are place to minimize waste generation. A portion of the scrap is reused internally, while the remaining is disposed off through a defined and approved process.

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 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NIL	NIL	NIL	NIL	NIL	NIL
E-waste	NIL	NIL	NIL	NIL	NIL	NIL
Hazardous waste	NIL	NIL	NIL	NIL	NIL	NIL
Other waste	NIL	NIL	NIL	NIL	NIL	NIL

GRSE operates in a B2B environment, manufacturing capital goods such as warships and related systems, which have a long service life (typically over 25 years). Due to the nature of the products and their usage, there is no provision for reclaiming the products or packaging materials from the customer at the end of their life-cycle.

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
	NA

There is no use of packaging in case of ship building, ship repair and other products of the Company. Further, the products once sold, they would not come back to the Company.

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											
Category	Total (A)	Health insurance (*)		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/ A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	541	-	-	-	-	-	-	15	2.77	-	-
Female	52	-	-	-	-	2	3.85	-	-	-	-
Total	593	-	-	-	-	2	0.34	15	2.53	-	-
Other than Permanent employees											
Male	105	-	-	-	-	-	-	2	1.90	-	-
Female	11	-	-	-	-	1	9.09	-	-	-	-
Total	116	-	-	-	-	1	0.86	2	1.72	-	-

(b) Details of measures for the well-being of workers:

% of workers covered by											
Category	Total (A)	Health insurance (*)		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/ A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	906	-	-	-	-	-	-	3	0.33	-	-
Female	24	-	-	-	-	1	4.17	-	-	-	-
Total	930	-	-	-	-	1	0.11	3	0.32	-	-
Other than Permanent workers											
Male	46	-	-	-	-	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-	-
Total	46	-	-	-	-	-	-	-	-	-	-

(*) Medical facility is administered by the Company through its own resources under Medical Attendance Rules of the Company.

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.64%	0.93%

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

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

Note:

- (i) The medical needs of permanent employees/ workers have been taken care by the Company Industrial Health Centers set up within the Units of the company. In case of specialized treatment, employees/ workers are referred to empaneled Hospitals. Since medical needs of the permanent employees/ workers have been taken care by the Company, no separate Health Insurance is taken.
- (ii) In addition to Provident Fund and Gratuity, all employees and workers are covered under GRSE pension scheme/ National Pension Scheme (NPS) as part of retirement benefits.
- (iii) ESI provisions are not applicable, as equivalent or better medical facilities are already extended to all employees by GRSE.

3. Accessibility of workplaces

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

Yes. All office premises and units of GRSE are accessible to the differently abled employees and workers. The Company is continuously working towards improving accessibility of Infrastructure to the differently abled person and made in accordance to the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Yes, the web link to the policy is <https://www.grse.in/equal-opportunity-policy/>

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

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

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

	Yes/ No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Employees	Yes
Other than Permanent Employees	Yes

GRSE has established multiple online grievance redressal platforms, including a dedicated Grievance Redressal System. These platforms allows enable employees and workers to systemically raise concerns, provide feedback, and share their opinions/ views with the Company in a structured and transparent manner.

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in Respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	593	443	74.70	580	438	75.52
▪ Male	541	407	75.23	529	402	75.99
▪ Female	52	36	69.23	51	36	70.59
Total Permanent Workers	930	930	100.00	993	993	100.00
▪ Male	906	906	100.00	965	965	100.00
▪ Female	24	24	100.00	28	28	100.00

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	646	240	37.15	426	65.94	593	91	15.35	441	74.37
Female	63	31	49.21	45	71.43	58	11	18.97	49	84.48
Total	709	271	38.22	471	66.43	651	102	15.67	490	75.27
Workers										
Male	952	236	24.79	132	13.87	966	309	31.99	187	19.36
Female	24	7	29.17	1	4.17	28	8	28.57	3	10.71
Total	976	243	24.90	133	13.63	994	317	31.89	190	19.11

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	%(B/ A)	Total (C)	No. (D)	%(D/ C)
Employees						
Male	646	646	100.00	593	593	100.00
Female	63	31	49.21	58	58	100.00
Total	709	677	95.49	651	651	100.00
Workers						
Male	952	236	24.79	966	966	100
Female	24	7	29.71	28	28	100
Total	976	243	24.90	994	994	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?

