

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S. No.	Particulars	Details	
1	Corporate Identity Number (CIN) of the Company	L63010MH2004PLC073508	
2	Name of the Company	Allcargo Logistics Limited ("Allcargo")	
3	Date of incorporation	18-08-1993	
4	Registered office address	6 th Floor, Allcargo House, CST Road, Kalina, Santacruz (East), Mumbai- 400098	
5	Corporate address		
6	E-mail	investor.relations@allcargologistics.com	
7	Telephone	+91 22-66798110	
8	Website	www.allcargologistics.com	
9	Financial year for which reporting is being done	Start Date	End Date
	Current Financial Year	01-04-2024	31-03-2025
	Previous Financial Year	01-04-2023	31-03-2024
	Prior to Previous Financial Year	01-04-2022	31-03-2023
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE); Bombay Stock Exchange Limited (BSE)	
11	Paid-up Capital (in INR)	INR 1,96,55,64,192	
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: Ms. Swati Singh (Head – CS) Contact: +91 22 66797600 Email Id: swati.singh@allcargologistics.com	
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis	
14	Whether the company has undertaken reasonable assurance of the BRSR Core	No	
15	Name of assurance provider	Not Applicable	
16	Type of assurance obtained	Not Applicable	

II. Products/services

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

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

18. 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.	Sea and coastal water transport	501	100%

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

Location	Number of plants	Number of offices	Total
National	0	29	29
International	0	0	0

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

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

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

56%

c. A brief on types of customers

Allcargo caters to corporates, individuals and government entities.

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

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)
EMPLOYEES								
1.	Permanent (D)	557	446	80.07%	111	19.93%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%	0	0%
3.	Total employees (D + E)	557	446	80.07%	111	19.93%	0	0%
WORKERS								
4.	Permanent (F)	0	0	0%	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%	0	0%
6.	Total workers (F + G)	0	0	0%	0	0%	0	0%

b. Differently-abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)
EMPLOYEES								
1.	Permanent (D)	0	0	0%	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%	0	0%
3.	Total employees (D + E)	0	0	0%	0	0%	0	0%
WORKERS								
4.	Permanent (F)	0	0	0%	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%	0	0%
6.	Total workers (F + G)	0	0	0%	0	0%	0	0%

22. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	6	1	17%

23. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Particulars	FY 2024-25				FY 2023-24				FY 2022-23			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	6%	4%	0%	5%	8%	19%	0%	12%	10%	12%	0%	10%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Note: NA = Not Applicable

V. Holding, Subsidiary and Associate Companies (including joint ventures)**24. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Entity name	Subs / JV / Assoc	% of shares held by listed entity	Participate in the BRSR initiatives of group?
1	Administradora House Line C.A.	Subsidiary	100.0%	No
2	AGL Bangladesh Private Limited	Subsidiary	100.0%	No
3	AGL N.V.	Subsidiary	100.0%	No
4	Aladin Express DMCC	Associate	20.7%	No
5	Aladin Group Holdings Limited	Associate	25.7%	No
6	All Safe Supply Chain Solutions Co. Limited (w.e.f. June, 2023)	Associate	20.0%	No
7	Allcargo Corporate Services Private Limited (formerly known as Ecu International (Asia) Private Limited)	Subsidiary	100.0%	Yes
8	Allcargo Gati Limited (Formerly known as 'Gati Limited')	Subsidiary	50.2%	Yes
9	Allcargo Hongkong Limited	Subsidiary	100.0%	No
10	Allcargo Logistics Africa (PTY) LTD	Subsidiary	100.0%	No
11	Allcargo Logistics China Ltd.	Subsidiary	41.3%	No
12	Allcargo Logistics FZE	Subsidiary	100.0%	No
13	Allcargo Logistics Korea Co., Ltd.	Joint Venture	49.0%	No
14	Allcargo Logistics Lanka (Private) Limited	Joint Venture	40.0%	No
15	Allcargo Logistics LLC	Subsidiary	49.0%	No
16	Allcargo Supply Chain Private Limited (formerly known as Avvashya Supply Chain Private Limited) (w.e.f. 17 May 2023)	Subsidiary	100.0%	Yes
17	Allcargo Tanzania Limited	Subsidiary	100.0%	No
18	Allcargo ULS Terminals Co. Ltd (Incorporated as on 29 August 2024)	Joint Venture	49.0%	No
19	Allcargo Worldwide Limited (Formerly known as Allcargo ECU Limited) (incorporated on 20 August 2023)	Subsidiary	100.0%	Yes
20	Almacen y Maniobras LCL SA de CV	Subsidiary	100.0%	No
21	Alx Shipping Agencies India Private Limited	Subsidiary	100.0%	No
22	ALX Shipping Agency LC (w.e.f Mar 2021)	Subsidiary	49.0%	No
23	Antwerp Freight Station n.v. (Formerly known as Ecu Global Services N.V.)	Subsidiary	100.0%	No
24	Asia Express Line GmbH	Subsidiary	75.0%	No
25	Asia Line Ltd	Subsidiary	100.0%	No
26	Asia Pac Logistics DE Guatemala S.A.	Subsidiary	100.0%	No
27	Asiapac Logistics El Salvador	Subsidiary	100.0%	No
28	Asiapac Logistics Mexico SA de CV	Subsidiary	100.0%	No

