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/NSE/SMO/1407/2/2023

July 14, 2023

National Stock Exchange of India Limited
Exchange Plaza
Plot No. C/1, G Block,
Bandra-Kurla Complex,
Bandra (East)
Mumbai - 400 051

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 2022- 23, which also forms part of the Integrated Annual Report 2022-23, submitted to the Exchanges vide letter no. SEAMEC/NSE/SMO/1407/2023 dated July 14, 2023.

The Integrated Annual Report for FY 2022-23 is available on the website of the Company at https://www.seamec.in/investors.aspx

Kindly take the same on record.

Thanking you,

Yours Faithfully,
For **SEAMEC LIMITED**

SACHIDANANDA MOHANTY
Digitally signed by SACHIDANANDA MOHANTY
Date: 2023.07.14 15:15:46 +05'30'

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

CONTRACTOR MEMBER
IMCA
International Marine Contractors Association
ISO 9001: 2015 Certified by IRQS
MGMT. SYS. RvA C 071
ISO 14001: 2015 Certified by IRQS
MGMT. SYS. RvA C 071
ISO 45001: 2018 Certified by IRQS
NABCB
OHSMS 007

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L63032MH1986PLC154910
2.	Name of the Listed Entity	Seamec Limited
3.	Year of incorporation	1986
4.	Registered office address	A-901-905, 9th Floor, 215 Atrium, Andheri – Kurla Road, Andheri (East), Mumbai - 400093, Maharashtra, India.
5.	Corporate address	A-901-905, 9th Floor, 215 Atrium, Andheri – Kurla Road, Andheri (East), Mumbai - 400093, Maharashtra, India.
6.	E-mail	contact@seamec.in
7.	Telephone	022-66941800
8.	Website	www.seamec.in
9.	Financial year for which reporting is being done	FY 22-23
10.	Name of the Stock Exchange(s) where shares are listed	NSE, BSE
11.	Paid-up Capital	₹ 25,42,50,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Name: S.N. Mohanty Designation: Company Secretary Telephone number: 022 6694 1800 E-mail Id: contact@seamec.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone

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.	The Company provides offshore oilfield support services through its 4 multi support diving vessels. In addition, the Company has diversified to provide bulk carrier services	SEAMEC Limited (SEAMEC) a reputed name in the offshore shipping industry for operation in Oilfield services and Diving Support Vessels (DSV) in India and abroad. SEAMEC has created presence in main fleet operations and ventured into diversified Tunnel Construction Project	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.	Services incidental to offshore oil extraction	09101	84.81%
2.	Sea and Coastal Freight Water Transport	50120	11.46%

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	Nil	1	1
International	Nil	Nil	Nil

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	1
International (No. of Countries)	5

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

21.31%

c. A brief on types of customers

We are working with key firms in the Oil and Gas sector.

Out of the 4 customers, 3 are domestic and 1 is overseas.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	58	43	74.14%	15	25.86%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	58	43	74.14%	15	25.86%
WORKERS						
4.	Permanent (F)	527	527	100%	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	527	527	100%	-	-

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
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	6	1	16.67%
Key Management Personnel	2	0	0%

20. Turnover rate for permanent employees and workers

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.89%	1.72%	8.61%	8.16%	2.0%	10.16%	0	0	0
Permanent Workers	6%	0	6%	8%	0	8%	7.5%	0	7.5%

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Seamec International FZE	Subsidiary	100	Yes
2.	Seamec Nirman Infra Limited	Joint Venture	65	Yes
3.	Seamate Shipping FZC	Step down subsidiary	60	Yes
4.	Seamec UK Investments Limited	Subsidiary	100	NA since the Company was recently formed
5.	Fountain House 74 Limited	Step-down subsidiary	100	NA since the Company was recently formed
5.	Fountain House 84 Limited	Step-down subsidiary	100	NA since the Company was recently formed

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹) - 414,48,99,987

(iii) Net worth (in ₹) - 676,66,03,158

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 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	-	0	0	-	0	0	-
Employees and workers	-	0	0	-	0	0	-
Customers	-	0	0	-	0	0	-
Value Chain Partners	-	0	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

During the Financial Year 2022-23, 0 grievances in total were received from both internal and external stakeholders. Out of this, NA grievances (0%) were disposed of, and NA were under process.