Yes. GRSE has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) across all its units, which are ISO certified as per applicable standards.

The Company is committed to upholding the highest standards of workplace health and safety, exceeding statutory and regulatory requirements. Health and safety are integral to all GRSE operations, with continuous efforts made to prevent workplace related illnesses and accidents.

The OHSMS facilitates proactive risk assessment, implementation of preventive measures, and compliance with all relevant regulations, policies, and guidelines. Internal and surveillance audits and evaluations are conducted on a regular basis, which leads to continuous improvement in safety standards and performance.

b. What are the processes used to identify Work-related Hazards & Assess Risks on a routine and non-routine basis by the Company?

The Company adopts a structured approach to identify work related hazards & assess associated risks, both on a routine and non-routine basis. The key processes include:

- (i) Hazard Identification and Risk Assessment
- (ii) Aspect and Impact Register
- (iii) Check List
- (iv) Safety Inspections/ Observations
- (v) Drive & Campaigns
- (vi) Safety Audits
- (vii) Work zone monitoring

c. Whether Company has process for Workers to report the work-related Hazards & to remove themselves from such risks? (Yes / No)

Yes

d. Do the Employees / Workers of the Company have access to non-occupational medical & healthcare services? (Yes/ No)

Yes

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

Safety Incident I Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	2.72	1.24
	Workmen (Contractor)	0.29	0.66
Total recordable work-related Injuries	Employees	07	03
	Workmen (Contractor)	03	06
No. of fatalities	Employees	Nil	Nil
	Workmen (Contractor)	Nil	01
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workmen (Contractor)	Nil	Nil

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

The Company has implemented the following measures to maintain a safe and healthy working environment:

- Provisions of adequate workplace infrastructure, including proper ventilations, lighting, machine guards, and exhaust systems.
- Basic amenities, such as safe drinking water, rest rooms, and dedicated First Aid Centers.
- Supply and Enforcement of Personal Protective Equipment for all relevant work activities.
- Awareness and training initiatives, including the display of safety signage, precautionary boards, and regular trainings on Fire, Safety, Health and First Aid.
- Implementation of work permit systems, covering high risk activities such as working at Height, Hot Work and blasting/painting tasks.
- Periodical Health Check-up for employees to monitor and maintain their well being.
- Celebration of Safety Day, which includes safety banners., distribution of safety badges, taking safety pledge and displaying safety awareness posters, etc.
- Arrangement for 'Behavior Based Safety' training programme for employees for safety awareness and safety culture in the workplace.

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

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

During the year 2024-25, HSE Safety Audit carried out by DNV Auditors during "DNV Builders Review for MPV Project.

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.

- All safety related incidents are thoroughly investigated, and the key learnings are shared across organization to ensure implementation of corrective actions and prevent recurrence of such incidents. The effectiveness of these corrective measures is subsequently evaluated during Safety Audits.
- Standard Operating Procedures (SOPs) and "Contractors' Safety Guidelines" are reviewed and updated based on the nature of the incident and the specific operational area concerned.
- Significant risks/concerns arising from assessment of Health and Safety Practices and working conditions are addressed through the following risk control hierarchy i.e. elimination, substitution, engineering control (use of Technology/Digitization etc.), administrative control (Safety Capability Building, Monitoring and supervision, visual displays etc.) and usage of PPEs.

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).

A. Employees	Yes
B. Workers	Yes

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

The Bills of the value chain partners are cleared after ensuring remittance of applicable statutory dues to the concerned authorities by verifying deposit / remittance challans submitted along with the bills.

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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	2	1	2	1

Note: Family members have been placed for suitable employment under contractual in all cases.

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)

No

5. Details on assessment of value chain partners:

All of GRSE's value chain partners operate under the purview of applicable labour laws and acts, because of which both the Central and State labour department conduct periodic inspections related to health and safety practices and working conditions at the premise of value chain partners. Any gaps identified during these inspections are suitably addressed by the concerned partners to ensure adherence to regulatory standards.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	NIL
Working Conditions	NIL

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

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

PRINCIPLE 4

BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

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

GRSE has a well-defined system in place for identifying and engaging with its key stakeholder groups. Stakeholder engagement is an ongoing and integral process wherein the Company interacts with various stakeholders across multiple levels to understand their expectations and foster mutual collaboration for creating shared value.