S. No.	Entity name	Subs / JV / Assoc	% of shares held by listed entity	Participate in the BRSR initiatives of group?
29	Asiapac Shipping Limited (Formerly known as Asiapac Equity Investment Limited)	Subsidiary	100.0%	No
30	Asiapac Turkey Tasimacilik Anonim Sirketi	Subsidiary	100.0%	No
31	CCS Shipping Ltd.	Subsidiary	75.0%	No
32	China Consolidation Services Ltd	Subsidiary	75.0%	No
33	Comptech Solutions Pvt. Ltd.	Subsidiary	48.3%	No
34	Contech Logistics Solutions Private Limited	Subsidiary	100.0%	No
35	East Total Logistics B.V.	Subsidiary	100.0%	No
36	ECI Customs Brokerage, Inc	Subsidiary	100.0%	No
37	Econoline Storage Corp.	Subsidiary	100.0%	No
38	Ecu - Worldwide (Singapore) Pte. Ltd	Subsidiary	100.0%	No
39	Ecu International Far East Ltd.	Subsidiary	100.0%	No
40	Ecu International N.V.	Subsidiary	100.0%	No
41	Ecu Shipping Logistics (K) Ltd.	Subsidiary	100.0%	No
42	Ecu Trucking Inc.	Subsidiary	100.0%	No
43	Ecu World Wide Egypt Ltd	Subsidiary	100.0%	No
44	Ecu Worldwide (Argentina) SA	Subsidiary	100.0%	No
45	Ecu Worldwide (Bahrain) Co. W.L.L.	Subsidiary	100.0%	No
46	Ecu Worldwide (BD) Limited (w.e.f August 2020)	Subsidiary	76.0%	No
47	Ecu Worldwide (Belgium) N.V	Subsidiary	100.0%	No
48	Ecu Worldwide (Canada) Inc.	Subsidiary	100.0%	No
49	Ecu Worldwide (Chile) S.A.	Subsidiary	100.0%	No
50	Ecu Worldwide (Colombia) S.A.S.	Subsidiary	100.0%	No
51	Ecu Worldwide (Cote d'Ivoire) sarl	Subsidiary	100.0%	No
52	Ecu Worldwide (Cyprus) Ltd.	Subsidiary	55.0%	No
53	Ecu Worldwide (CZ) s.r.o.	Subsidiary	100.0%	No
54	Ecu Worldwide (Ecuador) S.A.	Subsidiary	100.0%	No
55	Ecu Worldwide (El Salvador) S.P. Z.o.o S.A. de CV	Subsidiary	100.0%	No
56	Ecu Worldwide (Germany) GmbH	Subsidiary	100.0%	No
57	Ecu Worldwide (Guangzhou) Ltd.	Subsidiary	100.0%	No
58	Ecu Worldwide (Guatemala) S.A.	Subsidiary	100.0%	No
59	Ecu Worldwide (Hong Kong) Ltd.	Subsidiary	100.0%	No
60	Ecu Worldwide (Japan) Ltd.	Subsidiary	100.0%	No
61	Ecu Worldwide (Kenya) Ltd	Subsidiary	100.0%	No
62	Ecu Worldwide (Malaysia) SDN. BHD.	Subsidiary	100.0%	No
63	Ecu Worldwide (Mauritius) Ltd.	Subsidiary	100.0%	No
64	Ecu Worldwide (Netherlands) B.V.	Subsidiary	100.0%	No
65	Ecu Worldwide (Panama) S.A	Subsidiary	100.0%	No
66	Ecu Worldwide (Philippines) Inc.	Subsidiary	100.0%	No
67	Ecu Worldwide (Poland) Sp zoo	Subsidiary	100.0%	No
68	Ecu Worldwide (South Africa) Pty Ltd	Subsidiary	100.0%	No
69	Ecu Worldwide (Thailand) Co. Ltd.	Subsidiary	57.0%	No
70	Ecu Worldwide (Uganda) Limited	Subsidiary	100.0%	No
71	Ecu Worldwide (UK) Ltd	Subsidiary	100.0%	No
72	Ecu Worldwide (Uruguay) S.A.	Subsidiary	100.0%	No

S. No.	Entity name	Subs / JV / Assoc	% of shares held by listed entity	Participate in the BRSR initiatives of group?
73	Ecu Worldwide (USA) Inc. (Formerly known as 'Econocaribe Consolidators, Inc')	Subsidiary	100.0%	No
74	Ecu Worldwide Australia Pty Ltd	Subsidiary	100.0%	No
75	Ecu Worldwide Baltics	Subsidiary	50.0%	No
76	ECU Worldwide CEE S.R.L	Subsidiary	100.0%	No
77	Ecu Worldwide China Ltd (Formerly known as China Consolidation Services Shipping Ltd)	Subsidiary	75.0%	No
78	Ecu Worldwide India Pvt Ltd (formerly known as Panvel Industrial Parks Private Limited)	Subsidiary	100.0%	No
79	Ecu Worldwide Italy S.r.l.	Subsidiary	100.0%	No
80	Ecu Worldwide Korea Co., Ltd.	Joint Venture	49.0%	No
81	ECU Worldwide Lanka (Private) Ltd.	Subsidiary	100.0%	No
82	Ecu Worldwide Logistics do Brazil Ltda	Subsidiary	100.0%	No
83	Ecu Worldwide Mexico SA de CV	Subsidiary	100.0%	No
84	Ecu Worldwide Morocco S.A	Subsidiary	100.0%	No
85	Ecu Worldwide N.V. (Formerly known as 'Allcargo Belgium N.V.')	Subsidiary	100.0%	No
86	Ecu Worldwide New Zealand Ltd	Subsidiary	100.0%	No
87	Ecu Worldwide Peru S.A.C.	Joint Venture	50.0%	No
88	Ecu Worldwide Servcios SA de CV	Subsidiary	100.0%	No
89	ECU Worldwide Tianjin Ltd	Subsidiary	75.0%	No
90	Ecu Worldwide Turkey Taşımacılık Limited Şirketi	Subsidiary	100.0%	No
91	Ecu Worldwide Vietnam Joint Stock Company	Subsidiary	100.0%	No
92	Ecuhold N.V.	Subsidiary	100.0%	No
93	Ecu-Line Abu Dhabi LLC	Subsidiary	99.0%	No
94	Ecu-Line Algerie sarl	Subsidiary	100.0%	No
95	Ecu-Line Doha W.L.L.	Subsidiary	100.0%	No
96	Ecu-Line Middle East LLC	Subsidiary	100.0%	No
97	Ecu-Line Paraguay SA	Subsidiary	100.0%	No
98	Ecu-Line Saudi Arabia LLC	Subsidiary	70.0%	No
99	Ecu-Line Spain S.L.	Subsidiary	100.0%	No
100	Eculine Worldwide Logistics Co. Ltd.	Subsidiary	100.0%	No
101	Ecu-Line Zimbabwe (Pvt) Ltd.	Subsidiary	70.0%	No
102	Ecunordicon AB	Subsidiary	90.0%	No
103	ELWA Ghana Ltd.	Subsidiary	100.0%	No
104	Eurocentre FZCO	Subsidiary	100.0%	No
105	Eurocentre Milan srl.	Subsidiary	100.0%	No
106	Fair Trade GmbH Schifffahrt, Handel und Logistik	Subsidiary	100.0%	No
107	Fasder S.A	Joint Venture	50.0%	No
108	FCL Marine Agencies B.V.	Subsidiary	100.0%	No
109	FCL Marine Agencies Belgium bvba	Subsidiary	100.0%	No
110	FCL Marine Agencies GMBH (Bremen)	Associate	50.0%	No
111	FMA Line Agencies Do Brasil Ltda.	Subsidiary	100.0%	No
112	FMA-Line Holding N. V.	Subsidiary	100.0%	No
113	FMA-LINE Nigeria Ltd.	Subsidiary	100.0%	No
114	Gati Cargo Express (Shanghai) Co. Ltd.	Subsidiary	75.0%	No

