

September 2, 2025

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai- 400 001

National Stock Exchange of India Limited

Exchange Plaza,
Bandra Kurla Complex, Bandra (East),
Mumbai - 400 051

Scrip Code: 532345

Symbol : ACLGATI

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for FY 2024-25

Ref: Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the SEBI Listing Regulations)

Pursuant to Regulation 34(2)(f) of the SEBI Listing Regulations, please find enclosed Business Responsibility and Sustainability Report for FY 2024-25. The said Report forms part of the Annual Report for FY 2024-25.

The Annual Report for FY 2024-25 is available on the website of the Company at :

<https://www.allcargogati.com/investor/Investor-Services-Allcargo-Annual-Reports>

This is for your information and records.

Thanking you,

Yours faithfully,

For **Allcargo Gati Limited**
(Formerly known as “Gati Limited”)

Shekhar R Singh
Company Secretary

Encl.: as above

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	L63011MH1995PLC420155												
2	Name of the Company	Allcargo Gati Limited ("AllcargoGATI")												
3	Year of incorporation	25 April 1995												
4	Registered office address	4 th Floor, B-Wing, Allcargo House, CST Road, Kalina, Santacruz (East) Mumbai, Maharashtra, India, 400098												
5	Corporate address	Western Pearl, 4 th Floor, Survey No. 13(p), Kondapur, Hyderabad, Rangareddi - 500084, Telangana, India.												
6	E-mail	investor.services@allcargologistics.com												
7	Telephone	+91 40 7120 4284, +91 22 66798100												
8	Website	www.allcargogati.com												
9	Financial year for which reporting is being done	<table> <tr> <th></th><th>Start Date</th><th>End Date</th></tr> <tr> <td>Current Financial Year</td><td>1 Apr 2024</td><td>31 Mar 2025</td></tr> <tr> <td>Previous Financial Year</td><td>1 Apr 2023</td><td>31 Mar 2024</td></tr> <tr> <td>Prior to Previous Financial year</td><td>1 Apr 2022</td><td>31 Mar 2023</td></tr> </table>		Start Date	End Date	Current Financial Year	1 Apr 2024	31 Mar 2025	Previous Financial Year	1 Apr 2023	31 Mar 2024	Prior to Previous Financial year	1 Apr 2022	31 Mar 2023
	Start Date	End Date												
Current Financial Year	1 Apr 2024	31 Mar 2025												
Previous Financial Year	1 Apr 2023	31 Mar 2024												
Prior to Previous Financial year	1 Apr 2022	31 Mar 2023												
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)												
11	Paid-up Capital (in ₹)	₹ 29,41,51,102												
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: Shekhar R Singh Contact: +91 8008559771 Email Id: shekhar.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)	Consolidated basis – Allcargo Gati Limited (AGL) and Gati Express and Supply Chain Pvt. Ltd. (GES CPL)												
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	Express Logistics	Surface & Air Transport	100%
2	Fuel Stations*	Distribution of Fuel in partnership with HPCL & Indian Oil	NA, Refer to note below

***Note:** *Fuel Stations activities is a discontinued operation, therefore it has not been included in the Total Turnover of the company, as per applicable Indian Accounting Standards (Ind AS)

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	Express Logistics	522, 521, 512, 492	87%
2	Fuel Stations	NA	NA, refer to note below

***Note:** *Fuel Stations activities is a discontinued operation, therefore it has not been included in the Total Turnover of the company, as per applicable Indian Accounting Standards (Ind AS)

III. Operations

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

Location	Number of Business Units	Number of offices	Total
National	721	22	743
International	0	0	0

20. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	35
International (No. of Countries)	1

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

AllcargoGATI is not involved in any export business and operates only in India.

c. A brief on types of customers

Our customer base comprises businesses, MSMEs, individual customers, retailers, wholesalers among others.

IV. Employees

21. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
Employees								
1.	Permanent (D)	2,384	2,080	87.25%	304	12.75%	0	0
2.	Other than Permanent (E)	0	0	0	0	0	0	0
3.	Total employees (D + E)	2,384	2,080	87.25%	304	12.75%	0	0
Workers								
4.	Permanent (F)	0	0	0	0	0	0	0
5.	Other than Permanent (G)	843	759	90%	84	10%	0	0
6.	Total workers (F + G)	843	759	90%	84	10%	0	0

b. Differently-abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
DIFFERENTLY ABLED EMPLOYEES								
1.	Permanent (D)	10	9	90%	1	10%	0	0
2.	Other than Permanent (E)	0	0	0	0	0	0	0
3.	Total employees (D + E)	10	9	90%	1	10%	0	0
DIFFERENTLY ABLED 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	7	1	14.3%
Key Management Personnel	3	0	0%

Note: Board of Directors and Key Managerial Personnel (KMP) composition is provided on a consolidated basis that includes Subsidiary Board / KMPs of the Company.

23. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25				FY 2023-24				FY 2022-23			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	4%	6%	0%	4.3%	6%	5%	0%	6%	18%	19%	0%	18%
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.	Name of the holding / subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Allcargo Logistics Limited	Holding	44.42	Yes
2	Gati Express and Supply Chain Private Limited	Subsidiary	70	Yes
3	Gati Logistics Parks Private Limited	Subsidiary	100	No
4	Gati Import Export Trading Limited	Subsidiary	100	No
5	Gati Projects Private Limited	Subsidiary	100	No
6	Zen Cargo Movers Private Limited	Subsidiary	100	No
7	Gati Ship Limited	Associate	47.95	No

VI. CSR Details**25.**

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013:	No
(ii) Turnover (in ₹):	15,09,94,00,000
(iii) Net worth (in ₹):	8,75,94,00,000

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,	0	0	NA	0	0	NA
Investors (other than shareholders)	<u>Stakeholder Engagement Policy</u>	0	0	NA	0	0	NA
Shareholders	Grievances can be sent to though our <u>AllcargoGATI Vigil Mechanism Policy</u> which contains Whistle Blower Procedures	15	0	NA	12	0	NA
Employees and Workers		2	0	2 POSH complaints received and resolved	0	0	NA
Customers		8*	8	8* Customer complaints were closed through settlement in court	15	69	The matters filed against AllcargoGATI are previous to takeover in 2019
Value Chain Partners / Suppliers		0	0	NA	0	0	NA

Note: *Consumer Complaints received from appropriate court of law/consumer forums were minor cases and not as under Regulation 30 of SEBI LODR

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.	Energy	Opportunity	As a logistics company, efficient energy management is crucial to ensure that we reduce our dependency on non-renewable energy sources and transition to options such as green fuels and route optimization. While adopting better technology to reduce our energy consumption can have a significant initial investment, this will ensure transition to cleaner fuels and reduce emissions in the process.	-	Positive implications
2.	Energy	Risk	<ul style="list-style-type: none"> Transitioning towards renewable sources of energy such as solar, wind or green hydrogen comes with a significant investment. Further, appropriate infrastructure for Alternate Fuel Vehicles (AFVs), including Electric Vehicles (EVs) may not be available in remote locations. We are largely dependent on our business vendors such as business associates for being able to transition towards alternate energy sources. 	<ul style="list-style-type: none"> AllcargoGATI is investing in solar plant installations on an OpEx model, thus reducing the initial cost of capital. AllcargoGATI is currently focusing on geographies that has infrastructure to adopt Alternate Fuel Vehicles (AFVs), including EVs with ease and will slowly expand over other geographies depending upon availability. 	Negative implications
3.	Emissions	Risk	The principal source of emissions for AllcargoGATI is its road transportation segment which is operated via third-party business partners. Additionally non-management of emissions can lead to damage to AllcargoGATI's brand value and reputation.	AllcargoGATI is working with third-party aggregators to include alternate fuel vehicles, including EVs, CNG and LNG vehicles in the first and last mile delivery segment.	Negative implications
4.	Occupational Health and Safety	Risk	As a logistics company, AllcargoGATI is also exposed to the risk of road accidents which can lead to permanent injuries or loss of life. Unsafe working conditions can lead to work-related injuries. Failure to meet regulatory requirements can also lead to heavy penalization.	AllcargoGATI has a Health and Safety Policy with a commitment to conducting business activities, with zero injury to employees, sub-contractors and third-party organizations.	Negative implications
5.	Diversity, Equity and Inclusion	Opportunity	Bias and discrimination at work hinders healthy professional relationships and can hamper professional development. The physical work environment and geographic locations of the industry can increase entrance of individuals with diverse backgrounds/ geographies also increasing inclusion of women in the workforce, thus providing access to a wider talent pool.	-	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
6.	Labour Practice and Human Rights	Risk	Human rights violations and abuse can adversely impact employees and contractual labour workforce and bear a risk of litigation. Such violations can also cause reputational damage to the company.	AllcargoGATI has a <u>Human Rights Policy</u> with commitments such as zero tolerance towards human trafficking, child labour, and forced labour, freedom of association, discrimination among others. A formal grievance redressal mechanism is set in place wherein all employees can report on employeefirst@allcargologistics.com and contractual workers can report any grievances through the whistleblower mechanism as well via whistleblower@allcargologistics.com	Negative Implications
7.	Community Development	Opportunity	Community development is essential for obtaining a social license to operate. AllcargoGATI's presence is widespread with operations all over India and thus can impact many communities. Corporate social responsibility can also lead to increased investor interest and brand value recognition.	-	Positive implications
8.	Customer Satisfaction	Opportunity	Providing sustainable logistics solutions can attract and retain customers as many commercial customers are looking for ways to make their supply chain sustainable. Ensuring that customer grievances and feedback are redressed, which can boost customer loyalty and increase retention.	-	Positive Implication
9.	Corporate Governance	Opportunity	Ensuring good governance and transparent practices can help securing stakeholder interest, a higher reputation, reduced risks and improved financial performance.	-	Positive Implications
10.	Cybersecurity	Risk	Data breaches and cybersecurity threats have increased over the past decade. With cloud computing and online marketplace and payments, maintaining the privacy of customer or employee data is crucial for AllcargoGATI. Cyber-attacks can have several impacts on the functioning of the organization such as operational cost and reputational damage.	AllcargoGATI has a Cybersecurity policy and is ISO 27001:2022 certified to ensure utmost compliance and better customer data privacy. Compliance to such high standards of cybersecurity has helped us achieve a high rating in our third-party IT audit from BitSight with a score of 780 and rated "Advanced"	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
11.	Sustainable Supply Chain	Opportunity	Adopting a sustainable supply chain can help minimize supply disruption risks and emerging regulatory risks. Ensuring that suppliers also meet AllcargoGATI's ESG expectations can contribute to supporting local businesses, reduce implied environmental impacts, and promote good governance.		Positive Implications
12.	Supply chain disruptions	Risk	Disruptions in the supply chain can further hamper processes and create a ripple effect throughout AllcargoGATI's value chain. Such disruptions can also delay deliveries and damage brand reputation subsequently leading to financial losses.	AllcargoGATI has established a Supplier Code of Conduct including coverage of human rights, environmental performance, community development, business ethics and transparency and whistleblowing. AllcargoGATI has also adopted a sustainable procurement policy for its suppliers with guidelines to procure from sustainable and local sources.	Negative Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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	Principle 1: <ul style="list-style-type: none"> Sustainable Procurement Policy Principle 2: <ul style="list-style-type: none"> Anti-trust and Anti-competitive Policy Code of Conduct Corporate Tax Governance Policy Principle 3: <ul style="list-style-type: none"> Human Rights Policy Health and Safety Policy Anti-Harassment and Anti-Discrimination Policy Board Diversity Policy Principle 4: <ul style="list-style-type: none"> Stakeholder Engagement Policy Supplier Code of Conduct Principle 5: <ul style="list-style-type: none"> Human Rights Policy Anti-Harassment and Anti-Discrimination Policy Principle 6: <ul style="list-style-type: none"> Environment Policy Supplier Code of Conduct Principle 7: <ul style="list-style-type: none"> Corporate Tax Governance Policy Principle 8: <ul style="list-style-type: none"> Stakeholder Engagement Policy CSR Policy Principle 9: <ul style="list-style-type: none"> Information Security and Cybersecurity Policy 								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
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, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Policies are compiled by keeping in mind the different global standards including those of the United Nations, 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 40% gender diversity in junior and middle management by 2040 30% gender diversity in the top management by 2040 Maintain Zero cases of data and cybersecurity breaches through timely resolution of cyber incidents, if any Maintain zero instances of non-compliances with regulatory requirements year-on-year Committed to making a safer workplace for all our employees and workers Committed to multiple United Nations Sustainable Development Goals - SDG 3, 4, 11, and 14 to benefit community growth Continue to ensure Zero employment of child and forced labour Continue to ensure Zero instances of human rights violation 								
6	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	AllcargoGATI has set goals & targets in FY23, and we are collecting data and currently focused on enhancing data quality; we will be internally evaluating performance on the said policies in the years to come								