The Company has built a strong and constructive relationships with its stakeholders, built on the pillars of trust, transparency, ethics, and accountability. A continuous two-way communication process, including regular feedback mechanisms on matters impacting the Company's operations, has enabled GRSE to cultivate sustainable stakeholder relationships.

Key stakeholders include customers, suppliers, employees, shareholders, government authorities, regulatory and statutory bodies, auditors, bankers, and the local communities in and around the Company's operational units and divisions.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email, Letters, Meetings, Website etc.	Regularly	Assessment of customer needs, their requirement, complaints resolution, business enquiries etc.
Investors/ Shareholders	No	Website, Email, Letters, Meetings, Press Releases, Stock Exchange Disclosures, Annual Report, Investor Meets, Investor calls, etc.	Engagement is done on Quarterly, Half yearly & Annual basis as well as whenever the event occurs.	All events required shareholders' approval, resolution of grievances and disclosures required under SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 and Companies Act, 2013.
Employees	No	Email, Notice Board, E-Newsletter, Magazine, C&MD's message on events, Shop council, Plant council, portal (Ask Anvesha), rewards and recognition, engagement through family activity program 'Ahoban', etc.	Weekly, Monthly, Yearly and Occasionally	Information on Company activities, Building strong employee engagement, recognition and rewards, building strong organization culture, leadership development, union engagement.
Vendors/ Suppliers	No	Website, Emails, GRSE website, Vendor meets etc.	Regularly	To make vendors/suppliers aware of: <ul style="list-style-type: none"> Public Procurement Policy (Preference to Make in India) Import substitution Participating in tenders issued on GeM portal Lodging and tracking grievances on GRSE's grievance redressal portal. GRSE quality objectives
Industry bodies & Regulators	No	Email, Letters, Meetings	As and when required.	Ensure 100% compliance to applicable laws
Experts / Academic and Research Institutions	No	Collaborative need-based engagements on mutually beneficial projects, case based Meetings.	Need basis	Ensuring technical, managerial and leadership alignment with customer requirement and regulatory needs
Governments, NGO, local Communities, Media Industry analysts, and society at large	No	As needed: Governance RFIs/ RFPs, presentations, project meetings, reviews, due diligence, calls and meetings, conferences and seminars, surveys, press releases, press conferences, media interviews and quotes, sponsored events, and Analyst meetings.	Monthly, Quarterly, Half Yearly and Need based.	<ul style="list-style-type: none"> Communicate GRSE performance and strategy; Share and contribute to insight into public and business concerns; Discuss GRSE response to responsible business issues.

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.

GRSE firmly believes in maintaining ongoing dialogue with our Stakeholders, demonstrating our commitment to transparency and accountability. Our leadership actively engages with stakeholders through various platforms to ensure the feedback from stakeholders are incorporated on economic, environmental or social topics. To facilitate this engagement, GRSE has established several committees dedicated to key areas of concern:

- The Safety, Health and Sustainability (SHS) Committee assesses our performance in safety, health and sustainable issues and overseeing the implementation of Company's relevant policies.
- The Corporate Social Responsibility (CSR) Committee plays a pivotal role in formulating and recommending CSR policies to the Board. Additionally, it meticulously monitors CSR Budget allocations, activities and expenditures to ensure alignment with our commitment to Social responsibility.
- Stakeholders' Relationship Committee is entrusted with evaluating statutory compliances and services related to dividend payments, security holders and the performance of Registrar and Transfer Agent (RTA), thereby enhancing trust and transparency in our interactions.

In line with our dedication to Shareholders engagement, we offer shareholders the opportunity to interact with all Board Members annually during the AGM. This forum allows us to stay attuned to the evolving needs and concern of our stakeholders reinforcing our pledge to remain accountable and responsive to their interest.

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. Stakeholder consultation is key to identification of areas of improvement in corporate environmental & social efforts. Stakeholders have provided their support to various environmental & social endeavours of GRSE viz. Indigenization under Atmanirbhar Bharat, Development of import substitution equipment, Promotion and utilisation of solar energy, Empowerment of women employees, etc.