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

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

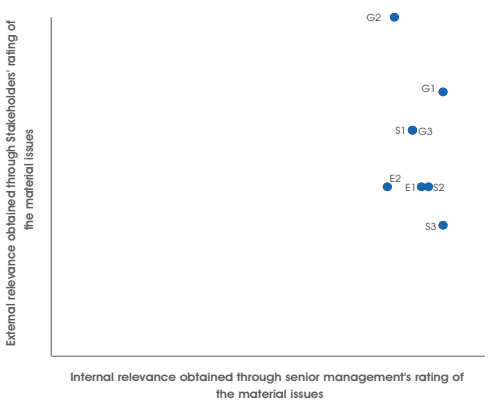
Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adopt or mitigate the risk along-with its financial implications, as per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

Seamec's material issues were determined through a comprehensive process that involved stakeholder engagement and an analysis of our business environment. We began by identifying a probable set of issues common to our sector and geographic location.

These issues were then prioritized through a collaborative process involving our stakeholders and Seamec's senior management. We focused on those issues that were considered critically important from three perspectives: our stakeholders, our senior management, and the broader business context influenced by macro trends.

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

Materiality map for Seamec



The material Issues identified for Seamec are given below.

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

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

S. No.	Material Issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Anti-corruption practices of the company	R & O	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. On the other hand, taking a proactive approach to combatting corruption can present an opportunity for the firm to build a positive reputation. Implementing effective anti-corruption measures can help to build trust and credibility with stakeholders, including customers, investors, and regulatory bodies.	Mitigation through policy	P & N
2.	Human rights across value chain	R & O	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. company that demonstrates a commitment to respecting human rights can potentially gain a competitive advantage. This can include enhanced brand reputation, increased customer loyalty, and improved access to financing. It can also lead to more productive and engaged employees, which can contribute to improved business performance.	Mitigation through policy	P & N
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	P



S. No.	Material Issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Equal opportunity and non-discrimination	R & O	A company's failure to promote equal opportunity and non-discrimination can expose a company to legal and regulatory and reputational risks. It can lead to a loss of talented employees and negatively affect employee morale, which can ultimately harm the company's productivity and competitiveness Promoting equal opportunity and non-discrimination can present an opportunity for the firm to build a positive reputation and attract a diverse pool of talented employees. A diverse workforce can bring new perspectives and ideas to the company, leading to increased innovation and creativity. Companies that prioritize diversity and inclusion can have a better understanding of their customers and the communities they serve, which can lead to improved customer relationships and increased brand loyalty.	Mitigation through policy	P & N
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 & retention. Additionally, it can lead to lost productivity and increased absenteeism, which can ultimately harm the company's performance.	Mitigation through policy	N
6.	Water and effluents	R & O	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	P & N
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	P
8.	GHG emissions and Air pollution	O & R	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. Air pollution can have significant negative impacts on human health and the environment. It can also lead to potential loss of stakeholder trust due to the negative impact of health and productivity of employees and the surrounding communities.	Mitigation through policy	P

