Ingenuity In Motion

Date: August 30, 2023

To, **BSE Limited** Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai – 400 001 **BSE Scrip Code: 532749**	To, **National Stock Exchange of India Limited** Exchange Plaza, C-1, Block G Bandra Kurla Complex, Bandra (East), Mumbai – 400 051 **NSE Symbol: ALLCARGO**

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report (BRSR) for FY 2022-23

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report ("BRSR") of Allcargo Logistics Limited ("the Company") for the Financial Year 2022-23.

BRSR forms part of the Annual Report 2022-23 of the Company. The BRSR along with the Annual Report 2022-23 is available on the website of the Company at https://www.allcargologistics.com.

This is for your information and for public at large.

Thanking you,

Yours faithfully,
For Allcargo Logistics Limited

DEVANAND PARSHOTTAM MOJIDRA

Digitally signed by DEVANAND PARSHOTTAM MOJIDRA
Date: 2023.08.30 23:08:59 +05'30'

Devanand Mojidra
Company Secretary & Compliance Officer

Encl: a/a

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L63010MH2004PLC073508
2	Name of the Company	Allcargo Logistics Limited
3	Year of incorporation	1993
4	Registered office address	6th Floor, Allcargo House, CST Road, Kalina, Santacruz (East), Mumbai- 400098
5	Corporate address	
6	E-mail	investor.relations@allcargologistics.com
7	Telephone	022-66798110
8	Website	www.allcargologistics.com
9	Financial year for which reporting is being done	Financial year ended March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹49,13,91,048
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: Rani Mihir Shah Contact: +91 22 66797600 Email Id: esg@allcargologistics.com
13	Reporting boundary	Standalone basis

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	NVOCC: LCL (Less than container load) FCL (full container load)	LCL: aggregated shipping of cargo from different customers FCL: shipping an entire container of cargo for a single customer	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	International Supply Chain	492, 501, 502	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National	-	27	27
International	-	-	-

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	35
International (No. of Countries)	179

b. What is the contribution of exports as a percentage of the total turnover of the entity? – 60%

c. A brief on types of customers

Allcargo caters to corporates, individuals and government entities.

IV. Employees

18. Details as of the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	739	594	80.38%	145	19.62%
2.	Other than Permanent (E)*	NA	NA	NA	NA	NA
3.	**Total employees (D + E)**	**739**	**594**	**80.38%**	**145**	**19.62%**
	WORKERS					
4.	Permanent (F)*	-	-	-	-	-
5.	Other than Permanent (G)*	-	-	-	-	-
6.	**Total workers (F + G)**	**-**	**-**	**-**	**-**	**-**

*Allcargo is in the process of setting up systems to capture data for Other than Permanent Employees and Permanent and Other than Permanent Workers.

NA = Not Available

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel	7	-	-

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**
Permanent Employees	**10%**	**12%**	**10%**	15%	21%	12%	11%	14%	16%
Permanent Workers*	**NA**	**NA**	**NA**	NA	NA	NA	NA	NA	NA

Note: *Allcargo is in the process of setting up systems to capture data for Other than Permanent Employees and Permanent and Other than Permanent Workers

NA = Not Available

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

21. (a) Names of holding / subsidiary / associate companies / 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)
List of Indian Subsidiaries (Direct)				
1	Contech Logistics Solutions Pvt. Ltd	Subsidiary	100.00	Yes
2	Ecu International (Asia) Pvt. Ltd.	Subsidiary	100.00	Yes
3	TransIndia Logistic Park Pvt Ltd.	Subsidiary	100.00	Yes
4	Gati Limited	Subsidiary	50.20	Yes
List of Indian Subsidiaries (Indirect)				
5	Gati-Kintetsu Express Private Limited	Subsidiary	65.14	Yes
6	Zen Cargo Movers Private Limited	Subsidiary	50.20	Yes
7	Gati Logistics Parks Private Limited	Subsidiary	50.20	Yes
8	Gati Projects Private Limited	Subsidiary	50.20	Yes
9	Gati Import Export Trading Limited	Subsidiary	50.20	Yes
10	ALX Shipping Agencies India Private Limited	Subsidiary	100.00	Yes
11	Comptech Solutions Pvt.Ltd.	Subsidiary	48.28	Yes
12	Panvel Industrial Parks Private Limited	Subsidiary	100.00	Yes
List of Overseas Subsidiaries (Bodies Corporate) (Direct)				
13	AGL Bangladesh Private Limited	Subsidiary	100.00	No
14	Allcargo Belgium N.V.	Subsidiary	100.00	No
List of Overseas Subsidiaries (Bodies Corporate) (Indirect)				
15	Ecu-Line Algerie sarl	Subsidiary	100.00	No
16	Ecu Worldwide (Argentina) SA (formerly known as Ecu Logistics SA)	Subsidiary	100.00	No
17	Ecu Worldwide Australia Pty Ltd (formerly known as Ecu-Line Australia Pty Ltd.)	Subsidiary	100.00	No
18	Integrity Enterprises Pty Ltd.	Subsidiary	100.00	No
19	FMA-Line Holding N.V. (formerly known as Ecubro N.V.)	Subsidiary	100.00	No
20	Ecuhold N.V.	Subsidiary	100.00	No
21	Ecu International N.V.	Subsidiary	100.00	No
22	Antwerp Freight Services N.V. (Formerly known as Ecu Global Services N.V.)	Subsidiary	100.00	No
23	HCL Logistics N.V.	Subsidiary	100.00	No