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

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

The purpose of our business is to dedicatedly serve to ensure stakeholder delight and influence the environment and society at large with our good work, as we abide by our values that form the cornerstone of our business strategies, decisions, and activities. We are committed to this roadmap as we seek to grow sustainably and deliver logistics solutions with excellence, again and again, with a lot more rigor and enthusiasm as the days pass.

Please refer to page no. 9 for the Chairman's / MD's speech.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Ketan Nishikant Kulkarni, MD

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 creating 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	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action																	Annually
Description of other committee for performance against above policies and follow up action																	Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances																	Annually
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification																	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

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 (KMP)	6	P1, P3, P8, P9	61%
Employees other than BoD and KMPs	140	P1, P3, P5, P6, P8, P9	93%
Workers	1*	P3, P5	100%

Note: *AllcargoGATI conducts various trainings for third party workers on topics such as warehouse safety, defensive driving, fire drills, behavioral conduct, code of conduct trainings among others. However, AllcargoGATI is currently not capturing the number of trainings provided at all its locations and is in the process of setting up mechanisms to capture such trainings. NA = Not Applicable

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

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	NA	0	NA	No
Settlement	NA	NA	0	NA	No
Compounding fee	NA	NA	0	NA	No

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

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

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

Yes, anti-corruption and anti-bribery aspects are covered as a part of AllcargoGATI's Code of Conduct - Ethics Transparency and Accountability Policy. AllcargoGATI has zero tolerance against any cases and instances of corruption, bribery, extortion or malpresentation of financial statements. All AllcargoGATI'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. None of AllcargoGATI'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 situation that accepting a bribe results in it bearing a direct threat to their lives, Employees should immediately inform their immediate manager or write to whistleblower@allcargologistics.com.

The web link to the policy is below:

<https://www.allcargogati.com/cms/pdfs/February2025/D4b3NSyJaKbDU4GE5hLI.pdf>

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.**

No corrective actions were taken as there were no cases on non-compliance.

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 ₹	4,48,03,75,00,000	3,22,62,35,00,000
(ii) Cost of goods/services procured in ₹	11,26,01,00,000	11,14,75,00,000
(iii) Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured)	40	29

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	0	0
	(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	2,45,91,37,428	2,59,39,25,747
	(ii) Total Sales	15,09,94,00,000	14,78,84,00,000
	(iii) Sales to dealers / distributors as % of total sales	16%	18%
	b. Number of dealers / distributors to whom sales are made	393	403
	c. (i) Sales to top 10 dealers / distributors	71,44,99,602	66,01,42,610
	(ii) Total sales to dealers / distributors	2,45,91,37,428	2,59,39,25,747
	(iii) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	5%	4%
Share of RPTs in	a. (i) Purchases (Purchases with related parties)	0	0
	(ii) Total Purchases	0	0
	(iii) Purchases (Purchases with related parties as % of Total Purchases)	0	0
	b. (i) Sales (Sales to related parties in ₹)	6,41,05,925	7,72,00,000
	(ii) Total Sales (in ₹)	15,09,94,00,000	14,78,84,00,000
	(iii) Sales (Sales to related parties as a % of Total Sales)	0.42%	0.52%
	c. (i) Loans & advances (Loans & advances given to related parties)	95,00,00,000	0
	(ii) Total loans & advances	95,00,00,000	0
	(iii) Loans & advances (Loans & advances given to related parties as a % of Total loans & advances)	100%	0
	d. (i) Investments (Investments in related parties)	0	0
	(ii) Total Investments made	0	0
	(iii) Investments (Investments in related parties as a % of Total Investments made)	0	0