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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	Web Link of the Policies, if available	All the policies are available on intranet network and on the Company's official website (www.seamec.in)								
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 (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.	No	ISO 9001	ISO 45001	No	No	ISO 14001	No	No	No
5.		Specific commitments, goals and targets set by the entity with defined timelines, if any.	-								
6.		Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-								
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 Company ensures that its objectives are environmentally sustainable by effectively implementing an Environment Management System (EMS). This system involves identifying potential sources of environmental risks, evaluating the likelihood of their occurrence, and taking necessary precautions to reduce or mitigate those risks. The new assets for Seamec will be compliant and certified as per the latest regulations. The Company is also in compliance with IMO 2020 Regulations ensuring cleaner shipping for cleaner air. The Company has taken steps to comply with the IMO 2020 regulations, including transitioning to low-sulfur fuel. Additionally, the company has implemented other initiatives for compliance, such as ballast water management, using anti-fouling hull paint, and utilizing the Swachh Sagar Web Portal for centralized port reception facilities for waste disposal. The Company is also committed to reducing its carbon footprint and complying with the increasing standards set by the IMO by adopting cleaner technologies being developed for the shipping industry.								
8.		Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. S.N. Mohanty, President - Corporate Affairs, Legal and Company Secretary								
9.		Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The CSR Committee looks into Social sustainability related issues. The board also reviews the updates on sustainability every year.								

10. Details of Review of NGRBCs by the Company:

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

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
	Yes, Pozhat Sustainable Solutions Private Limited								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and Awareness programmes held	Topics / principles Covered under the training and its impact	%age of persons in respective category covered by awareness programmes
Board of Directors	As per Annexure I		
Key Managerial Personnel			
Employees other than BoD and KMPs			
Workers			

The Company has robust policies as regards to Code of Conduct, Business ethics and corporate governance, prevention of sexual harassment, etc. which are in general well within the knowledge of the Board of Directors, Key Managerial Personnel and Employees. The Board of Directors and Key Managerial Personnel are also fully aware of the BRSR principles.

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): None.

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-

Non-Monetary

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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

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

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

None

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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

- Not Applicable

Leadership Indicators

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

Most of the value chain partners are large companies who have a robust policy architecture to regulate ethical corporate behavior in line with international benchmark practices. We also deploy our men to our charters ensuring that the necessary knowledge is leveraged by our customers.

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
Not Applicable		

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.**

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 an interest, they are refrained from participating in the discussion and decision thereof. The policy also covers the conflicts due to alternate employment, position of directorship in other companies, information confidentiality, investments, gift, and hiring. The conflict of interest is derived based on the annual declaration and supplemental declaration(s), as and when occurs, made by the Directors of their interest under specific provisions of the Companies Act, 2013.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-		
Capex	~₹ 256 Crore*		

*The capital expenditure was incurred to upgrade the vessels for commercial operations and meeting regulatory requirements from time to time. This upgradation has led to better environmental performance of the vessels.

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

No

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

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) (b) E-waste (c) Hazardous waste and (d) other waste.**

   Not Applicable

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

   Not Applicable

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, please provide the web-link.
Company has not identified life cycle assessment as material for itself.					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Garbage, E waste, expired medicines, expired pyrotechnics	Pollution concerns if not disposed of in proper way.	These are disposed of as per the described procedures.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Not applicable		

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:**

   Not Applicable

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

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



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	Total (A)	% of employees covered by									
		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	43	43	100	43	100	0	0	0	0	0	0
Female	15	15	100	15	100	15	100	0	0	0	0
Total	58	58	-	58	-	15	-	-	-	-	-
Other than Permanent employees											
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total											

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

Category	Total (A)	% of workers covered by									
		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	527	230	43.64%	527	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	527	230	43.64%	527	100%	0	0	NA	NA	NA	NA
Other than Permanent employees											
Male											
Female						NIL					
Total											

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

Benefits	FY22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted & deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	98.30	0	Yes	97.92	0	Yes
Gratuity	100	0	Yes	95.84	0	Yes
ESI	20.34	0	Yes	89.59	0	Yes
Others– please specify	0	0	0	0	0	0

3. **Accessibility of workplaces**

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

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

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

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

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	1	100%	0	0
Total	1	100%	0	0

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes (Whistle Blower Policy and Policy on Protection of Women against Sexual Harassment at the workplace)
Other than Permanent Workers	NA
Permanent Employees	Yes (Whistle Blower Policy and Policy on Protection of Women against Sexual Harassment at the workplace)
Other than Permanent Employees	Yes (Whistle Blower Policy and Policy on Protection of Women against Sexual Harassment at the workplace)

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

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

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

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



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

Seamec recognizes the right to freedom of association in accordance with the laws and regulations. However, we do not have any recognized employee association/union.

