Marine Electricals (India) Limited

B-1, Udyog Sadan-3, MIDC, Andheri (E), Mumbai-93, INDIA, Tel.: 91-22-40334300 Fax: 91-22-28364045 E-mail : info@marineelectricals.com
Website : www.marineelectricals.com CIN : L31907MH2007PLC176443 (Formerly known as Marine Electricals (I) Pvt. Ltd.)

ISO 9001:2015 ISO 14001:2015 OHSAS 18001:2007 MGMT. SYS. RvA C 071 CERTIFIED BY IRQS

MEIL/SEC/2026-27/41

Date: 5th Sep, 2026

To,
National Stock Exchange of India Limited.
Exchange Plaza, 5th Floor, Plot No. C/1
G Block, Bandra- Kurla Complex,
Bandra (East), Mumbai – 400051
Symbol: MARINE
ISIN: INE01JE01028

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Reporting FY 2025-26

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 which also forms part of the Annual Report for Financial Year 2025-26.

You are kindly requested to take the same on record and oblige.

Thanking You.

For **Marine Electricals (India) Limited**
Digitally signed by DEEP VALLABHDAS SHAH
Date: 2026.09.05 21:24:01 +05'30'
Deep Shah
Company Secretary & Compliance Officer
ACS: 61488

Business Responsibility & Sustainability Report

Section A: General Disclosures

I. Details of the Listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L31907MH2007PLC176443
2	Name of the Listed Entity	Marine Electricals (India) Limited
3	Year of incorporation	December 4, 2007
4	Registered office address	B/1, Udyog Sadan No.3, Midc, Andheri (E), Mumbai, Maharashtra, India, 400093
5	Corporate address	B/1, Udyog Sadan No.3, Midc, Andheri (E), Mumbai, Maharashtra, India, 400093
6	E-mail	cs@marineelectricals.com
7	Telephone	+ 91 22 40334300
8	Website	https://www.marineelectricals.com/
9	Financial year for which reporting is being done	April 1, 2025 – March 31, 2026
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹ 2798.8882 (In Lakhs)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr Deep Shah Designation: Company Secretary & Compliance Officer E-mail id: cs@marineelectricals.com Contact: + 91 22 4033 4300
13	Reporting boundary	The disclosures under this report are made on a standalone basis and pertain specifically to Marine Electricals (India) Limited operations in India
14	Name of assessment or assurance provider	No assurance obtained on non-financial indicators in FY 2025-26
15	Type of assessme3ed	No assurance obtained on non-financial indicators in FY 2025-26

II. Products/services

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

Sr. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of Electrical equipment, General Purpose and Special purpose Machinery & equipment and other support services to the organization.	100%

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

Sr. No	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of electricity distribution and control appartus	2710	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	6	10	16
International	-	0	0

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	9
International (No. of States)	0

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

The contribution of exports as a percentage of the total turnover of Marine Electricals is 4.63% (standalone)

c. A brief on types of customers

The Company caters to a diversified customer base comprising Government Departments, the Indian Navy, Public Sector Undertakings (PSUs), and large reputed corporate clients. The Company's products and solutions are supplied across a wide range of industries and sectors, including : Automotive, Commercial, Residential Buildings, Hotels, Hospitality, Hospitals, Healthcare Facilities, Chemical Industry, Textile Industry, Iron and Steel Industry. Data Centres, Oil & Gas, Pharmaceuticals, Tyre, Manufacturing, Metro Rail Projects and Semiconductor Industry.

This diversified customer portfolio enables the Company to maintain a strong market presence across critical infrastructure, industrial, and commercial sectors while reducing dependence on any single industry segment.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. ©	%(C/A)
			EMPLOYEES			
1	**Permanent (D)**	**709**	**581**	**81.95**	**128**	**18.05**
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	709	581	81.95	128	18.05
			WORKERS			
1	**Permanent (F)**	**386**	**318**	**82.38**	**68**	**17.62**
2	**Other than Permanent (G)**	**0**	**0**	**0**	**0**	**0**
3	**Total workers (F + G)**	**386**	**318**	**82.38**	**68**	**17.62**

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. ©	%(C/A)
DIFFERENTLY EMPLOYEE ABLED						
1	**Permanent (D)**	**0**	**0**	**0**	**0**	**0**
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	0	0	0	0	0
DIFFERENTLY WORKERS ABLED						
1	**Permanent (F)**	**0**	**0**	**0**	**0**	**0**
2	**Other than Permanent (G)**	**0**	**0**	**0**	**0**	**0**
3	**Total workers (F + G)**	**0**	**0**	**0**	**0**	**0**

21. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A
Board of Directors	**9**	**2**	**18.18**
Key Management Personnel	**4**	**0**	**0**

Note: Key Management Personnel (KMP) includes Chairman and Executive Director, Managing Director, Chief Financial Officer (CFO) and Company Secretary (CS).