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)
24	AGL N.V.	Subsidiary	100.00	No
25	Ecu Worldwide Logistics do Brazil Ltda (formerly known as Ecu Logistics do Brasil Ltda.)	Subsidiary	100.00	No
26	Ecu Worldwide (Canada) Inc (formerly known as Ecu-Line Canada Inc).	Subsidiary	100.00	No
27	Ecu Worldwide (Chile) S.A (formerly known as Ecu-Line Chile S.A)	Subsidiary	100.00	No
28	Flamingo Line Chile S.A.	Subsidiary	100.00	No
29	Ecu Worldwide (Guangzhou) Ltd.(formerly known as Ecu-Line Guangzhou Ltd)	Subsidiary	100.00	No
30	China Consolidation Services Ltd	Subsidiary	75.00	No
31	Ecu Worldwide China Ltd. (formerly known as China Consolidation Services Shipping Ltd.)	Subsidiary	75.00	No
32	Ecu Worldwide (Colombia) S.A.S.(formerly known as Ecu-Line de Colombia S.A.S)	Subsidiary	100.00	No
33	Ecu Worldwide (Cyprus) Ltd.(formerly known as Ecu-Line Mediterranean Ltd.)	Subsidiary	55.00	No
34	Ecu Worldwide (CZ) s.r.o. (formerly known as Ecu-Line (CZ) s.r.o).	Subsidiary	100.00	No
35	Ecu Worldwide (Ecuador) S.A.(formerly known as Ecu-Line del Ecuador S.A.)	Subsidiary	100.00	No
36	Flamingo Line del Ecuador SA	Subsidiary	100.00	No
37	Ecu World Wide Egypt Ltd. (formerly known as Ecu Line Egypt Ltd.)	Subsidiary	100.00	No
38	Ecu Worldwide (El Salvador) S.P. Z.o.o S.A. de CV (formerly known as Flamingo Line El Salvador SA de CV)	Subsidiary	100.00	No
39	Ecu Worldwide (Germany) GmbH (formerly known as Ecu-Line Germany GmbH)	Subsidiary	100.00	No
40	ELWA Ghana Ltd.	Subsidiary	100.00	No
41	Ecu Worldwide (Guatemala) S.A.(formerly known as Flamingo Line de Guatemala S.A.)	Subsidiary	100.00	No
42	Ecu Worldwide (Hong Kong) Ltd.(formerly known as Ecu-Line Hong Kong Ltd.)	Subsidiary	100.00	No
43	Ecu International Far East Ltd.	Subsidiary	100.00	No
44	CCS Shipping Ltd.	Subsidiary	75.00	No
45	PT Ecu Worldwide Indonesia	Subsidiary	100.00	No
46	Ecu Worldwide Italy S.r.l. (formerly known as Ecu-Line Italia srl.)	Subsidiary	100.00	No
47	Eurocentre Milan srl.	Subsidiary	100.00	No
48	Ecu Worldwide (Cote d'Ivoire) sarl (formerly known as Ecu-Line Côte d'Ivoire Sarl)	Subsidiary	100.00	No
49	Ecu Worldwide (Japan) Ltd.(formerly known as Ecu-Line Japan Ltd.)	Subsidiary	65.00	No
50	Jordan Gulf for Freight Services and Agencies Co. LLC	Subsidiary	100.00	No
51	Ecu Worldwide (Kenya) Ltd. (formerly known as Ecu-Line Kenya Ltd.)	Subsidiary	100.00	No

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)
52	Ecu Shipping Logistics (K) Ltd.	Subsidiary	100.00	No
53	Ecu Worldwide (Malaysia) SDN. BHD. (formerly known as Ecu-Line Malaysia SDN. BHD)	Subsidiary	100.00	No
54	Ecu Worldwide (Mauritius) Ltd.(formerly known as Ecu-Line Mauritius Ltd.)	Subsidiary	100.00	No
55	CELM Logistics SA de CV	Subsidiary	100.00	No
56	Ecu Worldwide Mexico SA de CV (formerly known as Ecu Logistics de Mexico SA de CV)	Subsidiary	100.00	No
57	Ecu Worldwide Morocco S.A. (formerly known as Ecu-Line Maroc S.A.)	Subsidiary	100.00	No
58	Ecu Worldwide (Netherlands) B.V.(Ecu-Line Rotterdam BV)	Subsidiary	100.00	No
59	Rotterdam Freight Station BV	Subsidiary	100.00	No
60	FCL Marine Agencies B.V.	Subsidiary	100.00	No
61	Ecu Worldwide New Zealand Ltd. (formerly known as Ecu-Line NZ Ltd.)	Subsidiary	100.00	No
62	Ecu Worldwide (Panama) S.A. (formerly known as Ecu-Line de Panama SA)	Subsidiary	100.00	No
63	Ecu-Line Paraguay SA	Subsidiary	100.00	No
64	Flamingo Line del Peru SA	Subsidiary	100.00	No
65	Ecu-Line Peru SA	Subsidiary	100.00	No
66	Ecu Worldwide (Philippines) Inc.(formerly known as Ecu-Line Philippines Inc.)	Subsidiary	100.00	No
67	Ecu Worldwide (Poland) Sp zoo (formerly known as Ecu-Line Polska SP. Z.o.o.)	Subsidiary	100.00	No
68	Ecu-Line Doha W.L.L.	Subsidiary	100.00	No
69	Ecu-Line Saudi Arabia LLC	Subsidiary	70.00	No
70	Ecu - Worldwide (Singapore) Pte. Ltd. (formerly known as Ecu-Line Singapore Pte. Ltd.)	Subsidiary	100.00	No
71	Ecu Worldwide (South Africa) Pty Ltd. (formerly known as Ecu-Line South Africa (Pty.) Ltd.)	Subsidiary	100.00	No
72	Ecu-Line Spain S.L.	Subsidiary	100.00	No
73	ECU Worldwide Lanka (Private) Ltd. (formerly known as Ecu Line Lanka (Pvt) Ltd.)	Subsidiary	100.00	No
74	Ecu Worldwide (Thailand) Co. Ltd.(formerly known as Ecu-Line (Thailand) Co. Ltd.)	Subsidiary	57.00	No
75	Société Ecu-Line Tunisie Sarl	Subsidiary	100.00	No
76	Ecu Worldwide Turkey Taşımacılık Limited Şirketi (formerly known as Ecu Uluslarasi Tas. Ve Ticaret Ltd. Sti.)	Subsidiary	100.00	No
77	Ecu-Line Middle East LLC	Subsidiary	86.00	No
78	Ecu-Line Abu Dhabi LLC	Subsidiary	75.50	No
79	Eurocentre FZCO	Subsidiary	86.00	No
80	Star Express Company Ltd.	Subsidiary	100.00	No
81	Ecu Worldwide (UK) Ltd. (formerly known as Ecu-Line UK Ltd)	Subsidiary	100.00	No