In the case of CSR projects and environmental conservation efforts outside the GRSE's operational boundaries, consultations are held with local communities, regulatory bodies, and other relevant stakeholders. Their feedback helps in effective resource allocation and ensures that the initiatives undertaken deliver maximum impact and social value.

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

The Company's action to address the concerns of vulnerable / marginalized Stakeholder groups include some of the programs as follows:

- a) Reservation in appointment for socially disadvantaged sections of the society i.e. Scheduled Castes, Scheduled Tribes, Other Backward Classes, Economically Weaker Section and Physically Challenged.
- b) Through CSR activities the Company have undertaken following activities:
 - i) Skill and Vocational Training to unemployed youths
 - ii) Adoption of ITI in the backward area.
 - iii) Empowering differently abled children supporting classes of Indian Institute of Cerebral Palsy (IICP), Kolkata.
 - iv) Apprenticeship program for students belonging to Below Poverty Line (BPL)
 - v) Bringing lasting change in the lives of vulnerable children in association with CRY by providing healthy and safe environment to study, learn and grow.
- c) MSMEs have been given priority in project tendering with women-owned and SC/ST owned MSMEs being given an earmarked portion of procurement.

PRINCIPLE 5

BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	593	173	29.17	580	152	26.21
Other than Permanent	116	50	43.10	71	20	28.17
Total Employees	709	223	31.45	651	172	26.42
Workers						
Permanent	930	10	1.08	993	4	0.40
Other than Permanent	46	0	0.00	1	0	0.00
Total Workers	976	10	1.02	994	4	0.40

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

Category	FY 2024-25				2023-24					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	593	-		593	100	580	-		580	100
▪ Male	541	-		541	100	529	-		529	100
▪ Female	52	-		52	100	51	-		51	100
Other than Permanent	116	-		116	100	71	-		71	100
▪ Male	105	-		105	100	64	-		64	100
▪ Female	11	-		11	100	7	-		7	100
Workers										
Permanent	930	-		930	100	993	-		993	100
▪ Male	906	-		906	100	965	-		965	100
▪ Female	24	-		24	100	28	-		28	100
Other than Permanent	46	-		46	100	1	-		1	100
▪ Male	46	-		46	100	1	-		1	100
▪ Female	0	-		0	0	0	-		0	0

3. Details of remuneration/salary/wages

a. Median remuneration/ wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ in Lakh)	Number	Median remuneration/ salary/ wages of respective category (₹ in Lakh)
Board of Directors (BoD)				
▪ Functional Directors	4	77.78	0	NA
▪ Govt. Nominee Director	0	Nil	1	Nil
▪ Independent Director	1	NA	0	
Key Managerial Personnel	1	43.50	0	0
Employees other than BoD and KMP:				
Officers	506	22.67	39	23.44
Supervisors	177	8.42	28	10.76
Workers	1009	16.24	28	12.74

Note:

- The Board of Directors and KMPs as on 31.03.2025 has been considered. Median Salary arrived based on salary & perquisite as per Section 17(1) & 17(2) of the Income Tax Act, 1961 for the year 2024-25.
- Remuneration details of Board of Directors and KMPs are as covered under Corporate Governance Report, which is part of the Annual Report 2023-24.
- Government Nominee Director does not receive any remuneration from the Company.
- Independent Director receives the sitting fees for attending the meeting of Board and its Committees.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	4.76%	4.89%

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

Yes. The Head of HR Department is the focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

No separate mechanism exists in the Company for Redressal of Human Rights Issues. However, Grievance mechanism is functioning to resolve employees' grievances on service-related matters and other issues.

The Company is committed to prohibiting discrimination, retaliation or harassment of any kind against any employee who reports under the Whistle Blower Mechanism or participates in the investigation. The Whistle Blower Policy, Code of Conduct and Grievance Policy holds a strong commitment to protect the identity of the complainant and maintain confidentiality through each stage of investigation. Further, Internal complaints committee has been founded as per statutory provisions to address and resolve the issues raised out of sexual harassment, works committee deals with complaints related to working conditions, safety issues etc. and grievance redressal policy provides mechanism to report and resolve employee grievances.