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY) (in %)			FY 2024-25 (Turnover rate in previous FY) (in %)			FY 2023-24 (Turnover rate in the year prior to the previous FY) (in %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	15	12	27	16	14	30	15	12	15
Permanent workers	17	10	27	18	12	30	14	11	14

Note:

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
1	Evigo Charge Private Limited	Subsidiary	96.52%	
2	Eltech Engineers Madras Private Limited	Subsidiary	94.00%	
3	Xanatos Marine Limited	Subsidiary	75.00%	

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
4	MEL Power Systems FZC	Subsidiary	93.71%	No, Marine Electricals is reporting on Business Responsibility And Sustainability Reporting on Standalone basis
5	STI SRL	Subsidiary	70.28%	
6	MEL Shipyard Private Limited (Formerly Known as Xanatech Synergies Private Limited) wholly-owned	Subsidiary	100.00%	
7	Marks Marine Radio Private Limited	Subsidiary	59.23%	
8	Premalata Foundation wholly-owned	Subsidiary	100.00%	
9	MEL Power Systems PTE LTD. wholly-owned	Subsidiary	100.00%	

VI. CSR Details

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

(ii) Turnover (in ₹) : 74,693.71 Lakhs

(iii) Net worth (in ₹) : 45,593.96 Lakhs

VII. Transparency and Disclosures Compliances

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

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 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	0	0	0	NA
Investors (other than shareholders)	Yes	0	0	0	0	0	NA
Shareholders	Yes	0	0	0	0	0	NA
Employees and Workers	Yes	0	0	0	0	0	NA
Customers	Yes	0	0	0	0	0	NA
Value Chain Partners	Yes	0	0	0	0	0	NA
Other (please specify)	Yes	NA	NA	NA	NA	NA	NA

https://www.marineelectricals.com/policies/

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:

Sr. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Governance and Ethics	Opportunity	A strong corporate culture that reinforces ethical behaviour creates a significant governance opportunity. This enhances stakeholder trust and positions the organisation as a responsible and reliable partner improving the long-term resilience and reputation. The strong discipline through anti-corruption and anti-competitiveness whistle blower policy.	-	Positive
2	Sustainable Product development and Procurement Process	Opportunity	Encouraging manufacturing of sustainable products by systematically eliminating & replacing nonrenewable material and shifting to renewable materials, lifecycle management throughout the product cycle.	-	Positive

Sr. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to a dapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Occupational Health & Safety	Risk	Various measures to observe the implementation of OHSAS are invariably follow for the protection of water , air and human being etc through the product cycle till the end disposal.	We have dedicated safety teams to implement best practices in occupational health and safety. The Company also follows ISO 45001-certified safety standards to effectively mitigate safety risks arising from its operations.	Negative
4	Cybersecurity and data privacy	Risk	Cybersecurity and data privacy risks pose significant challenges for business, including the threats of cyber-attacks, data breaches, regulatory non-compliance, operational disruption, supply chain vulnerabilities, reputational damage, and financial implications. The company is a certified ISO 27001.	MEIL has established a strategic and robust mechanism to safeguard data by implementing Information Security and Management Policy.	Negative
5	Community Impact	Opportunity	Marine Electricals consistently works to foster social development through CSR, firmly believing it to be an essential element of its long-term success.	Not a Risk	Positive

Sr. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to a dapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Customer Centricity	Opportunity	•This presents an opportunity to lead the segment by becoming the preferred choice for customers across various business domains. •Achieving customer delight and satisfaction offers a strong avenue for business leadership and growth.	Not a Risk	•A positive brand image and high customer satisfaction rate contribute to becoming the platform of choice, resulting in increased business and profitability.
7	Risk Management	Opportunity	The organisation's risk management framework is distinguished by its integrated and forward-looking approach, embedded across all business functions. It systematically covers a wide spectrum of risks, including environmental, operational, technological, regulatory, and market-related aspects. A key feature is the proactive identification of emerging risks such as cybersecurity threats, evolving global compliance requirements, and sustainability-related challenges. The framework is strengthened through continuous monitoring, regular risk reviews, and inputs from industry experts and advisors.	We have a separate risk management committee. This Committee oversees risk identification, assessment and mitigation that could impact the Company. The Committee's responsibilities include monitoring the Company's risk profile, reviewing risk management policies and ensuring the implementation of effective risk mitigation strategies.	Positive

Sr. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to a dapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			Additionally, risk management is closely aligned with strategic initiatives such as sustainable product development and regulatory compliance, supported by structured policies, defined controls, and robust contingency planning. This ensures business continuity and operational resilience.		

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 Disclosures									
1. (a) **Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)**	Y	Y	Y	Y	Y	Y	Y	Y	Y
(b) **Has the policy been approved by the Board? (Yes/No)**	Y	Y	Y	Y	Y	Y	Y	Y	Y
(c) **Web Link of the Policies, if available**	https://www.marineelectricals.com/policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001 : 2015 Quality Management System ISO 14001 : 2015 Environmental Management System ISO 45001 : 2018 Occupational Health and Safety Management Systems ISO 27001:2022 Information Security Management System								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	Marine Electricals (India) Limited is in the process of formulating goals and targets laying. Marine Electricals (India) Limited recognizes the necessity of establishing benchmarks for measuring progress toward all the principles mentioned in the National Guidelines for Responsible Business Conduct (NGRBC). As our organization is in the early phases of implementing Environmental, Social, and Governance (ESG) practices, we intend to define our aims and objectives in forthcoming phase. We are committed to improving our ESG processes and outcomes, and we look forward to sharing our success in the future.								
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)	We are pleased to present the 1st edition of Business Responsibility and Sustainability Report for FY 2025-26. Sustainability continues to be deeply embedded in our operations and culture. Our commitment to environmental stewardship and workplace safety is driving us towards a future where we thrive in harmony with the world around us. This has helped us achieve the tag of Great Place to Work. At Marine Electricals, ESG is no longer a parallel function or a reporting requirement-it is a fundamental driver of our growth, resilience, and long-term value creation. Environmental discipline, social responsibility, and governance rigor are embedded into our day-to-day decision-making. Our CSR initiatives remain a cornerstone of our ESG approach, helping build trust and long-term relationships with communities. Going forward, we will continue to focus on high-impact, outcome-driven CSR programmes aligned with both community needs and business priorities. Our social initiatives across education, eradicating poverty, healthcare, and skilling continued to create meaningful outcomes for communities, supporting inclusive growth and livelihoods. People remained at the centre of our journey, with sustained focus on safety, well-being, diversity, and inclusion. Robust governance practices anchored our ESG performance, reinforcing transparency, ethical conduct, and risk resilience. One significant step we have taken towards sustainability is the installation of a solar rooftop system at our Goa plants. This move not only reduces our carbon footprint but also sets a great example for embracing renewable energy sources. Moreover, our efforts to manage water resources responsibly are evident through reuse of wastewater for gardening within our premises after treatment in our Effluent Treatment Plant (ETP). The Company has replaced conventional halogen lighting with energy-efficient LED lighting at some of its plants/facilities. This initiative helps reduce electricity consumption and associated greenhouse gas emissions, while improving energy efficiency and reducing heat generation. The longer useful life of LED lighting also reduces the frequency of replacement and associated waste, thereby contributing to the Company's sustainability initiatives and reduction of its carbon footprint. Safety is at the core of all our operations, and our robust Occupational Health and Safety (OHS) system ensures that our employees and workers have a safe working environment. Our Safety initiatives, focusing on raising awareness and cultivating a safety-first culture through dedicated training sessions, in nurturing a safe workplace.								

