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/0109/2026

September 01, 2026

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 2025-26, the link of which also forms part of the Integrated Annual Report for FY 2025-26, submitted to the Exchanges vide letter no. SEAMEC/BSE&NSE/SMO/ANNUALREPORT2025-26/0109/2026 dated September 01, 2026.

The Business Responsibility and Sustainability Report and the Integrated Annual Report for FY 2025-26 are available on the website at https://seamec.in/upload/01-09-2026BRSR%20Report%20for%20FY%202025-26.pdf

Kindly take the same on record.

Thanking you.

Yours Faithfully,

For SEAMEC LIMITED

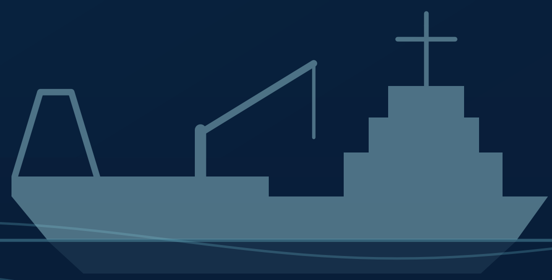
SACHIDANANDA MOHANTY
Digitally signed by SACHIDANANDA MOHANTY
Date: 2026.09.01 16:14:44 +05'30'

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

CIN L63032MH1986PLC154910

Seamec Limited

BRSR for FY26



Contents

Section A

ESSENTIAL INDICATORS

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 **+91(22)66941800**	**8** Website **www.seamec.in**
9 Financial year for which reporting is being done **FY2026**	**10** Name of the Stock Exchange(s) where shares are listed **National Stock Exchange of India Limited and BSE Limited**
11 Paid-up Capital (INR) **254250000**	**12 (a)** Name of the person who may be contacted in case of any queries on the BRSR report **Mr. S.N Mohanty**
12 (b) Phone number of the person who may be contacted in case of any queries on the BRSR report **+912266941800**	**12 (c)** Email of the person who may be contacted in case of any queries on the BRSR report **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** Name of assurance provider **Not Applicable**
15 Type of assurance obtained **Not Applicable**	

16 **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 6 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.	100

17 **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

18 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

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

Location	Number
National (No. of States)	1
International (No. of Countries)	2

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

17.35

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

Seamec is a prominent player in the offshore oilfield, directly and indirectly carrying out the activities for ONGC. Clientele list includes ONGC, L&T, GR Infra, etc.

20 (a) Details as at the end of Financial Year : Employees and workers (including differently abled) for male and female

Particulars	Total(A)	Male No(B)	Male %(B/A)	Female No(c)	Female %(C/A)	Other Gender No(D)	Other Gender %(D/A
Permanent Employees	81	60	74.07	21	25.93	0	0.00
Other Than Permanent Employees	5	5	100.00	0	0.00	0	0.00
Total Employees	86	65	75.58	21	24.42	0	0.00
Permanent Workers	0	0	0	0	0	0	0
Other Than Permanent Workers	615	615	100.00	0	0.00	0	0.00
Total Workers	**615**	**615**	**100.00**	**0**	**0.00**	**0**	**0.00**

20 (b) Details as at the end of Financial Year : Differently abled Employees and workers for male and female:

Particulars	Total(A)	Male No(B)	Male %(B/A)	Female No(c)	Female %(C/A)	Other Gender No(D)	Other Gender %(D/A
Permanent Employees	0	0	0	0	0	0	0
Other Than Permanent Employees	0	0	0	0	0	0	0
Total Employees	0	0	0	0	0	0	0
Permanent Workers	0	0	0	0	0	0	0
Other Than Permanent Workers	0	0	0	0	0	0	0
Total Workers	**0**	**0**	**0**	**0**	**0**	**0**	**0**

21 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	2	0	0.00

22 (a) Turnover rate for permanent employees and workers : FY26 (Turnover rate in current FY26)

	Male	Female	Other Gender	Total
Permanent Employees	6.67	4.76	0	6.17
Permanent Workers	0	0	0	0

22 (b) Turnover rate for permanent employees and workers : FY25 (Turnover rate in previous FY25)

	Male	Female	Other Gender	Total
Permanent Workers	0	0	0	0
Permanent Employees	4.21	6.25	0	4.72

22 (c) Turnover rate for permanent employees and workers : FY24 (Turnover rate in the year prior to the previous FY)

	Male	Female	Other Gender	Total
Permanent Workers	0	0	0	0
Permanent Employees	1.69	1.69	0	1.69

23 (a) 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
9	SEARETE INDIA IFSC PRIVATE LIMITED	Joint Venture.	50	Yes

24 (i)

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

Yes

24 (ii)

Turnover in the previous financial year (in Rs.)