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	58	NIL	NIL	49	NIL	NIL
- Male	43	NIL	NIL	35	NIL	NIL
- Female	15	NIL	NIL	14	NIL	NIL
Total Permanent Workers	527	NIL	NIL	480	NIL	NIL
- Male	527	NIL	NIL	480	NIL	NIL
- Female	NIL	NIL	NIL	NIL	NIL	NIL

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	43	39	90.70	24	55.81	35	24	68.57	23	65.71
Female	15	15	100	13	86.67	14	14	100	14	100
Total	58	54	93.10	37	63.79	49	38	77.55	37	75.51
Workers										
Male	527	252	47.8	7	1.33	480	150	31.25	30	6.25
Female	0	0	0	0	0	0	0	0	0	0
Total	527	252*	47.8	7	1.33	480	150	31.25	30	6.25

The data includes the training related to International Safety Management guidelines and also safety drills conducted on the vessels.

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

Category	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees*						
Male	Yet to be conducted for FY 2022-23			39	22	56%
Female				13	12	92%
Total				52	34	65%
Workers						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total	0	0	0	0	0	0

10. Health and safety management system:

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

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

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

As per ISO 45001:2018, the organization has established, implemented, and maintained the process for the ongoing identification of hazards, assessment of OH&S risks, and determination of necessary controls through Hazard Identification & Risk Assessment (HIRA) study.

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

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

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes. The company provides health insurance to all its employees in addition to other medical and healthcare services. The company provides annual health checkups for all its employees and under the COVID19 program, the company had provided free of cost vaccinations to its employees and workers.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

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

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 & Safety Management System. Employee participation is actively encouraged, as the company values the insights and experiences of its staff in making the workplace safer.

Furthermore, to ensure its employees receive timely and quality medical care in emergencies, Seamec provides group medical insurance coverage. This coverage underscores Seamec's commitment to the welfare of its employees, both on and off duty.

While these measures form the core of Seamec's commitment to safety, the company is always looking for ways to improve and enhance its practices, ensuring that it remains at the forefront of safety and health in the maritime sector.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NA	--	NIL	NA	--
Health & Safety	NIL	NA	--	NIL	NA	---

14. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100 % (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. **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)?**

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

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

NA

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 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	NIL		NIL	
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?**

No

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	NA
Working Conditions	

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

   Not Applicable

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

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

   - **Identification of internal stakeholders:** Internal stakeholders are those who have a direct connection to the company, such as employees, shareholders, and management. Identified all internal stakeholders who may be affected by the materiality assessment.
   - **Identification of external stakeholders:** External stakeholders are those who do not have a direct connection to the company, but who are impacted by the Company's operations, such as customers, suppliers, regulators, and the local community.
   - **Prioritization of identified stakeholders:** Prioritized stakeholders based on their level of interest in the assessment, as well as their level of influence over SEAMEC's operations were finalized for further engagement for the materiality assessment process.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Email/ Meetings	Regular intervals	Business association
Crewing	No	Email/ Meetings	Regular intervals	During the stakeholder engagement for materiality assessment, the key topics raised were health and safety of employees, career progression, human rights across value chain, environmental performance, and customer complaints and feedback.
Employees	No	Email/ Meetings	Regular intervals	During the stakeholder engagement for materiality assessment, the key topics raised were regulatory compliance of the company, code of conduct and human rights.
Governmental Bodies/ Regulators	No	Email/ Meetings	Regular intervals	Business association
Charterers/ Customers	No	Email/ Meetings	Regular intervals	Business association
Sub-contractors/ vendors	No	Email/ Meetings	Regular intervals	During the stakeholder engagement for materiality assessment, the key topics raised were health and safety of employees and customers.
Bankers	No	Email/ Meetings	Regular intervals	Business association



Leadership Indicators

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

   The Company recognizes the significance of frequent and proactive interaction with its key stakeholders to communicate and improve its strategies and performance effectively. The Company also conducted stakeholder engagement specifically to obtain their feedback on ESG issues. The information from this engagement is utilized by the board to arrive at strategies for Seamec.