S. No.	Entity name	Subs / JV / Assoc	% of shares held by listed entity	Participate in the BRSR initiatives of group?
115	Gati Express & Supply Chain Private Limited (Formerly known as 'Gati-Kintetsu Express Private Limited')	Subsidiary	60.0%	No
116	Gati Hong Kong Limited	Subsidiary	75.0%	No
117	Gati Import Export Trading Limited	Subsidiary	44.4%	No
118	Gati Logistics Parks Private Limited	Subsidiary	44.4%	No
119	Gati Projects Private Limited	Subsidiary	44.4%	No
120	Gati Ship Limited	Associate	23.98%	No
121	Guldary S.A.	Subsidiary	100.0%	No
122	HCL Logistics N.V.	Subsidiary	100.0%	No
123	Integrity Enterprises Pty Ltd	Subsidiary	100.0%	No
124	Jordan Gulf for Freight Services and Agencies Co. LLC	Subsidiary	100.0%	No
125	Nordicon A/S	Subsidiary	90.0%	No
126	Nordicon AB	Subsidiary	90.0%	No
127	Nordicon Terminals AB	Subsidiary	90.0%	No
128	Nordicon Trucking AB (Formerly known as 'RailGate Nordic AB')	Subsidiary	90.0%	No
129	Oconca Container Line S.A. Ltd.	Subsidiary	100.0%	No
130	OTI Cargo, Inc.	Subsidiary	100.0%	No
131	Pak Da (HK) Logistic Limited	Subsidiary	75.0%	No
132	Ports International Inc	Subsidiary	100.0%	No
133	PRISM Global Ltd.	Subsidiary	100.0%	No
134	PRISM Global, LLC	Subsidiary	100.0%	No
135	PT Ecu Worldwide Indonesia	Subsidiary	100.0%	No
136	RailGate Europe B.V	Associate	30.0%	No
137	Railgate Europe Spzoo (incorporated w.e.f 5 November 2024)	Associate	33.0%	No
138	Rotterdam Freight Station BV	Subsidiary	100.0%	No
139	Shanghai Gatido Wisdom Logistics Co. Limited (w.e.f. June, 2023)	Associate	32.0%	No
140	Société Ecu-Line Tunisie Sarl	Subsidiary	100.0%	No
141	Spechem Supply chain Management (Asia) Pte. Ltd	Subsidiary	41.3%	No
142	Star Express Company Ltd.	Subsidiary	100.0%	No
143	Trade Xcelerators LLC (w.e.f 9 February 2022)	Associate	20.0%	No
144	TransIndia Logistic Park Pvt Ltd.	Subsidiary	100.0%	Yes
145	U.K.Terminals Limited	Subsidiary	100.0%	No
146	Zen Cargo Movers Private Limited	Subsidiary	44.0%	No

VI. CSR Details

25. CSR Details

(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
(ii)	Turnover (in INR):	24,85,57,74,126
(iii)	Net worth (in INR):	11,03,48,46,552

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Local Communities	Yes, <u>Stakeholder Engagement Policy</u>	0	0	NA	0	0	NA
Investors (other than shareholder)		0	0	NA	0	0	NA
Shareholders	We also have a Whistle Blower policy in which Grievance redressal mechanism has been outlined.	17	0	NA	7	0	All complaints raised during the year were successfully resolved within the stipulated time.
Employees and Workers	For both Policies, please visit the link below: https://www.allcargologistics.com/investors/investorservices/corporatepolicies	0	0	NA	0	0	NA
Customers		1	5	One new filing before NCLT. However, in FY25 no matters have been closed/ settled.	1	4	6 out of 9 from previous FY have been closed; 3 pending of which 2 are original complaints & 1 under appeal at State Consumer Forum and 1 new complaint was received in FY 2024
Value Chain Partners / Suppliers		0	0	NA	0	0	NA

Note: NA = Not Applicable

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

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

Sr. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1.	Sustainable Supply Chain	Opportunity	Implementing a sustainable supply chain reduces disruption risks and ensures compliance with evolving ESG regulations. By aligning suppliers with Allcargo's ESG standards, we strive to minimize environmental impact, support local sourcing, and promote ethical practices. This approach also opens access to ESG-conscious customers and investors, enhances supply chain transparency, enables participation in carbon credit markets, and strengthens resilience against geopolitical or climate-related shocks.	-	Positive implications
2.	Sustainable Supply Chain	Risk	Supply chain disruptions can impede processes and create cascading impacts across Allcargo's value chain. Risks include human rights violations, non-compliance with ESG standards, poor environmental performance, or unethical labour practices by vendors, which can damage Allcargo's brand reputation and lead to financial penalties or customer loss. Additionally, evolving ESG regulations, lack of supplier transparency, and overdependence on specific vendors or geographies further elevate reputational, operational, and regulatory risks.	Allcargo's Supplier Code of Conduct establishes its stance over issues such as human rights, community development, business ethics and transparency, environmental performance, and whistleblowing. Allcargo has also formulated a Sustainable Procurement Policy for its suppliers with guidance to acquire from sustainable and local sources. Furthermore, we have rolled out ESG self-assessment to our Tier-1 and critical supplier partners. Currently, we are assessing the possibility of integrating ESG criteria into supplier onboarding and performance reviews.	Negative implications
3.	Community Development	Opportunity	Participating in community development is critical in establishing enduring connections with the associated communities throughout Allcargo's operational footprint in the country. Such initiatives enhance brand equity and investor confidence while strengthening the social license to operate. A community engagement approach provides opportunities to develop local talent for logistics and warehousing operations and support local entrepreneurship,	-	Positive implications

Sr. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
			thereby fostering inclusive growth and strengthening the resilience of essential logistics hubs. With the alignment of Allcargo's CSR efforts with regional development objectives, further shared value and long-term socio-economic impact can be realized.		
4.	Energy	Opportunity	<p>Being in the logistics sector, efficiently managing energy usage is vital to reduce dependency on non-renewable sources and transition to alternatives such as solar energy, green hydrogen, biofuels, and electric mobility. While upfront investments in cleaner technologies may be significant, they pave the way for long-term operational efficiency, cost savings, and emissions reduction.</p> <p>Additionally, energy optimization creates several strategic opportunities:</p> <ul style="list-style-type: none"> - Implementation of energy-efficient systems in warehouses (e.g., LED lighting, smart HVAC, BMS, renewable energy adoption and fuel efficiency improvements) - Gaining a competitive advantage in tenders and contracts from ESG-conscious customers and multinational clients. - Access to green financing and incentives under government schemes for electric fleets and renewable installations. 		Positive implications
5.	Energy	Risk	We are largely dependent on our business vendors, such as shipping liners, for transitioning towards alternate fuels in our ocean freight operations. While the financial implications of such transitions may be limited to the short term, the dependence on external partners can delay our decarbonization efforts since ~99% of our total emissions fall under Scope-3.	Allcargo has formulated an Environmental Policy to monitor its performance on reducing GHG emissions over a period of time. We have created internal mechanisms to track exact route of liners, and compute consignment-based emissions data for our customers with API Integration. We have aligned with GLEC, IMO, CEA, GHG protocol, DEFRA, etc.	Negative implications