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 2025. Furthermore, we intend to assess performance, identify gaps and 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, we expect our employees to avoid and disclose to us any situation that may appear as a conflict of interest or if any of its official is having family or business relationship with an official or our employee who can influence the performance, in whole or in part, of a Contract.

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	0
Capex	0	0	0

Note: AllcargoGATI has invested in Solar energy projects and Electric Vehicles (EVs) on an OpEx model

2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
Yes, AllcargoGATI has implemented the Sustainable Procurement Policy. Suppliers are expected to follow our ESG practices and fulfill sustainable procurement expectations such as compliance with laws and regulations, human rights issues, resource efficiency among others. Suppliers are also expected to source sustainably in their respective value chains, to the extent available and feasible.
- b. If yes, what percentage of inputs were sourced sustainably?**
AllcargoGATI assesses its suppliers for sustainability and 20% of our suppliers were assessed for ESG
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
(d) other waste.
Not Applicable. AllcargoGATI is a logistics company and does not manufacture any goods or services that can generate e-waste or hazardous waste.
4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**
Extended Producer Responsibility is not applicable to AllcargoGATI as it is a logistics company.

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:**
AllcargoGATI has not conducted a Life Cycle Assessment of any of its services.
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.**
AllcargoGATI has not conducted a Life Cycle Assessment of any of its services.
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).**
AllcargoGATI is a logistics company and does not use any recycled or reused input material for manufacturing or in any of its services.
4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**
AllcargoGATI is a logistics company 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.**
AllcargoGATI is a logistics company 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	2,080	2,068	99.42%	2,080	100%	NA	NA	2,080	100%	0	0%
Female	304	299	98.35%	304	100%	304	100%	NA	NA	0	0%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	2,384	2,367	99.66%	2,384	100%	304	12.75%	2,080	100%	0	0%
Other than permanent Employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

Note: NA = Not Applicable

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%
Other than permanent Workers											
Male	759	49	6.5%	689	90.7%	0	0%	0	0%	0	0%
Female	84	14	16.6%	60	71.4%	0	0%	0	0%	0	0%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	843	63	7.5%	749	88.8%	0	0%	0	0%	0	0%

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

Particulars	FY 2024-25	FY 2023-24
i) 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))	2,99,36,328	3,19,36,998
ii) Total Revenue in ₹	15,09,94,00,000	14,78,84,00,000
iii) Cost incurred on well-being measures as a % of total revenue of the company	0.20%	0.22%

Note: Well-being measures cover expenses on Group Mediciam Coverage (GMC), Group Personal Accidental Insurance (GPA), Employees Deposit Linked Insurance (EDLI). The Group Term Life Insurance was discontinued from September 2024 as per Management call.

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	99.28%	96.32%	Yes	100%	0	Yes
Gratuity	99.28%	NA	Yes	100%	0	Yes
ESI	25.25%	88.84%	Yes	100%	0	Yes
Others – please specify	NA	NA	NA	NA	NA	NA

Note: NA = Not Applicable; Workers are “other than permanent”

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.

Some of the AllcargoGATI premises are designed/structured in manner to be made accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. The following steps have been undertaken to achieve this:

- Ramps for access to warehouses in a few locations
- Moving ahead, all the new warehouses will be planned in a more inclusive manner to accommodate differently abled employees, workers and visitors, if any.

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, AllcargoGATI emphasizes on providing equal opportunities for its employees in the Anti-Discrimination Policy, POSH Policy and Human Rights Policy.

Web-link to the policies:

1. Anti-harassment or Anti-discrimination policy – [Anti-Harassment-and-Anti-Discrimination-Policy at AllcargoGATI](#)
2. POSH Policy – [POSH Policy at AllcargoGATI](#)
3. Human Rights policy – [Human Rights Policy](#)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
Other	NA	100%	NA	NA
Total	100%	100%	NA	NA

Note: NA = Not Applicable. Retention Rate is computed based on how many employees availed parental leave, returned and continued for a period of 12 months.