<table>
<tr><th>Disclosure Questions</th><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th></tr>
<tr><td>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</td><td colspan="9">The Board of Directors, along with the administrative team and senior management personnel of the respective departments, are responsible for the overall implementation, monitoring and oversight of the Business Responsibility policies of the Company.</td></tr>
<tr><td>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.</td><td colspan="9">Yes</td></tr>
</table>

<table>
<tr><td colspan="19">10. Details of Review of NGRBCs by the Company:</td></tr>
<tr><td rowspan="2">Subject for Review</td><td colspan="9">Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee</td><td colspan="9">Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</td></tr>
<tr><td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td><td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td></tr>
<tr><td>Performance against above policies and follow up action</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td colspan="9">Board & Committee performs the review of all the policies as necessary, particularly in response to changes in statutory requirements.</td></tr>
<tr><td>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td colspan="9">Board & Committee performs the review of all the policies as necessary, particularly in response to changes in statutory requirements.</td></tr>
</table>

<table>
<tr><td rowspan="2">11. 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.</td><td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td></tr>
<tr><td>NA</td><td>NA</td><td>NA</td><td>NA</td><td>NA</td><td>NA</td><td>NA</td><td>NA</td><td>NA</td></tr>
<tr><td colspan="10">12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:
This question is not applicable</td></tr>
<tr><td>11. Does the entity have a specified</td><td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td></tr>
<tr><td>The entity does not consider the Principles material to its business (Yes/No)</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">-</td></tr>
<tr><td>The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)</td></tr>
<tr><td>The entity does not have the financial or/human and technical resources available for the task (Yes/No)</td></tr>
<tr><td>It is planned to be done in the next financial year (Yes/No)</td></tr>
<tr><td>Any other reason (please specify)</td></tr>
</table>

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.

This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions

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	Business and operational performance of the Company, update on sustainability & ESG initiatives, update on CSR initiatives, ESG awareness session, Risk management awareness session. Total 4 number of training and awareness programmes held.		100%
Key managerial personnel	4	Business and operational performance of the Company, update on sustainability & ESG initiatives, update on CSR initiatives, ESG awareness session, Risk management awareness session	100%
Employees other than BoD and KMPs	1	Safety Code of Conduct, Performance Improvement, Awareness Session on Health and Safety, Communication Skills etc.	100%
Workers	1	Health and safety training for material handling, Firefighting equipment, Energy Conservation & , Waste handling, Work functional trainings etc.	100%

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 Requirements) Regulations, 2015 and as disclosed on the entity's website) : 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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In ₹)**	**Brief of the Case**	**Has an appeal been Preferred? (Yes/No)**
Penalty/Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

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

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

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

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

Yes. Yes, Marine Electricals (India) Limited has an Anti-Bribery and Anti-Corruption Policy which is available on the company's website.

The policy facilitates ethical decision-making and reinforces the Company's culture of transparency in all its dealings. This policy applies to all employees and business partners of the Company. The objective of this Policy is to ensure that neither Marine Electricals nor any of its employees, directors, agents, associates, vendors, consultants, advisors, representatives or intermediaries indulge in any acts of 'Bribery' or 'Corruption' in discharge of their official duties towards the Company, either in their own name or in the name of the Company.