Sr. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
			<p>Additional risks include:</p> <p>Infrastructure constraints for Alternate Fuel Vehicles (AFVs) and Electric Vehicles (EVs), particularly in remote or underdeveloped logistics corridors.</p> <p>Volatility in alternate fuel availability and pricing, such as biofuels or green hydrogen, which may impact cost predictability and scalability.</p> <p>Uncertainty in regulatory timelines for energy transition (e.g., carbon tax or emission norms), leading to compliance and reputational risks.</p> <p>Technology obsolescence risk due to rapid innovation in clean energy and propulsion systems, which could render current investments less effective over time.</p>	<p>We anticipate narrowing of infrastructure gaps and clearer regulatory policies over time, and accordingly we will be positioning ourselves to scale as ecosystems mature, while proactively engaging to shape their development. As alternative fuel markets evolve, we're building flexible energy strategies and long-term alliances to ensure resilience and cost predictability.</p> <p>We view evolving regulations as a catalyst for innovation and are future-proofing our operations through adaptive planning and early compliance alignment. By staying technology-agnostic and innovation-focused, we're ensuring our investments remain agile and aligned with the next generation of sustainable logistics solutions.</p>	
6.	Emissions	Risk	A prime source of emissions for Allcargo is ocean transportation (scope-3). Therefore, non-management of emissions can lead to environmental deterioration.	Allcargo has formulated an Environmental Policy to monitor its performance on reducing GHG emissions over a period of time. We are in process of creating internal mechanisms to track exact route of liners, and compute consignment-based emissions data for our customers via API Integration. We are aligned with GLEC, IMO, CEA, GHG protocol, DEFRA, etc. We are exploring opportunities to partner with ship liners providing alternative fuel options.	Negative Implications

Sr. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
7.	Diversity, Equity and Inclusion	Opportunity	<p>Diversity, equity, and inclusion (DEI), combined with effective talent attraction and retention, present a significant opportunity to shape a resilient, innovative, and future-ready organization. By cultivating an inclusive culture and equitable access to career advancement, we foster a skilled and motivated workforce empowered to contribute meaningfully.</p> <p>Healthy workplace relationships and supportive, well-connected infrastructure — particularly those that enable greater participation of women — further enhance engagement and retention. A strong reputation for inclusive talent management not only drives innovation and productivity but also attracts high-calibre candidates, creating a virtuous cycle of growth, creativity, and sustained competitive advantage.</p>	-	Positive implications
8.	Customer Satisfaction	Opportunity	Customer-centric and sustainable logistics practices present a strategic opportunity to attract and retain environmentally conscious clients, enhance brand reputation, and drive long-term growth. Proactive relationship management, timely grievance redressal, and continuous feedback not only foster loyalty and operational efficiency but also open avenues for organic expansion through repeat business and positive referrals.	-	Positive Implication
9.	Corporate Governance	Opportunity	It is imperative to ensure good governance and transparent practices as they can together help in securing stakeholder interest, lead to an improved reputation, reduce the company's vulnerability to risks and improve financial performance of the Company.	-	Positive Implications

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
10.	Cybersecurity	Risk	In an increasingly digital logistics landscape, maintaining data privacy and robust cybersecurity is critical to safeguarding customer trust and operational continuity, as Allcargo holds its service online. Data breaches and cyber threats not only risk financial and legal consequences but can also disrupt supply chains, delay deliveries, and damage brand reputation. Similarly, poor customer service and mismanaged relationships can lead to inefficiencies, loss of business, and missed growth opportunities. A proactive approach to data protection and customer engagement is essential for sustaining competitiveness, ensuring compliance, and fostering long-term loyalty.	Allcargo has a Cybersecurity policy. Allcargo is also ISO 27001:2022 certified to ensure utmost compliance and better customer data privacy. In doing so, we have achieved a score of 800 in our third-party audit through BitSight ratings and rated "Advanced". We also have our IT and technology systems aligned with ISO 22301 - Business Continuity Management Systems (BCMS).	Negative Implications
11.	Labour Practice and Human Rights	Risk	Violation of human rights principles can adversely impact the workforce at larger and bear a risk of litigation against the Company. Further, the violations could also lead to severe reputational damage to the Company and litigations.	Allcargo has in place a Human Rights Policy with commitments such as zero tolerance towards human trafficking, child labour, forced labour, freedom of association, discrimination among others. A formal grievance redressal mechanism is set for all employees and contractual workers to report any grievances to the Human Resource head of the company to vasant.shetty@allcargologistics.com	Negative Implications
12.	Occupational Health and Safety	Risk	As an asset-light multimodal transport enabler, OHS-risks are predominantly at our offices.	Allcargo has in place the Health and Safety Policy that covers all its business operations. There is a dedicated HSSE team that looks after all OHS requirements along with Fire, Electrical safety audits, trainings, safety week awareness programs, aligned with ISO 45001	Negative implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<p>P1 – Sustainable Procurement Policy</p> <p>P2 – Anti-trust and Anti-competitive Policy, Code of Conduct, Corporate Tax Governance Policy</p> <p>P3 – Human Rights Policy, Health and Safety Policy, Anti-Harassment and Anti-Discrimination Policy, Board Diversity Policy</p> <p>P4 – Stakeholder Engagement Policy, Supplier Code of Conduct</p> <p>P5 – Human Rights Policy, Anti-Harassment and Anti-Discrimination Policy</p> <p>P6 – Environment Policy, Supplier Code of Conduct</p> <p>P7 – Corporate Tax Governance Policy</p> <p>P8 – Stakeholder Engagement Policy, CSR Policy</p> <p>P9 – Information Security and Cybersecurity Policy</p> <p>All the policies can be accessed through the link below:</p> <p>https://www.allcargologistics.com/investors/investorservices/corporatepolicies</p>								
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.	The Policies are compiled keeping in mind the different global standards including that of the United Nations and International Labour Organization and various ISO standards.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> Achieve Carbon Neutrality by 2040 100% transition to renewable sources for electricity consumption at all owned facilities by 2040. Zero cases of data and cybersecurity breaches through timely resolution of cyber incidents, if any. Maintain zero instances of non-compliance with regulatory requirements year-on-year. 40% gender diversity in top management and 50% gender diversity in middle and junior management by 2040. Committed to making a safer workplace for all our employees and workers. For community development, we are committed to multiple United Nations Sustainable Development Goals - SDG 3, 4, 11, and 14. Continue to ensure Zero employment of child and forced labour. Continue to ensure Zero instances of human rights violation. 								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Allcargo has set goals & targets and will be tracking its performance in the upcoming years.								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)	The Board of Directors and CEO accesses various ESG initiatives and reviews the same regularly. The Company is in the process of developing a detailed ESG roadmap which will be implemented specifying the category-wise targets.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Adarsh Hegde, Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Company is working on establishing a Sustainability Committee in the coming years that will drive ESG initiatives.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board of Directors									Annually								
Description of other committee for performance against the above policies and follow up action	Refer Corporate Governance Report of Annual Report indicating Board level committee details									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances.	Board of Directors									Annually								
Description of other committee for compliance with Statutory requirements of relevance to the principles and rectification	Refer Corporate Governance Report of Annual Report indicating Board level committee details									Annually								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9									
No										No								

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

Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	0	NA	0%
Key Managerial Personnel	1	P1, P3	33%
Employees other than BoD and KMPs	20	P1, P3, P4, P5 NPS score of 70+, Program score: 4.3+, significant majority (50%+) participants are meeting expectations of effective knowledge transfer	56%
Workers	Not Applicable	Not Applicable	Not Applicable

Note: 306 unique employees attended L&D training, NPS score was taken by L&D team, it did not include OHS trainings, wellness, wellbeing training sessions.