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)
82	Ecu Worldwide (Uruguay) S.A. (formerly known as DEOLIX S.A.)	Subsidiary	100.00	No
83	CLD Compania Logistica de Distribution SA	Subsidiary	100.00	No
84	Guldary S.A.	Subsidiary	100.00	No
85	PRISM GLOBAL, LLC	Subsidiary	100.00	No
86	Ecu Worldwide (USA) Inc. [formerly Econocaribe Consolidators, Inc.]	Subsidiary	100.00	No
87	Econoline Storage Corp.	Subsidiary	100.00	No
88	ECI Customs Brokerage, Inc.	Subsidiary	100.00	No
89	OTI Cargo, Inc.	Subsidiary	100.00	No
90	Ports International, Inc.	Subsidiary	100.00	No
91	Administradora House Line C.A.	Subsidiary	100.00	No
92	Ecu Worldwide Vietnam Joint Stock Company (Formerly known as Ecu Worldwide Vietnam Co. Ltd and Ecu-Line Vietnam Co.Ltd)	Subsidiary	100.00	No
93	Ecu-Line Zimbabwe (Pvt) Ltd.	Subsidiary	70.00	No
94	Asia Line Ltd	Subsidiary	100.00	No
95	Prism Global Ltd.	Subsidiary	100.00	No
96	Eculine Worldwide Logistics Co. Ltd.	Subsidiary	100.00	No
97	FMA-LINE Nigeria Ltd.	Subsidiary	100.00	No
98	Ecu Worldwide (Uganda) Limited	Subsidiary	100.00	No
99	FMA Line Agencies Do Brasil Ltda	Subsidiary	100.00	No
100	FCL Marine Agencies Belgium bvba	Subsidiary	100.00	No
101	Allcargo Hong kong Limited (formerly known as Oconca Shipping (HK) Ltd.)	Subsidiary	100.00	No
102	Oconca Container Line S.A. Ltd.	Subsidiary	100.00	No
103	Almacen y Maniobras LCL SA de CV	Subsidiary	100.00	No
104	ECU WORLDWIDE SERVICIOS SA DE CV	Subsidiary	100.00	No
105	ECU TRUCKING, INC.	Subsidiary	100.00	No
106	ECU Worldwide CEE SRL	Subsidiary	100.00	No
107	Allcargo Logistics Africa (PTY) LTD (formerly known as FMA Line SA (PTY) LTD)	Subsidiary	100.00	No
108	Ecu Worldwide Baltics	Subsidiary	50.00	No
109	Ecu Worldwide (Belgium) N.V. (formerly known as Ecu-Line N.V)	Subsidiary	100.00	No
110	Ecu Worldwide (Bahrain) Co. W.L.L.	Subsidiary	100.00	No
111	East Total Logistics B.V.	Subsidiary	100.00	No
112	PAK DA (HK) LOGISTIC Ltd	Subsidiary	75.00	No
113	ECU Worldwide Tianjin Ltd.	Subsidiary	75.00	No
114	Allcargo Logistics FZE	Subsidiary	100.00	No
115	SPECHEM SUPPLY CHAIN MANAGEMENT (ASIA) PTE. LTD	Subsidiary	41.25	No
116	Allcargo Logistics China Ltd.	Subsidiary	41.25	No

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)
117	Asiapac Logistics Mexico SA de CV	Subsidiary	100.00	No
118	Gati Asia Pacific Pte Ltd.	Subsidiary	75.00	No
119	Gati HongKong Limited	Subsidiary	75.00	No
120	Gati Cargo Express (Shanghai) Co. Ltd.	Subsidiary	75.00	No
121	Ecu Worldwide (BD) Limited	Subsidiary	76.00	No
122	ECUNORDICON AB (Formerly known as Ecu Worldwide (Nordicon) AB)	Subsidiary	65.00	No
123	Nordicon AB	Subsidiary	65.00	No
124	NORDICON A/S	Subsidiary	65.00	No
125	Nordicon Terminals AB	Subsidiary	65.00	No
126	RailGate Nordic AB	Subsidiary	65.00	No
127	ASIA PAC LOGISTICS DE GUATEMALA S.A.	Subsidiary	100.00	No
128	Fair Trade Gmbh Schiffhart, handel und Logistik	Subsidiary	75.00	No
129	Asia Express Line GmbH	Subsidiary	75.00	No
130	Asiapac Equity Investment Limited	Subsidiary	100.00	No
131	ASIAPAC TURKEY TASIMACILIK ANONIM SIRKETI	Subsidiary	100.00	No
132	Allcargo Tanzania	Subsidiary	100.00	No
133	Asiapac Logistics El Salvador	Subsidiary	100.00	No
134	European Costoms Brokers N.V.	Subsidiary	70.00	No
135	ALX Shipping Agency LLC	Subsidiary	49.00*	No
136	Allcargo Logistics LLC	Subsidiary	49.00*	No
* Consolidated entirely based on test of control				
Indian JV Companies (Direct)				
137	Altcargo Oil & Gas Private Limited*	Joint Venture	74.00	No
138	Allcargo Supply Chain Private Limited	Joint Venture	61.13	Yes
* Altcargo Oil & Gas Private Limited is under process of strike off				
Foreign JV Companies (Direct)				
139	Allcargo Logistics Lanka (Private) Limited	Joint Venture	40.00	No
Foreign JV Companies (Indirect)				
140	Ecu Worldwide Peru S.A.C. (formerly known as Ecu Logistics Peru SAC)	Joint Venture	50.00	No
141	Ecu Worldwide Korea Co., Ltd.	Joint Venture	49.00	No
142	Allcargo Logistics Korea Co., Ltd.	Joint Venture	49.00	No
143	Fasder S.A.	Joint Venture	50.00	No
Foreign Associate (Indirect)				
144	FCL Marine Agencies Gmbh (Bermen)	Associate	50.00	No
145	Trade Xcelerators LLC	Associate	20.00	No
146	RailGate Europe B.V	Associate	21.66	No
147	Aladin Group Holdings Limited	Associate	20.70	No
148	Aladin Express DMCC	Associate	20.70	No
Indian Associate (Direct)				
149	Haryana Orbital Rail Corporation Limited	Associate	7.60	No

VI. CSR Details

22.

(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
(ii)	Turnover (₹ in Lakhs):	2,81,764.00
(iii)	Net worth (₹ in Lakhs):	1,03,054.35

VII. Transparency and Disclosures Compliances

23. 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) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		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
Local Communities	Yes, Stakeholder Engagement Policy	-	-	NA	-	-	NA
Shareholders		1	-	All complaints raised during the year were successfully resolved within the stipulated time.	2	-	All complaints raised during the year were successfully resolved within the stipulated time.
Employees and Workers		-	-	NA	-	-	NA
Customers		-	9	Out of 9 complaints, 3 are original complaints and 6 are under appeal	-	9	Out of 9 complaints, 3 are original complaints and 6 are under appeal.
Suppliers		-	-	NA	-	-	NA

24. 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
1.	Sustainable Supply Chain	Opportunity	Implementing a sustainable supply chain can decrease supply chain disruption and concurrently help stay ahead of emerging regulatory risks. Guiding suppliers to meet Allcargo's ESG requirements will thereby reduce environmental impacts, encourage business with local suppliers, and endorse good governance.	-	Positive implications

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
2.	Sustainable Supply Chain	Risk	Supply chain disruptions can impede processes and create obstacles throughout Allcargo's value chain. Human right violations and poor environmental performance of our vendors can lead to an impaired brand reputation are a few of the disruptions that can occur which subsequently lead to financial losses.	Allcargo's Supplier Code of Conduct establishes its stance over issues such as human rights, community development, business ethics and transparency, environmental performance, and whistle-blowing. Allcargo has also formulated a Sustainable Procurement Policy for its suppliers with guidance to acquire from sustainable and local sources.	Negative implications
3.	Community Development	Opportunity	Engaging in community development is imperative to build long lasting relations with our associated communities, given our nation-wide presence. Furthermore, corporate social responsibility also providing a social license to operate, increase in investor interest and improved brand value recognition.	-	Positive implications
4.	Energy	Opportunity	Being in the logistics sector, efficiently managing our energy usage is important to ensure that our dependency on non-renewable energy sources is reduced and the transition to options such as Solar Energy and Green fuels is optimized. Although adopting better technology to reduce our energy consumption may incur a significant initial investment, it will ensure seamless transition to cleaner fuels. Additionally, this will reduce emissions in the process.	-	Positive implications
5.	Energy	Risk	We are largely dependent on our business vendors such as shipping liners for being able to transition towards green energy fuel in our operations of ocean freight, air freight, and road freight. However, the financial implications of the same would be limited to the short term.	Allcargo has formulated an Environmental Policy to monitor its performance on reducing GHG emissions over a period of time.	Negative implications
6.	Emissions	Risk	A prime source of emissions for Allcargo is ocean freight, air freight, and road freight. Therefore, non-management of emissions can lead to environmental deterioration.	Allcargo has formulated an Environmental Policy to monitor its performance on reducing GHG emissions over a period of time.	Negative Implications