The policy is publicly accessible at: https://www.marineelectricals.com/policies/

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	No complaints against Marine Electricals's Directors, KMPs, Employees or Workers for whom disciplinary action was taken by any law enforcement agency for charges of bribery or corruption.	No complaints against Marine Electricals's Directors, KMPs, Employees or Workers for whom disciplinary action was taken by any law enforcement agency for charges of bribery or corruption.
KMPs		
Employees		
Workers		

6. **Details of complaints regarding conflict of interest:**

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Not Applicable

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	123	123

9. **Open-ness of business**

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Rs. in lakhs

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	-	-
	b. Number of dealers/ distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	-	-
Share of RPTs in	a. I) Purchases (Purchases with related parties)	936.86	2431.08

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
	ii) Total Purchases	47533.01	45267.08
	iii) Purchases (Purchases with related parties as % of Total Purchases)	**1.97%**	**5.37%**
	b. i) Sales (Sales to related parties	269.90	1096.20
	ii) Total Sales	74641.87	70015.96
	iii) Sales (Sales to related parties as % of Total Sales)	0.36%	1.57%
	c. i) Loans & advances (Loans & advances given to related parties	11.17	20.97
	ii) Total Loans & Advances	139.04	136.12
	iii) Loans & advances given to related parties as % of Total loans & advances	8.03%	15.41%
	d. I) Investments (Investments in related parties	4796.67	3931.19
	ii) Total Investments made	4796.67	3931.19
	iii) Investments in related parties as % of Total Investments made	100%	100%

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Sustainable Procurement Process	50%

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 established a code of conduct for its board of directors and key managerial personnel (KMP), mandating them to abstain from any business, relationship, or activity that could potentially conflict with the Company's interests.

The Company obtains annual declarations from members of the Board detailing entities in which they have an interest, and such declarations are updated on an ongoing basis to reflect any changes. Transactions with these entities are permitted only after ensuring compliance with applicable statutory provisions and the Company's policies, including obtaining all necessary approvals prior to execution Further, in the meetings of the board, the directors abstain from participating in the matters in which they are concerned or interested.

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

Marine Electricals supports the ethical and sustainable procurement of goods and services. Through this approach, Marine Electricals seeks to reduce negative environmental impacts and contribute to a better society, while simultaneously generating overall value for its stakeholders.

As part of its Quality Management System, Marine Electricals has adopted ISO 9001:2018 in centers.

Essential Indicators:

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

	FY 25-26	FY 24-25	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	3.80%	12.15%	EV charging stations as Green initiative to conserve environment.

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

   b. **If yes, what percentage of inputs were sourced sustainably: 90%**

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**

   a. Plastics (including packaging) - Nil

   b. E-waste - Nil

   c. Hazardous waste - Nil

   d. Other waste - Solid waste plastic packaging material scrap is disposed-off to the authorized resellers.

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.: No**

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
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
Not Applicable	Not Applicable	Not Applicable

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Not Applicable	Not Applicable	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:**

	F.Y. 2025-2026			F.Y.2024-2025		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	31.33MT	0	0	0
E-waste	0	0	0	0	0	4.27MT
Hazardous waste	0	0	11.48MT	0	0	5.87MT
Other waste	0	0	0	0	0	0

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

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

Marine Electricals prioritize creating a safe, inclusive, and supportive work environment where all individuals-regardless of role or location-are treated with dignity and respect. Marine Electricals actively work to ensure fair labour practices, equitable opportunities for career development, and a healthy work-life balance. Additionally, Marine Electricals strive to uphold ethical standards that safeguard the rights and welfare of our employees at every level of our operations.

Marine Electricals remain dedicated to consistently adding value to our stakeholders by prioritizing their best interests and fostering the prosperity of everyone involved.

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	581	408	70.22%	240	41.31%	0	0	0	0	NA	NA
Female	128	97	75.78%	15	11.72%	3	2.34%	0	0	NA	NA
Other	0	0	0.00%	3	0.00%	0	0.00%	0	0	NA	NA
Total	709	505	71.23%	255	35.97%	3	0.42%	0	0	NA	NA
Other than Permanent employees											
Male	0	0	0	98	0	0	0	0	0	NA	NA
Female	0	0	0	0	0	0	0	0	0	NA	NA
Other	-	-	-	0	-	0	0	0	0	NA	NA
Total				98		0					

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number	% (D/A) (D)	Number	% (E/A) (E)	Number	% (F/A) (F)
Permanent employees											
Male	318	0	0	98	30.82%	0	0	0	0	NA	NA
Female	68	0	0	0	0.00%	0	0	0	0	NA	NA
Other	0	0	0	0	0.00%	0	0	0	0	NA	NA
Total	386	0	0	98	25.39%	0	0	0	0	NA	NA
Other than Permanent employees											
Male	0	0	0	98	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0	0

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Current Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers (Y/N/N.A.)	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers (Y/N/N.A.)	Deducted and deposited with the authority
PF	100%	100%	Yes	99%	100%	Yes
Gratuity	100	100	NA	100	100	NA
ESI	38	99	Yes	47	100	Yes
Others - please specify	NA	NA		NA	NA	NA

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.

At Marine Electricals, we are committed to ensuring that our premises and offices are accessible to all employees, including those with disabilities, in line with the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Yes, the Marine Electricals (India) Limited adheres to an equal opportunity policy in accordance with the Rights of Persons with Disabilities Act, 2016, which is integrated into our Human Rights policy. Every employee within the organisation is provided fair and equal opportunities for advancement.

The policy prohibits discrimination based on any protected grounds as stipulated by relevant laws, encompassing race, caste, religion, colour, marital status, gender, sexual orientation, age, nationality, ethnic origin, or disability. We strive to ensure that every employee is treated with dignity and respect, and we have established policies that promote a work environment free from discrimination, harassment, and intimidation. We promote an inclusive work culture of creating a supportive professional environment that promotes trust, empathy and mutual respect for all employees including disabled employees. https://www.marineelectricals.com/policies/

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	0	0	0	0
Total	0	0	0	0

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent workers	At Marine Electricals (India) Limited, we prioritize a safe and respectful work environment where all employees feel empowered to voice concerns or report issues. To achieve this, we've implemented a comprehensive Grievance Redressal Policy and Whistle Blower Policy. Channels for Reporting: This system offers flexibility to ensure everyone has a comfortable avenue for communication. Employees can: 1. Discuss concerns directly with relevant personnel. 2. Report concerns electronically via email.
Other than permanent workers	
Permanent employees	
Other than permanent employees	

Employee's feedback is received on an anonymous basis directly by the certifying authorities and later the feedback is updated by the certifying authority to the top management.

