SEAMEC LIMITED
A member of MMG MM AGRAWAL GROUP

Regd. Office: A-901-905, 9th Floor, 215 Atrium, Andheri Kurla Road, Andheri (East), Mumbai 400 093, India
Tel.: +91-22-6694 1800 • Fax : +91-22-6694 1818 • E-mail : contact@seamec.in • CIN : L63032MH1986PLC154910

SEAMEC/BSE&NSE/SMO/ BRSR/1707/2025

July 17, 2025

Corporate Relations Department **BSE Limited** **Phirojee Jeejeebhoy Towers,** **Dalal Street,** **Mumbai – 400001**	**The Manager Listing Department** **National Stock Exchange of India Limited** **Exchange Plaza, Plot No. C/1, G Block,** **Bandra-Kurla Complex, Bandra (East)** **Mumbai - 400051**
Scrip Code: 526807	**Trading Symbol: SEAMECLTD**

Sub: Business Responsibility and Sustainability Reporting

Dear Sir / Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year 2024-25, the link of which also forms part of the Integrated Annual Report for FY 2024-25, submitted to the Exchanges vide letter no. SEAMEC/BSE&NSE/SMO/ANNUALREPORT2024-25/1707/2025 dated July 17, 2025.

The Business Responsibility and Sustainability Report and the Integrated Annual Report for FY 2024-25 are available on the website at https://seamec.in/investors.aspx

Kindly take the same on record.

Thanking you.

Yours Faithfully,

For SEAMEC LIMITED

SACHIDANANDA MOHANTY Digitally signed by SACHIDANANDA MOHANTY Date: 2025.07.17 13:43:22 +05'30'

S.N. Mohanty
President – Corporate Affairs, Legal and Company Secretary

Seamec Limited

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT for the FY 2024-25

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L63032MH1986PLC154910
2.	Name of the Listed Entity	SEAMEC LIMITED
3.	Year of incorporation	29-12-1986
4.	Registered office address	A-901-905, 9th Floor, 215 Atrium, Andheri – Kurla Road, Andheri (East), Mumbai - 400093, Maharashtra, India.
5.	Corporate address	A-901-905, 9th Floor, 215 Atrium, Andheri – Kurla Road, Andheri (East), Mumbai - 400093, Maharashtra, India.
6.	E-mail	contact@seamec.in
7.	Telephone	022-66941800
8.	Website	www.seamec.in
9.	Financial year for which reporting is being done	FY 2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (formerly Bombay Stock Exchange) and National Stock Exchange of India Limited
11.	Paid-up Capital	Rs. 25,42,50,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Name: Mr. S.N Mohanty Phone: 022-66941800 e-mail id: contact@seamec.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.	Whether the company has undertaken reasonable assurance of the BRSR Core?	No
15.	Name of assurance provider	Not Applicable
16.	Type of assurance obtained	Not Applicable

II. Product and service

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
The Company provides offshore oilfield support services through its 5 Multi Support Vessels (MSVs), 1 number of Barge, and 1 number of Offshore Support Vessel (OSV)	SEAMEC Limited (SEAMEC) a reputed name in the Offshore Shipping Industry for operation in Oilfield services and Diving Support Vessels (DSVs) in India and abroad with major presence in main fleet operations.	100

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

Product/Service	NIC Code	% of total Turnover contributed
Services incidental to offshore oil extraction	09101	99.9
Sea and coastal freight water transport	50120	0.1

III. Operations

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

Location	Number of plants	Number of offices	Total
National	0	1	1
International	0	0	0

20 (a). Markets served by the entity : Number of locations

Location	Number
National (No. of States)	1
International (No. of Countries)	3

20 (b). Markets served by the entity : What is the contribution of exports as a percentage of the total turnover of the entity?

9.02

20 (c). Markets served by the entity : A brief on types of customers

We are working with key firms in the Oil and Gas Sector. Out of the 4 customers, 2 are domestic and 2 are overseas.

IV. Employees

21. Details as at the end of Financial Year :

a) Employees and workers (including differently abled) for male and female

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			EMPLOYEES			
1.	Permanent (D)	68	51	75	17	25
2.	Other than Permanent (E)	9	5	55.56	4	44.44
3.	**Total employees (D + E)**	77	56	72.73	21	27.27

WORKERS						
4.	Permanent (F)	575	575	100	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	**Total workers (F + G)**	575	575	100	0	0

b) Differently abled Employees and workers for male and female:

There are no differently abled employees in the company.

22. Details as at the end of Financial Year : Participation/Inclusion/Representation of women

	Total(A)	No(B)	%(B/A)
Board of Directors	6	1	16.67
Key Management Personnel	3	0	0.00

23. Turnover rate for permanent employees and workers

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.21	6.25	4.72	1.69	1.69	1.69	6.89	1.72	5.55
Permanent Workers	8.02	-	8.02	4.1	-	4.1	6	-	6

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

24. Names of holding / subsidiary / associate companies / joint ventures

S.No	Names of holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the business responsibility initiatives of the listed entity (Yes/No)
1	Seamec International FZE	Subsidiary.	100	Yes
2	Seamec Nirman Infra Limited	Joint Venture.	65	Yes
3	Seamate Shipping FZC	Subsidiary.	60	Yes
4	Aarey Organic Industries Private Limited	Subsidiary.	100	Yes
5	Seamec UK Investments Limited	Subsidiary.	100	Yes
6	Fountain House 74 Limited	Subsidiary.	100	Yes
7	Fountain House 84 Limited	Subsidiary.	100	Yes
8	Fountain House Combined Limited	Subsidiary.	100	Yes

VI. CSR Details.

25
- i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) : Yes
- ii) Turnover (in Rs.): 6655667405.04
- iii) Net worth (in Rs.): 8709399000

The figures reported here are for FY24 for showcasing the applicability of CSR for FY25.

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25 Current Financial Year		FY 2023-24 Previous Financial Year	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Shareholders	No	0	0	0	0
Employees and workers	No	0	0	0	0
Customers	No	0	0	0	0
Value Chain Partners	No	0	0	0	0

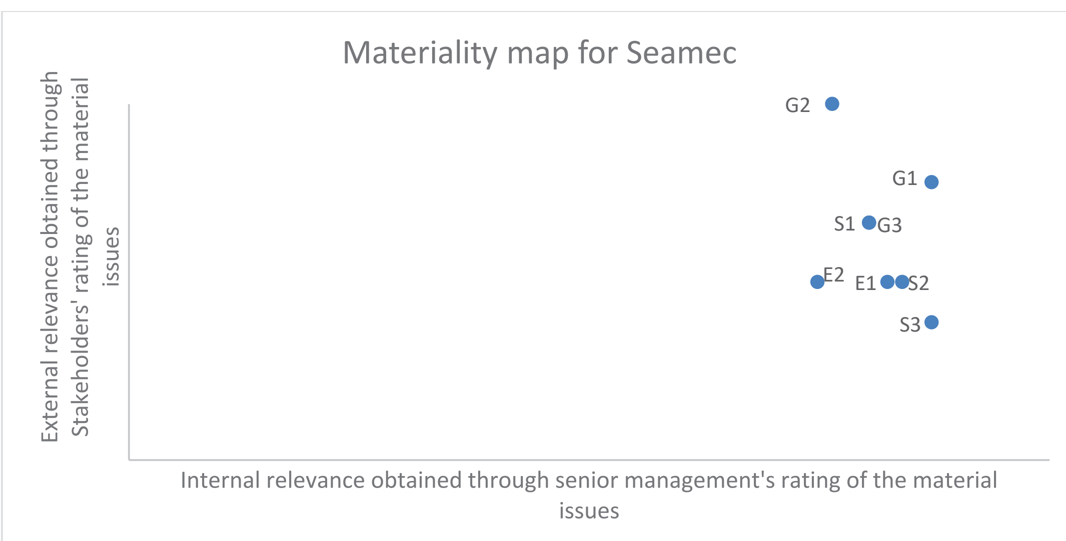
During the Financial Year, 0 grievances in total were received from both internal and external stakeholders. One issue is pending with the Consumer Disputes Redressal Forum- II, District Lucknow, the last hearing was on 26.04.2019 and feedback is awaited from the Advocate/ Legal Counsel.

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

Seamec conducted its materiality assessment in FY23 to determine its material issues through a comprehensive process that involved stakeholder engagement and an analysis of our business environment.

We began by identifying a probable set of issues common to our sector and geographic location. These issues were then prioritized through a collaborative process involving our stakeholders and Seamec's senior management. We focused on those issues that were considered critically important from three perspectives: our stakeholders, our senior management, and the broader business context influenced by marco trends.

The result of this rigorous process was the identification of the material issues for our company. These issues, that we believe are most significant for Seamec's sustainability are given below with their relative position in the materiality map.



The material issues identified for Seamec are given below:

1. *Water and effluents (E1)*
2. *GHG emissions and Air pollution (E2)*
3. *Human rights across value chain (S1)*
4. *Healthy and safety of employees (S2)*
5. *Equal opportunity and non - discrimination(S3)*
6. *Anti- corruption practices of the Company (G1)*
7. *Policies for ethical behaviour (G2)*
8. *Responsible policy advocacy (G3)*

Among the material issues, 2 are environmental, 3 are social, and 3 are governance related.

S. No.	Material Issue identified	Indicate risk / opportunity	Rationale for identifying as risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications
1	Anti-corruption practices of the company	Risk	Failure to implement effective anti-corruption measures can expose the firm to reputational, legal, and financial risks. It can damage the company's brand image, result in legal fines and penalties, and negatively impact its financial performance.	Mitigation through policy	Negative
2	Human rights across value chain	Risk	A company's failure to empower human rights across its value chain can lead to negative impacts on its reputation, legal and regulatory risks, and potential financial impacts. This can include issues such as worker exploitation, discrimination, violations of labor standards, and environmental damage.	Mitigation through policy	Negative
3	Responsible policy advocacy	Opportunity	Engaging in responsible policy advocacy can enable a company to positively influence public policy and regulatory frameworks that impact its business operations. This can lead to more favorable business conditions, enhanced stakeholder relationships, and improved access to markets. Additionally, responsible policy advocacy can align the company with stakeholder values and interests. However, the company's advocacy efforts should not be self-serving, unethical, or in conflict with stakeholder interests, ensuring that its actions are transparent, ethical, and aligned with the company's values.	NA	Positive
4	Equal opportunity and non-discrimination	Risk	A company’s failure to promote equal opportunity and non-discrimination can expose a company to legal and regulatory and reputational risks. It can lead to a loss of talented employees and negatively affect employee morale, which can ultimately harm the company's productivity and competitiveness.	Mitigation through policy	Negative
5	Health and safety of employees	Risk	Inability to prioritize the health and safety of employees can expose a company to legal, regulatory, and reputational risks. This can negatively impact the company's brand image, and employee morale amp; retention. Additionally, it can lead to lost productivity and increased absenteeism, which can ultimately harm the company's performance.	Mitigation through policy	Negative
6	Water and effluents	Risk	Improper water and effluent management can impact the company's brand image, financial performance, and stakeholder relationships. Additionally, water scarcity and pollution can harm biodiversity, disrupt supply chains, and affect the regions where the company operates.	Mitigation through policy	Negative
7	Policies for ethical behavior	Opportunity	Ethical behavior is a key aspect of corporate social responsibility and can contribute to building a positive reputation, attracting customers and investors, and enhancing employee morale and productivity. Ethical behavior can also help a company comply with laws and regulations, reducing the risk of legal and regulatory sanctions and reputational damage.	NA	Positive
8	GHG emissions and Air pollution	Opportunity	Managing GHG emissions effectively can present an opportunity for the firm to improve its environmental performance, reduce costs, and build a positive reputation. It can also help attract customers who are increasingly seeking environmentally sustainable services.	Mitigation through policy	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	All the Policies are available on intranet network and on the Company's official website (https://seamec.in/investors.aspx)								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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 adopted by the entity	No	ISO 9001	ISO 45001	No	No	ISO 14001	No	No	No
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-								

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

As the Director responsible for overseeing Seamec Limited's Business Responsibility and Sustainability Report (BRSR) for FY 2024-25, I am proud to highlight our ongoing commitment to integrating Environmental, Social, and Governance (ESG) principles into our operations. At Seamec, we recognize that sustainable practices are integral to our long-term success and the well-being of our stakeholders. This statement showcases our key ESG achievements and existing practices, with improvements from FY 2023-24, reflecting our dedication to responsible business conduct.