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
7.	Diversity, Equity and Inclusion	Opportunity	Diversity, equity and inclusion serves as key pillar to facilitate a thriving working environment and access to an expanded talent pool. Healthy workplace relationship enables growth and career advancement. Additionally, well-connected facilities can encourage participation of women in the workforce.	-	Positive implications
8.	Customer Satisfaction	Opportunity	Actively making use of green logistics solutions at the company could aid in both attracting and retaining customers as numerous customers are aiming to make their supply chains more sustainable in nature. Redressal of customer grievances and obtaining timely feedbacks can work towards improving customer loyalty and increase the rate of customer retention.	-	Positive Implication
9.	Corporate Governance	Opportunity	It is imperative to ensure good governance and transparent practices as they can together help in securing stakeholder interest, lead to an improved reputation, reduce the company's vulnerability to risks and improve financial performance of the company.	-	Positive Implications
10.	Cybersecurity	Risk	Maintaining the privacy of customers and employee data is vital at Allcargo holds its service online. Data breaches and cyber security threats have risen over the past decade, and this has a negative impact on the functioning of the organisation leading to penalties and reputational damage.	Allcargo has a Cyber security policy. Allcargo is also ISO 27001:2013 certified to ensure utmost compliance and better customer data privacy. In doing so, we have achieved a score of 750 in our third-party audit through BitSight ratings.	Negative Implications
11.	Labour Practice and Human Rights	Risk	Violation of human rights principles can adversely impact the workforce at larger and bear a risk of litigation against the company. Further, the violations could also lead to severe reputational damage to the company.	Allcargo has in place a Human Rights Policy with commitments such as zero tolerance towards human trafficking, child labour, and forced labour, freedom of association, discrimination among others. A formal grievance redressal mechanism is set for all employees and contractual workers to report any grievances to the Human Resource head of the company on vasant.shetty@allcargologistics.com	Negative Implications

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
12.	Occupational Health and Safety	Risk	As a multimodal transport operator, OHS-risks are predominantly at our offices.	Allcargo is in the process of implementing Health and Safety Policy across all its business operations.	Negative implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	P1 – Sustainable Procurement Policy P2 - Anti-trust and Anti-competitive Policy Code of Conduct Corporate Tax Governance Policy P3 - Human Rights Policy Health and Safety Policy Anti-Harassment and Anti-Discrimination Policy Board Diversity Policy P4 - Stakeholder Engagement Policy Supplier Code of Conduct P5 - Human Rights Policy Anti-Harassment and Anti-Discrimination Policy P6 - Environment Policy Supplier Code of Conduct P7 – Corporate Tax Governance Policy P8 – Stakeholder Engagement Policy CSR Policy P9 – Information Security and Cybersecurity Policy All the policies can be accessed through the below link: https://www.allcargologistics.com/investors/investorservices/corporatepolicies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Policies are compiled keeping in mind the different global standards including that of the United Nations and International Labour Organisation and various ISO standards.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	N	N	N	N
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Allcargo is in the process of formulating goals and targets and will begin tracking performance on the said policies in the coming year.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)	The Board of Directors and CEO accesses various ESG initiatives and reviews the same regularly. The Company is in process of developing a detailed ESG roadmap which will be implemented specifying the categories wise targets. Please refer to page 18 for the Chairman's speech.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Adarsh Hegde, Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Company is working on establishing a Sustainability Committee in the coming years that will drive ESG initiatives								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board of Directors									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Board of Directors									Annually								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9
No	No								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	P1 to P9	100%
Key Managerial Personnel	1	P1 to P9	100%
Employees other than BoD and KMPs	57	Trainings have been covered for Principle 3, Principle 6, Principle 9 while covering topics such as employee skill development on aspects such as managerial skills, conflict management and negotiation skills and customer centricity.	81%
Workers	Not Applicable	Not Applicable	Not Applicable

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):**

	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (₹ in Lakhs)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	Competition Commission of India (CCI)	20.00	Note*	No
Settlement	-	-	-	-	No
Compounding	-	-	-	-	No
fee	-	-	-	-	No

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	NA	NA	NA	No
Punishment	NA	NA	NA	NA	No

Note: NA = Not Applicable

Note*: CCI levied a penalty of ₹ 20 Lakhs under section 43A of The Competition Act alleging violation of section 6(2A) of the said Act as CCI was of the view that Allcargo Logistics Ltd. failed to file a notice with CCI for acquisition of shares of Gati Ltd. The Company has paid the penalty amount levied and the matter stands closed.

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.**

Allcargo does not have any cases of monetary or non-monetary fines or penalties for the reporting year.

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

Yes, anti-corruption and anti-bribery aspects are covered as a part of Allcargo's Code of Conduct Ethics Transparency and Accountability Policy.

Allcargo holds zero tolerance against any cases as well as instances of corruption, bribery, extortion or malpractices of financial statements. All of Allcargo's employees, in their individual capacity or while representing the Company, are strictly prohibited from engaging in any form of corruption or giving or accepting any kind of bribe, kickbacks or facilitation payments, directly or indirectly. It is to be noted that none of Allcargo's employees shall indulge in giving or receiving extravagant, lavish or uncustomary gifts to government or public authorities, during or after business hours. In the event that the acceptance of a bribe bears a direct threat to the employee's/employees' life/lives, the employee/employees should immediately inform their immediate manager or write to Chief Assurance & Risk Executive of the Company at whistleblower@allcargologistics.com.

The web link to the policy is as follows: https://www.allcargologistics.com/investors/investorservices/corporatepolicies

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 2022-23	FY 2021-22
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	None	-	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	None	-	None

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.**

Since there were zero cases and complaints relating to corruption, bribery and conflicts of interest, no corrective actions were undertaken on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

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	None	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 policy on management of conflict of interest to identify actual or potential conflict of interest of the Company with its directors, which may arise during the course of its business activities. The Company has implemented organisational processes to mitigate and prevent conflicts of interest that may arise. The Company has approval mechanism in place for directors to address potential conflict of interests that may arise in recommending/approving related party transactions. The related party transaction policy is placed on the Company's website.

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 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

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

Allcargo has implemented the Sustainable Procurement Policy. Suppliers are required to follow Allcargo's policy expectations and fulfill sustainable procurement obligations such as environmental stewardship, efficient use of natural resources, compliance to human rights, local laws and regulations among others. Further, suppliers are also expected to source sustainably in their respective value chains.