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

Benefits	**FY 2025-26 (Current Financial Year)**			**FY 2024-25 (Current Financial Year)**		
	Total employees/ workers in the respective category (A)	**No. of employees/ workers in the respective category, who are part of the association (s) or Union (B)**	**%(B/A)**	**Total employees/ workers in the respective category ©**	**No. of employees/ workers in the respective category, who are part of the association (s) or Union (D)**	**% (D/C)**
Total permanent employees	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total permanent employees	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Current Financial Year)				
		On health and safety measures		On skill upgradation			On health and safety measures		On skill upgradation	
	Total (A)	No. (B)	% (B / A)	No. (C)	% (C / A)	Total (D)	No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	581	48	8.26%	311	53.53%	518	37	7.14%	287	55.41%
Female	128	48	37.50%	98	76.56%	104	32	30.77%	54	51.92%
Other	0	0	0.00	0	0.00	0	0	0.00%	-	0.00%
Total	**709**	**96**	**13.54%**	**409**	**57.69%**	**622**	**69**	**11.09%**	**341**	**54.82%**
Workers										
Male	318	54	16.98%	208	65.41%	248	28	11.29%	178	71.77%
Female	68	18	26.47%	44	64.71%	51	16	31.37%	31	60.78%
Others	0	0	0.00	0	0.00%	0	0	0.00	0	0.00
Total	**18,603**	**72**	**18.65%**	**252**	**65.28%**	**299**	**44**	**14.72%**	**209**	**69.90%**

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	581	498	85.71%	518	387	74.71%
Female	128	97	75.78%	104	82	78.85%
Others	0	0	0.00	0	-	0.00
Total	**709**	**595**	**83.92%**	**622**	**469**	**75.40%**
Workers						
Male	318	318	100%	248	248	100%
Female	68	68	100%	51	51	100%
Other	0	0	0.00	0	0	0
Total	**386**	**386**	**100%**	**299**	**299**	**100%**

10. Health and safety management system:

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

The company places the safety and well-being of its employees at the forefront of its operations. This commitment is reflected in the implementation of a robust Occupational Health and Safety Management System (OHSMS) that is seamlessly integrated into all business processes.

By implementing an OHSAS, we are not only meeting legal and regulatory requirements but also demonstrating our commitment to prioritizing the well-being of our workforce and the communities in which we operate. Health and safety are integral parts of our organizational values and we strive to uphold these principles in everything we do.

It leverages a holistic framework that incorporates best practices from established standards like ISO 45001 (Occupational Health and Safety Management Systems) and ISO 14001 (Environmental Management Systems). Additionally, process safety management and responsible care management systems are woven into the framework being compliance requirements of statutory authorities like & Pollution Control Board.

We are continuously ensuring that all the work areas are designed, maintained and operated in a manner that minimizes risks to health and safety of employees.

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

Ensuring the safety and well-being of employees is a top priority in any workplace. To achieve this, a proactive approach to identifying and mitigating potential hazards and risks is essential. Several effective processes can be utilized to safeguard employee well-being.

Therefore, the company is having a process of Hazard Identification and Risk Assessment ("HIRA") training to identify work-related hazards and assess risks on a routine and non-routine basis.

Employees and contract workers are actively encouraged to report near misses, unsafe practices, and hazardous conditions through a formal reporting system. This input is crucial for continuous risk assessment and prevention.

Each task has a documented SOP that outlines step-by-step processes, identifies potential hazards, and prescribes control measures, including required PPE and emergency actions.

Emergency Mock Drills are conducted regularly across all plants.

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

Yes, At Marine Electricals, we prioritize employee safety with a robust program. We empower workers across all locations to report hazards through various channels. Regular audits and inspections identify potential issues. Standardized processes of HIRA assess the risks for routine and maintenance tasks, with regular training for HIRA. Marine Electricals has accessible and effective channels through which workers can report work-related hazards and raise safety concerns at any time.

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

Yes, Marine Electricals provides its employees access to non-occupational medical and healthcare services

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

Safety incident/number	Category*	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

Marine Electricals has established a comprehensive and integrated Occupational Health and Safety (OH&S) framework that embeds safety across all operational levels. Marine Electricals in terms of standards also conducted Safety Audit.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	0	0	NA	0	0	NA
Health & safety	0	0	NA	0	0	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% of the offices were assessed internally on health and safety practices and working conditions.
Working conditions	

15. **Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.**

Nil. Marine Electricals has established a robust safety management system to ensure the ongoing safety and well-being of its workforce. A structured daily reporting mechanism is in place, wherein a designated safety officer at each site documents health and safety incid**ents.**

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).**

Nil.

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

Nil

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	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? (Yes/ No)**

   Yes,

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	50%
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.**

   NIL.

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.

   Marine Electricals (India) Limited leadership team under the guidance of the Board of Directors has identified key external and internal stakeholders based on their material influence on the Company's long-term value creation journey, to which the Company's corporate decisions, operations and activities can have a direct material impact on them.

   The Company remains committed to safeguarding stakeholder interests, enhancing shared value and ensuring that business priorities remain dynamically aligned with stakeholder expectations. Through regular and meaningful engagement, Marine Electricals (India) Limited seeks to gain deeper insights into stakeholder perspectives, gather actionable feedback and proactively respond to evolving needs.