   By maintaining ongoing engagement, the Company can enhance its understanding of stakeholder expectations and better meet their needs. The Board is kept apprised of relevant progress, and the Directors are solicited for their inputs on a needy basis.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

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

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 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of Employees / workers covered (D)	% (D/C)
Employees						
Permanent	58	29	50%	Not Available		
Other than permanent	NA	NA	NA			
Total Employees	58	29	50%			
Workers						
Permanent	527	0	0	Not Available		
Other than permanent	NA	NA	NA			
Total Workers	527	0	0			

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

Category	Total (A)	FY 2022-23 Current Financial Year				Total (D)	FY 2021-22 Previous Financial Year			
		Equal to Minimum Wage		More than Minimum Wage			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	58	-	-	58	100%	49	-	-	49	100%
Male	43	-	-	43	100%	35	-	-	35	100%
Female	15	-	-	15	100%	14	-	-	14	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	527	-	-	527	100%	480	-	-	480	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1	84,00,000	-	-
Key Managerial Personnel	2	61,50,000	-	-
Employees other than BoD and KMP	40	6,08,583	15	6,61,201
Workers	527	3,22,295	-	-

* No Directors, except the Whole Time Director, are paid any remuneration.

The Independent Directors are only paid sitting fees for attending meetings of the Board and Committees.

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, Head HR / Supervisor

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

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

1. **Filing of Grievance:** Any employee who feels their human rights have been violated can make a formal, written complaint to their supervisor or the Human Resources (HR) department. This initiates the grievance process, and confidentiality is maintained throughout.
2. **Investigation:** The HR department or supervisor then conducts a thorough investigation into the matter. This includes engaging with both the person who has lodged the complaint and the party against whom the complaint has been made, as well as any relevant witnesses or involved parties.
3. **Resolution Attempt:** The HR department or supervisor attempts to resolve the issue through dialogue and mutual agreement. This process respects the rights and dignity of all parties involved.

4. **Mediation:** If a satisfactory resolution is not reached, a neutral mediator may be brought in to facilitate further discussion. This mediator could be an internal or external party, depending on the nature of the grievance.
5. **Remedial Measures:** Based on the findings of the investigation and mediation process, the HR department, supervisor, or mediating authority may prescribe appropriate remedial measures or sanctions.
6. **Appeal:** If the aggrieved employee is not satisfied with the outcome, they have the right to escalate their grievance, potentially to a court of law.

In addition to this process, we have specific policies in place to address particular forms of human rights violations:

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

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

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

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

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

If the Whistle Blower is required to give evidence in criminal or a member of the disciplinary proceedings, the Company will arrange for the Whistle Blower to receive advice about the procedure etc.

Appropriate care shall be taken to keep the identity of the Whistle Blower confidential, and any such disclosure be made only on a need-to-know basis.

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

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

No

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%
Others – please specify	100%

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

    Not Applicable

Leadership Indicators

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

   While the Company has not received any complaints related to human rights violation by the company, stakeholders during the stakeholder engagement exercise had showcased interest on human rights related performance of the company. The Company conducted training & capacity building for its employees on human rights.

   The Company also has a robust grievance system for its employees to register complaints.