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

Allcargo is not currently tracking the sources of its value chain and is working on establishing a system to implement the same, in the near future.

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.**

Allcargo is a multimodal transport operator and does not manufacture any goods or services that can generate e-waste or hazardous waste.

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

Extended Producer Responsibility is not applicable to Allcargo as it is a multimodal transport operator.

Leadership Indicators

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

Allcargo has not conducted a Life Cycle Assessment of any of its services yet.

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.**

   Allcargo has not conducted a Life Cycle Assessment of any of its services yet.

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).**

   Allcargo is a multimodal transport operator and does not use any recycled or reused input material for manufacturing or in any of its services.

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:**

   Allcargo is a multimodal transport operator and does not use any recycled or reused input material for manufacturing or in any of its services.

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

   Allcargo is a multimodal transport operator and does not use any recycled or reused input material for manufacturing or in any of its services.

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	594	594	100%	594	100%	–	–	–	–	–	–
Female	145	145	100%	145	100%	145	100%	–	–	–	–
Total	**739**	**739**	**100%**	**739**	**100%**	**145**	**100%**	**–**	**–**	**–**	**–**
Other than Permanent Employees*											
Male	–	–	–	–	–	–	–	–	–	–	–
Female	–	–	–	–	–	–	–	–	–	–	–
Total	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**

* Allcargo is in the process of setting up systems to capture data for Other than Permanent Employees.

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

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 Workers											
Male	–	–	–	–	–	–	–	–	–	–	–
Female	–	–	–	–	–	–	–	–	–	–	–
Total	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**
Other than Permanent Workers											
Male	–	–	–	–	–	–	–	–	–	–	–
Female	–	–	–	–	–	–	–	–	–	–	–
Total	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	**100%**	**-**	**Y**	100%	-	Y
Gratuity	**100%**	**-**	**Y**	100%	-	Y
ESI	**NA**	**-**	**NA**	NA	-	NA
Others – please specify	**NA**	**-**	**NA**	NA	-	NA

Note: NA = Not Applicable

3. **Accessibility of workplaces**

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

Allcargo's offices are currently not accessible to differently-abled employees and workers.

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, Allcargo emphasises on providing equal opportunities for its employees in both the established POSH Policy and Anti-harassment and Anti-Discrimination policy.

Web-link to the policies:

1. Anti-harassment and Anti-Discrimination policy
2. POSH Policy

- https://www.allcargologistics.com/investors/investorservices/corporatepolicies

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

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

*Allcargo only has maternity leave

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

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

Note: NA = Not Applicable

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

Category	FY 2022-23			FY 2021-22		
	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	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-
Total Permanent Workers	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-

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

Category	FY 2022 - 2023					FY 2021 - 2022				
	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	594	-	-	487	82%	512	-	-	-	-
Female	145	-	-	122	84%	112	-	-	-	-
Total	739	-	-	609	82%	624	-	-	-	-
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

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

Category	FY 2022 - 2023			FY 2021 - 2022		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	594	594	100%	512	512	100%
Female	145	145	100%	112	112	100%
Total	739	739	100%	624	624	100%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

10. Health and safety management system:

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

Allcargo has implemented Health and Safety Policy, which is applicable to all of Allcargo Logistics' business operations and offices. However, Allcargo will implement occupational health and safety management systems and standard operating procedures (SOPs) to reduce health and safety risks, eliminate hazards and injuries, and take necessary corrective actions to ensure a safe and healthy workplace in the coming years.

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

Allcargo currently does not have a process to identify work-related hazards and assess risks and is looking to develop an Occupational Health and Safety Management System in the future.

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

Allcargo currently does not have a process to identify work-related hazards and assess risks and is looking to develop an Occupational Health and Safety Management System in the future.

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

Allcargo currently does not have non-occupational medical and healthcare services and is looking to roll out such policies in the future.

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

	Category	FY 2022-23	FY 2021-22
Safety Incident/Number			
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

*Allcargo is in the process of setting up systems for tracking data for safety related incidents

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

For its offices, Allcargo has the following measures to ensure a safe and healthy workplace:

- Fire and evacuation drill – in the business continuity plan the Company has nominated members for roles of fire-fighters, fire-marshals, first aid, etc,. Refresher training is conducted for the entire staff once in six months and conduct surprise fire & evacuation drills twice a year.
- Fixed and portable firefighting systems – fixed fire-fighting systems at offices are under an annual maintenance contract with government-approved or authorised licensed contractors
- For fire extinguishers a tracker is maintained which indicates the last filling date and next due date for the refilling of these extinguishers

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

	FY 2022-23			FY 2021-22		
	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	-	-	None	-	-	None
Health & Safety	-	-	None	-	-	None

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	-
Working Conditions	-

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.

Allcargo is currently not tracking data for health and safety related incidents. However, Allcargo is developing a tracking mechanism to trace work-related health and safety incidences.

Leadership Indicators

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

A - Yes. The Company covers all the employees under accident policy, and Mediclaim.

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

The statutory dues are collected from the monthly payroll of concerned employees and deposited with the concerned authorities.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
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)

No, Allcargo does not provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

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	-

*Allcargo has not assessed its value chain partners

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

Allcargo is in the process of setting up the systems to capture data for safety-related incidents.

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.

Allcargo identifies individuals or groups of individuals (including Companies, Partnership firms and Proprietary Firms) who are impacted by Allcargo's products, services and activities as well as individuals or groups of individuals which have a direct or indirect impact on Allcargo's. Upon such prioritization, Allcargo's shall analyse the risks and impacts of Allcargo's operation, whether direct or indirect, borne by each stakeholder.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Employees and workers	No	• Intranet portal • Trainings and development programmes • Performance management system • Emails Written communication • Newsletters, circulars and internal publications • Employee engagement initiatives • Functional and cross-functional committees	Daily/Weekly	Business/ operations related communications
Investors and shareholders	No	• Annual shareholder meeting • Investor presentations and conference calls • Investor conferences and meets • Communication through Stock exchange and website of the company • Press releases and newsletters	Quarterly / Annually / Event based	To provide updates on company's operations and updates on new business decisions
Customers	No	• Customer satisfaction surveys • Marketing and advertising • Customer service centres • Complaint handling and feedback • Electronic communication – social media, WhatsApp calls	Daily	Addressing customer requirements for deliveries and grievances if any
Suppliers and Contractors	No	• Regular interaction through online and offline meetings, phone calls, e-mails • Conferences and workshops • Training and awareness programmes • Supplier Audits	Daily/Weekly	To track daily operational activities and communicate future needs and expectations
Government and Regulatory Authorities	No	• Meetings and formal dialogue • Representation through various trade bodies workshops • Written communications	Other – Need basis	Business-related
Industry Associations	No	• Conferences, global events and workshops • Press releases and newsletters • Written Communications • Meetings • Publications and Announcements	Other – Need basis	Business-related

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Communities and NGOs	Yes	• Conferences and workshops • Communication via telephone, email, etc. • Community-participation events • CSR partnerships - Contribution towards various causes • Communication with Beneficiary Committees	Other – Need basis	To obtain a social license to operate in communities around our operations
Media	No	• Written Communications • Interviews and Forums • Meetings • Publications and Announcements • Media releases	Other – Need basis	Business-related

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.**

   Stakeholders raise their concern to the Board and appropriate actions are taken.