   The key stakeholder for the organization includes employees, Investors, shareholders, Government, customers, bank and financial institution, and the community. The company acknowledges all stakeholders for their support in helping the company to deliver its strategies and achieve its targets.

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 & marginalised 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
Supplier & Distributors	No	Email	Others- Continous	"Ethical and transparent Procurement, Quality, timely delivery and payments, ISO standards, collaboration and digitalisation opportunities.”
Customers	No	Email	Others- Continous	"Product quality and availability, responsiveness to needs, aftersales service, responsible guidelines / manufacturing, Business growth, Fair and competitive pricing, climate change. Make aware the customers about the new developments in techniques and products. Receive feedback from customers"
Investors/	No	Email	Others- Continous	"Educating investors about the business using accurate, timely and comprehensive information. Communication with respect to IEPF and Annual Geneal Meeting, profitability and financial stability, robust ESG practices, growth prospects, Sound corporate governance mechanism, Investor queries and concerns" Shareholders

Stakeholder group	Whether identified as vulnerable & marginalised 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
Employees and Workers	No	Email	Others- Continous	"To keep employees abreast of routine work and addressing their grievances and to access work, Health and safety, Improve trust and loyalty, enable a seamless interaction and recognition for nurturing growth" Workers
Financial/Institution /Industry	No	Networking through meeting, email, telephone	As & when required	"To meet the financial needs and networking so as to be abreast of new opportunities in sector."

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.**

   Marine Electricals believes in maintaining an ongoing dialogue with its key stakeholders demonstrating its commitment to transparency and accountability. The Company's Management regularly interacts with the above stakeholders through various platforms for understanding and addressing their perspectives, concerns, and expectations.

   The ESG processes and procedures focus on non-financial performance indicators that address a company's approach towards responsible investment, sustainability, its impact on society and the environment, as well as other ethical and corporate governance considerations. The management representatives engage in consultations with relevant stakeholders though conferences and meeting and subsequently present the feedback or representations from these stakeholders to the Board's committees itself. The company has adopted the ESG Policy which is available on the website of the company at https://www.marineelectricals.com/policies/

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

   Yes, stakeholder consultations play a key role in supporting the identification and management of environmental and social issues. Inputs have been gathered from the following sources:

   - Proceedings from conferences, and workshops attended
   - Participation within trade associations on sustainability-related topics
   - Investor meetings, conference calls and interactions
   - Communications through digital and print media
   - Corporate social responsibility (CSR) initiatives and engagements
   - EHS (Environment, Health & Safety) training modules

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

No material concerns were raised by stakeholders during the reporting period. Marine Electrical, proactively engaged with its stakeholders and remains committed to addressing any issues or expectations through its established engagement and grievance redressal mechanisms. The Company remains committed to understanding stakeholder expectations and addressing concerns, wherever raised, in a timely, transparent and responsible manner. Key engagement channels include communities supported through our CSR initiatives and aims to improve the communities well-being through development.

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 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total ©	No. of employees / workers covered (D)	% (D / C)
			Employees			
Permanent	709	709	100%	622	622	100%
Other than permanent	0	0	0.00	0	0	0
Total employees	**709**	**709**	**100%**	**622**	**622**	**100%**
			Workers			
Permanent	386	386	100%	335	335	100%
Other than permanent	0	0	0%	0	0	0.00%
Total workers	**386**	**386**	**100%**	**335**	**335**	**100%**

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Current Financial Year)				
		Equal to minimum wage		More than minimum wage			Equal to minimum wage		More than minimum wage	
	Total (A)	No. (B)	% (B / A)	No. (C)	% (C / A)	Total (D)	No. (E)	% (E / D)	No. (F)	% (F / D)
					Employees					
Permanent	**709**	**709**	**100%**	**0**	**0**	**709**	**0**	**0**	**0**	**0a**
Male	581	581	100%	0	0	581	0	0	0	0
Female	128	128	100%	0	0	128	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0
					Workers					
Permanent	386	0	0	0	0	0	0	0	0	0
Male	318	0	0	0	0	0	0	0	0	0
Female	68	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0

3. **Details of remuneration/salary/wages**

a. **Median remuneration/wages:**

	Male		Female	
	Number	**Median remuneration/ salary/ wages of respective category**	**Number**	**Median remuneration/ salary/ wages of respective category**
Board of Directors (BoD)	9	3,19,285	1	1,25,000
Key managerial personnel	2	2,93,728	0	0
Employees other than BoD and KMP	581	50,713	128	96,579
Workers	318	1,18,706	68	1,21,856

Note: The median remuneration for the Board of Directors includes the remuneration of Chairman and Executive Director, Managing Director,

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	34	32

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

Yes. Human resource team is the focal point responsible for addressing human rights related issues.

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

The Company considers human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed.

At Marine Electricals, we are committed to creating a safe and inclusive business environment and workplace for everyone, irrespective of their ethnicity, sexual orientation, race, caste, gender, religion, disability, work designation, or any other factors. The company is dedicated to fostering a safe and respectful work environment for all employees. We strive to ensure that all employees feel empowered to voice concerns and valued as members of our workplace community.