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
Particulars	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	P1	NSE Limited and BSE Limited	5,900	The Company has paid the fine of ₹ 5,900/- each (including GST) to BSE Limited and National Stock Exchange of India Limited in respect of non-compliance with disclosure of related party transactions on consolidated basis under Regulation 23 (9) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 for the half year ended September 30, 2024.	No
Settlement	P1	NSE Limited	0	The Company has received Notice from National Stock Exchange of India Limited ("NSE") for non-compliance with the provisions of Regulation 19(1) of SEBI (Listing Obligation sand Disclosure Requirements) Regulations, 2015 during the year and the Company had submitted application for waiver and had received waiver letter from NSE Dated July 11, 2024.	No
Compounding fee	0	NA	NA	NA	No

Non-Monetary

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	0	NA	NA	NA	No
Punishment	0	NA	NA	NA	No

Note: NA = Not Applicable

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

Not Applicable

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

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

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

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

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

Particulars	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	None	0	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	None	0	None

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

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

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

Metrics	FY 2024-25	FY 2023-24
(i) Accounts Payable * 365 in INR	13,81,67,79,89,385	12,02,55,24,68,405
(ii) Cost of goods / service procured in INR	22,10,75,05,571	13,68,54,00,000
(iii) Number of days of Accounts Payable (Accounts Payable * 365 / Cost of goods / service procured)	62.50	87.87

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. (i) Purchases from trading houses	0	0
	(ii) Total Purchases	22,10,75,05,571	13,68,53,94,286
	(iii) Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. (i) Purchases from top 10 trading houses	0	0
	(ii) Total purchases from trading houses	0	0
	(iii) Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. (i) Sales to dealers / distributors	0	0
	(ii) Total Sales	24,85,57,74,126	16,33,28,55,287
	(iii) Sales to dealers / distributors as % of total sales	0	0%
	b. Number of dealers / distributors to whom sales are made	0	0
	c. (i) Sales to top 10 dealers / distributors	0	0
	(ii) Total sales to dealers / distributors	0	0
	(iii) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0%	0%
Share of RPTs in	a. (i) Purchases (Purchases with related parties)	4,59,53,19,015	2,94,41,17,734
	(ii) Total Purchases	22,10,75,05,571	13,68,53,94,286
	(iii) Purchases (Purchases with related parties as % of Total Purchases)	20.8%	22%
	b. (i) Sales (Sales to related parties)	3,61,53,24,077	2,78,38,36,354
	(ii) Total Sales	24,85,57,74,126	15,69,11,85,949
	(iii) Sales (Sales to related parties as a % of Total Sales)	14.5%	18%
	c. (i) Loans & advances (Loans & advances given to related parties)	14,34,74,827	5,10,49,453
	(ii) Total loans & advances	18,21,60,978	9,28,91,381
	(iii) Loans & advances (Loans & advances given to related parties as a % of Total loans & advances)	78.8%	55%
	d. (i) Investments (Investments in related parties)	13,70,46,87,208	14,61,66,87,208
	(ii) Total Investments made	13,71,71,00,960	14,61,66,42,208
	(iii) Investments (Investments in related parties as a % of Total Investments made)	99.9%	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
0	None	0

Note: We have currently only carried out supplier ESG self-assessment via survey in FY 2024 furthermore we intend to assess performance, identify gaps & help in capacity building of our supplier going forward.

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If Yes, provide details of the same.

Yes. The Company has a policy on management of conflict of interest to identify actual or potential conflict of interest of the Company with its directors, which may arise during the course of its business activities. The Company has implemented

organisational processes to mitigate and prevent conflicts of interest that may arise. The Company has approval mechanism in place for directors to address potential conflict of interests that may arise in recommending/approving related party transactions. The related party transaction policy is placed on the Company's website.

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

Essential Indicators

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

Particulars	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	0	0	Not Applicable
Capex	0	0	Not Applicable

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

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

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

Allcargo assesses its suppliers for their ESG performance based on a self-assessment survey; 20% of our key suppliers were assessed for the same.

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

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

Not Applicable. Extended Producer Responsibility is not applicable to Allcargo as we are a multimodal transport service provider.

Leadership Indicators

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

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

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

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

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

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

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

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

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

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

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains**Essential Indicators****1. a. Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	446	446	100%	446	100%	NA	NA	NA	NA	NA	NA
Female	111	111	100%	111	100%	111	100%	NA	NA	NA	NA
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	557	557	100%	557	100%	111	19.92%	NA	NA	NA	NA
Other than permanent Employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Note: NA = Not Applicable. We do not have Paternity benefits, day care and we do not have any 'Other-than-permanent employees.'

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than permanent Employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Note: NA = Not Applicable, Allcargo does not have any 'workers.'

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

Particulars	FY 2024-25	FY 2023-24
Cost incurred on well-being measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	1,65,87,702	1,71,96,992
Total Revenue (in INR)	24,85,57,74,126	18,56,82,00,000
Cost incurred on well-being measures as a % of total revenue of the company	0.07%	0.1%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	0	Yes	100%	0	Yes
Gratuity	100%	0	Yes	100%	0	Yes
ESI	NA	0	NA	NA	0	NA
Others – please specify	NA	0	NA	NA	0	NA

Note: NA = Not Applicable

3. Accessibility of workplaces

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

Allcargo's offices are currently not ready with accessibility to differently abled employees and workers.

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

Yes, Allcargo emphasizes on providing equal opportunities for its employees in our established policies - POSH Policy, Anti-harassment and Anti-Discrimination Policy.

Web-link to the policies:

<https://www.allcargologistics.com/investors/investorservices/corporatepolicies>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Other	NA	NA	NA	NA
Total	NA	NA	NA	NA

Note: NA = Not Applicable, Allcargo does not have any workers and in FY25, no employee has availed parental leave.

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

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	<p>Yes, we have the following options for mechanisms to redress grievances:</p> <ul style="list-style-type: none"> ▪ Direct approach to Manager or HRBP ▪ Anonymous Complaint box at Head office ▪ HR helpdesk ticket on HRMS system ▪ Whistleblower Policy ▪ Stakeholder Engagement Policy
Other than Permanent Employees	NA

Note: NA = Not Applicable

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	446	0	0%	0	0	0%
Female	111	0	0%	0	0	0%
Other	0	0	0%	0	0	0%
Total Permanent Workers						
Male	0	0	0%	0	0	0%
Female	0	0	0%	0	0	0%
Other	0	0	0%	0	0	0%

Note: Allcargo does not have any Worker Associations or Unions.

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	446	87	19.5%	241	54%	437	43	10%	151	35%
Female	111	33	29.7%	65	58.5%	100	18	18%	31	31%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Total	557	120	21.5%	306	55%	537	61	11%	182	34%
Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Note: NA = Not Applicable, Allcargo does not have any 'workers'.