ESG Challenges
Operating in the maritime and oil & gas sector presents unique ESG challenges. Environmental compliance, particularly in managing water usage and waste from vessel operations, is a priority. Socially, we focus on upholding human rights across our value chain and fostering inclusivity, especially for differently-abled individuals. On the governance front, maintaining transparency and combating corruption in a complex global supply chain require robust policies and vigilance.

ESG Achievements and Practices
In FY 2024-25, Seamec made significant strides in its ESG journey, building on the progress of FY 2023-24:

Environmental: We reduced seawater consumption, the primary water source for our ship operations, compared to FY 2023-24, through improved operational efficiencies. Our waste management practices, aligned with the Swachh Bharat initiative, ensure responsible disposal of all vessel-generated waste, with zero non-compliance incidents reported. All vessels maintain compliance with environmental regulations, holding valid Air, Sewage, and Oil Pollution Prevention Certificates, consistent with FY 2023-24. We continue to invest in fleet upgrades, including hull cleaning, engine overhauls, and propeller polishing, to enhance vessel efficiency.

Social: We maintained ISO 45001:2018 certification for our occupational health and safety management system, covering 100% of our facilities, as in FY 2023-24. Our comprehensive Hazard Identification and Risk Assessment (HRA) process ensures workplace safety, with a Hazard Operation Report system allowing workers to report risks promptly. Human rights training was extended to 85% of employees in FY 2024-25, up from 75% in FY 2023-24, following stakeholder feedback. Training on BRSR principles for directors and KMPs improved significantly, reaching 100% and 50% respectively, compared to 17% and 0% in FY 2023-24. Spending on employee well-being measures quadrupled from 0.02% to 0.08% of total revenue. Median remuneration improved for both employees and workers wherein workers' median remuneration rose by almost 60%. Our head office remains fully accessible for differently-abled employees and visitors, in line with the Rights of Persons with Disabilities Act, 2016. No complaints related to working conditions, health and safety, or human rights were recorded in FY 2024-25 or FY 2023-24. Our Whistle Blower Policy and Internal Complaints Committee (ICC) provide robust mechanisms for addressing grievances, including those related to sexual harassment, with no complaints reported.

Governance: We recorded zero grievances related to corruption, bribery, or conflicts of interest in FY 2024-25, consistent with FY 2023-24, reflecting the effectiveness of our Code of Conduct and Business Responsibility Policy (available at https://seamec.in/investors.aspx). The number of days of accounts payable improved from 97 to 58 days, enhancing financial efficiency. We maintained affiliations with three trade and industry chambers to promote responsible policy advocacy. The percentage of input material sourced from MSME/small producers increased from 19.6% to 24.86%, supporting local economies and reducing transportation impacts. Our stakeholder engagement process, including materiality assessments, ensures we address key ESG issues such as human rights, as evidenced by training initiatives driven by stakeholder feedback.

Looking Ahead
Seamec remains committed to aligning with the National Guidelines on Responsible Business Conduct (NGRBC). Our practices, including fleet modernization, employee well-being programs, and robust governance frameworks, underscore our dedication to sustainable growth. We continue to engage with stakeholders to refine our strategies and ensure our operations contribute positively to society and the environment. We thank our stakeholders for their trust and collaboration as we strive for a sustainable future.

Mr. S.N. Mohanty
President - Corporate Affairs, Legal and Company Secretary
Seamec Limited

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

Name : Mr. S.N. Mohanty Designation : President - Corporate Affairs, Legal and Company Secretary

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. The CSR Committee looks into social sustainability related issues. The Board also reviews the updates on sustainability every year.

10. Details of Review of NGRBCs by the Company:

Subject for Review	**Review undertaken by**									**Frequency**								
	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	Director									Yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director									Quarterly								

11. Independent assessment/ evaluation of the working of its policies

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.	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**
	Yes, Pozhat Sustainable Solutions Private Limited								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes	Topics / principles covered under the training and its impact	% in category covered by awareness programmes
Board of Directors	2	Familiarization program for incoming Director	100
Key Managerial Personnel	2	The Key Managerial Personnel was made aware of Company's Robust policies on Code of Conduct, Business Ethics and Corporate Governance and Principles of BRSR	50
Employees other than BoD and KMPs	46	Soft skills training on Office 365, Cyber Awareness, Acrobat & PDf drive, Proficiency in passengershio and crowd crisis management, GST & income tax, ISO 31000 Risk Management, Offshore safety induction and emergency, marine insurance and ISM and IMS awareness	59.74
Workers	11	Hydraulic training, Marine electrical course and Lathe Machine	1.93

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

None (0). There were no monetary or non-monetary penalties or settlement amount paid by the entity, or by its KMPs / directors with any regulators in the financial year.

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.

Not applicable.

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

Yes. The Company has a code of conduct and a business responsibility policy which clears company's position where it comes to strictly dealing with corruption and bribery. Both policies can be found by visiting the link: https://seamec.in/investors.aspx

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

There were no such disciplinary actions taken by law enforcement agencies for FY 2024-25 or in FY 2023-24.

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

There were no complaints regarding conflict of interest for FY2024-25 or FY2023-24.

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

Not applicable.

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

	FY25 Current Financial Year	FY24 Previous Financial Year
Number of days of accounts payables	58	97

9. Openness of business;

(a). Concentration of Purchases.

Metrics	FY25 Current Financial Year	FY24 Previous Financial Year
a. Purchases from trading houses as % of total purchases	38.98	26.62
b. Number of trading houses where purchases are made from	128	53
c. Purchases from top 10 trading houses as % of total purchases from trading houses	56.62	93.56

9 (b). Concentration of Sales.

Metrics	FY25 Current Financial Year	FY24 Previous Financial Year
a. Sales to dealers / distributors as % of total sales	0	0
b. Number of dealers/distributors to whom sales are made	0	0
c. Sales to top 10 dealers / distributors as % of total sales to dealers/distributors	0	0

9 (c). Share of RPTs in

Metrics	FY25 Current Financial Year	FY24 Previous Financial Year
a. Purchases (Purchases with related parties / Total Purchases)	0	0
b. Sales (Sales to related parties / Total Sales)	18.87%	16%
c. Loans & advances (Loans & advances given torelated parties / Total loans & advances	100%	100%
d. Investments (Investments in related parties / Total Investments made)	29.95%	46%

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
0	NA	0

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 a code of conduct for board members which specifically talks about conflict of interest. The matters considered by the Board, if any Directors have any interest, they are refrained from participating in the discussion and decision thereof. The policy also covers the conflicts due to alternate employment, position of directorship in other companies, information confidentiality, investments, gift and hiring. The conflict of interest is derived based on the annual declaration and supplemental declaration(s), as and when occurs, made by the Directors of their interest under specific provisions of the Companies Act, 2013.

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D			
Capex	98%	95.98%	Modifications done on the existing fleets to ensure overall improvement in performance including reduced emissions, fuel efficiency, and treatment systems.

2 (a) . Does the entity have procedures in place for sustainable sourcing? If yes, what percentage of inputs were sourced sustainably?

No

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.

Not Applicable.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities. 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.

Not Applicable.

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

No. Company has not identified life cycle assessment as material for itself.

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
Garbage, E waste, expired medicines, expired pyrotechnics	Pollution concerns if not disposed of in proper way	These are disposed of as per the described procedures detailed in Company Garbage Management Plan complying to DG Shipping Swachh Bharat Web Portal

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).

Not Applicable.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed in FY25 and FY24.

Not Applicable.

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

Not Applicable.

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1 (a). 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	51	51	100%	51	100%	-	-	0	0%	0	0%
Female	17	17	100%	17	100%	17	100%	-	-	0	0%
Total	68	68	100%	68	100%	17	100%	0	0%	0	0%
Other than Permanent employees											
Male	5	5	100%	5	100%	-	-	0	0%	0	0%
Female	4	4	100%	4	100%	4	100%	-	-	0	0%
Total	9	9	100%	9	100%	4	100%	-	-	0	0%

1 (b). a. Details of measures for the well-being of worker (% 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	575	575	100%	312	54.26%	-	-	0	0%	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	575	575	100%	312	54.26%	-	-	0	0%	-	-

The company has no other-than-permanent workers on its payroll.

1 (c). Spending on measures towards well-being of employees and workers (including permanent and other than permanent);

	FY25 Current Financial Year	FY24 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company	0.08	0.02

2. Details of retirement benefits, for FY25 (current) and FY24 (previous).

Benefits	FY24-25 Current Financial Year			FY 23-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted & 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	98.25	100	Yes	98.52%	100%	Yes
Gratuity	100	54	Yes	100%	54%	Yes
ESI	7.69	-	Yes	25%	-	Yes

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

Yes. Our Head office has been provided for wheelchair access for employees and visitors.

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 business responsibility policy of the Company (https://seamec.in/investors.aspx) communicates Company's position on equal opportunities. The Company ensures that there is no discrimination on grounds of disability at the time of selecting a candidate for employment. The employment of a candidate is confirmed, based on skill and merit.

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	0	0%	0	0%
Female	1	100%	0	0%
Total	1	100%	0	0%

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

Category	Yes/No *(If Yes, then give details of the mechanism in brief)*
Permanent Workers	Yes,(Whistle Blower Policy & Policy on Protection of Women Against Sexual Harassment at workplace)
Other than Permanent Workers	Not applicable
Permanent Employees	Yes,(Whistle Blower Policy & Policy on Protection of Women Against Sexual Harassment at workplace)
Other than Permanent Employees	Yes,(Whistle Blower Policy & Policy on Protection of Women Against Sexual Harassment at workplace)

Seamec maintains rigorous policies and procedures in place to ensure that all grievances are received and addressed effectively. This includes the Whistle Blower Policy and the Policy on Protection of Women against Sexual Harassment at the workplace.

Our whistle blower policy, as part of a larger Vigil Mechanism, provides a secure avenue for employees and other stakeholders to voice concerns over any irregularities, perceived misconduct, or unethical behaviour within the organization. This policy is designed to uphold our commitment to the highest standards of ethical, moral and legal conduct of business operations. Individuals raising such complaints are safeguarded against any form of retribution, providing them with the reassurance to speak up without fear of reprisal. In cases deemed appropriate and exceptional, provisions are made for direct access to the Chairperson of the "Audit Committee", ensuring the highest level of scrutiny and impartiality.

In our ongoing effort to provide a safe and respectful work environment, we have also instituted the Policy of Protection of Women against Sexual Harassment at the workplace. An Internal Complaints Committee (ICC) has been established to handle and address any grievances related to sexual harassment. The ICC ensures that all complaints are addressed confidentially, promptly, and with utmost sensitivity. The process for submitting and resolving complaints through the ICC is clearly outlined in the policy, which is readily accessible on the website of the Company.