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

   Not Applicable

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

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

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil
Others – please specify	-

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

   Not Applicable

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 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	3,01,622 MJ	2,88,907 MJ
Total fuel consumption (B)	38,79,64,800 MJ	39,21,44,400 MJ
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	**38,82,66,422 MJ**	**39,24,33,307 MJ**
Energy intensity per rupee of turnover *(Total energy consumption / turnover in rupees)*	--	--
Energy intensity *(optional)* – the relevant metric may be selected by the entity	--	--

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

No

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

Not Applicable

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water	Every vessel has RO plant to generate fresh water on board. Capacity on each vessel 25 to 30 MT per day (for SII, SIII, Seamec Princess, Seamec Paladin). 60 MT per day for Seamec Glorious.	
(v) Others		
Total volume of water withdrawal *(in kilolitres) (i + ii + iii + iv + v)*		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover *(Water consumed / turnover)*		
Water intensity *(optional)* – the relevant metric may be selected by the entity		

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

No

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

No

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

No

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	*Metric tonnes of CO2 equivalent*	31,991.52	32,336.17
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	*Metric tonnes of CO2 equivalent*	68.28	65.41
Total Scope 1 and Scope 2 emissions per turnover	*Metric tonnes of CO2 Equivalent / lakh rupees (₹)*	0.77	0.78
Total Scope 1 and Scope 2 emission intensity *(optional)* – the relevant metric may be selected by the entity		-	-

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

- No

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

The Company constantly upgrades its vessels from time to time to improve its overall performance including the environmental performance and fuel efficiency. Such measures of the company have led to reduced GHG emissions for the Company.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	40.5	-
E-waste (B)	6.9	-
Bio-medical waste (C)	1.82	-
Construction and demolition waste (D)	NA	-
Battery waste (E)	Included in E Waste	-



Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Radioactive waste (F)	NA	-
Other Hazardous waste. Please specify, if any. (G)	Expired Pyrotechnics – 1.5	-
Other Non-hazardous waste generated (H). *Please specify, if any.* (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G+ H)	50.72	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**1.2 Tarry residue – 3730.39 MT**	**1.2 Tarry residues - 3611.51 MT**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	-	-
(i) Incineration	1.82	
(ii) Landfilling	48.9	-
(iii) Other disposal operations	-	-
Total	**50.72**	**-**

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

- No

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 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.

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:**

We do not have an office other than the registered office. Hence, the aspect of environmental clearance does not apply to us, other than QHSE which we follow.

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
None					

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, each vessel has the following certificates issued as per Class for pollution control.

i. International Air Pollution Prevention Certificate

ii. International Sewage Pollution Prevention Certificate

iii. International Oil Pollution Prevention Certificate

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not applicable				

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 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)		-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	3,01,622 MJ	2,88,907 MJ
Total fuel consumption (E)	38,79,64,800 MJ	39,21,44,400 MJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	38,82,66,422 MJ	39,24,33,307 MJ

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

No



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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – specify level of treatment	-	-
(iii) To Seawater	Every vessel is equipped with approved Sewage Treatment plan	
- No treatment	-	-
- With treatment – specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

No

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

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

(i) Name of the area

(ii) Nature of operations

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

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
(i) Into Surface water	--	--
- No treatment	--	--
- With treatment – specify level of treatment	--	--
(ii) Into Groundwater	--	--
- No treatment	--	--
- With treatment – specify level of treatment	--	--
(iii) Into Seawater	--	--
- No treatment	--	--
- With treatment – specify level of treatment	--	--
(iv) Sent to third-parties	--	--
- No treatment	--	--
- With treatment – specify level of treatment	--	--
(v) Others	--	--
- No treatment	--	--
- With treatment – specify level of treatment	--	--
Total water discharged (in kilolitres)	--	--

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

No

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	*Metric tonnes of CO2 equivalent*	--	--
Total Scope 3 emissions per rupee of turnover		--	--
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		--	--

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

No

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.**

Not Applicable

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:**

No

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

   Please refer to our Risk Management policy at https://www.seamec.in/upload/10-11-2022Risk%20Management%20Policy%2030.05.2022.pdf

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?**

   None

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

   Not Applicable

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations. -** Three

   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	Global
3	International Shipowners' Association	Global

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

Name of authority	Brief of the case	Corrective action taken
	NA	

Leadership Indicators

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

   NA

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

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.**

   NIL

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

   NIL

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

   None.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers (₹)	44,10,76,291	21,93,22,168
Sourced directly from within the district and neighboring districts (₹)	68,78,24,235	35,52,19,995

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
NA	

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

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

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

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

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

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

   MSME (Micro, Small, and Medium Enterprises) procurement constitutes 40% of the total procurement value.