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	446	446	100%	437	437	100%
Female	111	111	100%	100	100	100%
Other	0	0	0%	0	0	0%
Total	557	557	100%	537	537	100%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

Note: NA = Not Applicable, Allcargo does not have any 'workers.' All eligible employees as per annual cycle are 100% eligible for performance and career development reviews

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

Allcargo has implemented Occupational Health and Safety Policy, which is applicable to all of Allcargo's business operations and offices. However, Allcargo is aligned with ISO 45001, ISO 9001 & ISO 14001 for all locations. We frequently indulge in audits to make our systems effective and improve continually. Allcargo has a central team to monitor all safety-related activities. We conduct safety risk assessment to identify the safety-related hazards in operations and mitigate them. Our team undertakes a deep dive on any potential incident with root-cause analysis and circulate the learnings to the team.

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

Allcargo's safety team periodically conducts safety risk assessment in line with ISO 45001. It is reviewed periodically as per prescribed timelines i.e. once a year or as may be required during the period.

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

Yes. All our employees and workers have access to report work-related Hazard and observations anonymously. The stakeholders can report via our whistleblower / grievance mechanism or even through the suggestion-box placed at designated locations within the premises and accessible is to all.

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

Yes, our employees have access to mFine application as our wellbeing initiative.

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

Safety Incident type	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	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

Note: Allcargo is in the process of reviewing existing systems for tracking data for safety-related incidents.

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

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

- Fire and Safety Evacuation drills are conducted for all employees, workers and security personnel and all Fire hydrants are monitored strictly as the preparedness for emergency.
- All Locations undergo Occupational Health & Safety, Fire & Electrical Safety audits are conducted by competent agencies at regular intervals.
- In the business continuity plan the Company has nominated members for target roles.
- Refresher training is conducted for the entire staff once in six months and conduct surprise fire & evacuation drills twice a year. All observations, Suggestions for improvements during audit are implemented on priority with target dates.
- Fixed and portable firefighting systems – fixed fire-fighting systems at offices are under an annual maintenance contract with government-approved or authorized licensed contractors. For fire extinguishers, a tracker is maintained which indicates the last filling date and next due date for the refilling of these extinguishers.
- CCTV and Safety alarms are installed at all locations.
- All safety related equipment is put through comprehensive Quality Audit and Testing to ensure strong compliance to Maintenance, Safety and Reliability aspects as per the specifications by various Original Equipment Manufacturer.

- Safety Awareness Campaign like Road Safety Week, National Safety week, Fire Safety Week, Electrical Safety Week, Environment Day are held/ celebrated at all locations to improve the awareness of Health, Safety & Environment of employees.
- Our employees have access to mFine application for health & wellbeing.

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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	None	0	0	None
Health & Safety	0	0	None	0	0	None

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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.

No incident occurred in the current financial year, thus there were no corrective actions taken; all actions were preventive to avoid any incidents. During risk assessment, all identified risks were negligible and fell under tolerable risk.

Leadership Indicators

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

(A) Employees (Y/N):

Yes. The Company covers all the employees under Group Accidental and Mediclaim Policies.

(B) Workers (Y/N):

Not Applicable.

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

The Supplier Code of Conduct incorporates clauses concerning human rights, including but not limited to minimum wages, working hours, and freedom of association, each partner within the value chain is required to endorse the Supplier Code of Conduct and adhere to its provision. We do not currently track deduction of statutory dues.

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:

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

No, Allcargo does not provide transition assistance programs.

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	20%
Working Conditions	20%

Note: Currently we undertake ESG self-assessment through survey as a part of our Supplier ESG Assessment. For the current year, we have covered 20% of vendors from the significant vendor pool.

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

We started our supplier ESG assessment from FY2023, it is an annual exercise. Currently review mechanisms for supplier responses are being developed & thereafter we will have the strategy ready for corrective action.

PRINCIPLE 4 Businesses should respect the interests of and be responsive to all its stakeholders.
Essential Indicators
1. Describe the processes for identifying key stakeholder groups of the entity.

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

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Employees and workers	No	<ul style="list-style-type: none"> Intranet portal Trainings and development programmes Performance management system Emails. Written communication Newsletters, circulars and internal publications Employee engagement initiatives Functional and cross-functional committees 	Daily/Weekly	Business/ operations related communications
Investors and shareholders	No	<ul style="list-style-type: none"> Annual shareholder meeting Investor presentations and conference calls Investor conferences and meets Communication through Stock exchange and website of the Company Press releases and newsletters 	Quarterly / Annually / Event based	To provide updates on company's operations and updates on new business decisions
Customers	No	<ul style="list-style-type: none"> Customer satisfaction surveys Marketing and advertising Customer service centres Complaint handling and feedback Electronic communication – social media, WhatsApp, Calls 	Daily	Addressing customer requirements for deliveries and grievances if any

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Suppliers and Contractors	No	<ul style="list-style-type: none"> Regular interaction through online and offline meetings, phone calls, e-mails Conferences and workshops Training and awareness programmes Supplier ESG Audit 	Daily/Weekly	To track daily operational activities and communicate future needs and expectations
Government and Regulatory Authorities	No	<ul style="list-style-type: none"> Meetings and formal dialogue Representation through various trade bodies workshops Written communication 	Other – Need basis	Business-related
Industry Associations	No	<ul style="list-style-type: none"> Conferences, global events and workshops Press releases and newsletters Written Communications Meetings Publications and Announcements 	Other – Need basis	Business-related
Communities and NGOs	Yes	<ul style="list-style-type: none"> Conferences and workshops Communication via telephone, email, etc. Community-participation events CSR partnerships - Contribution towards various causes Communication with Beneficiary Committees 	Other – Need basis	To obtain a social license to operate in communities around our operations
Media	No	<ul style="list-style-type: none"> Written Communications Interviews and Forums Meetings Publications and Announcements Media releases 	Other – Need basis	Business-related

Leadership Indicators

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

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

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

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

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

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

- Townhall meetings
- Skip level meetings

- Diversity & Inclusion committees are at place to discuss on D&I related problems.
- POSH committee
- Under our CSR, for our communities, we create awareness events, verify socio-economic background of the population, provide consultations, round of discussion with technical persons, involve the hospital and other stakeholders who can provide clarity on the issue. We take actions such as address individual issues, take to concern, provide clarity, give the needful to the person/group till it is resolved.

PRINCIPLE 5 Businesses should respect and promote human rights.
Essential Indicators

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. employees/ workers covered (B)	% (B / A)	Total (C)	No. employees/ workers covered (B)	% (D / C)
Employees						
Permanent	557	557	100%	537	537	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	557	557	100%	537	537	100%
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

Note: NA = Not Applicable, Allcargo does not have any 'workers.' Allcargo has set up a process of capturing the training data in the current year, hence, the previous year numbers were not captured.