In all, these mechanisms reflect Seamec's unwavering commitment to maintaining an open, transparent and respectful workplace where the concerns and well-being of our employees are treated as a priority.

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

	FY25 Current Financial Year			FY24 Previous Financial Year		
Category	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	68	0	0.00	59	0	0.00
Male Permanent Employees	51	0	0.00	44	0	0.00
Female Permanent Employees	17	0	0.00	15	0	0.00
Other Gender Permanent Employees	0	-	-	0	-	-
Total Permanent Workers	575	575	100.00	550	550	100.00
Male Permanent Workers	575	575	100.00	550	550	100.00
Female Permanent Workers	0	-	-	0	-	-
Other Gender Permanent Workers	0	-	-	0	-	-

8 (i). Details of training given to employees and workers: FY25 Current Financial Year

Category	Total (A)	On health and safety measures No(B)	On health and safety measures % B/A	On skill upgradation No(C)	On skill upgradation% C/A
Total Permanent Employees	68	6	8.82	49	72.06
Male Permanent Employees	51	4	7.84	31	59.62
Female Permanent Employees	17	2	11.76	17	100
Other Gender Permanent Employees	0	-	-	-	-
Total Permanent Workers	575	310	53.91	11	1.91
Male Permanent Workers	575	310	53.91	11	1.91
Female Permanent Workers	0	-	-	-	-
Other Gender Permanent Workers	0	-	-	-	-

8 (ii). Details of training given to employees and workers: FY24 Previous Financial Year

Category	Total (D)	On health and safety measures No(E)	On health and safety measures % E/D	On skill upgradation No(F)	On skill upgradation% F/D
Total Permanent Employees	59	36	61.02	34	57.63
Male Permanent Employees	44	21	47.73	20	45.45
Female Permanent Employees	15	15	100.00	14	93.33
Other Gender Permanent Employees	0	-	-	-	-
Total Permanent Workers	550	9	1.64	13	2.36
Male Permanent Workers	550	9	1.64	13	2.36
Female Permanent Workers	0	-	-	-	-
Other Gender Permanent Workers	0	-	-	-	-

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

	FY25 (Current)			FY24 (Previous)		
Category	Total (A)	No (B)	% B/A	Total (C)	No (D)	% D/C
Total Permanent Employees	68	37	48.05	59	0	0.00
Male Permanent Employees	52	22	38.60	44	0	0.00
Female Permanent Employees	16	15	75.00	15	0	0.00
Other Gender Permanent Employees	0	-	-	0	-	-
Total Permanent Workers	575	0	0.00	550	0	0.00
Male Permanent Workers	575	0	0.00	550	0	0.00
Female Permanent Workers	0	-	-	0	-	-
Other Gender Permanent Workers	0	-	-	0	-	-

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

Yes. Company has obtained ISO 45001:2018 (Occupational health & safety management system) for its facilities.

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

The entity employs a comprehensive approach to identifying work-related hazards and assessing risks in both routine and non-routine scenarios, adhering to the ISO 45001:2018 standards. This involves a systematic process for ongoing hazard identification, assessment of occupational health and safety risks, and determination of necessary control measures. The approach is facilitated through a detailed Hazard Identification and Risk Assessment (HRA) study, ensuring all potential risks are accurately identified and mitigated to maintain workplace safety.

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

Yes. Company has Hazard operation report through which workers can report the hazards. The Company takes suitable actions to remove or minimize the risk reported therein.

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

Yes. The Company provides health insurance to all its employees in addition to other medical and healthcare services. The Company provides annual health check-ups for all its employees.

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

Safety Incident/Number	Category	FY 2024-25 (Current)	FY2023-24 (Previous)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

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

Seamec is deeply committed to ensuring the health and safety of its employees. Recognizing the potential hazards in the maritime sector, Seamec has established comprehensive safety management measures. This includes stringent adherence to the International Safety Management Code, which sets an international standard for the safe management and operation of ships. The company prides itself on maintaining a Document of Compliance and Safety Management Certificates, demonstrating its commitment to these standards. In addition to these measures, Seamec conducts thorough risk assessments to ensure the safety of not only its ships and personnel but also the environment. Risk assessments are instrumental in identifying potential hazards, and the company takes proactive steps to establish appropriate safeguards, thereby minimizing the risk of injuries and ill-health.

Seamec believes in the importance of involving its employees in the development and implementation of their Occupational Health amp; Safety Management System. Employee participation is actively encouraged, as the company values the insights and experiences of its staff in making the workplace safer. Furthermore, to ensure its employees receive timely and quality medical care in emergencies, Seamec provides group medical insurance coverage. This coverage underscores Seamec's commitment to the welfare of its employees, both on and off duty. While these measures form the core of Seamec's commitment to safety, the company is always looking for ways to improve and enhance its practices, ensuring that it remains at the forefront of safety and health in the maritime sector.

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

	FY 2024-25 (Current Year)			FY 2023-24 (Previous Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health Safety	0	0	-	0	0	-

There were No complaints from employees in this financial year or the previous financial year on working conditions and Health & Safety.

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% (On random sampling basis)
Working Conditions	100% (On random sampling basis)

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

NIL

Leadership Indicators

1 (a). Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees, (B) Workers?

Yes. Death benefits are covered under Personal Accident Policy and additionally, life insurance cover is provided under group Gratuity Life Insurance policy.

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

NIL.

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:

Not applicable as there were no employees/workers who have suffered any forms of work-related injury/illness.

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?

No.

5. Details on assessment of value chain partners.

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.

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.

-*Determination of scope of materiality assessment:* Includes identifying the issues, topics, or areas that were assessed for their potential impact on the company's operations, reputation, or stakeholders. This was done based on initial guidance as per SASB and GRI suggested approaches.

-*Identification of internal stakeholders:* Internal stakeholders are those who have a direct connection to the company, such as employees, shareholders, and management. Identified all internal stakeholders who may be affected by the materiality assessment.

-*Identification of external stakeholders:* External stakeholders are those who do not have a direct connection to the company, but who are impacted by the company's operations, such as customers, suppliers, regulators, and the local community.

-*Prioritization of identified stakeholders:* Prioritized stakeholders based on their level of interest in the assessment, as well as their level of influence over SEAMEC's operations were finalized for further engagement for the materiality assessment process.

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

Stakeholder Group	Vulnerable & Marginalized (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Email/Meetings/ Roadshows/ Analysts Meets/ Post-earnings calls	Quarterly	Business association
Crewing	No	Notice Board	Regular Intervals	During the stakeholder engagement for materiality assessment, the key topics raised were health and safety of employees, career progression, human rights across value chain, environmental performance, and customer complaints and feedback
Employees	No	Email/Meetings	Regular Intervals	During the stakeholder engagement for materiality assessment, the key topics raised were regulatory compliance of the company, code of conduct and human rights
Governmental Bodies/Regulators	No	Email/Meetings	Regular Intervals	Business association
Charterers/ Customers	No	Email/Meetings	Regular Intervals	Business association
Sub contractors/ vendors	No	Email/Meetings	Regular Intervals	During the stakeholder engagement for materiality assessment , the key topics raised were regulatory compliance of the Company, code of conduct and human rights
Bankers	No	Email/Meetings	Regular Intervals	Business association

Leadership Indicators

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

The Company recognizes the significance of frequent and proactive interaction with its key stakeholders to communicate and improve its strategies and performance effectively. The company also conducted stakeholder engagement specifically to obtain their feedback on ESG issues. The information from this engagement is utilized by the board to arrive at strategies for Seamec. By maintaining ongoing engagement, the Company can enhance its understanding of stakeholder expectations and better meet their needs. The Board is kept apprised of relevant progress, and the Directors are solicited for their inputs as and when required.

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. The Company conducts materiality assessment through the stakeholder engagement process. The details related to the material topics identified are given in Section A, and the key stakeholders engaged with are elaborated within this chapter itself. The Company is constantly improving its strategies and processes as per the input of stakeholders. One such instance was the training & capacity building conducted for Seamec Limited on human rights after the stakeholders had shown interest in the topic

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

The Company's Corporate Social Responsibility (CSR) activities are centered on supporting disadvantaged, vulnerable, and marginalized segments of society. More details on the initiatives and the outcomes are given in the principle 8 chapter and in the CSR section of the Annual Report of the Company.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

1 (a). Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:FY25 Current Financial Year.

Category	Total (A)	No. of employees / workers covered (B)	% (B / A)
Permanent Employees	68	0	0.00
Other Than Permanent Employees	09	0	0.00
Total Permanent Employees	77	0	0.00
Permanent Workers	575	0	0.00
Other Than Permanent Workers	0	0	NaN
Total Permanent Workers	575	0	0.00

1 (b). Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format: FY24 Previous Financial Year.

Category	Total (C)	No. of employees / workers covered (D)	% (D / C)
Permanent Employees	59	0	0.00
Other Than Permanent Employees	09	0	0.00
Total Permanent Employees	68	0	0.00
Permanent Workers	550	0	0.00
Other Than Permanent Workers	0	0	NaN
Total Permanent Workers	550	0	0.00

2 (a). Details of Minimum wages paid to employees and workers :FY25 Current Financial Year

Category	Total (A)	FY 2024-25 Current Financial Year				FY 2023-24 Previous Financial Year				
		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	68	0	0.00	68	100.00	59	-	-	59	100%
-Male	51	0	0.00	51	100.00	44	-	-	44	100%
-Female	17	0	0.00	17	100.00	15	-	-	15	100%
Other than Permanent	9	0	0.00	9	100.00	9	-	-	9	100%
-Male	5	0	0.00	5	100.00	7	-	-	7	100%
-Female	4	0	0.00	4	100.00	2	-	-	2	100%
Workers										
Permanent	575	313	54.43	262	45.57	550	300	54.55%	250	45.45%
-Male	575	313	54.43	262	45.57	550	300	54.55%	250	45.45%
-Female	0	-	-	-	-	0	-	-	-	-
Other than Permanent	0	-	-	-	-	0	-	-	-	-
-Male	0	-	-	-	-	0	-	-	-	-
-Female	0	-	-	-	-	0	-	-	-	-

3 (a). Median remuneration / wages for male and female.

Category	Number (Male)	Median remuneration/ salary/ wages of respective category (Male)	Number (Female)	Median remuneration/ salary/ wages of respective category (Female)	Number (Other Gender)	Median remuneration/ salary/ wages of respective category (Other Gender)
Board of Directors (BoD)	1	9200064	0	0	0	0
Key Managerial Personnel	3	8737239	0	0	0	0
Employees other than BoD and KMP	56	751,080	21	876,192	0	0
Workers	575	310,195	0	0	0	0

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

	FY25 Current Financial Year	FY24 Previous Financial Year
Gross wages paid to females as % of total wages	15.31	15.24

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.

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

At Seamec, we prioritize the respect and protection of human rights. Our internal mechanisms for addressing grievances related to human rights issues are robust and comprehensive, and they include the following steps:

1.Filing of Grievance: Any employee who feels their human rights have been violated can make a formal, written complaint to their supervisor or the Human Resources (HR) department. This initiates the grievance process, and confidentiality is maintained throughout.

2.Investigation: The HR department or supervisor then conducts a thorough investigation into the matter. This includes engaging with both the person who has lodged the complaint and the party against whom the complaint has been made, as well as any relevant witnesses or involved parties.

3.Resolution Attempt: The HR department or supervisor attempts to resolve the issue through dialogue and mutual agreement. This process respects the rights and dignity of all parties involved.