6173287588

24 (iii) Net worth in the previous financial year (in Rs.)

9865770432

> *Note: The figures reported here are for FY 2024-25, for showcasing the applicability for CSR for FY 2025-26.*

25 (a) Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct: FY26 Current Financial Year

Stakeholder group from whom complaint received	Grievance Redressal Mechanism in place (Yes/No)	if Yes, then provide web-links for grievance redress policy	Number of complaints filed during the year	Number of complaints pendi	
Communities	Yes	https://seamec.in/upload/03-07-2022Business%20Responsibility%20Policy.pdf	0	0	-
Investors (Other than Shareholders)	No		0	0	-
Shareholders	No		0	0	-
Employees	Yes	https://seamec.in/upload/03-07-2022Business%20Responsibility%20Policy.pdf	0	0	-
workers	No		0	0	-
Value Chain Partners	No		0	0	-

25 (b) Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct: FY25 Previous Financial Year

Stakeholder group from whom complaint received	Grievance Redressal Mechanism in place (Yes/No)	if Yes, then provide web-links for grievance redress policy	Number of complaints filed during the year	Number of complaints pending	[illegible]
Communities	Yes	https://seamec.in/upload/03-07-2022Business%20Responsibility%20Policy.pdf	0	0	-
Investors (Other than Shareholders)	No		0	0	-
Shareholders	No		0	0	-
Employees	Yes	https://seamec.in/upload/03-07-2022Business%20Responsibility%20Policy.pdf	0	0	-
workers	No		0	0	-
Value Chain Partners	No		0	0	-

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

S. NO.	Material issue identified	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	Anticorruption 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.	NA	Positive Implications.
4	Equal opportunity and non discrimination	R.	A company's failure to promote equal opportunity and nondiscrimination 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.

S. NO.	Material issue identified	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	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.
9	Geo-political disruptions affecting overseas deployment & drydocking	R.	Middle East conflict and Strait of Hormuz disruption constrain overseas vessel deployment and access to drydock facilities, exposing the Company to operational and supply-chain risk.	Pre-emptive, proactive, and pragmatic planning; diversifying drydock/deployment options.	Negative Implications.

Section B

ESSENTIAL INDICATORS

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
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
1 (b). Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1 (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://seamec.in/investors.aspx	https://seamec.in/investors.aspx	https://seamec.in/investors.aspx	https://seamec.in/investors.aspx	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 your entity and mapped to each principle	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.	NIL.	NIL.	NIL.	NIL.	NIL.	NIL.	NIL.	NIL.	NIL.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	NIL.	NIL.	NIL.	NIL.	NIL.	NIL.	NIL.	NIL.	NIL.

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)

This statement sets out Seamec's environmental, social and governance performance for FY 2025–26.

The Company operates a fleet of multi-support vessels, offshore support vessel, and barge, providing offshore oilfield support services in India and overseas. Turnover for the year was ₹901.94 crore against ₹617.33 crore in FY 2024–25, supported by higher vessel deployment days, new charter contracts and addition of a vessel to the operating fleet. Several environmental indicators in this report are expressed as intensity per rupee of turnover, and the increase in revenue has contributed to the improvement in those ratios. Absolute figures are disclosed alongside the intensity measures.

Areas of focus. Fuel combustion aboard our vessels accounts for the majority of the Company's Scope 1 emissions, which makes fleet fuel efficiency both an environmental priority and a significant operating consideration. The health and safety of seafarers, human rights across Company's crewing and contracting arrangements, and responsible management of water and waste on board remain continuing areas of attention for a mobile, multi-jurisdictional fleet. Geopolitical developments in the Middle East and around the Strait of Hormuz affected one of the vessels stranded for four months after the completion of drydock during the year. The Company has proactively made pre-emptive and pragmatic planning, including diversification of drydocking options.

Governance of ESG matters. Board-approved policies cover all nine principles of the National Guidelines on Responsible Business Conduct. Performance against these policies is reviewed annually by the Board and compliance with statutory requirements is monitored quarterly, and the working of the policies was independently evaluated during the year. As disclosed in Section B of this report, the Company has not at present adopted quantified ESG targets with defined timelines.