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, the organization has multiple platforms and practices available such as:</p> <p>1. Grievance Resolution Committee:</p> <p>A. Informal Stage: The employee should, at first instance, try resolving the grievance verbally with their Line manager/Centre Head. In cases of lack of satisfactory response, the grievance can be escalated to the Local Business HR. In absence of successful resolution of the grievance, a formal written complaint can be filed with the Grievance Resolution Committee.</p> <p>B. Formal Stage: In situations where the informal stage has been surpassed or there has been no successful resolution of the grievance received, the aggrieved employee may write to the email id mentioned here: employeefirst@allcargologistics.com</p> <p>All emails written to this ID are received by the Grievance Resolution Committee.</p> <p>Grievance Resolution Committee and its role:</p> <p>i. Zonal Committee chaired by Zonal HR head with cross functional team.</p> <p>ii. Central Committee chaired by Head IR & Compliance with cross functional team.</p> <p>Any investigation undertaken by the Committee shall be in accordance with the principles of natural justice and will be undertaken confidentially and as expeditiously as possible with great sensitivity.</p> <p>2. POSH Committee:</p> <p>The Prevention of Sexual Harassment (POSH) Committee has been set up to cater to employee concerns regarding any discriminatory / harassment cases irrespective of gender.</p> <p>3. Diversity & Inclusion Committee:</p> <p>Diversity & inclusion Committee available at every Zone across India. The committee conducts monthly DE&I Structured meetings, and gender sensitization talks.</p> <p>4. One on One Discussion with Business HR</p> <p>The employees have the option to have a one-one discussion with their Business HR partner as well.</p>
Other than Permanent Employees	NA

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	0	0	0%	0	0	0%
Female	0	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: We do not have any Employee or Worker Unions

8. Details of training given to employees and workers:

Category	FY April 1, 2024 to March 31, 2025					FY April 1, 2023 to March 31, 2024				
	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	2080	2072	99.62%	1612	77.50%	2,400	2,400	100%	2,400	100%
Female	304	299	98.36%	299	98.36%	335	335	100%	335	100%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Total	2384	2371	99.45%	1911	80.16%	2,735	2,735	100%	2,735	100%
Workers										
Male	759	759	100%	0	0%	574	544	95%	544	95%
Female	84	84	100%	0	0%	93	88	95%	88	95%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Total	843	843	100%	0	0%	667	632	95%	632	95%

Workers = Other than permanent workers

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

Category	FY April 1, 2024 to March 31, 2025			FY April 1, 2023 to March 31, 2024		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2080	1961	94.28%	2,400	2,400	100%
Female	304	271	89.14%	335	335	100%
Other	0	0	0%	0	0	0%
Total	2384	2232	93.62%	2,735	2,735	100%
Workers						
Male	759	0	0%	574	0	0%
Female	84	0	0%	93	0	0%
Other	0	0	0%	0	0	0%
Total	843	0	0%	667	0	0%

Note: As AllcargoGATI's workers are all sourced from contractors, we do not have any performance and career development reviews for them.

10. Health and safety management system:

- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**
Yes, AllcargoGATI has implemented the Health and Safety Policy. We are cognizant of safety at all our locations and are in the process of implementing a holistic Occupational Health and Safety system underway.
- b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**
AllcargoGATI has a Health and Safety policy while safety training is conducted by location heads. To identify work-related hazards and assess the risks on a routine basis, we conduct toolbox meetings organized by safety marshals.
- c. **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**
AllcargoGATI currently does not have a formal mechanism for incident reporting to report work-related hazards and is in the process of implementing a system for incident registration.
- d. **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**
Yes. AllcargoGATI provides Group Accidental Policy, Group Mediclaim, Employees' Deposit Linked Insurance (EDLI) coverage along with its employees as a part of non-occupational medical and healthcare services.

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

Safety Incident type	Category	FY 2024-25	FY 2023-24
Safety Incident/Number			
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
		0	0

Note: Above data coverage is for employees only, does not cover workers at this juncture. AllcargoGATI is in the process of reviewing systems to capture data for safety-related incidents. We do not have any workers

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

Employee well-being programs/initiatives are conducted for all the employees and during FY 2024-25 the following well-being initiatives were undertaken:

- Women safety programs
- POSH & gender sensitization meetings as a part of DE&I initiative
- Road safety programs
- Fire emergency training exit
- Eye checkup camps
- General health checkup
- Driver health check up
- Yoga at your desk

Additionally, the following training courses are provided for health and safety:

Type of Training	Frequency
Firefighting training	Monthly
Mock drills	Yearly
First Aid Training	Yearly
Reach stacker and Forklift safety training	Monthly

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	0	0	0	0
Health & Safety	0	0	0	0	0	0

Note: AllcargoGATI is in the process of reviewing systems to capture all complaints. We do not have any workers

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	0
Working Conditions	0

Note: We periodically have fire and electrical safety audits at our locations, but currently we do not have central track for this information. This is undertaken locally and regionally, as per requirements

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.

The corrective action/s 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 include maintenance of a hygiene tracker which is updated by the Business HRs during their operating unit visits and discussion on the problem areas with the respective unit heads/in charges and through holding one on one discussion with the concerned stakeholders.

This is usually followed by a monthly hygiene review with the P/L head of that respective zone in the presence of the respective Business HRs, the Zonal HR head & the BSG Leaders assigned to that territory to keep track of the number of concerns received versus the number of concerns dealt with and closed.

AllcargoGATI has implemented Hygiene Policy which ensures workplace cleanliness and basic amenities like availability of clean drinking water, proper sanitation facilities, etc.

Our BSG team conducts Operations Unit (OU) visits on a monthly basis to ensure all the points under the hygiene policy are taken care of and a Hygiene tracker is maintained to create a Pan India visibility.

Leadership Indicators

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

Yes, we cover all the employees and workers under Group Accident Policy is available in the event of death of the individual on grounds of personal accident & PF is paid out, Group Mediclaim Coverage as well as Employees' Deposit Linked Insurance (EDLI) for all employees.