In the Company, no discrimination of any kind based on race, creed, gender, religion, language, physical characteristics, socio-economic status, place of birth etc. is done. The following Committees exist for resolving employees' grievances on service related matters and other issues:-

- Grievance Redressal Committee for employees
- Public Grievance is addressed by the Public Grievance Officer in consultation with the concerned dealing Department.
- Internal Complaints Committee to address sexual harassment.
- Employee Connect Committee to address general issues
- Employee Connect Committee for lady employees
- Whistle Blower Mechanism to protect the whistle blower from any harassment / victimisation.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	6	2	Including 01 Pending complaint of 2023-24 resolved during FY 2024-25	3	3	Complaints were carried forward to FY 2024-25
Human Rights related issues	Nil	Nil	-	Nil	Nil	-
Others	Nil	Nil	-	3	0	-

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Female employees/ workers	87	86
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	NA	NA

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

In GRSE, there is a proper mechanism to prevent adverse consequence of the complainant in sexual harassment cases. GRSE also has a dedicated Grievance Redressal System, under which internal complaints' Committee has been formed to take cognizance of complaints. A detailed enquiry is conducted and serious action is taken, if anyone is found guilty.

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

Yes, human rights requirement forms part of business agreement or contract. The service contracts between GRSE and service providers contain clause meeting human rights requirement like child labour, minimum wages etc.

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

GRSE conducts comprehensive assessments of all its plants and offices to ensure compliance on Human rights standards. Internal teams rigorously evaluate each facility, supported by robust checks and controls designed to identify and rectify any violations. These are assessed as part of the regular ongoing reviews by the senior leadership team of the Company.

Further, all GRSE Units are periodically inspected by central and state labour departments, PF and ESI departments and other government institutions or departments for compliance related to relevant law/act/statute and identifying gaps.

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

Throughout FY 2024-25, the Company diligently monitored its operations and identified no significant risks or concerns. However, as part of our commitment to responsible corporate practices, we maintain a vigilant approach through continuous monitoring of our activities.

Leadership Indicators

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

Nil. The Company did not receive any grievances/complaints regarding Human Rights principles and guidelines during 2024-25.

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

All locations maintain 100% compliance of statutory provisions. Due reporting of the same is also done to the concerned Government Offices as per the statute. The due diligence for the same is also regulated through the periodic internal inspections.

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?

Yes

4. Details on assessment of value chain partners:

GRSE didn't assess its value chain partners on Human Rights criteria as these entities come under labour related laws/acts/statutes and are assessed or inspected by relevant Govt. department/institution.

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

Not Applicable

PRINCIPLE 6

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	9,087 GJ	6,537 GJ
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	9,087 GJ	6,537 GJ
From non-renewable sources		
Total electricity consumption (D)	37,916 GJ	31,703 GJ
Total fuel consumption (E)	Nil	Nil
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	37,916 GJ	31,703 GJ
Total energy consumed (A+B+C+D+E+F)	47,003 GJ	38,240 GJ
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from operations)	9.26 GJ / Crore	10.64 GJ / Crore
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	191.31 GJ / Crore, USD	219.91 GJ / Crore, USD
Energy intensity in terms of physical output	0	0
Energy intensity (optional) – the relevant metric may be selected by the entity	0	0

Revenue from Operations (Rs Crore) : FY 2024-25: 5,075.69 and FY 2023-24: 3,592.64

For the purpose of calculation of revenue adjusted Purchasing Power Parity (PPP), conversion factor @20.66 INR/USD as per World Bank has been considered.

(Source for PPP - <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>)

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

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

Not Applicable

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	3,06,600	2,92,000
(ii) Ground water	3,31,007	3,07,560
(iii) Third party water	5,41,036	4,09,211
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	11,78,643	10,08,771
Total volume of water consumption (in kilolitres)	11,78,643	10,08,771
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	232.21 KL/ Crore	280.79 KL/ Crore
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	4,797.46 KL/ Crore, USD	5,801.12 KL/ Crore, USD
Water intensity in terms of physical output	0	0
Water intensity (optional)–the relevant metric may be selected by the entity	0	0