Environmental performance. Energy intensity per rupee of turnover improved by approximately 10%, and combined Scope 1 and Scope 2 emission intensity per rupee of turnover improved by a similar margin. Total waste generation reduced by about 5% to 64.24 metric tonnes. Water withdrawal, met entirely through seawater and desalinated water, declined marginally to 43,952 kilolitres. 99.75% of capital expenditure during the year was directed towards fleet work intended to improve fuel efficiency and reduce emissions, including hull cleaning and painting, engine and thruster overhauling and propeller repairs and polishing, carried out on the newly acquired vessel Seamec Agastya and on the existing vessel, Seamec Diamond. The Company maintained its ISO 14001 certification and was compliant with applicable environmental laws and regulations.

Social performance. The Company recorded no fatalities, no recordable work-related injuries and a Lost Time Injury Frequency Rate of nil for both employees and workers, under an ISO 45001:2018 occupational health and safety management system. Human rights training was provided to 100% of employees and workers. Health and safety training covered 58.02% of permanent employees and skill upgradation training 87.65%, against 8.82% and 72.06% respectively in FY 2024–25. Training was also conducted on the implications of the new labour codes, AI and cyber security awareness. All employees and workers were covered by health and accident insurance. No complaints were received during the year relating to sexual harassment, discrimination, child labour, forced labour or wages. Procurement directly sourced from MSMEs, and small producers rose to 40.18% of input material by value. CSR programmes were implemented through twelve partner organisations.

Governance and compliance. There were no fines, penalties, punishments or settlements involving the Company, its directors or key managerial personnel during the year, and no complaints relating to corruption, conflict of interest, consumer matters or data privacy. There were no instances of data breach. Directors and key managerial personnel received training on related party transactions under the SEBI Listing Regulations and on implementation of the KRA framework, and employees received training on ISO 31000 risk management.

The Board and management continue to monitor the Company's sustainability performance and to review its approach in line with evolving regulatory requirements and stakeholder expectations.

Naveen Mohta
Whole Time Director – 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 (a) **Details of Review of NGRBCs by the Company: Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee**

Subject for review	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

Subject for review	P1	P2	P3	P4	P5	P6	P7	P8	P9
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director	Director	Director	Director	Director	Director	Director	Director	Director

10 (b) Details of Review of NGRBCs by the Company: Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)

Subject for review	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
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly

11 Independent assessment/ evaluation of the working of its policies

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

Not applicable.

Principle 1: Ethics, Transparency and Accountability

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	Related Party Transactions (RPTs)- SEBI Listing Obligations and Disclosure Requirements Regulations, 2015	100
Key Managerial Personnel	2	Related Party Transactions (RPTs)- SEBI Listing Obligations and Disclosure Requirements Regulations, 2015 and Implementation of KRA tool	100
Employees other than BoD and KMPs	10	ISO 31000: Risk management, AI cyber security, ISM Awareness, IMS awareness, IMS Internal Auditor Course, Implication of new labour codes, Fire evacuation drill ,communication & Report writing and Implementation of KRA tool	55.82
Workers	4	Hydraulic training, Advanced welding course ,Lathe Machine and Cyber security	100

2 (a)

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.

No Penalties, fines, settlements, compounding fee paid by the entity or by its directors or KMPs.

2 (b)

Non - Monetary

No non-monetary punishment such as imprisonment or other punishment received by the directors or KMPs.

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

None. 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 current financial year

4 Does the entity have an anti-corruption or anti-bribery policy

Yes

If yes, provide details in brief and if available, provide a web-link to the policy

The Company has adopted a Code of Conduct and a Business Responsibility Policy which clearly outline the Company's commitment to ethical business practices, transparency, and zero tolerance towards corruption, bribery, and unethical conduct. These policies guide the conduct of directors, senior management, and employees in maintaining the highest standards of integrity in all business dealings. Both the policies can be accessed from www.seamec.in.

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

	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6 (a) **Details of complaints with regard to conflict of interest: FY26(Current Financial Year)**

	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	There were no complaint regarding conflict of interest for FY 2025-26
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	There were no complaint regarding conflict of interest for FY 2025-26

6 (b) **Details of complaints with regard to conflict of interest: FY25(Previous Financial Year)**

	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	There were no complaint regarding conflict of interest for FY 2024-25
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	There were no complaint regarding conflict of interest for FY 2024-25

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

No instances of any such action on Company have been initiated by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

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

	FY26 Current Financial Year	FY25 Previous Financial Year
Accounts payable * 365 days	190459654345.70	174280728899.60
Cost of goods/service procured	4136089358.27	2992295541.89
Number of days of accounts payables	46.05	58.24

9 (a) **Concentration of Purchases.**

Metrics	FY26 Current Financial Year	FY25 Previous Financial Year
a. i. Purchases from trading houses	967914592	702296111.5
a. ii. Total Purchases	3333032228.12	2549846842.67
a. iii. Purchases from trading houses as % of total purchases	29.04	27.54
b. Number of trading houses where purchases are made from	60	128
c. i. Purchases from top 10 trading houses	858197646.27	397654830.74
c. ii. Total Purchases from trading houses	967914592	702296111.5
c. iii. Purchases from top 10 trading houses as % of total purchases from trading houses	88.66	56.62

9 (b) Concentration of Sales.