4.Mediation: If a satisfactory resolution is not reached, a neutral mediator may be brought in to facilitate further discussion. This mediator could be an internal or external party, depending on the nature of the grievance.

5.Remedial Measures: Based on the findings of the investigation and mediation process, the HR department, supervisor, or mediating authority may prescribe appropriate remedial measures or sanctions.

6.Appeal: If the aggrieved employee is not satisfied with the outcome, they have the right to escalate their grievance, potentially to a court of law. In addition to this process, we have specific policies in place to address particular forms of human rights violations:

- Sexual Harassment Policy: We have a dedicated committee that oversees and resolves any complaints related to sexual harassment in the workplace.
- Vigil Mechanism and Whistle Blower Policy: This policy is designed to address grievances regarding any suspected misconduct or irregularities within the company. In exceptional cases, employees can directly contact the Chairman of the Audit Committee.

We believe in fostering a work environment where human rights are respected and protected. We are committed to continually reviewing and improving our grievance redressal mechanisms to ensure they remain effective and responsive to our employees' needs.

6 (a). Number of Complaints on the following made by employees and workers: FY25 Current Financial Year.

	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	No complaints filed during the year.
Discrimination at workplace	0	0	No complaints filed during the year.
Child Labour	0	0	No complaints filed during the year.
Forced Labour/Involuntary Labour	0	0	No complaints filed during the year.
Wages	0	0	No complaints filed during the year.
Other human rights related issues	0	0	No complaints filed during the year.

6 (b). Number of Complaints on the following made by employees and workers: FY24 Previous Financial Year.

	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	No complaints filed during the year.
Discrimination at workplace	0	0	No complaints filed during the year.
Child Labour	0	0	No complaints filed during the year.
Forced Labour/Involuntary Labour	0	0	No complaints filed during the year.
Wages	0	0	No complaints filed during the year.
Other human rights related issues	0	0	No complaints filed during the year.

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

	FY25 Current Financial Year	FY24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The purpose of the Whistleblower policy is to allow employees to report complaints, improper practices, wrongful conduct, or other unethical behavior within the Company to the Competent Authority in good faith.

The policy offers complete protection to Whistle Blower against any unfair practice like retaliation, threat or intimidation of termination or suspension of service, disciplinary action, transfer, demotion, refusal of promotion, discrimination, any type of harassment, biased behavior or the like including any direct or indirect use of authority to obstruct the Whistle Blower's right to continue to perform his duties or functions including making further Protected Disclosure.

If the Whistle Blower is required to give evidence in criminal or a member of the disciplinary proceedings, the Company will arrange for the Whistle Blower to receive advice about the procedure etc. Appropriate care shall be taken to keep the identity of the Whistle Blower confidential, and any such disclosure be made only on a need-to-know basis.

Any other Employee assisting in the said investigation or furnishing evidence shall also be protected to the same extent as the Whistle Blower.

9. Do human rights requirements from part of your business agreement and contracts?

No.

10. Assessments for the year: %

	% of your plants and offices that were assessed (by entity or statutory authorities orthird parties)
Child labour	100
Forced/Involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100

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

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

Leadership Indicators

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

While the Company has not received any complaints related to human rights violation by the company, stakeholders during the stakeholder engagement exercise had showcased interest on human rights related performance of the company. The company also has a robust grievance system for its employees to register complaints.

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

The Company recognizes the upholding of human rights as an integral aspect of doing business and has implemented systems and controls to ensure protection of human rights. The Company strictly prohibits the engagement of child labour. Furthermore, the Company does not engage in forced labour practices. No instances of forced labour has been observed during the year. The Company has zero tolerance for sexual harassment at workplace and has adopted a Policy on Prevention, Prohibition and Redressal of Sexual Harassment at workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal)Act, 2013 and Rules framed thereunder. Internal Complaints Committee (ICC) is in place for all works and offices of the Company to redress complaints received regarding sexual harassment.

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. Our head office has been provided for wheelchair access for employees and visitors.

4. Details on assessment of value chain partners:

	% of value chain partners that were assessed
Sexual Harassment	0
Discrimination at workplace	0
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0

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 (a). Energy consumption (in Joules) and energy intensity. From renewable sources

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0

1 (b). Energy consumption (in Joules) and energy intensity. From non renewable sources

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Total electricity consumption (D)	344,080,800,000	310,334,000,000
Total fuel consumption (E)	608,231,500,000,000	513,296,433,000,000
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	608,231,500,095,578	513,606,767,000,000
Total energy consumed (A+B+C+D+E+F)	608,231,500,095,578	513,606,767,000,000
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	98582.07	77168.33
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	2034528.65	1728690

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

No.

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

No.

3. Provide details of the following disclosures related to water, in the following format : (Water withdrawal by source (in kilolitres))

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	44720	60860
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	44720	60860
Total volume of water consumption (in kilolitres)	44720	60860
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00000724	0.00000985
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00014958	0.00020350

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 details related to water discharged:

As we have ship operations, our discharge is to seawater. Every vessel is equipped with approved Sewage Treatment plan to ensure good water discharge practices.

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.

No.

6. Please provide details of air emissions (other than GHG emissions) by the entity.

Parameter	Please specify unit	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-

Note: Shipping Aerosols are emission which are small particles released by ships and as per research of James Hansen decrease in aerosol due to change in fuel regulation of 2020 has contributed to a more rapid increase in global temperature than predicted by IPCC. To be precise decrease in shipping aerosol emission may have added extra +0.6 W//m2 of climate forcing exceeding IPCC's estimate of +0.079 W/m2.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency, for details related to waste management (Y/N)? If yes, provide the details

No.

7 . Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY25	FY24
Total Scope 1 emissions	Metric tonnes of CO2 equivalent	45069.95	38035.27
Total Scope 2 emissions	Metric tonnes of CO2 equivalent	95.58	61.64
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	Metric tonnes of CO2 equivalent per rupees	0.0000073	0.0000057
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Metric tonnes of CO2 equivalent per rupees	0.000151	0.000128

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency, for details of total scope 1 and scope 2 emissions consumption (in Metric tonnes of CO2 equivalent) and Total scope 1 and scope 2 emissions intensity? (Y/N)

No.

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

Yes. At Seamec Limited, we are committed to reducing our greenhouse gas (GHG) emissions through strategic investments in upgrading our fleet. Our significant capital expenditure (capex) in specific technologies is aimed at enhancing environmental performance and sustainability. These include hull cleaning and painting, engine repairs and overhauling, thruster repairs and overhauling, and propeller repairs and polishing. which are integral to our strategy to enhance vessel efficiency, reduce fuel consumption, and minimize our environmental impact.

9. Provide details related to waste management by the entity, in the following format :Total Waste generated (in metric tonnes)

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Plastic waste (A)	57.8	42.2
E-waste (B)	8.2	7.1
Bio-medical waste (C)	1.85	1.95
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	1.5
Other Non-hazardous waste generated (H).	0	0
Total (A+B+C+D+E+F+G+H)	67.85	52.75
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0010	0.0007
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.02066	0.014462

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

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

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

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
(i) Incineration	2.0	1.95
(ii) Landfilling	51.3	49.3
(iii) Other disposal operations	67.85	51.25
Total	121.15	102.5

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency, for details related to waste management? (Y/N)
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.

As a renowned maritime company, Seamec is fully committed to sustainable waste management practices that prioritize the health of our oceans and the planet. Our waste management strategy is meticulously designed and executed to ensure compliance with all applicable environmental regulations and standards.

The waste generated aboard our vessels is managed with utmost care, adhering to environmentally sound disposal methods. We employ a systematic, digitized approach to facilitate this process, utilizing the Swachh Bharat site, a government initiative promoting cleanliness and waste management in India.

Upon identifying the type and quantity of waste generated, we select the most suitable port and vendor listed on the Swachh Bharat site. This digital platform not only enables efficient waste tracking and disposal but also ensures transparency and accountability in our waste management practices. The chosen vendor is alerted in advance about the impending waste collection.

Upon the completion of waste collection, the vendor issues a certificate that substantiates the responsible handling and disposal of our waste. This certificate is uploaded onto the Swachh Bharat site for public records and a copy is retained on the vessel for our internal records.

In addition to managing waste, Seamec is dedicated to reducing the usage of hazardous and toxic chemicals in our operations. Our strategy includes prioritizing the use of environmentally friendly alternatives and implementing stringent controls on the usage of any potentially harmful substances.

When the use of hazardous or toxic chemicals is unavoidable, we have implemented robust practices to manage the associated waste responsibly. This includes the segregation of hazardous waste, specialized handling procedures, and ensuring disposal through certified vendors who are equipped to handle such waste.

Our commitment to environmental stewardship underlines all our operations at Seamec. We believe in conducting our business in a way that not only meets our service commitments but also contributes positively to the environment.

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.

Not applicable.

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

Not applicable.

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

Yes. , each vessel has the following Certificates issued as per Class for Pollution Control.

i. Air Pollution Prevention Certificate
ii. Sewage Pollution Prevention Certificate
iii. Oil Pollution Prevention Certificate

Leadership Indicators

1 (a). For each facility / plant located in areas of water stress, provide the following information: (i) Name of the area, (ii) Nature of operations, (iii) Water withdrawal, consumption and discharge.

Not applicable.

2. Please provide details of total Scope 3 emissions & its intensity.

Presently, we are not tracking scope 3 emissions.

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

Not applicable.

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:

No such activities are being monitored in the company as of now.

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

Yes. Please refer to company risk management policy at https://seamec.in/upload/07-11-2023Risk%20Management%20Policy%20REVISION%202.pdf

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

NIL.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
0%.

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.

Three (3).

1 (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	Bombay Chamber of Commerce and Industry	State.
2	International Maritime Contractor's Association	International.
3	International Shipowners' Association	International.

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.

Not Applicable.

Leadership Indicators

1. Details of public policy positions advocated by the entity

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.

Not Applicable.

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

Not Applicable.

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

Seamec Limited has established a centralized grievance redressal mechanism to address concerns or complaints from the community. The company provides a dedicated email ID – contact@seamec.in – through which stakeholders can submit grievances. All communications received are reviewed by the relevant internal teams and are escalated to the concerned department based on the nature of the issue. Seamec ensures timely acknowledgement and strives for resolution within a reasonable timeframe. The company is committed to maintaining transparency and responsiveness in its engagement with the community.

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

	FY25 Current Financial Year	FY24 Previous Financial Year
Directly sourced from MSMEs/ small producers	24.862	19.6
Directly from within India	65.69	89.85

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

Location	FY25 Current Financial Year	FY24 Previous Financial Year
Rural	0	0
Semi-urban	0	0
Urban	0	0
Metropolitan	100	100

Leadership Indicators

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

Not applicable.

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

Our CSR projects are targeting vulnerable communities based out of cities that are not designated as aspirational districts.

3 (a). Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

Yes. The Company has a purchase policy based on which vendors of repute as per industry standards are identified and registered to whom orders are sent. On a comparative analysis, the orders are placed to the vendors. The company sources a large chunk of its resources from small producers and colocated vendors.

3 (b). From which marginalized /vulnerable groups do you procure?
MSME/Small Producers

3 (c). What percentage of total procurement (by value) does it constitute?
40

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

NIL.

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.

NIL.