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 the policies and activities of the entity.**

   Yes, Allcargo circulated the stakeholder engagement and materiality assessment questionnaire to all its stakeholders to identify key environmental and social topics. Based on the material topics identified, Allcargo is in the process of forming key environmental and social initiatives.

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

   Allcargo has taken multiple initiatives to address the concerns of vulnerable & marginalized stakeholder groups which have evolved throughout the years with their key focus being employee betterment & improved employee connect. Such instances & initiatives include:

   - Townhall meetings
   - Skip level meetings
   - Diversity & Inclusion committees are at place to discuss on D&I related problems.
   - POSH committee

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 2022-23			FY 2021-22		
	Total (A)	No. employees/ workers covered (B)	% (B / A)	Total (C)	No. employees / workers covered (D)	% (D/C)
Employees						
Permanent	**739**	**-**	**-**	624	-	-
Other than permanent	**-**	**-**	**-**	-	-	-
Total Employees	**739**	**-**	**-**	**624**	**-**	**-**
Workers						
Permanent	**-**	**-**	**-**	-	-	-
Other than permanent	**-**	**-**	**-**	-	-	-
Total Workers	**-**	**-**	**-**	**-**	**-**	**-**

*Allcargo is in the process of setting up systems to capture data for Other than Permanent Employees.

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

Category	FY 2022-23					FY 2021-22				
	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										
Male	**594**	**-**	**-**	**594**	**100%**	512	-	-	512	100%
Female	**145**	**-**	**-**	**145**	**100%**	112	-	-	112	100%
Other than Permanent										
Male	**-**	**-**	**-**	**-**	**-**	-	-	-	-	-
Female	**-**	**-**	**-**	**-**	**-**	-	-	-	-	-
Workers										
Permanent										
Male	**-**	**-**	**-**	**-**	**-**	-	-	-	-	-
Female	**-**	**-**	**-**	**-**	**-**	-	-	-	-	-
Other than Permanent										
Male	**-**	**-**	**-**	**-**	**-**	-	-	-	-	-
Female	**-**	**-**	**-**	**-**	**-**	-	-	-	-	-

*Allcargo is in the process of setting up systems to capture data for Other than Permanent Employees

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BoD)	8	28,37,500	2	13,25,000
Key Managerial Personnel (KMP)	7	2,37,70,416	0	0
Employees other than BoD and KMP	587	7,47,049	145	7,21,190
Workers	-	-	-	-

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

   Yes, Allcargo Limited has a Human Rights policy in place. At Allcargo, Vasant Shetty is the focal point responsible for human rights-related aspects. Email ID: vasant.shetty@allcargologistics.com

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

   Allcargo has promoted transparent communication amongst its employees and management across the organization. The Company ensures compliance with applicable employment laws and regulations. Allcargo has devised internal mechanisms to redress human rights-related grievances. They ensure that all employees are aware of the updates and changes in the policy through regular training and annual certification processes. Employees are provided with the opportunity to raise concerns regarding conflicts in terms of the language of the policy, policy requirements and other elements of the policy along with questions regarding the same.

   Allcargo encourages its employees to do so by providing a system of confidential reporting of any concerns/issues/risks/threats/violations to persons or group of persons with our local Human Resources department, our Legal Department or if further escalation is required with our management and our human resource head Mr Vasant Shetty.

   Employees can also register potential violations or threats/risks through grievance redressal by writing email to vasant.shetty@allcargologistics.com

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

	FY 2022-23			FY 2021-22		
	Filed during the year	**Pending resolution at the end of the year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of the year**	**Remarks**
Sexual Harassment	**2**	**-**	**None**	-	-	None
Discrimination at workplace	**-**	**-**	**None**	-	-	None
Child Labour	**-**	**-**	**None**	-	-	None
Forced Labour/Involuntary Labour	**-**	**-**	**None**	-	-	None
Wages	**-**	**-**	**None**	-	-	None
Other human rights related issues	**-**	**-**	**None**	-	-	None

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

   Yes, Allcargo Limited has mechanisms in place to prevent adverse consequences to the complaint in discrimination and harassment cases. Allcargo has an Anti-harassment and Anti-discrimination policy and a Prevention of Sexual Harassment (POSH) Policy in place. The Company has an implicit responsibility and legal obligation to address the issue in the utmost confidential, precise, and professional way and to ensure that justice is seen to be done and received in the most appropriate way while maintaining confidentiality for the good of the aggrieved employee. Allcargo ensures that no complainant faces retaliation from the offenders or the Company upon reporting of an incident. Reprisal or retaliation is strictly prohibited and is a violation of this policy.

   The POSH policy details the following:

   a. At all stages of the procedures, informal and formal, and from the first discussions when the potential allegations of sexual harassment are discussed, all parties to the discussion are required to be aware of the sensitivity of the matters under discussion, the potential impact on individual lives and careers.

   b. Once the procedures are concluded, the documents should be filed in sealed envelopes marked confidential, and lodged with the person responsible for the retention of personnel records.

   c. Any requests for information from Media sources if any should be referred to the person within the company responsible for Media briefings.

   d. Notwithstanding anything contained in the Right to Information Act, 2005, the content of the Complaint, the identity and addresses of the aggrieved woman, respondent and witness, any information relating to conciliation and inquiry proceedings, recommendations of the Complaint Committee and the action taken by the employer shall not be published, communicated, or made known to the public, press and media in any manner.

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

   Yes, Allcargo requires all its suppliers to adhere to the highest standards of ethical conduct in line with country-specific laws and conventions for their labor practices. This includes the abolition of child labor, forced labor, bonded labor etc.

   It is ensured that the human rights framework is actively communicated internally and externally through agreements and contracts and further substantiated through the Sustainable Procurement Policy and Supplier Code of Conduct.

9. **Assessments for the year:**

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

10. **Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.**

No corrective actions have been taken as there have been no risks and concerns arising from the assessments. In the case of any concerns and risks, Allcargo will take the appropriate mitigating actions.

Leadership Indicators

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

Allcargo did not receive any grievances or complaints regarding Human Rights principles and guidelines therefore there are no modifications required.

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

Human Rights due diligence has not been conducted. However, Allcargo plans to conduct due diligence going forward.

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?**

Allcargo's offices are currently not accessible to differently-abled visitors.

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	-
Others – please specify	-

*Allcargo currently does not assess its value chain partners

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

No corrective actions have been taken as there have been no risks and concerns arising from the assessments. In the case of any concerns and risks, Allcargo will take the appropriate mitigating actions.