Metrics	FY26 Current Financial Year	FY25 Previous Financial Year
a. i. Sales to dealers / distributors	0	0
a. ii. Total Sales	9019430137.14	6173287588
a. iii. Sales to dealers / 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	0	0
c. ii. Total Sales to dealers / distributors	0	0
c. iii. Sales to top 10 dealers / distributors as % of total sales to dealers/distributors	-	-

9 (c) Share of RPTs in

Metrics	FY26 Current Financial Year	FY25 Previous Financial Year
a. i. Purchases with related parties	455669685.00	398033177.94
a. ii. Total Purchases	3333032228.12	2549846842.67
a. iii. Purchases (Purchases with related parties / Total Purchases)	13.67	15.61
b. i. Sales to related parties	1315055263.65	1164733473.55
b. ii. Total Sales	9019430137.14	6173287588
b. iii. Sales (Sales to related parties / Total Sales)	14.58	18.87
c. i. Loans & advances given to related parties	0	1870740330.71
c. ii. Total loans & advances	0	1870740330.71
c. iii. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	100.00
d. i. Investments in related parties	3301904320.34	1424629000
d. ii. Total Investments made	6971913486.40	4755930496.56
d. iii. Investments (Investments in related parties / Total Investments made)	47.36	29.95

LEADERSHIP INDICATORS

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

No awareness sessions were conducted for value chain partners in the financial year.

2 **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)**

Yes

If Yes, provide details of the same.

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: Sustainable and Safe Products and Services

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	0	0	
Capex	99.75	99.14	Modifications or additions done on the existing fleets which also ensures overall improvement in performance including reduced emissions, fuel efficiency, and treatment systems. The drydocked assets were newly acquired vessel Agastya and existing vessel Seamec Diamond.

2 (a)

Does the entity have procedures in place for sustainable sourcing?

No

2 (b)

If yes, what percentage of inputs were sourced sustainably?

Not applicable.

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)** Not Applicable

(b). **E-waste** Not Applicable

(c). **Hazardous waste** Not Applicable

(d). **other waste** Not Applicable

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

Yes

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? Yes

If not, provide steps taken to address the same. Not applicable.

LEADERSHIP INDICATORS

1(a)

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

1(b)

If yes, provide details.

Not applicable.

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).

Indicate input material	FY26 Current Financial Year	FY25 Previous Financial Year
Not Applicable	0	0

4 (a)

Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed in FY26 (Current Financial Year)

Not applicable.

4 (b)

Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed in FY25 (Previous Financial Year)

Not applicable.

5

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

Not applicable.

Principle 3: Employee Well-being

ESSENTIAL INDICATORS

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

Category	Total (A)	Health insurance Number (B)	Health insurance % (B/A)	Accident insurance Number (C)	Accident insurance % (C/A)	Maternity benefits Number (D)	Maternity benefits % (D/A)	Paternity Benefits Number (E)	Paternity Benefits % (E/A)	Day Care facilities Number (F)	Day Care facilities % (F/A)
Male Permanent Employees	60	60	100.00	60	100.00	0	0.00	0	0.00	0	0.00
Female Permanent Employees	21	21	100.00	21	100.00	21	100.00	0	0.00	0	0.00
Other Gender Permanent Employees	0	0	-	0	-	0	-	0	-	0	-
Total Permanent Employees	81	81	100.00	81	100.00	21	25.93	0	0.00	0	0.00
Male Other Than Permanent Employees	5	5	100.00	5	100.00	0	-	0	-	0	0.00
Female Other Than Permanent Employees	0	0	-	0	-	0	-	0	-	0	0.00
Other Gender Other Than Permanent Employees	0	0	-	0	-	0	-	0	-	0	-
Total Other Than Permanent Employees	**5**	**5**	**100.00**	**5**	**100.00**	**0**	**-**	**0**	**-**	**0**	**0.00**

1 (b) a. Details of measures for the well-being of worker:

Category	Total (A)	Health insurance Number (B)	Health insurance % (B/A)	Accident insurance Number (C)	Accident insurance % (C/A)	Maternity benefits Number (D)	Maternity benefits % (D/A)	Paternity Benefits Number (E)	Paternity Benefits % (E/A)	Day Care facilities Number (F)	Day Care facilities % (F/A)
Male Permanent Workers	0	0	-	0	-	0	0.00	0	0.00	0	0.00
Female Permanent Workers	0	0	-	0	-	0	-	0	-	0	-
Other Gender Permanent Workers	0	0	-	0	-	0	-	0	-	0	-
Total Permanent Workers	0	0	-	0	-	0	-	0	-	0	-
Male Other Than Permanent Workers	615	615	100.00	615	100.00	0	0.00	-	-	-	-
Female Other Than Permanent Workers	0	0	-	0	-	0	-	-	-	-	-
Other Gender Other Than Permanent Workers	0	0	-	0	-	0	-	-	-	-	-
Total Other Than Permanent Workers	**615**	**615**	**100.00**	**615**	**100.00**	**0**	**-**	**0**	**-**	**0**	**-**

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

	FY26 Current Financial Year	FY25 Previous Financial Year
Cost incurred on well- being measures	6730902	3771324
Revenue of the company	9019430137.14	6173287588
Cost incurred on well- being measures as a % of total revenue of the company	0.075	0.06

2 (a) Details of retirement benefits, for FY26 Current Financial Year.

Benefits	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	98.84	100	Yes.
Gratuity	100	54	Yes.
ESI	5.81	0	Yes.

2 (b) Details of retirement benefits, for FY25 Previous Financial Year.

Benefits	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.
Gratuity	100	54	Yes.
ESI	7.69	0	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?**

The Company has no disabled persons in the payroll. All the employees have a decent access to the workplace.

If so, provide a web-link to the policy. Not applicable

If not, whether any steps are being taken by the entity in this regard. Not Applicable

4 **Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?**

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	Return to work rate	Retention Rate
Permanent Male Employees	0	0
Permanent Female Employee	0	0
Permanent Other Gender Employee	0	0
Permanent Total Employees	0	0
Permanent Male Workers	0	0
Permanent Female Workers	0	0
Permanent Other Gender Workers	0	0
Permanent Total Workers	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.**

	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	No	Not Applicable
Other than Permanent Workers	Yes	Yes, Whistle Blower Policy
Permanent Employees	Yes	Yes, Whistle Blower Policy and Policy on Protection of Women Against Sexual Harassment at Workplace.
Other than Permanent Employees	Yes	Yes, Whistle Blower Policy and Policy on Protection of Women Against Sexual Harassment at Workplace.

7 (a) **Membership of employees and worker in association(s) or Unions recognised by the listed entity:FY26 Current 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 Permanent Employees	81	0	0.00
Male Permanent Employees	60	0	0.00
Female Permanent Employees	21	0	0.00
Other Gender Permanent Employees	0	0	-
Total Permanent Workers	0	0	-

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)
Male Permanent Workers	0	0	-
Female Permanent Workers	0	0	-
Other Gender Permanent Workers	0	0	-

7 (b) **Membership of employees and worker in association(s) or Unions recognised by the listed entity:FY25 Previous Financial Year**

Category	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
Male Permanent Employees	51	0	0.00
Female Permanent Employees	17	0	0.00
Other Gender Permanent Employees	0	0	-
Total Permanent Workers	0	0	-
Male Permanent Workers	0	0	-
Female Permanent Workers	0	0	-
Other Gender Permanent Workers	0	0	-

8 (i) **Details of training given to employees and workers: FY26 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	81	47	58.02	71	87.65
Male Permanent Employees	60	37	61.67	52	86.67
Female Permanent Employees	21	10	47.62	19	90.48
Other Gender Permanent Employees	0	0	-	0.00	-
Total Permanent Workers	0	0	0.00	0.00	0.00
Male Permanent Workers	0	0	0.00	0.00	0.00
Female Permanent Workers	0	0	-	0.00	-
Other Gender Permanent Workers	0	0	-	0.00	-

8 (ii) Details of training given to employees and workers: FY25 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	68	6	8.82	49	72.06
Male Permanent Employees	51	4	7.84	31	60.78
Female Permanent Employees	17	2	11.76	17	100.00
Other Gender Permanent Employees	0	0	-	0	-
Total Permanent Workers	0	0	-	0	-
Male Permanent Workers	0	0	-	0	-
Female Permanent Workers	0	0	-	0	-
Other Gender Permanent Workers	0	0	-	0	-