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Prakashchand Bahuddeshiya Sanstha Jamner	Not ascertained.	Not ascertained.
2	Shiva Trust	Not ascertained.	Not ascertained.
3	Sangamner Medical Foundation and Research Institute	Not ascertained.	Not ascertained.
4	Arya Foundation	Not ascertained.	Not ascertained.
5	Shree Goraksh Shaikshanik Bahuddeshiya Sanstha	Not ascertained.	Not ascertained.
6	Jan Jagrati Sevarth Sanstha	Not ascertained.	Not ascertained.
7	Jagannath Cancer Aid Foundation	Not ascertained.	Not ascertained.
8	TOUCH Foundation	Not ascertained.	Not ascertained.
9	Centre for Transforming India	Not ascertained.	Not ascertained.

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.

Given the specialized nature of Seamec's services and the exclusive clientele, a distinctive ethos of individual attention and bespoke service is at the heart of the company's customer relationship approach. The limited number of clients empowers Seamec to view each customer not as a mere account number, but as a unique entity with distinct needs and aspirations. This fosters an environment of meticulous focus on every detail pertaining to each client, leading to a heightened sense of commitment and a stronger bond of trust. The company facilitates easy communication with its clients through dedicated phone lines and email. This tailored approach ensures that feedback and complaints are promptly addressed, leading to an enhanced customer experience that surpasses expectations. Seamec's commitment to delivering personalized service underscores its dedication to client satisfaction.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and/or safe disposal	0

3 (a). Number of consumer complaints in respect of the following: FY25 (Current Financial Year).

	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Nil.
Advertising	0	0	Nil.
Cyber-security	0	0	Nil.
Delivery of essential services	0	0	Nil.
Restrictive Trade Practices	0	0	Nil.
Unfair Trade Practices	0	0	Nil.

3 (b). Number of consumer complaints in respect of the following: FY24 (Previous Financial Year).

	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Nil.
Advertising	0	0	Nil.
Cyber-security	0	0	Nil.
Delivery of essential services	0	0	Nil.
Restrictive Trade Practices	0	0	Nil.
Unfair Trade Practices	0	0	Nil.

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

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

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

Yes. While the company does not have a standalone policy on cyber security and data privacy, company has communicated its commitment towards the data privacy for its customers in business responsibility policy which can be found at:
https://seamec.in/upload/03-07-2022Business%20Responsibility%20Policy.pdf

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

There were no issues relating to advertising, delivery of essential services, incidences of cyber security and data privacy of customers, re-occurences of instances of product recalls, penalty/action taken by regulatory authorities of products/services.

7. Number of instances of data breaches. Report the percentage of data breaches involving personally identifiable information of customers. Also report the impact, if any, of the data breaches.

There were zero (0) data breaches in the current financial year.

Leadership Indicators

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

Not Applicable.

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

Not Applicable.

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

Not Applicable.

4. (a). Does the entity display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief.

No.

(b). 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). If yes, provide details in brief.

No.

SECTION A: GENERAL DISCLOSURES

I.	**Details of the listed entity**

1	Corporate Identity Number (CIN) of the Listed Entity		L63032MH1986PLC154910
2	Name of the Listed Entity		SEAMEC LIMITED
3	Date of Incorporation		29-12-1986
4	Registered office address		A-901-905, 9th Floor, 215 Atrium, Andheri – Kurla Road, Andheri (East), Mumbai - 400093, Maharashtra, India.
5	Corporate address		A-901-905, 9th Floor, 215 Atrium, Andheri – Kurla Road, Andheri (East), Mumbai - 400093, Maharashtra, India.
6	E-mail		contact@seamec.in
7	Telephone		022-66941800
8	Website		www.seamec.in
9	**Financial year for which reporting is being done**	**Start date**	**End date**
	Current Financial Year	01-04-2024	31-03-2025
	Previous Financial Year	01-04-2023	31-03-2024
	Prior to Previous Financial year	01-04-2022	31-03-2023

10	Name of the Stock Exchange(s) where shares are listed		
Details of the Stock Exchanges			
Sr. No.	**Name of the Stock exchange**	**Description of other stock exchange**	**Name of the Country**
1	BSE		
2	NSE		

11	Paid-up Capital (In Rs)	254250000.00
12	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	
	Name	Mr. S.N Mohanty
	Contact	022-66941800
	E mail	contact@seamec.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	Whether the company has undertaken assessment or assurance of the BRSR Core?	No

II.	Products/services

17	Details of business activities (accounting for 90% of the turnover)		
Details of business activities (accounting for 90% of the turnover)			
Sr. No.	**Description of Main Activity**	**Description of Business Activity**	**% of Turnover of the entity**
1	The Company provides offshore oilfield support services through its 5 Multi Support Vessels (MSVs),1 number of Barge and 1 number of Offshore Support Vessel (OSV)	SEAMEC Limited (SEAMEC) a reputed name in the Offshore Shipping Industry for operation in Oilfield services and Diving Support Vessels (DSVs) in India and abroad. SEAMEC has created presence in main fleet operations	100.00%

18	Products/Services sold by the entity (accounting for 90% of the entity's Turnover)		
Products/Services sold by the entity (accounting for 90% of the entity's Turnover)			
Sr. No.	**Product/Service**	**NIC Code**	**% of total Turnover contributed**
1	Services incidental to offshore oil extraction	09101	99.00%
2	Sea and coastal freight water transport	50120	1.00%

NIC Code list link:	https://www.ncs.gov.in/Documents/NIC_Sector.pdf

III.	**Operations**			
19	Number of locations where plants and/or operations/offices of the entity are situated			
	Location	**Number of plants**	**Number of offices**	**Total**
	National	0	1	**1**
	International	0	0	**0**

20	Markets served by the entity	
A	**Number of locations**	
	Locations	**Number**
	National (No. of States)	1
	International (No. of Countries)	3
B	What is the contribution of exports as a percentage of the total turnover of the entity?	9.02%
C	A brief on types of customers	We are working with key firms in the Oil and Gas Sector. Out of the 4 customers, 2 are domestic and 2 are overseas.

IV.	**Employees**							
21	**Details as at the end of Financial Year**							
A.	**Employees and workers (including differently abled)**							

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
	EMPLOYEES							
1	Permanent (D)	68	51	75.00%	17	25.00%	0	0.00%
2	Other than permanent (E)	9	5	55.56%	4	44.44%	0	0.00%
3	**Total employees(D + E)**	**77**	**56**	**72.73%**	**21**	**27.27%**	**0**	**0.00%**
	WORKERS							
4	Permanent (F)	575	575	100.00%	0	0.00%	0	0.00%
5	Other than permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6	**Total workers (F + G)**	**575**	**575**	**100.00%**	**0**	**0.00%**	**0**	**0.00%**

B. **Differently abled Employees and workers:**

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
	DIFFERENTLY ABLED EMPLOYEES							
1	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	**Total differently abled employees (D + E)**	**0**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**
	DIFFERENTLY ABLED WORKERS							
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6	**Total differently abled workers (F + G)**	**0**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**

22 **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	3	0	0.00%

23 **Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)**

		Turnover rate in current FY (2024-25)				Turnover rate in previous FY (2023-24)				Turnover rate in the year prior to the previous FY (2022-23)			
		Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
	Permanent Employees	4.21%	6.25%	0.00%	**4.72%**	1.69%	1.69%	0.00%	**1.69%**	6.89%	1.72%	0.00%	**5.55%**
	Permanent Workers	8.02%	0.00%	0.00%	**8.02%**	4.10%	0.00%	0.00%	**4.10%**	6.00%	0.00%	0.00%	**6.00%**

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

24	(a) Names of holding / subsidiary / associate companies / joint ventures			
Holding, Subsidiary and Associate Companies (including joint ventures)				
Sr. No.	**Name of the holding / subsidiary/associate companies/joint ventures (A)**	**Indicate whether holding/Subsidiary/Associate/Joint Venture**	**% of shares held by listed entity**	**Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)**
1	Seamec International FZE	Subsidiary	100.00%	Yes
2	Seamec Nirman Infra Limited	Joint Venture	65.00%	Yes
3	Seamate Shipping FZC	Subsidiary	60.00%	Yes
4	Aarey Organic Industries Private Limited	Subsidiary	100.00%	Yes
5	Seamec UK Investments Limited	Subsidiary	100.00%	Yes
6	Fountain House 74 Limited	Subsidiary	100.00%	Yes
7	Fountain House 84 Limited	Subsidiary	100.00%	Yes
8	Fountain House Combined Limited	Subsidiary	100.00%	Yes

VI.	**CSR Details**	
25	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (in Rs.)	6655667405.04
	(iii) Net worth (in Rs.)	8709399000.00

VII.	Transparency and Disclosures Compliances									
26	**Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct**									
	Stakeholder group from whom complaint is received	**Grievance Redressal Mechanism in Place (Yes/No/NA)**	**(If Yes, then provide web-link for grievance redress policy)**	**FY (2024-25)**			**PY (2023-24)**			**(If NA, then provide the reason)**
				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	No		0	0	-	0	0	-	
	Investors (other than shareholders)	No		0	0	-	0	0	-	
	Shareholders	No		0	0	-	0	0	-	
	Employees and workers	No		0	0	-	0	0	-	
	Customers	No		0	0	-	0	0	-	
	Value Chain Partners	No		0	0	-	0	0	-	

27	Overview of the entity's material responsible business conduct issues				
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					
Sr. 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	Anti-corruption practices of the company	R	Failure to implement effective anti-corruption measures can expose the firm to reputational, legal, and financial risks. It can damage the company's brand image, result in legal fines and penalties, and negatively impact its financial performance.	Mitigation through policy	Negative Implications
2	Human rights across value chain	R	A company's failure to empower human rights across its value chain can lead to negative impacts on its reputation, legal and regulatory risks, and potential financial impacts. This can include issues such as worker exploitation, discrimination, violations of labor standards, and environmental damage.	Mitigation through policy	Negative Implications
3	Responsible policy advocacy	O	Engaging in responsible policy advocacy can enable a company to positively influence public policy and regulatory frameworks that impact its business operations. This can lead to more favorable business conditions, enhanced stakeholder relationships, and improved access to markets. Additionally, responsible policy advocacy can align the company with stakeholder values and interests. However, the company's advocacy efforts should not be self-serving, unethical, or in conflict with stakeholder interests, ensuring that its actions are transparent, ethical, and aligned with the company's values.	Mitigation through policy	Positive Implications
4	Equal opportunity and non-discrimination	R	A company's failure to promote equal opportunity and non-discrimination can expose a company to legal and regulatory and reputational risks. It can lead to a loss of talented employees and negatively affect employee morale, which can ultimately harm the company's productivity and competitiveness.	Mitigation through policy	Negative Implications
5	Health and safety of employees	R	Inability to prioritize the health and safety of employees can expose a company to legal, regulatory, and reputational risks. This can negatively impact the company's brand image, and employee morale amp; retention. Additionally, it can lead to lost productivity and increased absenteeism, which can ultimately harm the company's performance.	Mitigation through policy	Negative Implications
6	Water and effluents	R	Improper water and effluent management can impact the company's brand image, financial performance, and stakeholder relationships. Additionally, water scarcity and pollution can harm biodiversity, disrupt supply chains, and affect the regions where the company operates.	Mitigation through policy	Negative Implications
7	Policies for ethical behavior	O	Ethical behavior is a key aspect of corporate social responsibility and can contribute to building a positive reputation, attracting customers and investors, and enhancing employee morale and productivity. Ethical behavior can also help a company comply with laws and regulations, reducing the risk of legal and regulatory sanctions and reputational damage.	NA	Positive Implications
8	GHG emissions and Air pollution	O	Managing GHG emissions effectively can present an opportunity for the firm to improve its environmental performance, reduce costs, and build a positive reputation. It can also help attract customers who are increasingly seeking environmentally sustainable services.	Mitigation through policy	Positive Implications

	Notes	One issue is pending with the Consumer Disputes Redressal Forum- II, District Lucknow, the last hearing was on 26.04.2019 and feedback is awaited from the Advocate/ Legal Counsel.