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

Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	**28,280.62**	-
Total fuel consumption (B)	**-**	-
Energy consumption through other sources (c)	**-**	-
Total energy consumption (A+B+C)	**28,280.62**	**-**
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees crores) (GJ/₹ Crore)	**10.04**	-

Note: No external assurance was carried out on environmental parameters for FY 2022-23

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

   Allcargo does not have sites / facilities identified as designated consumer under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)	**NA**	NA
(i) Surface water	**NA**	NA
(ii) Groundwater	**NA**	NA
(iii) Third party water	**NA**	NA
(iv) Seawater / desalinated water	**NA**	NA
(v) Others	**NA**	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**NA**	**NA**
Total volume of water consumption (in kilolitres)	**NA**	**NA**
Water intensity per rupee of turnover (Water consumed / turnover)	**NA**	NA
Water intensity (optional) – the relevant metric may be selected by the entity	**NA**	NA

Note: No external assurance was carried out on environmental parameters for FY 2022-23.

Allcargo Is currently not tracking its water consumption and is in the process of setting systems and procedure to be able to track the data in the next reporting period.

NA = Not Available

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

   Zero Liquid Discharge is not applicable to Allcargo as it is a logistics company.

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

Parameter	Unit	FY 2022-23	FY 2021-22
NOx	MT	**NA**	NA
SOx	MT	**NA**	NA
Particulate Matter (PM)	MT	**NA**	NA
Carbon Monoxide (CO)	MT	**NA**	NA
Non-Methyl Hydrocarbon (NMHC)	MT	**NA**	NA

Note: No external assurance was carried out on environmental parameters for FY 2022-23. Allcargo Is currently not tracking its stack or air emissions and is in the process of setting systems and procedures to be able to track the data in the next reporting period.

NA = Not Available

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	**-**	NA
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	**6,279**	NA
Total Scope 1 and Scope 2 emissions per rupees in crore of turnover	tCO2e/₹ Crore	**2.23**	NA

Note: No external assurance was carried out on environmental parameters for FY 2022-23

NA = Not Available

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

Yes. Allcargo has taken initiatives for installed solar capacity in its head office. We have been able to utilize 374 GJ of renewable energy, reducing our dependency on grid electricity and further contributing to GHG emission reductions.

Allcargo has actively conducted tree plantations across its operations and has planted 8.65 Lakhs trees over a period of 7 years, further contributing to carbon emission reductions.

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

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.

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)	**NA**	NA
E-Waste (A)	**NA**	NA
Biomedical Waste (B)	**NA**	NA
Battery Waste (C)	**NA**	NA
Used oil	**NA**	NA
Miscellaneous Hazardous Waste (Process Waste, ETP sludge, etc.) (D)	**NA**	NA
Paper and Cardboard Waste (E)	**NA**	NA
Plastic Waste (F)	**NA**	NA
Metal Scrap (G)	**NA**	NA
Glass Waste (H)	**NA**	NA
Wood Waste (I)	**NA**	NA
Miscellaneous Non-Hazardous Waste (J)	**NA**	NA
Total (A + B + C + D + E + F + G + H + I + J)	**NA**	**NA**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	**NA**	NA
(i) Recycled	**NA**	NA
(ii) Re-used	**NA**	NA
(iii) Co-processing	**NA**	NA
Total	**NA**	**NA**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	**NA**	NA
(i) Incineration	**NA**	NA
(ii) Landfilling	**NA**	NA
(iii) Other disposal operations	**NA**	NA
Total	**NA**	**NA**

Note: No external assurance was carried out on environmental parameters for FY 2022-23. Waste generation is not being tracked currently. We are in the processing of tracking our waste and setting appropriate practices for waste management.

NA = Not Available

9. **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 logistics company, Allcargo does not manufacture any products and thus does not use any hazardous or toxic chemicals. Currently, we are in the processing of tracking our waste and setting appropriate practices for waste management.

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

Allcargo is yet to conduct a study of its operations that comes under the ecologically sensitive areas. We are in the process of setting appropriate practices to track this.

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

During the reporting period, Allcargo has not conducted any environmental impact assessment.

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

Yes, Allcargo ensures compliance to all national applicable laws wherever required.

Leadership Indicators

1. **Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:**

Parameter	FY 2022-23	FY 2021-22
From renewable sources (in GJ)		
Total electricity consumption (A)	**374.70**	NA
Total fuel consumption (B)	**-**	NA
Energy consumption through other sources (C)	**-**	NA
Total energy consumed from renewable sources (A+B+C)	**374.70**	**NA**
From non-renewable sources (in GJ)		
Total electricity consumption (D)	**27,905.92**	NA
Total fuel consumption (E)	**-**	NA
Energy consumption through other sources (F)	**-**	NA
Total energy consumed from non-renewable sources (D+E+F)	**27,905.92**	**NA**

Note: No external assurance was carried out on environmental parameters for FY 2022-23

NA = Not Available

2. **Provide the following details related to water discharged:**

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	**NA**	NA
- No treatment	**NA**	NA
With treatment – please specify level of treatment	**NA**	NA
(ii) To Groundwater	**NA**	NA
With treatment – please specify level of treatment	**NA**	NA
(iii) To Seawater	**NA**	NA
- No treatment	**NA**	NA
With treatment – please specify level of treatment	**NA**	NA
(iv) Sent to third-parties	**NA**	NA
- No treatment	**NA**	NA
With treatment – please specify level of treatment	**NA**	NA
(v) Others	**NA**	NA
- No treatment	**NA**	NA
With treatment – Tertiary Treatment	**NA**	NA
Total water discharged (in kilolitres)	**NA**	**NA**

Note: No external assurance was carried out on environmental parameters for FY 2022-23.

Water discharged is not being tracked currently. We are in the process of tracking our water and setting appropriate practices for water management.

NA = Not Available

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

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

(i) Name of the area : Pan-India

(ii) Nature of operations: Logistic Services

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	**NA**	NA
(ii) Groundwater	**NA**	NA
(iii) Third party water	**NA**	NA
(iv) Seawater / desalinated water	**NA**	NA
(v) Others	**NA**	NA
Total volume of water withdrawal (in kilolitres)	**NA**	**NA**
Total volume of water consumption (in kilolitres)	**NA**	**NA**
Water intensity per rupee of turnover (Water consumed / turnover)	**NA**	NA
Water intensity (optional) – the relevant metric may be selected by the entity	**NA**	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	**NA**	NA
- No treatment	**NA**	NA
With treatment – please specify level of treatment	**NA**	NA
(ii) Into Groundwater	**NA**	NA
- No treatment	**NA**	NA
With treatment – please specify level of treatment	**NA**	NA
(iii) Into Seawater	**NA**	NA
- No treatment	**NA**	NA
With treatment – please specify level of treatment	**NA**	NA
(iv) Sent to third-parties	**NA**	NA
- No treatment	**NA**	NA
With treatment – please specify level of treatment	**NA**	NA
(v) Others	**NA**	NA
- No treatment	**NA**	NA
With treatment – please specify level of treatment	**NA**	NA
Total water discharged (in kilolitres)	**NA**	**NA**

Note: No external assurance was carried out on environmental parameters for FY 2022-23.