9 (i) Details of performance and career development reviews of employees and worker: FY26 Current Financial Year

Category	Total (A)	No (B)	% B/A
Total Permanent Employees	81	58	71.60
Male Permanent Employees	60	42	70.00
Female Permanent Employees	21	16	76.19
Other Gender Permanent Employees	0	0	-
Total Permanent Workers	0	0	-
Male Permanent Workers	0	0	-
Female Permanent Workers	0	0	-
Other Gender Permanent Workers	0	0	-

9 (ii) Details of performance and career development reviews of employees and worker: FY25 Previous Financial Year

Category	Total (C)	No (D)	% D/C
Total Permanent Employees	68	37	54.41
Male Permanent Employees	51	22	43.14
Female Permanent Employees	17	15	88.24
Other Gender Permanent Employees	0	0	-
Total Permanent Workers	0	0	-
Male Permanent Workers	0	0	-
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

If Yes provide the details

Company has obtained ISO 45001:2018 (Occupational health & safety management system) and Document of Compliance 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

10 (d)

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

Yes

11 (i) **Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)**

Category	FY26 Current Financial Year	FY25 Previous Financial Year
Employees	0	0
Workers	0	0

11 (ii) **Total recordable work-related injuries**

Category	FY26 Current Financial Year	FY25 Previous Financial Year
Employees	0	0
Workers	0	0

11 (iii) **No. of fatalities**

Category	FY26 Current Financial Year	FY25 Previous Financial Year
Employees	0	0
Workers	0	0

11 (iv) **High consequence work-related injury or ill-health (excluding fatalities)**

Category	FY26 Current Financial Year	FY25 Previous Financial Year
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 and; 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 (i) **Number of Complaints on the following made by employees and workers in FY26 Current Financial Year**

	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-
Health & Safety	0	0	-

13 (ii) Number of Complaints on the following made by employees and workers in FY25 Previous Financial Year

	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-
Health & Safety	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% (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

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

1 (b)

Does the entity extend any life insurance or any compensatory package in the event of death of (B) Workers

Yes. Death benefits are covered to the Seafarers, including officials under P& I policy.

2

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

NA

3 (a) 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

	FY26 Current Financial Year	FY25 Previous Financial Year
Employees	0	0
Workers	0	0

3 (b) Who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment / No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

	FY26 Current Financial Year	FY25 Previous Financial Year
Employees	0	0
Workers	0	0

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

If yes, provide the details Not applicable.

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	0.00
Working Conditions	0.00

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: Stakeholder Responsiveness

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	Email./ Notice Board	Other	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	E-mail/ meetings	Quarterly.	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	E-mail	Quarterly.	Business association
Charterers/ Customers	No	E-mail/ Meetings	Quarterly.	Business association
Sub contractors/ vendors	No	E-mail/ Meetings	Quarterly.	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.	Quarterly.	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).**

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.

Principle 5: 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:FY26 Current Financial Year

Category	Total (A)	No. of employees / workers covered (B)	% (B / A)
Permanent Employees	81	81	100.00
Other Than Permanent Employees	5	5	100.00
Total Employees	86	86	100.00
Permanent Workers	0	0	
Other Than Permanent Workers	615	615	100.00
Total Workers	**615**	**615**	**100.00**

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

Category	Total (C)	No. of employees / workers covered (D)	% (D / C)
Permanent Employees	68	0	0.00
Other Than Permanent Employees	9	0	0.00
Total Employees	77	0	0.00
Permanent Workers	0	0	-
Other Than Permanent Workers	575	0	0.00
Total Workers	**575**	**0**	**0.00**

2 (a) Details of Minimum wages paid to employees and workers :FY26 Current Financial Year

Category	Total (A)	Equal to Minimum Wage (B)	Equal to Minimum Wage (B / A)	More than Minimum Wage (C)	More than Minimum Wag
Total Permanent Employees	81	0	0.00	81	100.00
Male Permanent Employees	60	0	0.00	60	100.00
Female Permanent Employees	21	0	0.00	21	100.00
Other Gender Permanent Employees	0	0	-	0	-
Total Other Than Permanent Employees	5	0	0.00	5	100.00
Male Other Than Permanent Employees	5	0	0.00	5	100.00
Female Other Than Permanent Employees	0	0	-	0	-
Other Gender Other Than Permanent Employees	0	0	-	0	-
Total Permanent Workers	0	0	-	0	-
Male Permanent Workers	0	0	-	0	-
Female Permanent Workers	0	0	-	0	-
Other Gender Permanent Workers	0	0	-	0	-
Total Other Than Permanent Workers	615	339	55.12	276	44.88
Male Other Than Permanent Workers	615	339	55.12	276	44.88
Female Other Than Permanent Workers	0	0		0	-
Other Gender Other Than Permanent Workers	0	0		0	-