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 provisions. We utilize the services of external agencies to monitor monthly statutory compliance of suppliers and associates, which undergo monthly audits conducted by our compliance partner. Additionally, our Location HR conducts random inspections to ensure statutory payments by suppliers and associates are upheld.

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

Note: AllcargoGATI is in the process of reviewing systems to capture data for safety related incidents.

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. We do 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 undertook a self-assessment survey as a part of our Supplier ESG Assessment. 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 last year. Currently review mechanisms 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.

AllcargoGATI identifies individuals or groups of individuals (including Companies, Partnership firms and Proprietary Firms) who are impacted by our products / services and activities as well as individuals or groups of individuals which have a direct or indirect impact on us. Upon such prioritization, we shall analyze the risks and impacts of our 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 Press releases and newsletters 	Quarterly	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 Company website 	Daily	Addressing customer requirements for deliveries and grievances if any
Suppliers and Contractors	No	<ul style="list-style-type: none"> Regular interaction through online and offline meetings, phone calls, e-mails Conferences and workshops Trainings and awareness programs Supplier Audits 	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 communications 	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	No	<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

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

Investors and shareholders raise their concerns to the Board at Annual General Meetings (AGMs) as per SEBI requirements.

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

Yes. We conducted our materiality assessment in FY23 during which we circulated the stakeholder engagement and materiality assessment questionnaire to all our stakeholders to identify key environmental and social topics. Based on the material topics identified, we are in the process of planning and executing key environmental and social initiatives. We aim to undertake the materiality assessment every 5 years.

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

We have undertaken 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:

- Monthly OU Visits by the business HRs of respective territories.
- Townhall meetings
- Skip level meetings
- Neev program which focusses on employee empowerment & inclusiveness where employees gather in small groups along with their unit heads & HR from different functions to discuss on finding solutions to specific problems at employee levels.
- Employee Grievance Redressal Policy rolled out for all our employees and has committees at zonal & corporate level. Employees can send their grievances to the designated email ID - employeefirst@allcargologistics.com
- Diversity & Inclusion committees are in place to discuss on DE&I related problems.
- 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

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. employees / workers covered (B)	% (B / A)	Total (C)	No. employees / workers covered (D)	% (D/C)
Employees						
Permanent	2384	2384	100%	2,735	2,735	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	2384	2384	100%	2,735	2,735	100%
Workers						
Permanent	0	0	0%	0	0	0%
Other than permanent	843	0	0%	667	0	0%
Total Workers	843	0	0%	667	0	0%

Note: AllcargoGATI does not exclusively have Human Rights related trainings for 'Other than permanent workers' but they are protected under our Human Rights Policy

2. 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	2080	0	0%	2080	100%	2,400	0	0%	2,400	100%
Female	304	0	0%	304	100%	335	0	0%	335	100%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent Employees										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent Workers										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent Workers										
Male	759	759	100%	0	0%	574	574	100%	0	0%
Female	84	84	100%	0	0%	93	93	100%	0	0%
Other	0	0	0%	0	0%	0	0	0%	0	0%

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

Particulars	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)	7	25,00,000	1	10,65,000	0	0
Key Managerial Personnel	3	1,45,00,136	0	0	0	0
Employees other than BoD and KMP	2,077	4,20,000	304	4,26,336	0	0
Workers	NA	NA	NA	NA	0	0

Note: AllcargogATI employs 'Other than Permanent Workers' through contractors, hence we do not capture this data.

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	16,42,23,224	18,46,66,823
Total wages	1,47,18,22,666	1,64,26,00,912
Gross wages paid to females as % of total wages	11.16%	11.24%

Note: The above data is for full-time female employees only

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, there is a focal point responsible for addressing human rights impacts or issues caused or contributed to by the business. We periodically undertake human rights due diligence to identify, prevent, mitigate and account for adverse human right impacts. The policy will be reviewed periodically during board reviews and revisions in the policy shall be made accordingly. The policy shall be reviewed and approved by the management. Any guidelines on human rights issued by government agencies or ILO from time to time, they will automatically be part of this policy. The Learning and Development team shall conduct mandatory training programs to promote a - discrimination and harassment-free workplace on an annual basis. All employees are required to complete the training and affirm compliance. At AllcargogATI, Sessa Srikanth is the focal point responsible for human rights-related aspects. Email ID: seshasrikanth.n@allcargologistics.com

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

A. Grievance Resolution Committee:

- Informal Stage: The employee should, at first instance, try resolving the grievance verbally with their Line managers/ Centre Head. In cases of lack of satisfactory response, grievance can be escalated to Local Business HR. In absence of successful resolution of the grievance, a formal written complaint can be filed with the Grievance Resolution Committee.
- Formal Stage: In situations where the informal stage has been surpassed or there has been no successful resolution of the grievance received, the aggrieved employee may write to the email id mentioned here: employeefirst@allcargologistics.com. All emails to this ID are received by the Grievance Resolution Committee.

Grievance Resolution Committee and its role:

- Zonal Committee chaired by Zonal HR head with cross functional team.
- Central Committee chaired by Head IR & Compliance with cross functional team. Any investigation undertaken by the Committee shall be in accordance with the principles of natural justice and will be undertaken confidentially and as expeditiously as possible with great sensitivity.