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
		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.**

NA

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

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.	The Shakti Foundation	Cannot be ascertained	Cannot be ascertained
2.	Jan Jagrati Sevarth Sansthan	Cannot be ascertained	Cannot be ascertained
3.	Raginiben Bipinchandra Sevakarya	Cannot be ascertained	Cannot be ascertained
4.	Karmaputra Charitable Trust	Cannot be ascertained	Cannot be ascertained
5.	Saurashtra Economic Development Centre	Cannot be ascertained	Cannot be ascertained
6.	Foundation for Communities of Learning	Cannot be ascertained	Cannot be ascertained
7.	Jagannath Cancer Aid Foundation	Cannot be ascertained	Cannot be ascertained
8.	TOUCH Foundation	Cannot be ascertained	Cannot be ascertained

S. No.	State	Location	Amount spent (in ₹)
1.	Tamil Nadu	Chennai	5,00,000
2.	Uttar Pradesh	Mathura	47,50,000
3.	Gujarat	Ahmedabad	42,50,000
4.	Gujarat	Ahmedabad	47,50,000
5.	Gujarat	Junagadh	42,50,000
6.	Maharashtra	Pune	6,00,000
7.	Maharashtra	Mumbai	3,00,000
8.	Maharashtra	Mumbai	1,00,000

More details on CSR activities can be found in the CSR section of the Annual Report.

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators

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

Given the specialized nature of Seamec's services and the exclusive clientele, a distinctive ethos of individual attention and bespoke service is at the heart of the company's customer relationship approach.

The limited number of clients empowers Seamec to view each customer not as a mere account number, but as a unique entity with distinct needs and aspirations. This fosters an environment of meticulous focus on every detail pertaining to each client, leading to a heightened sense of commitment and a stronger bond of trust.

The Company facilitates easy communication with its clients through dedicated phone lines and email. This tailored approach ensures that feedback and complaints are promptly addressed, leading to an enhanced customer experience that surpasses expectations. Seamec's commitment to delivering personalized service underscores its dedication to client satisfaction.

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

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

The complete information on the usage of the vessels, including its environmental performance and regarding its safe usage is communicated to the customers prior to the handover.

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

	FY 2022-23 (Current Financial year)		Remarks	FY 2021-22 (Previous Financial year)		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	-	-		-	-	
Advertising	-	-		-	-	
Cyber-security	-	-		-	-	
Delivery of essential services	-	-		-	-	
Restrictive Trade Practices	-	-		-	-	
Unfair Trade Practices	-	-		-	-	
Other	-	-		-	-	

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

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

Yes. 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://www.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.**

Not Applicable

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

   Not Applicable

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

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

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

      None

Annexurel

Financial Year	Training	No. of employees attended
2021-22	ISM Awareness (form of Health and Safety Training)	40
2021-22	Maritime Cyber Risk Management	39
2021-22	Purchase and Logistics (only purchase team attended)	6
2021-22	General IT Audit for Business Auditors	1
2021-22	Certified Ethical Hacker	1
2021-22	Advanced Contract Management and Dispute Mechanism	3
2022-23	BRSR Kick off	13
2022-23	ISM/ IMS Awareness (form of Health and Safety Training)	24
2022-23	Dynamic Management for Dynamic Positioning	1
2022-23	SAP Networks	3
2022-23	TRAINING ON HUMAN RIGHTS	29
2022-23	FIRE DRILL	38
2022-23	Prevention of Sexual Harassment	47
2022-23	Business Communication	20
2022-23	IT Trainings - Adobe/ PDF/ One Drive(Skill upgradation)	28
2022-23	IT Trainings - Excel Formulas & Functions, Pivot Table	12
2022-23	IT Trainings - PowerPoint	5