2 (b) Details of Minimum wages paid to employees and workers :FY25 Previous Financial Year

Category	Total (D)	Equal to Minimum Wage (No. (E))	Equal to Minimum Wage (% (E / D))	More than Minimum Wage (No. (F))	More than Minimum Wag
Total Permanent Employees	68	0	0.00	68	100.00
Male Permanent Employees	51	0	0.00	51	100.00

Category	Total (D)	Equal to Minimum Wage (No. (E))	Equal to Minimum Wage (% (E / D))	More Than Minimum Wage (No. (F))	More Than Minimum Wag
Female Permanent Employees	17	0	0.00	17	100.00
Other Gender Permanent Employees	0	0	-	0	-
Total Other Than Permanent Employees	9	0	0.00	9	100.00
Male Other Than Permanent Employees	5	0	0.00	5	100.00
Female Other Than Permanent Employees	4	0	0.00	4	100.00
Other Gender Other Than Permanent Employees	0	0	-	0	-
Total Permanent Workers	0	0	-	0	-
Male Permanent Workers	0	0	-	0	-
Female Permanent Workers	0	0	-	0	-
Other Gender Permanent Workers	0	0	-	0	-
Total Other Than Permanent Workers	575	313	54.43	262	45.57
Male Other Than Permanent Workers	575	313	54.43	262	45.57
Female Other Than Permanent Workers	0	0	-	0	-
Other Gender Other Than Permanent Workers	0	0	-	0	-

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

	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/ wag
Board of Directors (BoD)	5	10120068	1	0	0	0
Key Managerial Personnel	2	10120068	0	0	0	0
Employees other than BoD and KMP	58	890108	20	1032092	0	0
Workers	615	240000	0	0	0	0

Note:As on March 31, 2026, there are 6 Directors, out of which 1 Male Executive Director is paid remuneration. The above is exclusive of sitting fees paid to each Independent Director for attending the meetings of Board of Directors and Committees and other 2 are Non- Executive Directors.

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

	FY26 Current Financial Year	FY25 Previous Financial Year
Gross wages paid to females as % of total wages	21.73	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:

- 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.
- 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.
- 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.
- 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.
- 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.
- 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 Chairperson 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: FY26 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: FY25 Previous Financial Year

No complaints were filed during the previous year.

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

	FY26 Current Financial Year	FY25 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 behaviour 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 behaviour 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 (On random sampling basis)
Forced/Involuntary labour	100 (On random sampling basis)
Sexual harassment	100 (On random sampling basis)
Discrimination at workplace	100 (On random sampling basis)
Wages	100 (On random sampling basis)

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 2025-26, the Company have diligently monitored its operations and identifies 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 Stakeholders engagement exercise, had showcased interest on human rights related performance of the Company. The Company also has 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 and Redressal of Sexual Harassment at workplace in line with the provisions of 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	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: Environment

ESSENTIAL INDICATORS

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

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Total electricity consumption (A)	0	0
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	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Total electricity consumption (D)	396036000000	344080800000
Total fuel consumption (E)	797972500000000	608231500000000
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	798368536000000	608575580800000
Total energy consumed (A+B+C+D+E+F)	798368536000000	608575580800000
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	88516.52	98582.08
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	1777411.65	2011074.49
Energy intensity in terms of physical output	No physical output	No physical output
Energy intensity (optional), the relevant metric may be selected by the entity	-	-

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

IF yes provide the details Not applicable.

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. Not applicable.

3

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

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	43952	44719
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**43952**	**44719**

Total volume of water consumption (in kilolitres)

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Total volume of water consumption (in kilolitres)	43952	44719
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00000487	0.00000724
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0000978	0.000148
Water intensity in terms of physical output	No physical output	No physical output
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

3 (a)

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

If yes provide the details Not applicable.

4

Provide the following details related to water discharged:

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
- With treatment – please specify level of treatment)	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Other	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	**0**	**0**

4 (a) **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

If yes provide the details Not applicable.

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	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
NOx	-	0	0
SOx	-	0	0
Particulate matter (PM)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0

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 generation of 2020 has contributed to a more rapid increase in the global temperature than predicted by IPCC. To be precise decrease in shipping aerosol emission may be 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) No

If yes, provide the details Not applicable.