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent Employees										
Male	446	0	0	446	100%	437	0	0	437	100%
Female	111	0	0	111	100%	100	0	0	100	100%
Other	0	0	0	0	0	0	0	0	0	0
Other than Permanent Employees										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Workers										
Permanent Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Note: NA = Not Applicable, Allcargo does not have any 'Other than Permanent Employees' and 'workers.'

3. a. Details of remuneration/salary/wages, in the following format: (Median remuneration/wages:)

Categories	Male		Female		Others	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	6	25,00,000	2	15,75,000	NA	NA
Key Managerial Personnel	5	2,30,00,000	1	0	NA	NA
Employees other than BoD and KMP	441	721,390	110	716,867	NA	NA
Workers	0	NA	0	NA	NA	NA

Note: NA = Not Applicable; We have 1 Female KMP, Swati Singh (CS & Compliance Officer), joined in March 2025, thus their remuneration for FY25 is ZERO.

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females (INR)	9,00,27,476	7,59,91,914
Total Wages (INR)	84,41,22,256	1,01,56,93,065
Gross wages paid to females as % of total wages	10.67%	7.48%

Note: NA = Not Available

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

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

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

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

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

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

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

Categories	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labour	0	0	None	0	0	None
Forced Labour/Involuntary Labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

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

Particulars	FY 2024-25	FY 2023-24
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.

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

The POSH policy details the following:

- At all stages of the procedures, informal and formal, and from the first discussions when the potential allegations of sexual harassment are discussed, all parties to the discussion are required to be aware of the sensitivity of the matters under discussion, the potential impact on individual lives and careers.
- Once the procedures are concluded, the documents should be filed in sealed envelopes marked confidential and lodged with the person responsible for the retention of personnel records.
- Any requests for information from Media sources if any should be referred to the person within the Company responsible for Media briefings.
- Notwithstanding anything contained in the Right to Information Act, 2005, the content of the Complaint, the identity and addresses of the aggrieved woman, respondent and witness, any information relating to conciliation and inquiry proceedings, recommendations of the Complaint Committee and the action taken by the employer shall not be published, communicated, or made known to the public, press and media in any manner.

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

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

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

10. Assessments for the year:

Particulars	% 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 details)	-

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

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

Leadership Indicators

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

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

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

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

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

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

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	20%
Discrimination at workplace	20%
Child Labour	20%
Forced Labour/Involuntary Labour	20%
Wages	20%
Others – please specify	20%

Note: Allcargo currently is assessing its tier-1 value chain partners in the current year.

We have **Supplier Code of Conduct & Sustainable Procurement Policy** all suppliers are required to comply to policy requirements like prevention of child labour, forced labour, sexual harassment, and discrimination at workplace are part of the of both the policies. Kindly find our policies in the link below:

1. Supplier Code of Conduct:
2. Sustainable Procurement Policy:

Link: <https://www.allcargologistics.com/investors/investorservices/corporatepolicies>

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

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

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

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	59.9	76.05
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	59.9	76.05
From non-renewable sources		
Total electricity consumption (D)	5,152.4	4,740.79
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	0	0

Parameter	FY 2024-25	FY 2023-24
Total energy consumed from non-renewable sources (D+E+F)	5,152.4	4,740.79
Total energy consumed (A+B+C+D+E+F)	5,212.3	4,816.84
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees crores) (GJ/ INR Crore)	2.10	2.59
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/ USD Crore PPP)	43.32	58.02
Energy intensity in terms of physical output	Not Applicable	Not Applicable
Energy intensity (optional) – the relevant metric may be selected by the entity	--	--

Note: No external assurance was carried out on environmental parameters for current financial year.

* The PPP conversion factor used for calculating the Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) – 20.66 as per IMF.

Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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.

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

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)	NA	NA
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Total Water consumption/ Revenue from operations)	NA	NA
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	NA	NA
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: NA = Not Available. Allcargo is currently not tracking its water consumption since it is not a material area for Allcargo as per the Stakeholder Engagement and Materiality Assessment carried out. However, we are in the process of setting systems and procedure to be able to track the data, going forward.

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 external assurance was carried out on environmental parameters.

4. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres)

Parameter	FY 2024-25	FY 2023-24
(i) To Surface water-	NA	NA
No treatment	NA	NA
With treatment	NA	NA
(ii) To Groundwater-	NA	NA
No treatment	NA	NA
With treatment	NA	NA
(iii) To Seawater water-	NA	NA
No treatment	NA	NA
With treatment	NA	NA
(iv) Sent to third-parties -	NA	NA
No treatment	NA	NA
With treatment	NA	NA
(v) Others-	NA	NA
No treatment	NA	NA
With treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

Note: NA = Not Available. Allcargo is currently not tracking its water-related data since it is not a material area for Allcargo as per the Stakeholder Engagement and Materiality Assessment carried out. However, we are in the process of setting systems and procedure to be able to track the data, going forward.

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.

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

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

Parameter	Unit	FY 2024-25	FY 2023-24
NOx	MT	NA	NA
SOx	MT	NA	NA
Particulate matter (PM)	MT	NA	NA
Persistent Organic Pollutants (POP)	MT	NA	NA
Volatile Organic Compounds (VOC)	MT	NA	NA
Hazardous Air Pollutants (HAP)	MT	NA	NA
Others - Please Specify	MT	NA	NA

Note: NA = Not Available. No external assurance was carried out on environmental parameters. Allcargo is currently not tracking its stack or air emissions and is in the process of setting systems, procedures to be able to track the data, going forward.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) in mtCO₂e & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	0	0
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,016.17	934.99
Total Scope 1 and Scope 2 emissions per rupees in crore of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/INR Crore	0.41	0.50
Scope 1&2 Emissions 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)	tCO ₂ e/USD Crore (PPP)	8.45	11.28
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) -- the relevant metric may be selected by the entity	-	NA	NA

Note: NA = Not Applicable

* The PPP conversion factor used for calculating the Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) – 20.66 as per IMF.

Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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 external assurance was carried out on environmental parameters.

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

Yes. Allcargo has taken initiatives for installed solar capacity in its head office. We have been able to utilize 60 GJ of renewable energy, reducing our dependency on grid electricity and further contributing to GHG emission reductions.

Allcargo has actively conducted tree plantations across its operations and under CSR at the group level has planted over 10 lakh trees since 2015 (and 1.5 lakh trees planted in current year) to further contributing to carbon emission reductions.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)	NA	NA
Plastic Waste (A)	NA	NA
E-Waste (B)	NA	NA
Biomedical Waste (C)	NA	NA
Construction & Demolition (C&D waste) (D)	NA	NA
Battery Waste (E)	NA	NA
Radioactive Waste (F)	NA	NA
Other Hazardous Waste (please specify) (G)	NA	NA
Other Non-Hazardous Waste generated. Please specify if any (Break-up by composition i.e. by materials relevant to the sector) (H)	NA	NA
Total (A + B + C + D + E + F + G + H)	NA	NA
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	NA	NA
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	NA	NA
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Parameter	FY 2024-25	FY 2023-24
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	NA	NA
(i) Recycled	NA	NA
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
Total	NA	NA
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	NA	NA
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
Total	NA	NA

Note: NA = Not Available

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 external assurance was carried out on environmental parameters. Waste generation is not being tracked currently since waste is not a material area for Allcargo as per the Stakeholder Engagement and Materiality Assessment carried out. However, we are in the process of tracking our waste and setting appropriate practices for waste management going forward.