DEPARTMENT	DESIGNATION	GENDER	TRAINING ON HUMAN RIGHTS	FIRE DRILL	POSH	BUSINESS COMMUNICATION	IT
Whole Time Director	Whole Time Director	M					
Corporate Affairs, Legal & CS	President	M					
F & A	CFO	M		Y	Y		
Operations	VP	M		Y	Y		
Projects & Technical	VP	M					
Technical	General Manager	M	Y	Y			
QHSE	Sr. DGM	M	Y	Y			Y
QHSE	Officer	F	Y	Y	Y		Y
QHSE	Jr. Officer	F	Y	Y	Y		Y
Technical & Purchase	Sr. DGM	M		Y			Y
Purchase	Asst. Manager	M	Y	Y	Y	Y	Y
Purchase	Asst. Manager	M	Y	Y	Y	Y	
Purchase	Officer	M	Y	Y	Y		
Purchase	Jr. Officer	M	Y	Y	Y	Y	Y
Purchase	Officer	M	Y	Y		Y	Y
Purchase	Officer	M	Y		Y		Y
Commercial	DGM	M		Y	Y		Y
Diving	DGM	M		Y			
Legal	Manager & Asst. Co. Secretary	F	Y		Y	Y	



DEPARTMENT	DESIGNATION	GENDER	TRAINING ON HUMAN RIGHTS	FIRE DRILL	POSH	BUSINESS COMMUNICATION	IT
Corp Affairs, Legal & CS	Secretary to President	F		Y	Y	Y	
Crewing	DGM	F			Y	Y	
Crewing	Sr. Manager	F	Y		Y	Y	
Crewing	Asst. Manager	F	Y	Y	Y	Y	
Crewing	Sr. Officer	M	Y	Y	Y	Y	
Crewing	Officer	M	Y	Y	Y	Y	
Crewing	Jr. Officer	F	Y	Y	Y		
Crewing	Runner	M		Y	Y		
Crewing	Runner	M			Y		
IT	Sr. Manager	M	Y	Y	Y		
IT	Sr. Manager	M		Y	Y	Y	Y
F & A	Sr. Manager	M		Y		Y	Y
F & A	Sr. Officer	F	Y	Y		Y	Y
F & A	Manager & Asst. Co. Secretary	F	Y		Y	Y	Y
F & A	Asst. Manager	F		Y	Y	Y	Y
F & A	Sr. Officer	M	Y	Y	Y	Y	Y
F & A	Sr. Officer	F	Y	Y	Y	Y	Y
F & A	Officer	M	Y		Y	Y	Y
F & A	Officer	F	Y		Y	Y	Y
F & A	Officer	M	Y	Y	Y	Y	Y
F & A	Runner	M	Y	Y	Y		
Hr & Administration	DGM	M	Y		Y		Y
Hr & Administration	Jr. Officer	M	Y	Y	Y	Y	Y
Hr & Administration	Jr. Officer	F	Y	Y	Y	Y	Y
Hr & Administration	Reception	F			Y		Y
Administration	Office Boy	M		Y			
Administration	Office Boy	M		Y	Y		
Administration	Office Boy	M			Y		
Administration	Office Boy	M		Y	Y		
Administration	Office Boy	M		Y	Y		
Administration	Office Boy	M		Y	Y		
Security	Facility Assistant	M		Y	Y		
Security	Facility Assistant	M			Y		
Security	Facility Assistant	M			Y		
Security	Facility Assistant	M			Y		
Security	Facility Assistant	M			Y		
Driver	Driver	M			Y		
Driver	Driver	M			Y		
Liaison	Officer	M	Y	Y	Y		