B. POSH Committee:

The Prevention of Sexual Harassment Committee has been set up to cater to employee concerns regarding any discriminatory / harassment cases irrespective of gender.

C. One on One Discussion with Business HR

We also have the option for the employees to approach their Business HR partners for a one-on-one discussion as well.

6. 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 the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	2	0	Nil	1	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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)	2	1
Complaints on POSH as a % of female employees / workers	0.5%	0.2%
Complaints on POSH upheld	2	1

Note: Total female workforce = 388 nos.

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

Yes, AllcargoGATI has mechanisms in place to prevent adverse consequences to the complainant in discrimination and harassment cases. The details of the complainant are kept confidential, and the authenticity of the complainant's report is investigated by the assigned committee. The details regarding the investigation are also limited to the committee and kept confidential. The complainant is protected from any discrimination and harassment till the issue is resolved. This is done in order to safeguard the complainant's interest and confidence.

- Human Rights Policy
- Anti-Harassment & Discrimination Policy
- POSH Policy
- Employee grievance redressal policy (internal)

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

AllcargoGATI expects all its suppliers to adhere to the highest standards of ethical conduct in line with country-specific laws and conventions for their labor practices. This includes the abolition of child labour, forced labour, bonded labour etc. We expect our suppliers to create and maintain an environment that treats all employees with dignity and respect and refuses to tolerate any harassment or inhumane treatment including but not limited to mental cruelty, violence, sexual exploitation or corporal punishment of any kind. It is ensured that the human rights requirements are actively communicated internally and externally 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.

Leadership Indicators

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

AllcargoGATI 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, we plan 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?

Some of our premises are designed/structured in manner to be made accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. The following steps have been undertaken to achieve this:

- Ramps for access to warehouses in a few locations
- Moving ahead all the new warehouses will be structured in a more inclusive manner to accommodate differently abled employees, workers and 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: We currently have started assessing its Category A 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.

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.

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:

Whether total energy consumption and energy intensity is applicable to the company? (Y/N)

YES

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	2,023.54	1,342.88
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	2,023.54	1,342.88
From non-renewable sources		
Total electricity consumption (D)	23,383.86	21,761.49
Total fuel consumption (E)	5,295.67	4,251.91
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	28,679.53	26,013.40
Total energy consumed (A+B+C+D+E+F)	30,703.07	27,356.26
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees crores) (GJ/ ₹ Crore)	17.66	16.00
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)	364.86	358.45
Energy intensity in terms of physical output	Not Applicable	Not Applicable
Energy intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

Note: 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. No external assurance was carried out on environmental parameters for FY 2024-25.

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.

AllcargoGATI 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

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

Note: No external assurance was carried out on environmental parameters for FY 2025. AllcargoGATI has currently started groundwork for tracking its water consumption and is in the process of setting systems and procedures.

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

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.

AllcargoGATI is a logistics company and does not own any manufacturing plants, but we are currently assessing methods to track water consumption and wastewater generation from our premises which are majorly leased spaces along with other entities within the same space. The onus of wastewater management is to the owner of the leased space. We will be formally discussing the possibilities with the landowners along with other occupants, wherever applicable.

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: No external assurance was carried out on environmental parameters for FY 2025. AllcargoGATI is currently not tracking its stack or air emissions and is in the process of setting systems and procedures.

NA = Not Available

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & 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	484.37	390.96
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	4,611.82	4,556.69
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/₹ Crore	2.93	2.89
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)	60.57	64.74
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. There was no external assurance carried out on environmental parameters for FY 2025

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

Yes. Given the nature of industry, road transportation is prone to producing a high quantity of Greenhouse Gas (GHG) emissions. AllcargoGATI has deployed 500 plus Alternate Fuel Vehicles (AFVs) in the first & last mile which is a strong move in achieving our goal to be Carbon Neutral by 2040. At a few of its warehouses, AllcargoGATI has adopted solarization projects and is planning to install solar projects of 1.1+ MW in the coming years.

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
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

Parameter	FY 2024-25	FY 2023-24
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

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 FY 2023-24. Waste generation is not being tracked currently. AllcargoGATI is in the process of tracking its waste and setting appropriate practices for waste management.

Note: NA = Not Available

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, AllcargoGATI does not manufacture any products and thus does not use any hazardous or toxic chemicals. Currently, we are in the process of tracking our waste and setting appropriate practices for waste management.

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:**

AllcargoGATI is yet to conduct a study of its operations that comes under in ecological sensitive areas and is 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, AllcargoGATI has not conducted any environmental impact assessment. AllcargoGATI 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, AllcargoGATI ensures compliance with local and national applicable laws wherever required.

Leadership Indicators

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

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

Note: AllcargoGATI is in process of conducting a study to identify if we have any facility / plant located in areas of water stress

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 FY 2025.

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)	Metric tonnes of CO ₂ equivalent	9,10,408.31	8,71,898.02
Total Scope 3 emissions per rupees in crore of turnover	tCO ₂ e/ ₹ Crore	523.76	510.03
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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 FY 2025

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.**

AllcargoGATI is yet to conduct a study of its operations that comes under in ecological sensitive areas. Thus, no Biodiversity Impact Assessments were undertaken 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:**

AllcargoGATI has implemented a few initiatives to improve its resource efficiency:

- Adoption of Alternate Fuel Vehicles (AFVs) in first mile and last-mile fleet
- Introduction of e-Dockets to reduce physical documentation and thus minimizing the use of paper
- Increased digital transactions by 2x with clients to reduce use of paper while preparing shipments.