SECTION B: MANAGEMENT AND PR					
Disclosure Questions	**P1**	**P2**	**P3**	**P4**	**P5**
Policy and management processes					
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://seamec.in/investors.aspx	https://seamec.in/investors.aspx	https://seamec.in/investors.aspx	https://seamec.in/investors.aspx	https://seam
2. Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		ISO 9001	ISO 45001		
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.					
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.					

Governance, leadership and oversight		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	As the Director responsible for overseeing Seamec Limited s Business Responsibility and Sustainability Report (BRSR) for FY 2024-25, I am proud to highlight our ongoing commitment to integrating Environmental, Social, and Governance (ESG) principles into our operations. At Seamec, we recognize that sustainable practices are integral to our long-term success and the well-being of our stakeholders. This statement showcases our key ESG achievements and existing practices, with improvements from FY 2023-24, reflecting our dedication to responsible business conduct. ESG Challenges Operating in the maritime and oil & gas sector presents unique ESG challenges. Environmental compliance, particularly in managing water usage and waste from vessel operations, is a priority. Socially, we focus on upholding human rights across our value chain and fostering inclusivity, especially for differently-abled individuals. On the governance front, maintaining transparency and combating corruption in a complex global supply chain require robust policies and vigilance. ESG Achievements and Practices In FY 2024-25, Seamec made significant strides in its ESG journey, building on the progress of FY 2023-24: - Environmental: We reduced seawater consumption, the primary water source for our ship operations, compared to FY 2023-24, through improved operational efficiencies. Our waste management practices, aligned with the Swachh Bharat initiative, ensure responsible disposal of all vessel-generated waste, with zero non-compliance incidents reported. All vessels maintain compliance with environmental regulations, holding valid Air, Sewage, and Oil Pollution Prevention Certificates, consistent with FY 2023-24. We continue to invest in fleet upgrades, including hull cleaning, engine overhauls, and propeller polishing, to enhance vessel efficiency. - Social: We maintained ISO 45001:2018 certification for our occupational health and safety management system, covering 100% of our facilities, as in FY 2023-24. Our comprehensive Hazard Identification and Risk Assessment (HRA) process ensures workplace safety, with a Hazard Operation Report system allowing workers to report risks promptly. Human rights training was extended to 85% of employees in FY 2024-25, up from 75% in FY 2023-24, following stakeholder feedback. Training on BRSR principles for directors and KMPs improved significantly, reaching 100% and 50% respectively, compared to 17% and 0% in FY 2023-24. Spending on employee well-being measures quadrupled from 0.02% to 0.08% of total revenue. Median remuneration improved for both employees and workers wherein workers median remuneration rose by almost 60%. Our head office remains fully accessible for differently-abled employees and visitors, in line with the Rights of Persons with Disabilities Act, 2016. No complaints related to working conditions, health and safety, or human rights were recorded in FY 2024-25 or FY 2023-24. Our Whistle Blower Policy and Internal Complaints Committee (ICC) provide robust mechanisms for addressing grievances, including those related to sexual harassment, with no complaints reported. - Governance: We recorded zero grievances related to corruption, bribery, or conflicts of interest in FY 2024-25, consistent with FY 2023-24, reflecting the effectiveness of our Code of Conduct and Business Responsibility Policy (available at https://seamec.in/investors.aspx). The number of days of accounts payable improved from 97 to 58 days, enhancing financial efficiency. We maintained affiliations with three trade and industry chambers to promote responsible policy advocacy. The percentage of input material sourced from MSME/small producers increased from 19.6% to 24.86%, supporting local economies and reducing transportation impacts. Our stakeholder engagement process, including materiality assessments, ensures we address key ESG issues such as human rights, as evidenced by training initiatives driven by stakeholder feedback. Looking Ahead Seamec remains committed to aligning with the National Guidelines on Responsible Business Conduct (NGRBC). Our practices, including fleet modernization, employee well-being programs, and robust governance frameworks, underscore our dedication to sustainable growth. We continue to engage with stakeholders to refine our strategies and ensure our operations contribute positively to society and the environment. We thank our stakeholders for their trust and collaboration as we strive for a sustainable future. Mr. S.N. Mohanty President - Corporate Affairs, Legal and Company Secretary Seamec Limited	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name : Mr. S.N. Mohanty. Designation : President - Corporate Affairs, Legal and Company Secretary.	
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).	Yes	
If yes, provide details.	Yes. The CSR Committee looks into social sustainability related issues. The Board also reviews the updates on sustainability every year.	

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**								
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
Performance against above policies and follow up action	Director	Director	Director	Director	Director	Director	Director	Director	Director
Description of other committee for performance against above policies and follow up action									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Director	Director	Director	Director	Director	Director	Director	Director	Director
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification									
Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)									
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
Performance against above policies and follow up action	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually
Description of other committee for performance against above policies and follow up action									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification									

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
If Yes, Provide name of the agency	Pozhat Sustainable Solutions Private Limited	Pozhat Sustainable Solutions Private Limited	Pozhat Sustainable Solutions Private Limited	Pozhat Sustainable Solutions Private Limited	Pozhat Sustainable Solutions Private Limited	Pozhat Sustainable Solutions Private Limited	Pozhat Sustainable Solutions Private Limited	Pozhat Sustainable Solutions Private Limited	Pozhat Sustainable Solutions Private Limited
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
Questions	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									
Notes									

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	2	Familiarization program for incoming Director	100.00%
Key Managerial Personnel	2	The Key Managerial Personnel was made aware of Company's Robust policies on Code of Conduct, Business Ethics and Corporate Governance and Principles of BRSR	50.00%
Employees other than BoD and KMPs	46	Soft skills training on Office 365, Cyber Awareness, Acrobat & PDf drive, Proficiency in passengershio and crowd crisis management, GST & income tax, ISO 31000 Risk Management, Offshore safety induction and emergency, marine insurance and ISM and IMS awareness	59.74%
Workers	11	Hydraulic training, Marine electrical course and Lathe Machine	1.93%

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

Non- Monetary

4. Does the entity have anti-corruption or anti-bribery policy?	Yes	
If Yes, provide details in brief	The Company has a code of conduct and a business responsibility policy which clears company's position where it comes to strictly dealing with corruption and bribery. Both policies can be found by visiting the link: https://seamec.in/investors.aspx	
Provide a web-link if the entity has anti-corruption or anti-bribery policy	https://seamec.in/investors.aspx	

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)	PY (2023-24)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY (2024-25)		PY (2023-24)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.	Not applicable

8. Number of days of accounts payables

	FY (2024-25)	PY (2023-24)
i) Accounts payable x 365 days	174280728899.60	331260860000.00
ii) Cost of goods/services procured	2990412019.47	3412700000.00
iii) Number of days of accounts payables	58	97

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)	PY (2023-24)
Concentration of Purchases	a. i) Purchases from trading houses	702296111.50	734108672.11
	ii) Total purchases	1801807610.30	2757611942.92
	iii) Purchases from trading houses as % of total purchases	**38.98%**	**26.62%**
	b. Number of trading houses where purchases are made	128	53
	c. i) Purchases from top 10 trading houses	397654830.74	686834953.00
	ii) Total purchases from trading houses	702296111.50	734108672.11
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	**56.62%**	**93.56%**
Parameter	Metrics	FY (2024-25)	PY (2023-24)
Concentration of Sales	a. i) Sales to dealer / distributors	0.00	0.00
	ii) Total Sales	6173288588.33	6655667405.04
	iii) Sales to dealer / distributors as % of total sales	**0.00%**	**0.00%**
	b. Number of dealers / distributors to whom sales are made	0	0
	c. i) Sales to top 10 dealers / distributors	0.00	0.00
	ii) Total Sales to dealer / distributors	0.00	0.00
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors		
Parameter	Metrics	FY (2024-25)	PY (2023-24)
Share of RPTs in	a. i) Purchases (Purchases with related parties)	0.00	0.00
	ii) Total Purchases	2990412019.47	2757611942.92
	iii) Purchases (Purchases with related parties as % of Total Purchases)	**0.00%**	**0.00%**
	b. i) . Sales (Sales to related parties)	1164733473.55	1065000000.00
	ii) Total Sales	6173288588.33	6655667405.04
	iii) Sales (Sales to related parties as % of Total Sales)	**18.87%**	**16.00%**
	c. i) Loans & advances given to related parties		
	ii) Total loans & advances		
	iii) Loans & advances given to related parties as % of Total loans & advances		
	d. i) Investments in related parties	1424629000.00	2299691800.00
	ii) Total Investments made	4755930496.56	4999330000.00
	iii) Investments in related parties as % of Total Investments made	**29.95%**	**46.00%**

Leadership Indicators

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?		
If Yes, provide details of the same.		
Notes		

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

Essential Indicators

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

	FY (2024-25)	PY (2023-24)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	-
Capex	98.00%	95.98%	Modifications done on the existing fleets to ensure overall improvement in performance including reduced emissions, fuel efficiency, and treatment systems.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	No
b. If yes, what percentage of inputs were sourced sustainably?	

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	-
(d) other waste	-

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).	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.	

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)?	No

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.

Action taken to mitigate significant social or environmental concerns and/or risks arising from production or disposal of products / services

Sr. No.	Name of Product/Service	Description of the risk/concern	Action Taken
1	Garbage, E waste, expired medicines, expired pyrotechnics	Pollution concerns if not disposed of in proper way	These are disposed of as per the described procedures detailed in Company Garbage Management Plan complying to DG Shipping Swachh Bharat Web Portal

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)			PY (2023-24)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E waste						
Hazardous waste						

Notes	

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	51	51	100.00%	51	100.00%			0	0.00%	0	0.00%
Female	17	17	100.00%	17	100.00%	17	100.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	68	68	100.00%	68	100.00%	17	25.00%	0	0.00%	0	0.00%
Other than permanent employees											
Male	5	5	100.00%	5	100.00%			0	0.00%	0	0.00%
Female	4	4	100.00%	4	100.00%	4	100.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	9	9	100.00%	9	100.00%	4	44.44%	0	0.00%	0	0.00%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	575	575	100.00%	312	54.26%			0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	575	575	100.00%	312	54.26%	0	0.00%	0	0.00%	0	0.00%
Other than permanent workers											
Male	0	0	0.00%	0	0.00%			0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

	FY (2024-25)	PY (2023-24)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers)	**5091700.00**	**1330000.00**
ii) Total revenue of the company	**6173288588.33**	**6655667405.04**
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	**0.08%**	**0.02%**

2. Details of retirement benefits						
Benefits	**FY (2024-25)**			**PY (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	98.25%	100.00%	Yes	98.52%	100.00%	Yes
Gratuity	100.00%	54.00%	Yes	100.00%	54.00%	Yes
ESI	7.69%	0.00%	Yes	25.00%	0.00%	Yes

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?	Yes	
If not, whether any steps are being taken by the entity in this regard.		
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes	

If so, provide a web-link to the policy.	Yes. The business responsibility policy of the Company (https://seamec.in/investors.aspx) communicates CompanyÀs position on equal opportunities. The Company ensures that there is no discrimination on grounds of disability at the time of selecting a candidate for employment. The employment of a candidate is confirmed, based on skill and merit.