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

Parameter	Unit	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Total Scope 1 emissions	Metric tonnes of CO2 equivalent	59129.7622	45069.95
Total Scope 2 emissions	Metric tonnes of CO2 equivalent	78.6571	68.34
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent per rupees	0.0000066	0.0000073
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO2 equivalent per rupees	0.000133	0.000151
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	No physical output.	No physical output.
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

7 (a) **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

If Answered yes to Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency, 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), provide the name of the external agency

Not applicable.

8 **Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide 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	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Plastic waste (A)	55.7	57.8
E-waste (B)	7.3	8.2
Bio-medical waste (C)	1.24	1.85
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B+C+D+E+F+G+H)	**64.24**	**67.85**

Waste intensity

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	$0.07 * 10^{-7}$	$0.11 * 10^{-7}$
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	1.4056×10^{-7}	2.244×10^{-7}
Waste intensity in terms of physical output	No physical output	No physical output

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

Parameter	FY26 (Current Financial Year)	FY25 (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	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
(i) Incineration	1.8	2.0
(ii) Landfilling	51.7	51.3
(iii) Other disposal operations	69.75	67.85
Total	**123.25**	**121.15**

9 (a) **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 in the following format:

Entity has not identified any such areas.

12

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

NIL.

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

13(b)

If not, provide details of all such non-compliances, in the following format

Not applicable.

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

The entity does not operate in any water stressed areas.

1 (b)

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

Not applicable.

1 (c) **Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency, for details related to water withdrawal, consumption and discharge in areas of water stress? (Y/N)**

No

If Answered yes to Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency, details related to water withdrawal, consumption and discharge in areas of water stress? (Y/N), provide the name of the external agency Not applicable.

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

Scope 3 is not calculated by the entity.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency, for details related to total Scope 3 emissions & its intensity? (Y/N) No

If Answered yes to Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency, details related to total Scope 3 emissions & its intensity? (Y/N), provide the name of the external agency Not applicable.

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.**

NA

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:**

Seamec Limited has done significant capital expenditure investments in upgrading our fleet which also enhances environmental performance of the ships.

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

Yes

Give details in 100 words/ web link.

Yes. Please refer to company risk management policy at https://seamec.in/upload/17-07-2026Risk%20Management%20Policy.pdf

6	7
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	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
None	**0**

Principle 7: Policy Advocacy

ESSENTIAL INDICATORS

1 (a) **Number of affiliations with trade and industry chambers/ associations.**

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**

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

Principle 8: Inclusive Growth

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.**

The Company has established a centralized grievance redressal mechanism to address concerns or complaints from the communities. The Company provides a dedicated email id: contact@seamec.in through which the stakeholders can submit the 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. The Company 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 :**

	FY26 Current Financial Year	FY25 Previous Financial Year
Directly sourced from MSMEs/ small producers	40.18	24.86
Directly from within India	66.44	65.69

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	FY26 Current Financial Year	FY25 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

Entity's CSR contributions are not ascertained to be in the designated aspiration districts.

3 (a)

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

No

3 (b)

From which marginalized /vulnerable groups do you procure?

Not Applicable.

3 (c)

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

Not Applicable.

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	Angel Charitable Trust	-	-
2	Akshara Samajik Prathisthan	-	-
3	Jagannath Cancer Aid Foundation	-	-
4	TOUCH Foundation	-	-
5	Dilkhush Welfare Society- Sanjan Home	-	-
6	Society for Culture and Environment	-	-
7	Language and Learning Foundation	-	-
8	Centre for Transforming India	-	-
9	International Society for Krishna Consciousness	-	-
10	Ramakrishna Math- (Sri Ramakrishna Sevashrama)	-	-
11	Suraj Charitable Trust	-	-
12	Shrimati Taisaheb Kadam Sevabhavi Foundation and Research Centre Sonai	-	-

Principle 9: Customer Value

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: FY26 (Current Financial Year)**

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

3 (b) **Number of consumer complaints: FY25 (Previous Financial Year)**

There were no consumer complaints received in the previous year.

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

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.

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-occurrences of instances of product recalls, penalty/action taken by regulatory authorities of products/services.

7 (a)

Number of instances of data breaches.

0

7 (b)

Percentage of data breaches involving personally identifiable information of customers.

0

7 (c)

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?**

No

If yes, provide details in brief. Not applicable.

4 (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)**

No

If yes, provide details in brief. Not applicable.

<END-OF-REPORT>

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