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

Details of entity at which business continuity and disaster management plan is placed or weblink.

Our Business Continuity Management Systems (BCMS) approach is based on four pillars – Emergency Response, Crisis Management, Business Continuity Planning, and Disaster Recovery Management. 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 for some critical AllcargoGATI applications. We have primary data centers and disaster recovery data centers with appropriate back up 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 centers due to any disaster.

Emergency Response and Crisis Management: AllcargoGATI 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 consists 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.**

AllcargoGATI has not conducted any Environmental 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.**

AllcargoGATI has not conducted any Environmental Impact Assessment for its value chain.

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

Essential Indicators

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

AllcargoGATI is a member of one trade association.

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.	Express Industry Council of India (EICI)	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 AllcargoGATI in FY 2024-25.

Leadership Indicators

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

In FY 2025, there have been no public policies that have been advocated by AllcargoGATI.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development
Essential Indicators

- 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, but AllcargoGATI plans on conducting SIAs in the future once the projects if applicable.
- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**
AllcargoGATI does not have any projects for which Rehabilitation and Resettlement (R&R) is required.
- Describe the mechanisms to receive and redress grievances of the community.**
AllcargoGATI has a Whistleblower Policy that allows the community to register any grievances.

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

Parameter	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. AllcargoGATI is a service industry and not a manufacturing industry hence input material would not be applicable for AllcargoGATI

- 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 ₹	NA	NA
ii) Total Wage Cost in ₹	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 ₹	NA	NA
ii) Total Wage Cost in ₹	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 ₹	NA	NA
ii) Total Wage Cost in ₹	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 ₹	NA	NA
ii) Total Wage Cost in ₹	NA	NA
iii) % of Job creation in Metropolitan areas	NA	NA

Note: NA = Not Available, we are under process to develop mechanisms to track this data

Leadership Indicators

- 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 AllcargoGATI plans on conducting SIAs in the future if applicable.
- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

S. No.	State	Aspirational District	Amount spent in ₹
1	0	0	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, AllcargoGATI does not have a preferential procurement policy yet.
- b. **From which marginalized /vulnerable groups do you procure?**
NA, AllcargoGATI does not have a preferential procurement policy yet.
- c. **What percentage of total procurement (by value) does it constitute?**
NA, AllcargoGATI does not have a preferential procurement policy yet.

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	No	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.**
AllcargoGATI is not involved in any litigations for intellectual property.

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Computer Maintenance support Donation to - Government High School, Banjara Hills, Hyderabad	1150	0%
2.	Security Guard support Donation to - Government High School, Banjara Hills, Hyderabad	1150	0%
3.	Housekeeping support Donation to - Government High School, Banjara Hills, Hyderabad	1150	0%
4.	Housekeeping support Donation to - Zilla Parishad High School, Miyapur, Hyderabad	1270	0%

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, AllcargoGATI 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, AllcargoGATI keeps a check on all customer complaints and queries raised. Complaints and feedback received through mail are addressed by the Customer Experience team, and the reports are published twice a day.

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

Particulars	As a % 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: AllcargoGATI is a transportation service provider. We do not manufacture any products.

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	6	67	None	17	69	Some cases were filed against ACGI prior to acquisition
Other	0	0	None	0	0	None

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

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, AllcargoGATI has an [Information Security and Cybersecurity Policy](https://www.allcargogati.com/cms/pdfs/February2025/3sjmhTYSiBgMa60SXjei.pdf) that ensures commitment to the highest standards of cybersecurity practices. Policy link: <https://www.allcargogati.com/cms/pdfs/February2025/3sjmhTYSiBgMa60SXjei.pdf>

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

There were no incidents of data breaches for FY 2024-25. AllcargoGATI has a strong commitment to maintaining customer privacy and cybersecurity. Given that AllcargoGATI captures personally identifiable information of its customers for deliveries, appropriate technical and process control measures are implemented. The IT systems are ISO 27001:2022 certified and are in line with the NIST framework. There are strong procedures for incident management, and vulnerability assessments are regularly conducted. We have attained a BitSight score of 780 on the BitSight cybersecurity performance ratings, helping us achieve an 'Advanced' rating for our cybersecurity system. Safeguarding cyber security 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 were undertaken, and continual improvements are undertaken, 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 FY 2024-25

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

There were no data breach incidents for FY 2024-25

c. Impact, if any, of the data breaches

Not Available, since there were no data breach incidents for FY 2024-25

Leadership Indicators

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

LinkedIn : <https://www.linkedin.com/company/AllcargoGATI/>

Facebook : <https://www.facebook.com/share/4oPnhUDbCq3qc9qk/?mibextid=qi2Omg>

Instagram : <https://www.instagram.com/AllcargoGATI?igsh=ZGo4c3NnMGVzdTQ0>

X : <https://x.com/AllcargoGATI?t=Tsy-gwihxnoiA5npjVrRGg&s=08>

YouTube : <https://youtube.com/@gatilt9387?si=fgum8ml5exp3DXD>

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

AllcargoGATI is currently not conducting any consumer awareness activities.

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

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

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

Not Applicable. AllcargoGATI 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, AllcargoGATI conducts the Customer Satisfaction Survey (C-Sat) on an annual basis.