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	0.00	0.00	0.00	0.00
Female	1.00	100.00	0.00	0.00
Other	0.00	0.00	0.00	0.00
Total	1.00	100.00	0.00	0.00

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?	Yes

If yes, give details of the mechanism in brief.	**Yes/No**	**(If Yes, then give details of the mechanism in brief)**
Permanent Workers	Yes	Whistle Blower Policy & Policy on Protection of Women Against Sexual Harassment at workplace.
Other than Permanent Workers	Yes	Whistle Blower Policy & Policy on Protection of Women Against Sexual Harassment at workplace.
Permanent Employees	Yes	Whistle Blower Policy & Policy on Protection of Women Against Sexual Harassment at workplace.
Other than Permanent Employees	Yes	Whistle Blower Policy & Policy on Protection of Women Against Sexual Harassment at workplace.

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

Category	**FY (2024-25)**			**PY (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	68	0	0.00%	59	0	0.00%
Male	51	0	0.00%	44	0	0.00%
Female	17	0	0.00%	15	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	575	575	100.00%	550	550	100.00%
Male	575	575	100.00%	550	550	100.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%

8. Details of training given to employees and workers:

Category	**FY (2024-25)**				**PY (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	51	4	7.84%	31	60.78%	44	21	47.73%	20	45.45%
Female	17	2	11.76%	17	100.00%	15	15	100.00%	14	93.33%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	68	6	8.82%	48	70.59%	59	36	61.02%	34	57.63%
Workers										
Male	575	310	53.91%	11	1.91%	550	9	1.64%	13	2.36%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	575	310	53.91%	11	1.91%	550	9	1.64%	13	2.36%

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

Category	FY (2024-25)			PY (2023-24)		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	51	22	43.14%	44	0	0.00%
Female	17	15	88.24%	15	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total	68	37	54.41%	59	0	0.00%
Workers						
Male	575	0	0.00%	550	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total	575	0	0.00%	550	0	0.00%

10. Health and safety management system:

a.Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No/ NA).	Yes	
If yes, the coverage such system?	Company has obtained ISO 45001:2018 (Occupational health & safety management system) for its facilities.	
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The entity employs a comprehensive approach to identifying work-related hazards and assessing risks in both routine and non-routine scenarios, adhering to the ISO 45001:2018 standards. This involves a systematic process for ongoing hazard identification, assessment of occupational health and safety risks, and determination of necessary control measures. The approach is facilitated through a detailed Hazard Identification and Risk Assessment (HRA) study, ensuring all potential risks are accurately identified and mitigated to maintain workplace safety.	
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?	Yes	
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	Yes	

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

Safety Incident/Number	Category*	FY (2024-25)	PY (2023-24)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.00	0.00
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place.	Seamec is deeply committed to ensuring the health and safety of its employees. Recognizing the potential hazards in the maritime sector, Seamec has established comprehensive safety management measures. This includes stringent adherence to the International Safety Management Code, which sets an international standard for the safe management and operation of ships. The company prides itself on maintaining a Document of Compliance and Safety Management Certificates, demonstrating its commitment to these standards. In addition to these measures, Seamec conducts thorough risk assessments to ensure the safety of not only its ships and personnel but also the

	environment. Risk assessments are instrumental in identifying potential hazards, and the company takes proactive steps to establish appropriate safeguards, thereby minimizing the risk of injuries and ill-health. Seamec believes in the importance of involving its employees in the development and implementation of their Occupational Health amp; Safety Management System. Employee participation is actively encouraged, as the company values the insights and experiences of its staff in making the workplace safer. Furthermore, to ensure its employees receive timely and quality medical care in emergencies, Seamec provides group medical insurance coverage. This coverage underscores Seamec's commitment to the welfare of its employees, both on and off duty. While these measures form the core of Seamec's commitment to safety, the company is always looking for ways to improve and enhance its practices, ensuring that it remains at the forefront of safety and health in the maritime sector.

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

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

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	100.00%
Working Conditions	100.00%

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.	NIL.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N)	Yes
(B) Workers (Y/N).	Yes

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

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		**No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment**	
	FY (2024-25)	**PY (2023-24)**	**FY (2024-25)**	**PY (2023-24)**
Employees				
Workers				

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/ NA)		

5. Details on assessment of value chain partners:

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

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

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.	-Determination of scope of materiality assessment: Includes identifying the issues, topics, or areas that were assessed for their potential impact on the company's operations, reputation, or stakeholders. This was done based on initial guidance as per SASB and GRI suggested approaches. -Identification of internal stakeholders: Internal stakeholders are those who have a direct connection to the company, such as employees, shareholders, and management. Identified all internal stakeholders who may be affected by the materiality assessment. -Identification of external stakeholders: External stakeholders are those who do not have a direct connection to the company, but who are impacted by the company's operations, such as customers, suppliers, regulators, and the local community. -Prioritization of identified stakeholders: Prioritized stakeholders based on their level of interest in the assessment, as well as their level of influence over SEAMEC's operations were finalized for further engagement for the materiality assessment process.

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

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Investors	No	E-mail		Quarterly		Business association
2	Crewing	No	Notice Board		Annually		During the stakeholder engagement for materiality assessment, the key topics raised were health and safety of employees, career progression, human rights across value chain, environmental performance, and customer complaints and feedback
3	Employees	No	E-mail		Quarterly		During the stakeholder engagement for materiality assessment, the key topics raised were regulatory compliance of the company, code of conduct and human rights
4	Governmental Bodies/Regulators	No	E-mail		Annually		Business association
5	Charterers/ Customers	No	E-mail		Annually		Business association
6	Sub contractors/ vendors	No	E-mail		Annually		During the stakeholder engagement for materiality assessment , the key topics raised were regulatory compliance of the Company, code of conduct and human rights
7	Bankers	No	E-mail		Annually		Business association

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.	The Company recognizes the significance of frequent and proactive interaction with its key stakeholders to communicate and improve its strategies and performance effectively. The company also conducted stakeholder engagement specifically to obtain their feedback on ESG issues. The information from this engagement is utilized by the board to arrive at strategies for Seamec. By maintaining ongoing engagement, the Company can enhance its understanding of stakeholder expectations and better meet their needs. The Board is kept apprised of relevant progress, and the Directors are solicited for their inputs as and when required.
2.Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.	Yes
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.	The Company conducts materiality assessment through the stakeholder engagement process. The details related to the material topics identified are given in Section A, and the key stakeholders engaged with are elaborated within this chapter itself. The Company is constantly improving its strategies and processes as per the input of stakeholders. One such instance was the training & capacity building conducted for Seamec Limited on human rights after the stakeholders had shown interest in the topic.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.	The Company's Corporate Social Responsibility (CSR) activities are centered on supporting disadvantaged, vulnerable, and marginalized segments of society. More details on the initiatives and the outcomes are given in the principle 8 chapter and in the CSR section of the Annual Report of the Company.
Notes	

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)			PY (2023-24)		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	68	0	0.00%	0	0	0.00%
Other than permanent	9	0	0.00%	0	0	0.00%
Total Employees	77	0	0.00%	0	0	0.00%
Workers						
Permanent	575	0	0.00%	0	0	0.00%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Workers	575	0	0.00%	0	0	0.00%

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

Category	FY (2024-25)					PY (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	68	0	0.00%	68	100.00%	59	0	0.00%	59	100.00%
Male	51	0	0.00%	51	100.00%	44	0	0.00%	44	100.00%
Female	17	0	0.00%	17	100.00%	15	0	0.00%	15	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	9	0	0.00%	9	100.00%	9	0	0.00%	9	100.00%
Male	5	0	0.00%	5	100.00%	7	0	0.00%	7	100.00%
Female	4	0	0.00%	4	100.00%	2	0	0.00%	2	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	575	313	54.43%	262	45.57%	550	300	54.55%	250	45.45%
Male	575	313	54.43%	262	45.57%	550	300	54.55%	250	45.45%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

a. Median remuneration / wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1	9200064	0	0	0	0
Key Managerial Personnel	3	8737239	0	0	0	0

Employees other than BoD and KMP	56	7,51,080	21	8,76,192	0	0
Workers	575	3,10,195	0	0	0	0

b. Gross wages paid to females:		
	FY (2024-25)	PY (2023-24)
Gross wages paid to females	19878437.00	14000000.00
Total wages	129833480.00	57500000.00
Gross wages paid to females (Gross wages paid to females as % of total wages)	15.31%	24.35%

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
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.	At Seamec, we prioritize the respect and protection of human rights. Our internal mechanisms for addressing grievances related to human rights issues are robust and comprehensive, and they include the following steps: 1.Filing of Grievance: Any employee who feels their human rights have been violated can make a formal, written complaint to their supervisor or the Human Resources (HR) department. This initiates the grievance process, and confidentiality is maintained throughout. 2.Investigation: The HR department or supervisor then conducts a thorough investigation into the matter. This includes engaging with both the person who has lodged the complaint and the party against whom the complaint has been made, as well as any relevant witnesses or involved parties. 3.Resolution Attempt: The HR department or supervisor attempts to resolve the issue through dialogue and mutual agreement. This process respects the rights and dignity of all parties involved. 4.Mediation: If a satisfactory resolution is not reached, a neutral mediator may be brought in to facilitate further discussion. This mediator could be an internal or external party, depending on the nature of the grievance. 5.Remedial Measures: Based on the findings of the investigation and mediation process, the HR department, supervisor, or mediating authority may prescribe appropriate remedial measures or sanctions. 6.Appeal: If the aggrieved employee is not satisfied with the outcome, they have the right to escalate their grievance, potentially to a court of law. In addition to this process, we have specific policies in place to address particular forms of human rights violations: À Sexual Harassment Policy: We have a dedicated committee that oversees and resolves any complaints related to sexual harassment in the workplace. À Vigil Mechanism and Whistle Blower Policy: This policy is designed to address grievances regarding any suspected misconduct or irregularities within the company. In exceptional cases, employees can directly contact the Chairman of the Audit Committee. We believe in fostering a work environment where human rights are respected and protected. We are committed to continually reviewing and improving our grievance redressal mechanisms to ensure they remain effective and responsive to our employees' needs.