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

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
• No treatment	0	0
• With treatment – please specify level of treatment	2,050	41,834
(ii) To Groundwater		
• No treatment	22,300	0
• With treatment – please specify level of treatment	0	0
(iii) To Seawater		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(v) Others		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	24,350	41,834

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

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

Yes. ETPs (upto 10 KLD capacity) and Soak Pits have been installed at our production locations for treating waste water/effluent. The treated water from the ETPs are used for gardening and other non-portable uses.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	-	NA	NA
SOx	-	NA	NA
Particulate matter (PM)	-	NA	NA
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others – please specify	-	NA	NA

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

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	7,972 Tonnes per year	6,305 Tonnes per year
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	1.571	1.755
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) [Crore-USD]	-	32.46	36.26
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

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

Yes. The Company actively addressing climate change and global warming through various energy conservation initiatives and the adoption of renewable energy sources. A key measure in this regard is the installation of rooftop solar power plants across multiple units, including Main, FOJ, TU, 61 Park, and RBD.

To date, the Company has commissioned rooftop solar power plants with a cumulative capacity of 2.80 MW (2800 KWP). During the reporting year, these installations collectively generated 25,24,166 kWh of electricity, of which 74,364 kWh was exported to the CESC grid.

This initiative contributed to an estimated reduction in greenhouse gas emissions by approximately 19,10,794 kg of CO₂ {KWh x 0.757 (i.e Emission factor) = Kg of CO₂}.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)*	1.71	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	2900
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	Paint Drum, Insulation, Electrode – 119.82 Cable – 6 Grease – 1.29	Cable – 11 Dirty Oil – 16
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	128.82	2927
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.025 MT / Crore	0.82 MT / Crore
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.52 MT / Crore, USD	16.94 MT / Crore, USD
Waste intensity in terms of physical output	0	0
Waste intensity (optional) – the relevant metric may be selected by the entity	0	0
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	905	900
Total	905	900

* 38 old air conditioners were disposed off, each with an average weight of approx. 45 kg.

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

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

Different production units have taken various measures towards environment protection and conservation, governed by various acts and rules like the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, Solid Waste Management Rules, 2016, Air Prevention and Control of Pollution Act (1981), Environment (Protection) Act, 1986, Water Act 1974 (Prevention and Control of Pollution), etc. All Units are ISO 14001 certified and comply with the rules prescribed by respective State Pollution Control Boards. All emissions and waste generation are monitored as prescribed by the Pollution Control Boards.

In our manufacturing activity, reduction of waste generation is taken as a very important activity and our nesting plan for cutting of metal sheet is made in such a way to take care of this aspect. Across GRSE, solid wastes/scrap having resale value were collected, segregated, stored and sold.

Hazardous wastes generated at units are disposed as per the regulatory requirement.

The Company, as part of its operations, generates e-waste from old electrical and electronic systems, computer systems (IT) and communication systems, which needs to be disposed after their life expiry or damage. The e-waste generated and collected is stored in designated areas (under cover) and auctioned through with MSTC Limited for disposal through authorized dismantlers/recyclers/refurbishers.

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

Sl. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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GRSE does not have any operations/offices in /around ecologically sensitive areas.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Not Applicable. There have been no projects undertaken at any of our locations that would necessitate Environmental Impact Assessment (EIA) during the FY 2024-25

- 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
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Not Applicable

Yes, GRSE is compliant with the applicable environmental law/regulations/guidelines in India.

Leadership Indicators

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

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

- Name of the area – Garden Reach, Kolkata
- Nature of operations – Shipbuilding
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface Water	3,06,600	2,92,000
(ii) Groundwater	3,31,007	3,07,560
(iii) Third party water	5,41,036	4,09,211
(iv) Seawater/ desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in Kilolitres)	11,78,643	10,08,771
Total volume of water consumption (in kilolitres)	11,78,643	10,08,771
Water intensity per rupee of turnover (Water consumed/ turnover)	232.21 KL/ Crore	280.79 KL/ Crore
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		

Parameter	FY 2024-25	FY 2023-24
(i) Into Surface water		
• No treatment	0	0
• With treatment – please specify level of treatment	2,050	41,834
(ii) Into Groundwater		
• No treatment	22,300	0
• With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(v) Others		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	24,350	41,834

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

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

Parameter	Unit	2024-25	2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	0	0	0
Total Scope 3 emissions per rupee of turnover	0	0	0
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	0	0	0

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

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas alongwith prevention and remediation activities.