Further, the company has adopted the Human Rights Policy which is available on the website of the company https://www.marineelectricals.com/images/policies/Human-Rights-Policy.pdf

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	0	0
Discrimination at workplace	0	0	0	0	0	0
Child labour	0	0	0	0	0	0
Forced labour /Involuntary labour	0	0	0	0	0	0

	FY 2025-26 (Current Financial Year)			FY 2024-25 (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**
Wages	0	0	0	0	0	0
Other human rights-related issues	0	0	0	0	0	0

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (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 Company is committed to providing equal opportunities to all individuals and is intolerant towards discrimination and/or harassment based on race, religion, colour, age, sexual orientation, national origin, gender identification, political affiliation and political beliefs, minority or vulnerable groups.

At Marine Electricals, we are committed to fostering a workplace free from discrimination and harassment. To ensure a safe space for reporting concerns, we have implemented several mechanisms to protect complainants from retaliation and all the genuine complaints, in good faith,can be made without fear of reprisals, punishment, intimidation, coercive action, dismissal, or victimization.

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

Yes.

10. Assessments for the year:

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

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

No significant risks or concerns were identified during FY2025-26.

Leadership Indicators

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

   At Marine Electricals, no existing business processes required modification, nor were new processes introduced, as a result of no human rights complaints/grievances during the reporting period.

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

   The Company covers ESG processes for all its stakeholders associated with the organization directly/indirectly i.e employees, vendors, customers, investors and every citizen

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. Marine Electricals plants and offices are accessible to differently abled visitors in compliance with the Rights of Persons with Disabilities Act, 2016.

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

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. 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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources (in (Gigajoule) GJ)		
Total electricity consumption (A)	857.48 GJ	578.55 GJ
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	857.48 GJ	578.55 GJ
From non-renewable sources		
Total electricity consumption (D)	2027.97 GJ	1941.09 GJ
Total fuel consumption (E)	8019.03 GJ	11911.07 GJ
Energy consumption through other sources (F)	6468.08 GJ	4878.52 GJ
Total energy consumed from non-renewable sources (D+E+F)	16515.08 GJ	18730.68 GJ
Total energy consumed. (A+B+C+D+E+F)	17372.56 GJ	19309.23 GJ
Total percentage from renewable	4.93%	2.99%
Energy intensity per rupee of turnover (Total energy consumed /Revenue from operations)	0.0000023258	0.0000027562
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000047307573	0.000056060358
Energy intensity in terms of physical output (in terms of total workforce)	0	0
Energy intensity (optional) – the relevant metric may be selected by the entity	0	0

***PPP adjusted revenue in US$**

PPP Factor = 20.34; World Economic Outlook implied PPP conversion rate (imf.org).

***GJ – Giga Joules**

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.- No**

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	10880.00	10778.00
(ii) Groundwater	0	0
(iii) Third-party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	10880.00	10778.00
Total volume of water consumption (in kilolitres)	10880.00	10778.00
Water intensity per rupee of Turnover (Total water consumption/Revenue from operations)	0.0000014566	0.0000015384
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	0.000029627555	0.000031291682
Water intensity in terms of physical output (in terms of total workforce)	0.00	0.00
Water intensity (optional) – the relevant metric may be selected by the entity	0	0

***PPP adjusted revenue in US$**

PPP Factor = 20.34; World Economic Outlook implied PPP conversion rate (imf.org).

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

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	10880	10778
- No treatment	4480	4438
- With treatment – please specify level of Treatment	6400	6340
(ii) To Groundwater	-	-

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	10880	10778

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

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

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (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

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

Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	801.41	747.38
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	0	0

Total Scope 1 and Scope 2 emission intensity rupee of turnover per (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	(tCO2e/INR)	0.0000001073	0.0000001067
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	(tCO2e/INR)	0	0
Total Scope 1 and Scope 2 emission intensity in terms of physical output	(tCO2e/employee)	0	0
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	0	0

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

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

To minimize the GHG emissions footprint, Marine Electricals has implemented 200 KW Solar Panel at the rooftop of its some plant, which has been generating solar energy.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
	Total waste generated (in metric tonnes)	
Plastic waste (A)	31.326	0.00
E-waste (B)	Nil	4.237
Bio-medical waste ©	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	11.482	5.874
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.00	0.00
Total (A+B + C + D + E + F + G + H)	42.808	10.147
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.0000000057	0.0000000014
Waste intensity per rupee of turnover adjusted Purchasing for Power Parity (PPP) (Total Revenue waste from generated / operations adjusted for PPP)	0.000000116571	0.000000027632
Waste intensity in terms of physical output (in terms of total workforce)	0.00	0.00
Waste intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(I) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	42.808	10.147
Total	42.808	10.147

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

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

Our facilities are ISO 140001 certified. We integrate circular economy principles into its core operations by minimizing waste generation.

Effective waste management is a priority for a manufacturer. Responsible practices ensure compliance with environmental and occupational health regulations. Marine Electricals follows a structured approach based on waste avoidance.

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:**

Sr. 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.			

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

Name and brief details of Project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Not applicable					

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

Sr. 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
Yes. Marine Electricals is fully compliant with all applicable Indian environmental laws/regulations/guidelines. During the reporting period, there were no instances of non-compliance, no fines or penalties, and no corrective actions were required from any regulatory authority.				

Leadership Indicators

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

   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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater/desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres)	Nil	Nil
Total volume of water consumption (in kilolitres)	Nil	Nil
Water intensity per rupee of turnover (Water consumed/ turnover)	Nil	Nil
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) Into Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) Into Seawa	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	**Nil**	**Nil**

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

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, Nf3, if available)	Metric tons of CO2 equivalent	Nil	Nil
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

3. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities – Not Applicable**

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Solar Rooftop	As part of its sustainability initiatives, the Company has installed rooftop solar panels at its premises, enabling greater utilisation of renewable energy and reducing reliance on conventional sources of electricity. This initiative contributes to the reduction of greenhouse gas emissions, conservation of natural resources and minimisation of the Company's ecological footprint.	Reduction in Emission.