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

	FY (2024-25)			**PY (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	0	0	No complaints filed during the year.	0	0	
Discrimination at workplace	0	0	No complaints filed during the year.	0	0	
Child Labour	0	0	No complaints filed during the year.	0	0	
Forced Labour/Involuntary Labour	0	0	No complaints filed during the year.	0	0	
Wages	0	0	No complaints filed during the year.	0	0	
Other human rights related issues	0	0	No complaints filed during the year.	0	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)	PY (2023-24)
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Average number of female employees/workers at the beginning of the year and as at end of the year	0	0
iii) Complaints on POSH as a % of female employees / workers		
iv) Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	The purpose of the Whistleblower policy is to allow employees to report complaints, improper practices, wrongful conduct, or other unethical behavior within the Company to the Competent Authority in good faith. The policy offers complete protection to Whistle Blower against any unfair practice like retaliation, threat or intimidation of termination or suspension of service, disciplinary action, transfer, demotion, refusal of promotion, discrimination, any type of harassment, biased behavior or the like including any direct or indirect use of authority to obstruct the Whistle BlowerÀs right to continue to perform his duties or functions including making further Protected Disclosure. If the Whistle Blower is required to give evidence in criminal or a member of the disciplinary proceedings, the Company will arrange for the Whistle Blower to receive advice about the procedure etc. Appropriate care shall be taken to keep the identity of the Whistle Blower confidential, and any such disclosure be made only on a need-to-know basis. Any other Employee assisting in the said investigation or furnishing evidence shall also be protected to the same extent as the Whistle Blower.	
9. Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)	No	

10. Assessments for the year:	
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00%
Forced/involuntary labour	100.00%
Sexual harassment	100.00%
Discrimination at workplace	100.00%
Wages	100.00%

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.	Throughout the year 2024-25, the Company diligently monitored its operations and identified no significant risks or concerns. However, as a part of our commitment to responsible corporate practices, we maintain a vigilant approach through continuous monitoring and auditing of our processes.
Leadership Indicators	
1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	While the Company has not received any complaints related to human rights violation by the company, stakeholders during the stakeholder engagement exercise had showcased interest on human rights related performance of the company. The company also has a robust grievance system for its employees to register complaints.
2. Details of the scope and coverage of any Human rights due-diligence conducted	The Company recognizes the upholding of human rights as an integral aspect of doing business and has implemented systems and controls to ensure protection of human rights. The Company strictly prohibits the engagement of child labour. Furthermore, the Company does not engage in forced labour practices. No instances of forced labour has been observed during the year. The Company has zero tolerance for sexual harassment at workplace and has adopted a Policy on Prevention, Prohibition and Redressal of Sexual Harassment at workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal)Act, 2013 and Rules framed thereunder. Internal Complaints Committee (ICC) is in place for all works and offices of the Company to redress complaints received regarding sexual harassment.
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:	
	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

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

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:			
Whether total energy consumption and energy intensity is applicable to the company?	Yes		
Revenue from operations (in Rs.)		FY (2024-25)	PY (2023-24)
		6173288588.33	6655667405.04
Parameter	**Units**	**FY (2024-25)**	**PY (2023-24)**
From renewable sources			
Total electricity consumption (A)	Joule (J)	0.00	0.00
Total fuel consumption (B)	Joule (J)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	Joule (J)	0.00	0.00
From non-renewable sources			
Total electricity consumption (D)	Joule (J)	344080800000.00	310334000000.00
Total fuel consumption (E)	Joule (J)	608231500000000.00	513296433000000.00
Total energy consumed from non-renewable sources (D+E+F)	Joule (J)	608575580800000.00	513606767000000.00
Total energy consumed (A+B+C+D+E+F)	Joule (J)	608575580800000.00	513606767000000.00
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Joule (J) / Rs.	98582.0721147644	77168.3342546642
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Joule (J) / Rs.	2034528.65	1728690.00
Energy intensity in terms of physical Output	Joule (J)	0.00	0.00
Energy intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No		
If yes, name of the external agency.			
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?	No		
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.			

3. Provide details of the following disclosures related to water, in the following format:		
Parameter	FY (2024-25)	PY (2023-24)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	44720.00	60860.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	44720.00	60860.00
Total volume of water consumption (in kilolitres)	44720.00	60860.00
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000072441	0.0000091441
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00014958	0.0002035
Water intensity in terms of physical output	0.00	0.00
Water intensity (optional) – the relevant metric may be selected by the entity		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	No	
If yes, name of the external agency.		

4. Provide the following details related to water discharged:		
Parameter	FY (2024-25)	PY (2023-24)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(v) Others	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No	

If yes, name of the external agency.			
5. Has the entity implemented a mechanism for Zero Liquid Discharge?	No		
If yes, provide details of its coverage and implementation.			
6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
Whether air emissions (other than GHG emissions) by the entity is applicable to the company?	No		
Parameter	**Please specify unit**	**FY (2024-25)**	**PY (2023-24)**
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
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.			
7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?	Yes		
Parameter	**Unit**	**FY (2024-25)**	**PY (2023-24)**
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	45069.95	38035.27
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	95.58	61.64
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO2e / Rs.	0.0000073163	0.000005724
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)	tCO2e / Rs.	0.000151	0.000128
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e	0.00	0.00
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)			No
If yes, name of the external agency.			
8. Does the entity have any project related to reducing Green House Gas emission?	Yes		
If Yes, then provide details.			At Seamec Limited, we are committed to reducing our greenhouse gas (GHG) emissions through strategic investments in upgrading our fleet. Our significant capital expenditure (capex) in specific technologies is aimed at enhancing environmental performance and sustainability. These include hull cleaning and painting, engine repairs and overhauling, thruster repairs and overhauling, and propeller repairs and polishing. which are integral to our strategy to enhance vessel efficiency, reduce fuel consumption, and minimize our environmental impact.

9. Provide details related to waste management by the entity, in the following format:		
Parameter	FY (2024-25)	PY (2023-24)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	57.80	42.20
E-waste (B)	8.20	7.10
Bio-medical waste (C)	1.85	1.95
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	0.00	1.50
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.00	0.00
Total (A+B + C + D + E + F + G + H)	67.85	52.75
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000011	0.0000000079
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.001	0.0007
Waste intensity in terms of physical output	0.02066	0.014462
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	0.00	0.00
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	2.00	1.95
(ii) Landfilling	51.30	49.30
(iii) Other disposal operations	67.85	51.25
Total	121.15	102.50
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No	

If yes, name of the external agency.			
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.	As a renowned maritime company, Seamec is fully committed to sustainable waste management practices that prioritize the health of our oceans and the planet. Our waste management strategy is meticulously designed and executed to ensure compliance with all applicable environmental regulations and standards. The waste generated aboard our vessels is managed with utmost care, adhering to environmentally sound disposal methods. We employ a systematic, digitized approach to facilitate this process, utilizing the Swachh Bharat site, a government initiative promoting cleanliness and waste management in India. Upon identifying the type and quantity of waste generated, we select the most suitable port and vendor listed on the Swachh Bharat site. This digital platform not only enables efficient waste tracking and disposal but also ensures transparency and accountability in our waste management practices. The chosen vendor is alerted in advance about the impending waste collection. Upon the completion of waste collection, the vendor issues a certificate that substantiates the responsible handling and disposal of our waste. This certificate is uploaded onto the Swachh Bharat site for public records and a copy is retained on the vessel for our internal records. In addition to managing waste, Seamec is dedicated to reducing the usage of hazardous and toxic chemicals in our operations. Our strategy includes prioritizing the use of environmentally friendly alternatives and implementing stringent controls on the usage of any potentially harmful substances. When the use of hazardous or toxic chemicals is unavoidable, we have implemented robust practices to manage the associated waste responsibly. This includes the segregation of hazardous waste, specialized handling procedures, and ensuring disposal through certified vendors who are equipped to handle such waste. Our commitment to environmental stewardship underlines all our operations at Seamec. We believe in conducting our business in a way that not only meets our service commitments but also contributes positively to the environment.		
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/NA).	Yes		
If not, provide details of all such non-compliances, in the following format:			
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:			
Details For each facility / plant located in areas of water stress			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			
If yes, name of the external agency.			
2. Please provide details of total Scope 3 emissions & its intensity, in the following format:			
Whether total Scope 3 emissions & its intensity is applicable to the company?	No		
Parameter	**Unit**	**FY (2024-25)**	**PY (2023-24)**
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			
If yes, name of the external agency.			
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 along-with prevention and remediation activities.		

5. Does the entity have a business continuity and disaster management plan?	Yes	

Details of entity at which business continuity and disaster management plan is placed or weblink.	Yes. Please refer to company risk management policy at https://seamec.in/upload/07-11-2023Risk%20Management%20Policy%20REVISION%202.pdf

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.	
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	
8. How many Green Credits have been generated or procured:	
a. By the listed entity	
b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners	
Notes	Shipping Aerosols are emission which are small particles released by ships and as per research of James Hansen decrease in aerosol due to change in fuel regulation of 2020 has contributed to a more rapid increase in global temperature than predicted by IPCC. To be precise decrease in shipping aerosol emission may have added extra +0.6 W//m2 of climate forcing exceeding IPCCÀs estimate of +0.079 W/m2.

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.	3

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	Bombay Chamber of Commerce and Industry	State
2	International Maritime Contractor's Association	International
3	International Shipowners' Association	International
4		
5		
6		
7		
8		
9		
10		

Leadership Indicators

Notes	

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development		
Essential Indicators		
3. Describe the mechanisms to receive and redress grievances of the community.	Seamec Limited has established a centralized grievance redressal mechanism to address concerns or complaints from the community. The company provides a dedicated email ID À contact@seamec.in À through which stakeholders can submit grievances. All communications received are reviewed by the relevant internal teams and are escalated to the concerned department based on the nature of the issue. Seamec ensures timely acknowledgement and strives for resolution within a reasonable timeframe. The company is committed to maintaining transparency and responsiveness in its engagement with the community.	
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:	**FY (2024-25)**	**PY (2023-24)**
Directly sourced from MSMEs/ small producers	24.86%	19.60%
Sourced directly from within the district and neighbouring districts	65.69%	89.85%
5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:		
	FY (2024-25)	**PY (2023-24)**
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Rural areas		
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Semi-Urban areas		
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Urban areas		
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	129833480.00	57500000.00
ii) Total Wage Cost	129833480.00	57500000.00
iii) % of of Job creation in Metropolitan area	**100.00%**	**100.00%**
Leadership Indicators		
3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No/NA)	Yes	
(b) From which marginalized /vulnerable groups do you procure?		MSME
(c) What percentage of total procurement (by value) does it constitute?		40.00%

6. Details of beneficiaries of CSR Projects:

Details of beneficiaries of CSR Projects

Sr.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Prakashchand Bahuddeshiya Sanstha Jamner	0	0.00%
2	Shiva Trust	0	0.00%
3	Sangamner Medical Foundation and Research Institute	0	0.00%
4	Arya Foundation	0	0.00%
5	Shree Goraksh Shaikshanik Bahuddeshiya Sanstha	0	0.00%
6	Jan Jagrati Sevarth Sanstha	0	0.00%
7	Jagannath Cancer Aid Foundation	0	0.00%
8	TOUCH Foundation	0	0.00%
9	Centre for Transforming India	0	0.00%

Notes	

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.	Given the specialized nature of Seamec's services and the exclusive clientele, a distinctive ethos of individual attention and bespoke service is at the heart of the company's customer relationship approach. The limited number of clients empowers Seamec to view each customer not as a mere account number, but as a unique entity with distinct needs and aspirations. This fosters an environment of meticulous focus on every detail pertaining to each client, leading to a heightened sense of commitment and a stronger bond of trust. The company facilitates easy communication with its clients through dedicated phone lines and email. This tailored approach ensures that feedback and complaints are promptly addressed, leading to an enhanced customer experience that surpasses expectations. Seamec's commitment to delivering personalized service underscores its dedication to client satisfaction.
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about	**As a percentage to total turnover**
Environmental and social parameters relevant to the product	100.00%
Safe and responsible usage	100.00%
Recycling and/or safe disposal	0.00%

3. Number of consumer complaints in respect of the following	FY (2024-25)		Remark	PY (2023-24)		Remark
	Received during the year	**Pending resolution at end of year**		**Received during the year**	**Pending resolution at end of year**	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

4. Details of instances of product recalls on account of safety issues	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?	Yes	
If available, provide a web-link of the policy	https://seamec.in/upload/03-07-2022Business%20Responsibility%20Policy.pdf	
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.	There were no issues relating to advertising, delivery of essential services, incidences of cyber security and data privacy of customers, re-occurences of instances of product recalls, penalty/action taken by regulatory authorities of products/services.	
7. Provide the following information relating to data breaches:		
a. Number of instances of data breaches along-with impact	0	
b. Percentage of data breaches involving personally identifiable information of customers	0.00%	
c. 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).		
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services		
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.		
4. Does the entity display product information on the product over and above what is mandated as per local laws?		

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?		
Notes		