Water withdrawal is not being tracked currently. We are in the process of tracking our water and setting appropriate practices for water management.

NA = Not Available

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	**1,23,736**	NA
Total Scope 3 emissions per rupees in crore of turnover	tCO2e /₹ Crore	**43.91**	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		**No**	No

Note: No external assurance was carried out on environmental parameters for FY 2022-23

NA = Not Available

5. **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.**

   Allcargo has not conducted a Biodiversity Impact Assessment to understand the significant direct and indirect impacts.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
NIL			

*Allcargo during the FY has not undertaken any initiatives to improve resource efficiency

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

   Our Business Continuity Management Systems (BCMS) approach is based on four pillars – Emergency Response, Crisis Management, Business Continuity Planning, and Disaster Recovery Management (DR). IT Disaster Recovery Solution built on a hybrid strategy of on-premises and third-party cloud infrastructure that supports quick response and recovery for applications and services. It includes the implementation of a cloud-based DR solution. We have primary data centres and disaster recovery data centres with appropriate on-premises backup arrangements. We have implemented a cloud-based DR solution for enabling the backup of current applications, systems, and data required to execute business continuity planning (BCP) in case of failure of primary data centres due to any disaster.

   Emergency Response and Crisis Management: Allcargo has established comprehensive emergency response arrangements to ensure the safety and well-being of employees, visitors, and stakeholders during emergencies. A dedicated team is responsible for coordinating and managing crisis situations. This team consist of individuals from various departments and levels within the organization, including senior management, communications, operations, legal, and human resources.

   Business Continuity Planning: Integrate crisis management with business continuity planning. Identified critical business functions and developed strategies to ensure their continuity during a crisis. This includes backup systems, alternative locations, and contingency plans to minimize disruption and maintain essential operations.

8. **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.**

   Allcargo has not conducted a Biodiversity Impact Assessment to understand the significant direct and indirect impacts or understand impacts from the value chain.

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

   Allcargo has not conducted a Biodiversity Impact Assessment to understand the significant direct and indirect impacts or understand impacts from the value chain.

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.**

   Allcargo is a member of eight trade associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Confederation Of Indian Industry (CII)	National
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	The Associated Chambers of Commerce and Industry in India (ASSOCHAM)	National
4	Association of Multimodal Transport Operators of India (AMTOI)	National
5	International Market Association (IMA)	International
6	Indian Chamber of Commerce (ICC)	National
7	Confederation Of Indian Industry -Family Business Network	National
8	EU Chambers of Commerce of India	National

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

Not Applicable, since there were no cases of anti-competitive conduct by Allcargo in FY 2023.

Leadership Indicators

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

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

In FY22-23, there have been no public policies that have been advocated by Allcargo.

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.**

Social impact assessments are not being presently conducted, however, Allcargo plans on conducting SIAs in the future once the projects reach an appropriate maturity level.

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

Allcargo does not have any projects wherein ongoing Rehabilitation and Resettlement (R&R) is being undertaken.

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

Allcargo has a Stakeholder Engagement Policy that allows the community to register any grievances.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	**NA**	NA
Sourced directly from within the district and neighbouring districts	**NA**	NA

Note: Allcargo is a service industry and not a manufacturing industry hence input material would not be applicable for Allcargo

NA = Not Applicable

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):**

Social impact assessments are not being presently conducted, but Allcargo plans on conducting SIAs in the future once the projects reach an appropriate maturity level.

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

S. no	State	Aspirational District	Amount spent (in ₹)
1.	Maharashtra	Osmanabad	10,00,000

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

No, Allcargo does not have a preferential procurement policy at the moment.

b. **From which marginalized /vulnerable groups do you procure?**

No, Allcargo does not have a preferential procurement policy at the moment.

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

No, Allcargo does not have a preferential procurement policy at the moment.

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

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

Note: NA = Not Applicable

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.**

Allcargo is not involved in any litigations for intellectual property.

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	Health	23,225	100
2	Education	8,280	100
3	Environment	1,050	100
4	Women Empowerment	5,900	100
5	Disaster	400	100
6	Sport	15	100

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

Essential Indicators

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

Being a customer-centric company, Allcargo is always looking to enhance its customer experience by actively recording and addressing grievances and feedback. Through the Online Reputation Management tracking system through social media or publicly available platforms, Allcargo keeps a check on all customer complaints and queries raised. Complaints and feedback received through mail are addressed by the Customer Experience team, and twice a day the reports are published.

All IT-related complaints are observed by the IT helpdesk and complaints can be raised through the Company's Website: www.allcargologistic.com/contact-us

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	Not Applicable
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	Not Applicable

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	None	-	-	None
Advertising	-	-	None	-	-	None
Cyber-security	-	-	None	-	-	None
Delivery of essential services	-	-	None	-	-	None
Restrictive Trade Practices	-	-	None	-	-	None
Unfair Trade Practices	-	-	None	-	-	None
Other	-	9	Out of 9 complaints, 3 are original complaints and 6 are under appeal	-	9	Out of 9 complaints, 3 are original complaints and 6 are under appeal

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	Not Applicable
Forced recalls	Not Applicable	Not Applicable

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

   Yes, Allcargo has an Information Security and Cyber security Policy that ensures commitment to the highest standards of Cyber security practices.

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.**

   Allcargo is deeply committed to upholding customer privacy and cyber security. As Allcargo aggregates personally identifiable information of its customers for shipments, appropriate technical and process control measures are implemented to ensure zero data leakages. The IT systems are ISO 27001:2013 certified and are in line with the NIST framework. Procedures for incident management and vulnerability assessments are regularly conducted to ensure compliance to the highest standards of security.

   The prudence of our cyber security mechanism and performance is evident through our BitSight ratings score of 750, helping us gain a rating of 'Advanced'.

Leadership Indicators

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

   Website: https://www.allcargologistics.com

   Instagram: https://instagram.com/allcargologisticsltd?igshid=MzRlODBiNWFlZA

   Youtube: https://youtube.com/@allcargologisticsltd

   Twitter: https://twitter.com/allcargofficial?lang=en

   LinkedIn: https://www.linkedin.com/company/allcargo-logistics/

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

   Allcargo is currently not conducting any consumer awareness activities.

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

   In case of service disruption, the customer service team sends service advisories to the customers

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

   Yes, Allcargo conducts the Customer Satisfaction Survey (C-Sat) on an annual basis.

5. **Provide the following information relating to data breaches:**

   a. **Number of instances of data breaches along-with impact**

      Allcargo has had zero instances of data breaches in the reporting period.

   b. **Percentage of data breaches involving personally identifiable information of customers**

      Allcargo has had zero instances of data breaches in the reporting period.