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

Risk management follows a proactive, systematic approach, with financial and non-financial risks regularly identified, assessed and mitigated under the oversight of the Risk Management Committee reporting to the Board.

The same has been outlined in our Risk Management Policy i.e

https://www.marineelectricals.com/policies/

6. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

No significant adverse environmental impact has been reported from our value chain partners.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. 50%**

8. **How many Green Credits have been generated or procured by the listed entity:**

As of FY 2025–26, Marine Electricals has not yet generated or procured any Green Credits under the Green Credit Programme.

PRINCIPLE 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

We are members of multiple trade and industry associations, and we collaborate with numerous other comparable platforms.

Essential Indicators

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

Marine Electricals is affiliated with 3 trade and industry chambers/associations, enabling active participation in industry dialogues, policy advocacy, and collaborative growth initiatives.

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Shipyard Association of India	National
2	IEEMA	National
3	IMC	National
4	-	-
5	-	-
6	-	-
7	-	-
8	-	-
9	-	-
10	-	-

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

Name of authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

Leadership Indicators

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

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

PRINCIPLE 8 - Businesses should promote inclusive growth and equitable development

We are dedicated to fulfilling our civic and social responsibilities by actively engaging in socio-economic initiatives that benefit underprivileged communities. We aim to responsibly leverage our position and resources to raise the standard of living for marginalized groups and societal segments. Our Corporate Social Responsibility (CSR) Policy is aligned with the provisions of the Companies Act, 2013.

CSR lies at the core of everything we do.

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of Notification No. external agency (Yes/No)	Whether conducted by independent (Yes/No)	Results Communicated in public domain	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:**

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	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.**

   The company registered itself with the with the SCORES portal of the Securities and Exchange Board of India, where the Stakeholders can lodged their compliant. The company has dedicated investor grievances mail id where the stakeholders can raise their concern i.e. cs@marineelectricals.com

   A grievance box has been placed at the plant for stakeholders to share their grievances in written form in their local language. These grievances are then forwarded to the relevant departments for resolution. Members of the community can also report issues through the email address provided.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	0.73%	0.74%
Directly from within India	0.00%	0.00%

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	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	-	-
Semi-urban	-	-
Urban	-	-
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):**

Details of negative social impact identified	Corrective action taken
No negative social impact was identified	

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

Sr. No.	State	Aspirational District	Amount spent (In ₹)
1.	Nil	Nil	Nil

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

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

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

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:**

Sr. 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.**

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

6. **Details of beneficiaries of CSR Projects**

Sr. No.	CSR Projects	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Amrita Trust	This project has been executed with the help of the implementing agency which have an impact on public at large consisting of socially backward group, orphans, differently abled etc. The final number of persons benefitted shall be identified accurately by the administration.	100%
2	Akshaya Patra Foundation		
3	S V Anna prasadam trust		
4	Wheelchair Basketball Association		
5	Smita Samajik Sanstha		

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.**

   Consumer complaints and feedback on quality of products are received via email/ phone by the marketing team and shared internally with respective departments for necessary actions, complaints are resolved, and response is provided to the customers on a timely basis.

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	
Recycling and/or safe disposal	

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Receive during the year	Pending resolution at end of year		Received during the	Pending resolution at end of year	
Data privacy	-	-	NA	0	0	NA
Advertising	-	-	NA	Not applicable		NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	-	-	NA	0	0	NA
Restrictive trade practices	-	-	NA	0	0	NA
Unfair trade practices	-	-	NA	0	0	NA
Other	-	-	NA	0	0	NA

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

	Number	Reasons for recall
Voluntary recalls	-	-
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, Marine Electricals has adopted and implemented the requirements of ISO 27001 on Information Security Management Systems (ISMS), to establish, maintain, and continually improve its information security framework. The Company has developed and implemented appropriate policies, procedures, controls, and monitoring mechanisms to safeguard the confidentiality, integrity, and availability of its information assets. The framework covers information security risks associated with business operations, information systems, employees, vendors, and other relevant stakeholders.

   https://www.marineelectricals.com/policies/

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.**

   Nil

7. **Provide the following information relating to data breaches: a. Number of instances of data breaches b. Percentage of data breaches involving personally identifiable information of customers c. Impact, if any, of the data breaches.**

   a) Number of instances of data breaches: Nil

   b) Percentage of data breaches involving personally identifiable information of customers: Nil

   c) Impact, if any, of the data breaches: Nil

Leadership Indicators

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

   All information about Marine Electricals's services is available on the Company's website.

   https://www.MarineElectricals.com/

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

   Marine Electricals ensures that all products come with clear and easy-to-understand labelling that outlines usage instructions, safety precautions and potential hazards. Further, the company offers Product demonstrations, either in-person or via virtual platforms, to show consumers the correct way to use its products.

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

Information related to any risk of disruption/discontinuation of essential services is communicated to consumers through e-mails, phone calls, or other appropriate means, if such situation arises or likely to emerge. This helps ensure timely dissemination of relevant information and supports customer preparedness.

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

   Yes, Marine Electricals places a strong emphasis on clear and informative product displays to ensure consumers have all necessary details for safe and effective use of its products. This includes not only physical product labelling but also the digital content available on website