Not Applicable.

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:

As a responsible global citizen, the organization acknowledges the relation between Green House Gas (GHG) emissions and climate change. To address the Global Challenge, GRSE has been putting efforts in reducing carbon footprint of its products and services, thereby enabling the customers to generate power in a sustainable manner with reduced environmental footprints over the life cycle of the product.

In internal operations also, the organization is putting a major thrust in energy efficiency and use of renewable energy sources. The Company has established a total 2.80 MW Unit of solar photo voltaic (roof top) plants at various GRSE locations which has helped the company in making energy mix more sustainable.

Additionally, the Company has undertaken several environmental initiatives, including water and energy conservation projects, afforestation drives, solid waste management, and overall resource optimization. These efforts collectively aim to minimize the environmental impact of operations and promote long-term sustainability.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
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5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes. The Risks related to business continuity and disaster management are addressed under the Company's Risk Management Policy, which outlines strategies for ensuring operational resilience and timely response to potential disruptions. The policy is reviewed periodically and forms part of the broader enterprise risk management framework. The Risk Management Policy is available in the website of the company at <https://grse.in/policies>

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 assessment has been undertaken.

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

NIL. The value chain partners were assessed themselves for their respective environmental impact.

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

a. By the listed entity: Nil

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

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.**

The Company has taken Corporate Membership with Eight (08) Nos. of trade and industry chambers/ associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2	Confederation of Indian Industry (CII)	National
3	Standing Conference of Public Enterprises (SCOPE)	National
4	Bengal Chambers of Commerce and Industry (BCCI)	State
5	Society of Defence Technologists (SODET)	National
6	Indian Shipbuilders Association (ISBA)	National
7	Society of Indian Defence Manufacturers (SIDM)	National
8	Indian Maritime Centre (IMC)	National

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

No instance of anti-competitive conduct raised by regulatory authorities on GRSE.

Name of authority	Brief of case	Corrective action taken
NIL		

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

GRSE actively engages with various trade and industry associations, including through industry representations to the Government and regulatory bodies. The Company participates in policy advocacy in a transparent, responsible, and constructive manner, with due consideration to the broader national interest.

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/ No)	Frequency of Review by Board (Annually/ Half Yearly/ Quarterly/ Others – please specify)	Web Link, if available
NIL					

PRINCIPLE 8

BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT:

Essential Indicators

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

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
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NIL

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

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)
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NIL

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

Complaints can be received through Public Grievance Portal (www.pgportal.gov.in). In addition, the Company's CSR department has a community feedback mechanism across all its CSR projects. Any aggrieved individual/ groups can express their grievances through this annual exercise or on as and when required basis.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	73.83% (approx.)	73.74% (approx.)
Sourced directly from within India	0	0

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

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

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
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Not Applicable

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Jharkhand	Ranchi	79.50 lakh
2	Jharkhand	Khunti	15.52 lakh

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

Yes

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

Social Category (SC/ST) and Companies owned by Women

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

	FY 2024-25	FY 2023-24
Total procurement made from MSEs	73.83%	73.74%
Procurement from Social Category (SC/ST) Entrepreneurs	3.11%	1.69 %
Procurement from Women Entrepreneurs	6.19%	5.51 %