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

As a logistics company, Allcargo does not manufacture any products and thus does not use any hazardous or toxic chemicals. However, we are in the process of tracking our waste and setting appropriate practices for waste management going forward.

- 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:**

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

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

During the reporting period, Allcargo has not conducted any environmental impact assessment. Allcargo ensures compliance with local and national applicable laws wherever required.

- 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, Allcargo ensures compliance with all national applicable laws wherever required.

Leadership Indicators

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

Allcargo is in the process of conducting a study to identify if we have any facility or plant located in areas of water stress. Water withdrawal is not being tracked currently. We are in the process of tracking our water and setting appropriate practices for water management.

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 external assurance was carried out on environmental parameters for current financial year. Water withdrawal is not being tracked currently.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	1,45,109	1,35,013
Total Scope 3 emissions per rupees of turnover	<i>tCO₂e / INR Crore</i>	58.38	72.71
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: No external assurance was carried out on environmental parameters

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

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

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:

During the reporting year, Allcargo has not undertaken any initiatives to improve resource efficiency or reduce impact due to emissions / effluent discharge / waste generated. We have initiated waste, water and wastewater tracking procedures internally.

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

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

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

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

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.

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

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

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

8. a. Green credits generated or procured by the entity

None

b. Green credits generated or procured by top ten value chain partners (in terms of value of purchases and sales respectively)

None

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

Essential Indicators

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

Allcargo is a member of eight trade associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Confederation of Indian Industry(CII)	National
2	International Market Assessment (IMA) CHRO Forum	National
3	IMC Chamber of Commerce and Industry	National
4	All India Management Association (AIMA)	National
5	International Market Assessment (IMA) India CEO Forum	International
6	International Market Assessment (IMA) India CFO Forum	National
7	Confederation Of Indian Industry - Family Business Network	National
8	EU Chambers of Commerce of India	National

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

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

Leadership Indicators

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

There have been no public policies that have been advocated by Allcargo.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

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

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

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

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

Allcargo has a Stakeholder Engagement Policy that allows the community to register any grievances. Our communities can share / report their concerns / grievances to CSR team; Accordingly, our CSR team takes it to related project office bearer/ social worker to resolve by doing the needful.

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

Particulars	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	NA	NA
Sourced directly from within India	NA	NA

Note: NA = Not Applicable. Allcargo is a service industry and not a manufacturing industry hence input material would not be applicable

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 2024-25	FY 2023-24
Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in INR	NA	NA
ii) Total Wage Cost in INR	NA	NA
iii) % of Job creation in Rural areas	NA	NA
Semi-Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in INR	NA	NA
ii) Total Wage Cost in INR	NA	NA
iii) % of Job creation in Semi-Urban areas	NA	NA
Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in INR	NA	NA
ii) Total Wage Cost in INR	NA	NA
iii) % of Job creation in Urban areas	NA	NA
Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in INR	NA	NA
ii) Total Wage Cost in INR	NA	NA
iii) % of Job creation in Metropolitan areas	NA	NA

Note: NA = Not available

Leadership Indicators

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

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

2. Provide the following information on CSR projects undertaken

S. No	State	Aspirational District	Amount spent (in INR)
1	-	-	0

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

No, Allcargo does not have a preferential procurement policy.

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

No, Allcargo does not have a preferential procurement policy.

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

No, Allcargo does not have a preferential procurement policy.

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

S. No	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
1	None	NA	NA	NA

Note: NA = Not Applicable

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Allcargo is not involved in any litigations for intellectual property.

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project Areas	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Health	5,088	88%
2	Education	6,248	74%
3	Environment	0	0%
4	Women Empowerment	2,944	70%
5	Sports	100	1%
6	Staff Assistance (welfare)	0	0%
	TOTAL	14,380	77.6%

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

Essential Indicators

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

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

All grievances can be raised to us through our Grievance Redressal Mechanism as per the Whistle Blower Policy and Procedures policy -

(<https://www.allcargologistics.com/investors/investorservices/corporatepolicies>)

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

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

Particulars	As a % age to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	Not Applicable

Note: Allcargo is a multimodal transport service provider and does not manufacture any goods.

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

Particulars	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Other	1	5	One new filing before NCLT. However, in FY25 no matters have been closed/ settled.	1	4	6 out of 9 from previous FY have been closed; 3 pending of which 2 are original complaints & 1 under appeal at State Consumer Forum and 1 new complaint was received in FY 2023-24

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

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

Note: Allcargo is a multimodal transport service provider and does not manufacture any goods or products.

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

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

Policy link: <https://www.allcargologistics.com/investors/investorservices/corporatepolicies>

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

There were no incidents of data breaches for the current reporting year.

Allcargo is deeply committed to upholding customer privacy and cybersecurity. As Allcargo aggregates personally identifiable information of its customers for shipments, appropriate technical and process control measures are implemented to ensure zero data leakages. The IT systems are ISO 27001:2022 certified and are in line with the NIST framework. Procedures for incident management and vulnerability assessments are regularly conducted to ensure compliance with the highest standards of security. The prudence of our cybersecurity mechanism and performance is evident through our BitSight ratings score of 800, helping us gain a rating of 'Advanced'.

Safeguarding cybersecurity and data privacy is paramount to us. We have ensured enhanced protocols are implemented for data transmission, Multi-factor Authentication (MFA) is implemented across platform, continuous threat intelligence and monitoring is in place and compliance with regulatory standards & ISO standards. Thus, only preventive measures are being undertaken which undergo continual improvement, but no corrective actions were required.

7. Provide the following information relating to data breaches:**a. Number of instances of data breaches along-with impact**

There were no data breach incidents for this financial year.

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

There were no data breach incidents for this financial year.

c. Impact, if any, of the data breaches

Not Available, since there were no data breach incidents this financial year.

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

Website	:	https://www.allcargologistics.com
Instagram	:	https://instagram.com/allcargologisticsltd?igshid=MzRIODBiNWFIZA==
YouTube	:	https://youtube.com/@allcargologisticsltd
X (formerly Twitter)	:	https://x.com/allcargofficial?lang=en
LinkedIn	:	https://www.linkedin.com/company/allcargo-logistics/

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

Allcargo is currently not conducting any consumer awareness activities.

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

In case of service disruption, the internal Customer Service team prioritizes risk assessment and renders timely customer communication or service advisories in high-impact scenarios.

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.

Not Applicable. Allcargo is a logistics company and does not manufacture any products.

5. 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, we annually conduct the Customer Satisfaction Survey (CSAT), which is carried out internally.