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

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

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

Name of authority	Brief of the Case	Corrective action taken
NIL		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
i	Holistic development of around 750 underprivileged children of Tribal Villages of West Bengal and Jharkhand	Around 750	100
ii	Monthly health check-up camps at Rajabagan (Kolkata), Naora (South 24 Parganas) and Agarhati (North 24 Parganas) by GRSE Medical Cell	8,177	NA
iii	TB Nikshay Mitra – Supported MDR TB Patients by GRSE Medical Cell	157	100
iv	100 Days for TB Elimination Campaign by GRSE Medical Cell	NA	NA
v	Conducted 02 nos. Blood Donation Camps by GRSE Medical Cell	Around 150	50
vi	Health Examination (Medical Investigation) of Local Workers by GRSE Medical Cell	5,343	NA
vii	Medical Equipment to Ramakrishna Mission TB Sanatorium at Tupudana, Ranchi, Jharkhand (A Unit of Ramakrishna Mission Belur Math)	NA	100
viii	Medical Equipment to The Leprosy Mission Hospital at Purulia, West Bengal (A Unit of TLMTI)	NA	100
ix	Medical Equipment to Ramakrishna Sarada Mission Matri Bhavan Hospital, Kolkata (A Unit of Ramakrishna Sarada Mission)	NA	NA
x	Job-Oriented Medical Training (Phlebotomy – 60 trainees and General Duty Assistant – 30 trainees) to Youths in Association with Ramakrishna Math Baghbazar	90	100
xi	Project Akhansha – Holistic Development of 300 Vulnerable Children at Hastings and Khidirpore, Kolkata in Association with Child Rights & You (CRY)	300	100
xii	Daily Cleaning and Maintenance of Toilets etc. in 20 Schools for 10 months in Association with Sulabh International Social Service Organization – WB Branch	25,841	100

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
xiii	Adoption of 06 Classes & Early Intervention Clinic of Indian Institute of Cerebral Palsy, Kolkata	80	NA
xiv	Provided 14 nos. Chattu Machine and 07 nos. Weighing Machine to a Self-Help Group at Balipada, Dadha Gram Panchayat, Odisha in Association with Parichay Foundation	14	NA
xv	Job-Oriented Vocational Training (field Technician – 30, Computer Operator – 90 and Sewing Machine Operator - 30) to Youths in Association with Ramakrishna Math Baghbazar	150	100
xvi	Construction of 02 nos. Community Toilets at Malyada (Khunti) and Maheshpur (Ranchi) in Association with Ramakrishna Mission Ashrama, Morabadi, Ranchi	150	NA
xvii	Job-Oriented Vocational Training to 130 School Students in and around Garden Reach, Kolkata in Association with Tomorrow's Foundation	130	100
xviii	Provided Training Equipment to The Bill Edger Memorial Vocational Training Centre at Bankura, West Bengal (a Unit of TLMTI)	100	100
xix	Conducted Swachhata Hi Seva 2024 from 17 Sep 2024 to 02 Oct 2024	NA	NA
xx	Conducted Special Campaign 4.0 from 02 Oct 2024 to 31 Oct 2024	NA	NA
xxi	Conducted MoD Swachhata Pakhwada from 01 Dec 2024 to 15 Dec 2024	NA	NA
xxii	Undertook 12000 nos. Mangrove Saplings Plantation at Sundarbans Island and Undertaken 7000 nos. Fruit Bearing Tree Saplings Plantation/Distribution at Sandeshkhali (North 24 Parganas), Sagar Island (South 24 Parganas), Tupudana (Ranchi)	NA	NA
xxiii	Stipend paid to the apprentices engaged over and above the statutory requirement	199	NA

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.

Defence forces have a well-established, structured and periodic meetings for raising issues. Same is being followed and complied by the Company.

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

	As percentage to total turnover
Environmental and social parameters relevant to the product	The main products of the Company are Warships, Vessels, Bailey Bridges, Ship Engines and other accessories for use in strategic/ national security applications. Hence, Not Applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	The main products of the Company are Warships, Vessels, Bailey Bridges, Ship Engines and other accessories for use in strategic/ national security applications. Once the products are sold they do not come back to the company.

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

	2024-25		Remarks	2023-24		Remarks
	Received during the year	Pending resolution at the 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

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

	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

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

Yes. The policy is confidential in nature and hence not hosted in the public domain.

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

The Company did not receive any significant complaint in the last financial year that may require any corrective action.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches - NIL
- Percentage of data breaches involving personally identifiable information of customers - NA
- Impact, if any, of the data breaches - NA

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

Information on products and services of GRSE can be accessed from its website at www.grse.in.

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

Operational Manual and Training on equipment / systems are provided to customers as per contractual requirements.

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

The main product of the Company is Ship, mainly for use by Indian Armed Forces. The company is committed to provide support whenever such services are required by the customer.

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

Not Applicable. The products of the Company are such that do not require any standard information to display/stenciled.